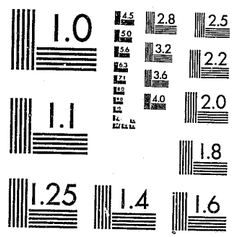

Minnesota Department of Corrections

Research Report

An Evaluation of Free Venture Industries in Minnesota

March, 1981

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Abstract

The Minnesota Free Venture Evaluation assessed the effects that an experimental prison industry program modelled after the business principles of the private sector (FV) had on participating inmate employees and on the facilities where they were incarcerated. The two phase project examined the backgrounds, institutional activities, and when possible, the post-release success of more than 400 Free Venture workers and over 600 controls in the four major facilities in the state for adult male and female felons.

The individuals involved in Free Venture were found to differ from others in terms of various demographic variables including their past employment recordes and criminal histories, differences which probably reflect the consequences of self-selection as well as the hiring practices of the Free Venture shops. While the higher wages of Free Venture workers allowed them to send more money home, to pay taxes and, in certain cases, chargebacks for room and board, and to accumulate greater savings for their releasee, there was little evidence that their involvement produced other changes in their institutional behavior. Furthermore, there was minimal support for the view that Free Venture produces reduced recidivism although the data did point to an association between Free Venture experience and post-release employment.

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Chapter One: Introduction

The project which is described in this report should be viewed within two contexts - the history of correctional industries which led to the development of the "Free Venture" model under study and the nature of the state institutions wherein the model was applied and the research took place. The purposes of this introduction therefore are (1) to review briefly what is known about the employment of inmates while incarcerated and following release and (2) to acquaint the reader with the institutions in Minnesota which were involved in the evaluation. The chapter closes with an overview of the design and the specific hypotheses which were tested.

A Review of the Literature

As long as there have been prisons, there have been work programs for prison inmates of one sort or another. Generally these have been operated towards one or more of three objectives - punishment, rehabilitation, and money making, with the primary emphasis shifting over time. In the early 1800's the employment of inmates in correctional institutions in many states involved contract and lease systems from which various private businesses often generated large profits for themselves. The middle of that century saw the development of a "reform" movement dedicated to eliminating such arrangements. This movement was dominated by pecuniary interests in capturing the profits for the particular governments involved as well as by the humanitarian view that the existing practices were both exploitative of and destructive to inmates. The concerns of unions were voiced too with protests of "unfair competition." While some critics recognized that the contract arrangments were not inherently unfair, labor leaders such as Samuel Gompers equated them with slavery. Laws appeared on the books in many states outlawing industrial operations within prisons unless the work fell in the domain of "state use," i.e. producing products or providing services which did not compete on the open market with those from the private sector. Despite continued calls to abolish such regulations, their popularity flourished to the point that by 1935, in the judgment of one reviewer (Ohlin, 1977), state and federal laws had destroyed completely the economic potential of prison industries.

The history of these developments, mentioned so briefly here, has been reviewed by a number of authors to whom the interested reader is referred (Clark, Parker, 1975; Miller et al., 1975; Johnson, 1977; Johnston, 1977). One book however merits further discussion and that is a volumn edited by Corrine Bacon which was published first in 1917 and re-released in 1974, very likely because of the timeliness of its contents. One issue debated within that book, Prison Reform, was that which received increasing attention in the 1960's and '70's, namely the failure of prison industries to meet any of their ascribed goals. Furthermore, and not without an appreciation of the complexities involved, the value of "real world" type work for prisoners (the model which as we shall see came to be known as Free Venture) was prescribed even then as a solution.

In 1899 the United States Industrial Commission issued the statement that "Every interest of society and consideration of discipline, economy, reformation, and health demand that prisoners should be kept employed at productive work" (Bacon, 1974). A similar view had been espoused in the Declaration of Principles adopted nine years earlier by the International Prison Congress which met in Cincinnati, Ohio. Labor was seen by leaders in the field of corrections as a disciplinary and reformatory force. For example Barrows (quoted in Bacon, 1974) spoke of the "absolute necessity of labor as remedial agent, both physical and moral" specifying that it must be productive or educative labor, not aimless drudgery.

Osborne, the warden at Sing Sing in the early 1900's, emphasized one practical side of the "real-world" type employment of inmates: "The industrial situation in the prison of the future will be simplified and strengthened by the payment of full wages to a man for a day's work. This will lead to higher standards of efficiency and workmanship and enable many men to support their families while they are in prison" (in Bacon, 1974). Other experts whose articles and speeches are contained in Bacon's book recognized additional benefits which might accrue, such as financial restitution by offenders to their victims (Frey, in Bacon, 1974) or the partial payment of maintenance costs by inmates to the institutions which housed them (Hicks, in Bacon, 1974).

Although the moralistic tone has been dampened somewhat, the arguments given above are essentially those that resurfaced with a new sense of urgency some 50 to 60 years after Bacon's book first appeared. In 1970 West and Stratton published a book which summarized the results of a national survey of prison industries and the discussions from a four day conference in Iowa attended by prison administrators and private citizens representing both labor and management for the stated purposes "to develop an initial empirical foundation for analyzing the value of correctional industries programs and to lay the groundwork for future industries research and training projects." A dominant theme presented there, and one which was to be echoed by other experts, was the conflicting nature of the goals both implicit and explicit, espoused by most correctional work programs. While the old labor-as-punishment view had no advocates (and was thus not part of the picture), money-making objectives were seen to conflict with those involving rehabilitation. It was noted that financial questions, while rarely mentioned as a primary concern of prison industries, were often the crux of much decision-making. Furthermore the individual needs of inmates were shown to have low priority as a criterion for work assignment, coming after considerations of custody, convenience, and discipline. The participants at that conference called for clearer standards for prison industries and for the types of reforms which were to be associated with the Free Venture concept.

Similar conclusions and recommendations were voiced repeatedly throughout the 1970's and interestingly, for often very disparate philosophical reasons (California Department of Corrections, 1974; Clements, 1974; Huff, 1974; Keve, 1974; National Council on Crime and Delinquency, undated manuscript; Clark, Parker, 1975; Johnson, 1977). In one noteworthy article Miller and his colleagues (1975) after documenting how nine major problems (limited markets, outdated equipment, labor-intensiveness, low skill jobs, short working days, overassignment of workers, lack of competition for jobs, poor pay, and a situation whereby management was isolated from industry) had contributed to the generally poor state of correctional industries, argued that a private industry model should be implemented. It was their contention that in addition to financial benefits, opportunities for inmate rehabilitation would result from such reform. That view stems from the belief that the seeming conflict between industrial or financial goals for prison industries on the one hand and rehabilitation on the other was irrelevant, or as Lightman (1979) has put it, despite the fact that such objectives "begin from fundamentally different values bases and premises," they can work in harmony. As we shall see next, the concept of Free Venture rests on such an argument.

It was in response to accusations about prison industries of the sort described above that in 1975 LEAA contracted with ECON, Inc. to carry out a major evaluation of the situation nationwide and to make recommendations for change. The report that subsequently was issued described a large number of universal problems falling into the categories listed below:

A. Political realities
B. Limited markets

C. Lack of well-defined industry goals and standards of accountability
D. Constraints imposed by institutional routines
E. Management and operations problems
    1. Low wages
    2. Low productivity
    3. Short work days
    4. Overstaffing of shops
    5. High overhead
    6. Poor financial records and controls
    7. Outdated equipment
    8. Lack of trained staff
    9. Poor space
    10. Limited marketing efforts
F. Inmate-worker problems
    1. Lack of transferable skills
    2. Limited preparation for release

Since present time and space constraints prohibit further discussion of these points, it is suggested that the interested reader consult the original report. We will however quote ECON's conclusions: "With rare exceptions, prison industry contributions to the state, the prison, and the inmate worker fall far short of their potential... (which) includes: savings to the state in terms of reduced state agency purchasing expenditures, reduced welfare costs, and reduced criminal justice costs, benefits for the prison in terms of a reduced rate of disciplinary infractions and a more normal social atmosphere; benefits to the inmate worker in terms of increased wages, ability to provide family support, industrial training, and job placement." (Christie, 1976)

The Free Venture model was put forth by the ECON evaluators to rectify these problems. Simply stated, it was designed to emulate the outside world of work as closely as possible within the prison setting (Christie, 1976). Six primary components were articulated:

1) A full work week, i.e., 7 or 8 hours per day compared to the typical 4 or 5 hours.

2) Inmate wages based on individual skill and productivity

3) Standards for productivity similar to those in the private sector

4) Decisions for hiring and firing being the responsibility of the industry manager or shop supervisor within the limits of due process rather than an institutional assignment committee

5) Business operations which are self-supporting if not profit-making, and

6) A post-release job placement mechanism.

Various strategies were outlined as means for establishing self-supporting labor systems which would rehabilitate their workers (NILECJ, 1978). Free Venture was to be an umbrella concept, broad enought to encompass a variety of business modes and operating procedures.

With major financial support from LEAA, seven states undertook to implement certain components of the Free Venture model within their correctional facilities in the late 1970's. A larger scale study of the impact of the program within the instututions was also funded. The reports from that evaluation on each separate state

(e.g. University City Science Center, 1980) and the recently released overview (Grissom, 1981) conclude that despite a number of problems the effects have been quite positive with evidence of benefits both to the prisons at large and to the individual inmates.

While the above cited evaluation did not bear in any direct manner on the question of rehabilitation (i.e. does Free Venture experience rehabilitate inmates?), there does exist a considerable literature relevant to that topic. Many experts (e.g. Glaser, 1974) have concluded that rehabilitation does not work, that is no form of intervention has been shown to have an appreciable effect on recidivism. Although others may find such judgment too harsh, there is general agreement concerning the complexity of the issues involved. For example, the seemingly simple matter of what constitutes recidivism is the cause for much debate (see, Glaser, 1964; Hood, Sparks, 1970; Adams, 1975).

Numerous studies assessing the relationship between various training or emplo-ment programs in prisons or other correctional settings and subsequent employment and/or criminal activity have been published. Glaser's (1964) work suggested that little benefit in terms of later jobs accrued to the ex-offender who had received vocational training and experience in prison. Similar results were noted by Pownell (1969) who demonstrated too that institutional work was unrelated to the re-arrest rates of the federal releasees he investigated. Further confirmation was provided by an evaluation done by the Pennsylvania Prison Society (1978). On a related note, data from a Baltimore Project (U.S. Dept. of Labor, 1977) and from a Georgia study (Stephens, Sanders, 1978) showed that job placement assistance to ex-offenders was not effective in improving their employment records or in reducing recidivism. Likewise, Mallar (1976) found that such services had a negligible impact on the commission of new crimes among the former inmates he studied.

On the other hand, Swedish data (see Snortum, 1976; Salomon, 1976; Moren et al, 1978) provide a more optmistic picture concerning both the short and long-term impact of experience in a Free Venture type prison industry program. Furthermore, Rosenblum and Whitcomb (1978) have cited evidence of reduced recidivism among participants in a work release program in Maryland, and Fine (1978) came to the same conclusion after studying female ex-offenders in California. Toborg and his colleagues (1978) also have reported successful outcomes associated with community-based programs offering a variey of employment services. There is a serious problem however of the lack of control subjects in the three latter investigations. In addition the criteria they employed were sometimes limited.

Jeffrey and Woolpert's (1977) data on work furlough and recidivism indicate that demographic variables have a differential impact on the effectiveness of such progams. In their four year follow-up they found that the group which benefitted the most were those with the highest risk of failure, i.e. young, unmarried, unskilled, minority offenders with long criminal histories. These findings are important in that they point to the value of looking at different subsets of offenders, and were they to replicate, they would be cause for great excitement. They are nevertheless at odds with results reported by Knox and Stacey (1978). Indeed the latter researchers found that the same kinds of risk characteristics were negative predictors for success following involvement in various programs for offenders; in their study post-release employment was related to structural factors such as having a car and driver's license, being a veteran, being a union member, and not living with one's wife. Except for the last variable which seems counterintuitive, all of the others point to a history marked by previous employment and stability.

Social scientists have long known that past behavior is the best predictor of future behavior. It should hardly be surprising then that successful adaptation (at least to a degree) prior to incarceration is associated with better outcomes post-release. Pownall (1969) for example found that regularity of pre-incarceration employment,

although not the type of job, was a good indicator of employment following release, as were good work evaluations in prison. His results were confirmed by a later Pennsylvania study (Pennsylvania Prison Society, 1979). There is much evidence also that the ex-offender with the shorter and/or less serious criminal record has a lower probability of committing another crime than does his more deviant counterpart (Hood, Sparks, 1970, Pennsylvania Prison Society, 1979; Pritchard, 1979). It has been equally well-established that there is a positive relationship between employment following release from prison and reduced recidivism (Glaser, 1964; Evans, 1968; Pownall, 1969; West, Stratton, 1970; Stephens, Sanders; 1978; Pritchard, 1979). Whitkin (1974) spoke of this association over 70 years ago. Figures cited more recently from a New York study (see Dale, 1976) show that the unemployed ex-offender has a four or five times greater likelihood of committing another crime than does his peer who has a job. In a similar vein the ECON evaluation described earlier (Christie, 1976) noted a highly significant correspondence between joblessness during parole and recidivism in a sample of 72 individuals released from the Connecticut Correctional Institution at Somers.

While some experts have inferred a causal relationship between employment and crime (and in some individual cases such an interpretation is certainly justified), there is no real evidence that being jobless leads one to commit a crime (although the reverse may well be true if one is apprehended). It seems more likely that being unemployed and engaging in criminal activities are mere correlates, different aspects of poor adjustment. We should consider in this light too the work of Gendreau et al. (1979) relating self-esteem and recidivism. The distinction made here is more than academic; it bears directly on predictions concerning the rehabilitative capacity of programs such as Free Venture or any other type of intervention. We shall return to these issues again in Chapters Five and Six.

The notion that is important to differentiate subsets within the larger prison population of inmates who might benefit particularly from an involvement in Free Venture (not to suggest that such experience might not be desirable for all who wanted to work) is supported in an interesting book, called Living in Prison. Its author, Hans Toch, documents the tremendous individual differences represented within institutions, noting that heterogenous backgrounds and concerns make for divergent uses of opportunities. This point too will merit further consideration in the discussion of the current evaluation.

Despite the type of diversity of which Toch (1977) speaks, many inmates share in common very poor work histories and bleak prospects for employment following their release (Levy et al., 1975; U.S. Department of Labor, 1977; General Accounting Office, 1979). The immediate economic pressures faced at parole or discharge are often tremendous, and as a U.S. Department of Labor study (1977) reported "the vast majority of inmates leave prisons wi h financial resources that cover their needs for no more than a few days." One well-controlled study explored the impact of a Baltimore project, LIFE (Living Insurance for the Ex-Prisoner), on the employment and recidivism rates of 432 high-risk ex-offenders. The subjects were divided into four groups matched on age, marital status, and previous work experience. One group received job placement assistance, one group $60 weekly for 3 months, one group both the money and the assistance, and the others nothing. One year follow-up data showed that while the financial aid significantly reduced economically-motivated crimes (although not other types of offenses) and may have helped to improve the employment rate (47 percent versus 41 percent), job placement was entirely ineffective in either regard. The negative findings concerning employment assistance serve as further evidence that it is not enough simply to give ex-offenders a job without assisting them in making other changes in their lives. The positive impact of the financial assistance well beyond the period it was given, is harder to explain and may have serious implications for would-be intervention programs. However, another evaluation of

efforts to provide financial aid to men newly released from prison, Georgia's Transitional Aid Research Project (Stephens, Sanders, 1978) produced less definitive results. Clearly, further investigation is warranted.

Correctional Facilities In Minnesota - The Institutions Studied

Minnesota was among the first three states which were awarded federal funds in order to implement the Free Venture model within its prison industry program. The manner in which and extent to which this was done varied considerably across the state's institutions. The descriptions which follow are intended to provide the reader with a workable knowledge of the facilities and the specific programs which were considered in the evaluation.

Minnesota Correctional Facility - Stillwater (MCF-STW): When the Minnesota State Prison at Stillwater first opened in 1914, it was heralded by many experts (e.g. Barry, 1974) as the world's greatest correctional institution. Gemmill (1974) had special praise for the industry program there, commenting that "whenever the grip of organized labor has been partially released (as in Minnesota), prisons have shown valuable results." The physical plant which has remained basically unchanged over the past 60 some years, has the capacity to house 1,075 inmates under conditions of maximum security. The typical daily population however during the mid- and late 1970's was approximately 980, including between 60 to 80 residents in a minimum security unit outside the prison walls for those nearing completion of their sentences. The staff averaged slightly under 500 employees during that period.

Following a two month long orientation, Stillwater inmates become eligible to participate in a variety of programs. During the years studied, slightly less than one third of the population was employed at a given time in what we have considered "traditional industry" (as opposed to Free Venture industry), namely the farm machinery and cordage factories, which were cited by Gemmill (1974) as model programs in 1914. While twine making was phased out in 1977 because of its non-profitability, the farm machinery operation has continued to function, offering some 98 job classifications in the foundry, sheet-metal shop, machine shop, wood shop, assembly shop, and engineering and designing divisions. About 5,000 units are sold annually. Calling this program "traditional" may be a misnomer for although some of the equipment and facilities are outdated and the pay scale low, other efforts have been made to approximate "real world" work conditions; in 1978 the work day was lengthened to seven hours and outside-type hiring and firing policies implemented. Thus, this "control" condition was not as different from Free Venture industries as might have been desirable for research purposes, nor was it as typical of many industrial programs found in prisons in other states.

A second major source of inmate jobs within MCF-STW is the support service program which employs another third of the population as janitors, clerks and maintenance men. While many of the positions offer low pay (e.g. 50 cents a day), certain others such as those for plumbers, prison newspaper editors, and construction workers pay much higher wages (e.g. eight dollars per day). Furthermore, like the traditional workers, men in support service positions work seven hour days and are subject to standard (in the "real world") hiring and firing practices.

The single industry program at Stillwater which received federal funds under the auspices of Free Venture implementation was a school bus reconditioning shop which b gan operating in late 1978. The shop refurbishes and/or repairs buses acquired from Minnesota school districts, at a considerable savings to the latter. With an average turnaround time of two to four weeks, six to eight buses are finished each month.

Some 20 to 36 inmates were employed at a given time during the period of this evaluation, with a low turnover rate of two or fewer positions per month. In addition to the fact that these positions are very competitive and to the high pay scale, ranging from .80 to $2.90 per hour, the school bus shop may be considered more Free Venture-ish by virtue of its stricter production standards. For a more detailed economic analysis of this operation, the reader is referred to the University City Science Center (1980) evaluation.

Although no federal funds were involved in the establishment of Stillwater Data Processing Systems, Inc., this company constitutes a prime example of Free Venture implementation A private company leasing an area within the main prison building, SDPS has employed typically 10 inmates who work on custom programs, software packages, and computer alterations. SDPS positions are highly selective and well paid. They are however limited to individuals who will not be eligible for transfer from Stillwater for at least one year prior to their application.

A second private company which has operated at MCF-STW is Best Food Services which with a staff including 25 inmate workers, provides meals for the entire institution. It too has functioned independently of the LEAA funded Free Venture program; nevertheless because of its operating practices, standards, and wage scales, it was considered as "Free Venture" for the purposes of this evaluation.

Since a near majority of prisoners enter Stillwater without a high school diploma or its equivalent and without job skills, it is hardly surprising that many choose to involve themselves in academic and vocational training programs. In the years under study the number of full-time students averaged about 150 with an additional 45 individuals taking courses on a part-time basis. Included in the academic progam (called educational programs in this evaluation) are Adult Basic Education, General Educational Development (GED), and higher education coursework delivered by a consortium of Minnesota colleges and universities. The vocational training programs (considered separate from academic programs in this evaluation) offer 916 Vo-Tech certified courses in welding, auto-bus body work, machine shop, office machinery repair, quantity food production, chef training, and drafting.

Two full-time treatment programs also function at MCF-STW. Atlantis, a chemical dependency program, served 30 to 35 inmates typically during the years under consideration. A comparable number of prisoners participated in Asklepieion, a residential program based on transactional analysis and adult confrontation.

Certain individuals for a variety of reasons are not involved in any of the programs described above and are assigned instead to permanent idle status. Although not an activity as such, such assignment was considered in the second phase of this project for comparison with Free Venture experience.

Minnesota Correctional Facility - St. Cloud (MCF-SCL): Formerly known as the Minnesota State Reformatory for Men, the prison at St. Cloud is a maximum security facility for younger felons with a capacity for 620 men. The average daily population in the late 1970's was between 550 and 600 with a staff complement of 314. Built in 1889, the facility has seen considerable modernization.

Academic instruction and vocational training play a much more primary role at MCF-SCL than is the case at Stillwater since its younger criminal population is even less educated and less skilled. The educational services there include full-time high school, General Educational Development (GED) preparation, tutoring programs, and college courses. Vocational training is offered in the areas of auto mechanics, auto body work, bakery, barbering, carpentry, electronics, furniture finishing, graphic design, meat cutting, masonry, painting and decorating, small engine repair, upholstry, and welding. Much of the vocational learning takes place in the prison's industry shops by way of on-the-job training. Although classified at the institution as part-time

students and part-time workers, individuals involved in these activities were considered to be in vocational training, as opposed to traditional industry, for the purposes of this evalution.

The one MCF-SCL program which we classified as traditional industry was the license plate and tab operation. While no efforts were made to include this shop in the Free Venture implementation, it should be noted that hiring and firing practices and rules concerning payment for time spent away from work have been modified in recent years in a direction consistent with "real world" type policies. Thus, once again, our "traditional industry" program may be unrepresentative of correctional industries in other states.

Approximately one third of MCF-SCL inmates work in support services positions. Their activities and wages are comparable to those in similar jobs at Stillwater.

Three full-time treatment programs served the St. Cloud population which we studied. These were Askelepieion, Reshape, and Narconon. The first of these functions in the same fashion as its counterpart at Stillwater, Reshape, on the other hand, is a four phase treatment program for the chemically dependent. Narconon, as its name implies, is also a drug treatment program.

Assignment to permanent idle status occurs more commonly at St. Cloud than at Stillwater. It tends to be more short-lived however at the former institution.

Minnesota Correctional Facility - Lino Lakes (MCF-LL): Since opening in 1963, the institution located in Lino Lakes has had numerous functions. During 1976 and 1977 it served as minimum security facility for adult offenders transferred from Stillwater, St. Cloud, or Shakopee as their release dates approached. The average daily population then was 90 of whom 10 percent were females, participants in the Property Offender Program which closed in June, 1977. After that time no women were incarcerated at this prison.

Lino Lakes was converted to a medium security facility in 1978 with a capacity for 145 inmates and an average daily population of 130. Industry, a la Free Venture has been the primary focus there since that time. All inmates are employed on a full-time (eight hour day) basis with approximately 20 percent performing support service activities. Educational and treatment programs are secondary.

Private industry contracts provide a variety of projects in the Lino Lakes shops. There are five general types of production: a printing operation, a plastic fabrication shop which reconditions used telephones, a metal shop which deburrs and assembles equipment, a knife block assembly operation, and a furniture shop which performs custom work, reupholstering, and refinishing.

Figure 1 presents the mission statement released by the Minnesota Department of Corrections for the Lino Lakes program. As it indicates, the intent always has been to fulfill the Free Venture model in the industrial program there. Transfer to Lino Lakes is based on one's ability to work, although to be eligible an offender also must qualify for medium security confinement and must have served at least two thirds of his sentence. The inmates compete for positions within the various shops, and the wages are high, varying in period we studied from $.70 to $3.10 an hour. As noted in the Mission Statement, chargebacks for room and board are required in an effort to duplicate normal living conditions. (Inmates live in private rooms as opposed to cells.) These are assessed on a sliding scale up to a maximum of $30 per week. Detailed information concerning the Lino Lakes industries is presented in the University City Science Center report (1980).

As is mentioned above, one fifth of the Lino Lakes population work in support service positions. While these jobs are comparable to those elsewhere, their pay scales are subsidized by industry and thus, financial compensation is considerally higher. This is done to equalize incomes within MCF-LL, i.e. to avoid having a large discrepancy between the earnings of the industrial workers and those of the support staff. However, initially it was the case that the latter groups netted more money than did

FIGURE 1: MISSION STATEMENT FOR INSTITUTION WORK PROGRAMS

Introduction:

The Minnesota Department of Corrections recognizes that meaningful work is a fundamental and desirable activity in all institutions. The nature of that work activity, its perceived purpose, priority, and benefits, obviously has changed over the years and varies appreciably from institution to institution.

Research and evaluation of many industry programs and input from private industry, legislators, and labor unions have assisted the Department in identifying a number of factors which will set the direction for prison work programs in the futures.

1. The Purpose of Institution Work Programs

The major purpose of prison work programs should be to develop a sound work ethic within the offender, so that positive work attitudes and habits will transfer to post institutional employment. This can most effectively be accomplished by duplicating the standard eight-hour industry work day and involving a comparable level and variety of work experiences to that found in the civilian labor market.

2. Compensation for Work in Institution Work Programs

Another objective of prison work programs is to help prepare the offender to reenter society as a productive citizen. This transition is dependent upon a variety of factors; economic stability is of primary importance. An offender must have the financial means to exist on the street until employment is secured and returns from that employment are realized. Compensaton for prison work should, therefore, parallel that compensation for similar producton on the street to the degree possible. Wages to the offender should be a true reflection of this productivity and should allow the offender to maintain as many normal citizen related functions and obligations as possible.

3. Inmate Responsibility and Charge Back

Since a primary purpose of the correctional institution is to return to society a self-supporting and well-adjusted individual, it follows that responsibility and independence are desirable outgrowths from the prison work programs. The offender should, therefore, participate in the cost of his support.

Offender workers being paid competitive wages should, therefore, automatically pay taxes and retirement insurance from the wages. Since basic rent, food, and laundry are also normal responsibilities, it is envisioned that an appropriate charge back scale be established to reflect those costs. Custody or security is demanded by society and since it is not a normal outside expense should not be charged to the offender worker.

Family support and restitution to victims will require individual negotiation with each offender.

Savings for release are now required in an unrealistically small quantity. A savings or investment plan should be required to meet the offender's needs for a reasonable period after release. The offender's savings should be protected, (i.e., earmarked for his release to a minimum of $1,500), before legal claims are instituted.

4. Placement and Follow-up

Prison work programs must strive to provide work experience which will transfer to outside employment. Records of work activity, worker skills, and worker attitudes should be made available to the placement unit to assist in developing outside employment plans.

those in Free Venture jobs since they were not required to pay chargebacks. This situation has been rectified over time.

The Minnesota program for sex-offenders is located at Lino Lakes. A number of the individuals included in our study were involved in that activity. After one month of full-time treatment, program participants enter a second phase of intervention and are expected to work full-time during the day and engage in their treatment activities on a evening and weekend basis.

There is also an Askelepieion program at Lino Lakes which functions after regular working hours.

MCF-LL has no permanent idle assignment. There is however one other activity there which must be mentioned, and that is the Pre-release program which is designed to prepare its participatns for returning to society. While the primary focus is on helping individuals secure employment, support is offered also in other areas of readjustment.

Minimum Security Facilities: Information included in the second phase of the evaluation for certain individuals pertains to their activities while incarcerated at Willow River Camp and the Minnesota Correctional Facility - Red Wing. Minimum security facilities for men who are approaching release, both emphasize educational and vocational training. At Red Wing the vocational opportunities include courses in food services, landscape architecture, and arboriculture. There are five programs at Willow River: truck trailer repair, machine tool operation, truck driving, welding, and auto mechanics. Academic instruction at each institution is highly individualized.

Minnesota Correctional Facility - Shakopee (MCF-SHK): The prison for adult women at Shakopee has a capacity for 65 inmates. Built in 1920, it is a minimum security facility although there is a maximum security section. The daily population averaged between 50 and 60 during the period under study. All MCF-SHK residents are required to spend 350 hours performing support service jobs before being allowed to participate in other programs. Although some of the women choose to remain at such jobs, many others become involved in education, vocational training, or Free Venture industries. The educational progam includes general educational development (GED) instruction, individual tutoring, and college level courses. Key punch training is offered within the institution, but for other vocational training the inmates must go elsewhere. Prior to 1978 there was an off-grounds vocational program wherein honor status inmates were allowed to work or attend school in the community. Repeated difficulties resulted in elimination of the program however.

Contracts with private companies have provided opportunities for the inmates at Shakopee to work in key punch and assembly operations. Both enterprises employ five to 10 women at a given time although the work load for the latter has been so spotty that lay-offs are common. Because the productivity standards and wages are high and because chargeback are assessed for room and board (most of the women do have single rooms), each is considered a "Free Venture" operation.

The large majority of the female offenders are mothers, often of young children with whom they will be reunited. For this reason many become involved in a parenting group which meets on a regular basis. Chemical dependency treatment is also very popular among the women.

Due to some over-crowding at MCF-SHK in 1978, some residents were transferred to the Minnesota Correctional Facility at Sauk Centre, a small minimum security institution for juveniles. This group included a number of the women considered in this evaluation. Their activities there included education (either GED instruction or courses in areas such as art, retail floristry, driver's education, and family living) and well-paid production line piece-work, comparable to the assembly operation at

Shakopee. In addition, all Sauk Centre residents were required to do support service work throughout their stay.

Work Release: In order to facilitate readjustment to the outside world, a number of inmates exit via a work release program which is located in Minneapolis. Program participants, who can number up to 20 at a given time, live in a re-entry center where their activities are closely monitored. During working hours however they are free to work at jobs within the community. Although the program was intended to assist high-risk releasees who might have special difficulty making the transition back to civilian life, it has also served a group of low-risks inmates, those who for legal reasons must remain under the authority of a state correctional institution despite the fact that they present little risk to society at large. Thus the population involved at Work Release is quite heteregeneous.

This Evaluation - An Overview of the Design and the Specific Hypotheses Tested

The extensive and varied implementation of the Free Venture concept in Minnesota afforded a unique opportunity for studying the program. While similar efforts were being carried out in several other states, Minnesota had made the greatest progress towards establishing Free Venture by 1978 when this project was proposed. The American Foundation already had contracted with LEAA and Minnesota Prison Industries to monitor various aspects of Free Venture implementation and operation. Their involvement was directed primarily towards ensuring that the various shops were functioning as the model intended and towards helping to develop management procedures and strategies which would realize the goal of economic self-sufficiency within the program. The ongoing evaluation by the American Foundation did not consider, however, the effects the program had on inmates or on the institutions. It was with concern for these latter issues and so as to provide a balanced assessment of Free Venture that this project was undertaken.

The purposes of this research were twofold: (1) to describe who has participated in Free Venture operations and various aspects of their involvement and (2) to evaluate the effects of the program on inmates while still incarcerated and following release as well as the impact of Free Venture on the institutions involved. The first of these objectives is significant for at least two reasons. First, it allows identification of the type(s) of inmates who are attracted to and/or selected for participation in Free Venture programs. Such information is needed by institutional administrators for planning and making decisions as to how to structure and organize their industries so as to produce the best fit between the economic goals of Free Venture and the make-up of the population of available workers. For example, it is likely that there always will be a significantly large group of inmates who, despite the provision of highly attractive incentives, will be unable or unwilling to be productive employees. To implement an enormous Free Venture program with jobs for everyone simply because the model may be successful with the current workers would be in error if it were the case, as observers have suggested, that those participating are a very select group.

This brings us to a second reason for obtaining demographic information and that is that it will permit us to assess and, if required, to control for the effects of numerous background variables on our outcome measures. In addition, the collection of such data is necessary if we are to determine whether or not Free Venture experience is especially beneficial to a certain subset or subsets of offenders. The descriptive function of this research is thus prerequisite to its evaluative component.

A series of hypotheses were put forth in the original grant proposal. These are considered here in terms of the three categories into which they fall: short-term

(immediate) effects on inmates, long-term (post-release) effects on inmates, and institutional effects.

Short-Term Effects on Inmates: As we have seen, proponents of Free Venture hold a number of assumptions regarding broadly rehabilitative elements which are implicit in the model. Although there are undoubtedly differences of opinion with this group with regards to how and to what extent FV programs can influence inmate workers (both individually and collectively), the expectation is that experience in an FV job can help at least some criminals become law-abiding, taxpaying citizens. Clearly such long-term goals must be mediated by shorter-range, more immediate effects. The logic of the formulation maintains that in a good "real world" type job a prisoner develops solid work habits, a sense of responsibility, and increased self-esteem.

While related to the anticipated long-term effects which will be considered momentarily, such characteristics also should be observable more immediately. Thus we predicted that Free Venture workers would develop better work habits than would inmates in other programs. Good work habits involve a variety of behaviors including such things as reporting to one's work station promptly and reliably, following orders from one's supervisor, cooperating with one's co-workers, striving to meet production quotas and standards, and attempting to improve one's own job skills. Some of these variables are more easy to operationalize than others. It would have been ideal to examine inmate work evaluations by shop supervisors. Unfortunately no such records were available. Nor was it possible to determine with any regularity the reasons positions were left, reasons which likely reflect on job habits. The best indicators we could obtain regarding the priority a worker placed on his or her job (and presumably the responsibility he or she attached to it) was number of out-hours (i.e. hours spent away from one's job) per month. Thus our better-work-habits hypothesis was to be tested by comparing the Free Venture inmate with other workers in terms of this measure, our assumption being that the former group would fare best.

If a Free Venture experience does rehabilitate inmates in the manner suggested above, it should also be the case that their good behavior is generalized to other spheres of functioning. Therefore, we predicted that Free Venture workers would commit fewer disciplinary infractions and accrue less segregation time compared to other offenders.

Other hypotheses involving the immediate institutional period were concerned with allocation of finances. We anticipated that Free Venture workers would save more money for their release and pay more support to their families than would other prisoners. Since such practices are left to the discretion of each individual, unlike mandated expenditures such as taxes and chargebacks (although some contribution toward one's gate money is required), they may provide an indication of maturity or responsibility. However, it may be that group differences in savings and support monies do not reflect anything other than higher Free Venture earnings in which case they would have no bearing on issues of rehabilitation. On the other hand, we suggested that if it were true that despite higher wages, Free Venture workers did not save more money or pay more support to their families, that would be an indication that the Free Venture program was failing to have any positive financial impact on participants beyond the satisfaction of their material desires. While such an outcome would not necessarily be bad, it would constitute evidence that the rehabilitative elements of Free Venture were indeed limited in scope.

Post-Release Effects on Inmates: The achivement of long range effects of Free Venture experience on employment and recidivism can be assessed only after the

offender has left the institution. Several hypotheses concerning the post-release period were formulated. First, it was predicted that former Free Venture participants would find work sooner after release than would other releasees. Presumably this would be effected because of the individuals' greater eagerness and ability to work, i.e. their "rehabilitation", as well as the greater willingness of private employers to hire workers with more "real world" type job experience.

On a related note, we anticipated that individuals who had participated in Free Venture would exhibit more stable employment on the outside than would others (for the same reasons outlined above). In terms of our measures this translated into the prediction that a larger percentage of former Free Venture workers would hold the same jobs for longer periods of time during the first year post-release. Furthermore, we predicted that compared to those who had no Free Venture experience, offenders who had worked in Free Venture shops would earn higher wages in post-release jobs.

In line with the belief that Free Venture is generally rehabilitative, we hypothesized that former participants would have lower recidivism during the follow-up period. This was to be tested by examining the rates of returns on parole revocations as well as with new convictions. While it may be argued that it is unreasonable to assume that a good work experience will influence the likelihood that an impulsive and aggressive person will become less assaultive or that an alcoholic will be "cured", it is perhaps a better bet that Free Venture reduces financially-motivated crimes. Thus, as a corollary to our general rehabilitation hypothesis, we predicted that Free Venture participation would lead to a reduction in property offenses in the follow-up period.

Institutional Effects: Our hypothesis that Free Venture experience is associated with lowered rates of disciplinary infractions has relevance on the institutional, as well as the individual level. Indeed, for the current evaluation, disciplinary records provided the best measure available for assessing the impact of Free Venture on the prisons. The prediction that implementation of the model would make institutions easier to manage vis-a-vis improvement in the behavior of the inmate workers was not made without appreciation of the complex nature of the adjustments which would be required. There are a number of forces which may mitigate against the acceptability of Free Venture to both prisoners and staff, thereby interfering with the sequence of events and positive outcomes anticipated by the Free Venture proponents. Any well-established system resists change, and despite optimism about Free Venture success, one could be certain that implementation and operation of the program would not be without difficulty.

In addition to the economic and legal obstacles Free Venture faces, there are definite obstructions inherent in the norms and modes of adaptation characteristic of the typical social system in a prison. As the University City Science Center researchers noted in their initial proposal, "adherence to the work ethic has never been a path to status within the inmate social structure." Indeed, many offenders come from subcultures wherein "prestige is accorded on the basis of an individual's ability to obtain material goods without working, i.e. through crime, cunning and welfare." As our earlier discussion has indicated, we have anticipated that despite these factors, some inmates are motivated to participate in Free Venture (and will benefit from that experience). Nevertheless, the latter group's decision to work, not to mention their relative affluence and the other advantages they obtain, may be cause for resentment on the part of other prisoners, thereby causing greater hostility within the inmate population.

> 'Protection' schemes could be devised to extort money from intimidated workers who might form their own gangs in

> response. Money might be used to purchase sexual favors. Gambling, with all the violence attendant to unpaid debts, would almost certainly increase. The market for contraband goods, including drugs, would flourish. The potential for bribing prison staff would increase. While none of these undesirable possibilities may actually materialize, the common denominator is a substantially increased potential (attributable to Free Venture) for violence, distrust and disorder. (University City Science Center grant proposal, 1979)

Besides its effects on the informal power structure within a prison, Free Venture has a direct, and perhaps harsh, impact upon institutional procedures and values. It is not unlikely that conflict with administrative, custodial and program staff may result, and once again, resistance of these groups may convolute the noble objectives of the Free Venture model. After all, prisons are unique institutions which have evolved a tightly ritualized organization to handle a unique population. Security requires cohesive and stable functioning; anything that "rocks the boat" is probably threatening. The University City Science Center proposal (1979) describes a number of potential problems in a credible scenario:

> Institutional staff may oppose and sabatoge the Free Venture program if it is perceived as causing serious dislocations in their own spheres of effort. For instance, staff will resist having to readjust their schedules in order to accomodate the requirements of the prison shop. Those responsible for the prisoners' vocational training, medical care, custody, counseling, etc. may resent the difficulties involved in working with an inmate whose prison employment requires that he spend an uninterrupted seven or eight hour day in the shop. Insofar as the demands of the industry are given priority over those of other programs, staff in these programs may perceive that they have been, in effect, demoted.
>
> . . . Organizational resistance also arises from the need to revamp institutional values. Historically, institutions have viewed inmates' assertiveness and leadership as potentially threatening to internal control and order. Obedience and lethargy have been reinforced and supported at the expense of individual pride and initiative. The success of Free Venture depends in part upon the latter traits to motivate the inmate to undertake a demanding work schedule. Staff may perceive proud, active prisoners as more difficult to handle, and argue that the Free Venture program is a threat to their own safety.
>
> . . . If a Free Venture shop is to be a successful business, the prison administration must hire or train staff competent to implement efficient shop technology, to measure and meet changing markets, and to conduct accurate accounting. The introduction of business and industrial technicians can create uncertainties among staff about status and authority.

The Design: The foregoing discussion of possible adverse consequences of Free Venture implementation has been included here because it draws attention to significant points which were apparently ignored (or at least given insufficient consideration) in the earlier formulations of the Free Venture program. Furthermore,

the fact that one can predict reasonably and knowledgeably such divergent outcomes from a single model highlights the complexity of the systems involved. It is to that complexity that the researcher-evaluator must attend for any attempt to identify, much less interpret, cause and effect relationships requires an appreciation from various perspectives of the many possibilities that exist. A complete and valid account of the "effects" of Free Venture, therefore, must be multidimensional, and so too must be any consultation provided to those implementing the model.

The current evaluation was designed with such considerations in mind. The project was to be carried out in two phases, the first examining the initial two years of Free Venture in Minnesota (1976 and 1977) and the second the subsequent two years (1978 and 1979). The methodology adopted in phase one was that of comparing individuals who had spent a minimum of ten consecutive work days in a Free Venture operation with those who were assigned to positions in non-Free Venture industry (called traditional industry) or to support service jobs within the institutions. Thus, three groups were constituted — an experimental (Free Venture) group and two control groups. Our expectation was that comparisons of these three samples in terms of demographic, institutional and follow-up variables would serve the descriptive and evaluative objectives of the project which we have discussed previously. We were aware from the onset, however, that the groups would not be equivalent on many background variables which bore well-established relationships with certain of our outcome measures and, therefore, that it would be necessary to control for the impact of the former on the latter. The manner in which this was done and the results thereof are the subject of the next chapter.

During our analysis of the phase one data, certain limitations in the methodology which we had employed were recognized. Our samples were far from clean in that membership in the Free Venture group was afforded by a mere ten-days experience in a Free Venture shop in 1976 or 1977 regardless of where the individual was employed during the remainder of his or her sentence. Consequently, it was possible for a Free Venture subject to have worked longer in a traditional industry or support service position than many of the individuals who represented those programs. Furthermore, inmates who began working in traditional industry or support service jobs in 1976 or 1977 and were selected on that basis for those respective groups might have worked in a Free Venture shop at a later point prior to release, without receiving credit for their Free Venture experience.

A closely-related disadvantage to the phase one approach is the fact that it did not allow for consideration of the complete institutional work histories of the inmates studied. Nor was it possible to assess the relative value of prison employment as opposed to academic study, vocational training, or other programming within an institution.

It was for these reasons that modifications were made in the phase two research design. Rather than drawing up separate samples on the basis of where individuals worked during a fixed period of time, we chose to study representative samples of offenders at each of the major Minnesota facilities. Subject selection was random although as Chapter Three explains, measures were taken to ensure that sufficient numbers of Free Venture participants were included.

The first phase of the evaluation was concerned with inmate behavior (disciplinary infractions and financial transactions) during the period an inmate worked. We expanded our focus in the second phase to cover the entire length of the prison sentence. In effect we attempted to account for how each individual was occupied every day he or she was incarcerated, and in many cases this meant following an inmate from one institution to a second or even third or fourth. It was our plan to examine the relationships between various activities and our institutional variables (disciplinary reports and spending behaviors) as well as between the former and our longer-term outcome measures (post-release employment and recidivism). We

believed that while the changes in our methodology would not hamper our ability to describe Free Venture participants, they would enhance our power to draw meaningful conclusions from our analyses and consequently to evaluate more completely the "effects" of Free Venture in Minnesota.

Chapter Two: Phase I of the Evaluation

As was reported in the previous chapter, the evaluation was divided into two sections, the first of which focused on inmates who began working in the various industry programs in 1976 and 1977. The results of the initial part of the investigation were described in detail in two interim reports which are included as appendices to this report. This chapter summarizes the information presented there.

The Research Methodology

The design followed in the first phase of the evaluation essentially compared three types of groups of individuals: inmates who had worked in Free Venture shops, inmates who had been employed in the traditional industry program, and inmates who had held support services positions. To qualify for any group an individual had to have remained at the appropriate postition for at least ten consecutive work days. Four of the adult institutions described in the introduction were sampled. Because of significant differences among their populations however, there was no pooling across facilities and consequently nine distinct samples were compared:

The Samples: 1) The largest group included 333 men from what was then called the Minnesota State Prison, currently the Minnesota Corrections Facility at Stillwater (MCF-STW) who were employed in the farm machinery and cordage factories there beginning in 1976 and 1977. They were representative of approximately 900 such inmates and constituted the "traditional industry" sample.

2) A second Stillwater group was made up of 70 inmates who had began working during the time period studied for either Stillwater Data Processing or Best Food Services. Those operations were the only ones at the prison in 1976 and 1977 which were functioning under the Free Venture model. The 70 men included were the entire population who met the 10 consecutive work-days criterion.

3) The final Stillwater sample consisted of 244 randomly selected inmates from the population of approximately 700 who had begun working in support services in 1976 or 1977.

4) The work program at the Minnesota State Reformatory for men now known as the Minnesota Correctional Facility at St. Cloud (MCF-SCL), supplied another "traditional industry" sample of 54 men who were representative of the workers there during the period of interest.

5) All of the industrial shops at the Minnesota Correctional Facility at Lino Lakes (MCF-LL) functioned under the tenets of the Free Venture model beginning in 1976. A second "Free Venture" group consisted of the 216 men who worked there during the first two years of operation.

6) MCF-LL inmates who were not employed in industry filled support service positions. There were 64 such men who did so for at least ten days during the 1976-1977 period. They constituted a sixth sample.

7) Eighteen female inmates who participated in the Property Offenders Program (POP) at MCF-LL during 1976 and the first half of 1977 worked for a period in the Free Venture shops there. They were included as one of the three samples of women in the study.

8) The 12 other women in the MCF-LL POP program held support service jobs while incarcerated. They constituted a second female group from that facility.

9) Finally there were 30 inmates at the Minnesota Prison for Women in Shakopee who did assemly work or keypunching for the prescribed length of time in 1976 and 1977. Since both of these operations functioned under the Free Venture concept, this group was considered another "Free Venture" sample.

The Data Elements: Copies of the two data collection forms utilized in the first phase of the evaluation are included in the Appendices. Basically the information collected fell into three categories: the previous history, the institutionalization, and the follow-up period. In addition to general demographic variables such as age, race, marital status, and number of children, the background data covered each individual's educational, vocational, and criminal history. This information was coded from central office files where it was readily available.

The greatest difficulty arose in obtaining the institutional data since we had to rely on records which were often poorly organized and terribly incomplete. An attempt was made to code everything known about the jobs responsible for each individual's group placement. For example, if a man in the MCF-STW "state service" sample worked in three different support services positions at Stillwater, his experience with each was included. However if he also was employed in a traditional industry slot there, this latter job was ignored as was any support service position he held at another institution. The institutional data collected included the number of days worked, the number of positions held, the reason(s) for termination, out-hours, wages earned, taxes and chargebacks paid, spending behaviors, and disciplinary infractions incurred during the relevant period of employment.

Follow-up information concerning the initial year post-release was obtained from parole agents and/or their progress reports. The percentages varied somewhat, but generally about seventy-eight percent of the original groups had been released for a year or more at the time the follow-up was completed (December, 1979) and thus were eligible for participation in this part of the study. Approximately 84% were out long enough to be included in the three and six months figures.

We were interested primarily in employment during the ex-offender's first year on the outside. Consequently we coded the number of days it took an individual to obtain a job, the number of jobs held, the number of days worked at each job, the skill level of each, the hourly wage earned, promotions given, and reason for termination. In addition we tallied the number of days spent in other productive activities such as vocational or academic training and treatment programs. Note was made as to the type of parole, the involvement of support agencies such as DVR and CETA, and the individual's living situation. As a measure of recidivism, new arrests and convictions were coded as were technical parole violations. The number of days spent outside any

type of correctional facility was determined as well. These variables were evaluated at three, six, and twelve months post-release.

When an individual was currently in the midst of his or her first year on the outside, we contacted the appropriate parole agent on the telephone after first sending out a letter of explanation. (Copies of the two letters used are included in the Appendices.) These calls were made at three, six, and twelve months post-release. When an offender had been released for more than one year, we relied on the parole agent's "yearly" progress report which could be found in his or her central office file. For those individuals who were discharged directly from an institution, we were not able to gather much information concerning post-release activities. However, using the computer files of the Minnesota Bureau of Criminal Apprehension, we were able to determine whether or not (and on what charges) members of this group had been rearrested during their first 12 months of freedom.

To provide additional information about how the implementation of the Free Venture model affected institutions in a general sense, interviews were conducted with various staff members at each facility. These were semi-structured in nature and typically lasted between 20 and 30 minutes. The questions which were asked (see Appendix) covered the repondent's observations about what had happened as well as his or her feelings and attitudes about the latter and about the Free Venture model in general. At Stillwater interviews were conducted with the warden, the director and assistant director of industry, the inmate personnel director, and the president of Stillwater Data Processing Systems. Many more individuals were seen at MCF-LL: the superintendent, the industry director and two of his assistants, the education director, the treatment director, five caseworkers, and six shop supervisors or foremen representing the different industries there. Although there was no Free Venture as such at MCF-SCL, interviews were done with the superintendent, the industry director, and the education and vocational training director there in order to learn of their impressions of what was occurring at the other facilities. In addition the superintendent, the program director, two cottage directors, and the supervisors for the assembly work and keypunch operations at Shakopee were interviewed.

The Results

In considering the three sets of data, the largest group differences involved the background variables. The 70 Free Venture workers at Stillwater were older and better educated than were the traditional industry and support services groups there. They were also more likely to be married and to have children. Although they began their criminal activities at a more advanced age than was typical, they had committed more crimes and were more likely to be serving time for person offenses. Perhaps more importantly however, this group stood out from all of the others in that over 98 percent had worked for at least a limited period in the past compared to much smaller percentages of the others. In addition many more of them had held skilled and semi-skilled jobs than was true of their counterparts.

The traditional industry group at St. Cloud was at the opposite extreme, being younger and less educated. They had less work experience on the outside, and although they had more extensive juvenile histories, their adult criminal records were much shorter. All of these differences, of course, reflect characteristics of the St. Cloud population.

As one might have expected, the two male groups at Lino Lakes tended to fall between the samples from St. Cloud and Stillwater on most of the demographic variables. The only difference between them was the fact that the 64 state service workers had larger families than did the 216 Free Venture workers.

The female groups at MCF-LL were also very similar to one another. They differed from the women at Shakopee in that they were incarcerated for less serious offenses despite having longer criminal records.

We had hypothesized that the experience of working in a Free Venture shop would have a positive influence on those involved, as measured by time spent away from the job (out hours) and disciplinary infractions. However, the data did not confirm these predictions. There were no significant group differences either in work habits or in behavioral problems.

It was the case that the MCF-STW Free Venture workers spent somewhat more money on themselves and sent significantly more money home than did their institutional peers; however, they were earning, even after taxes, five times as much as the other workers ($200.00 versus $40.00 monthy) so the differences are hardly surprising. We had not expected to find that at Lino Lakes family men were drawn to the support services positions rather than to the "higher paying" Free Venture jobs until we realized that after paying chargebacks for room and board (which the maintenance workers were not assessed) the Free Venture employees had significantly fewer dollars to spend than did the others. Interestingly however, although the MCF-LL state service workers netted more each month, they were less generous in sending money home to their larger families. For the women there were basically no differences in these institutional variables.

The follow-up results provided little evidence of group differences in the first year post-release. Over the course of the period, the male ex-offenders from Lino Lakes did work more and engage in other productive activities more than did those from the other men's institutions, but the ex-Free Venture workers did no better in these regards than did the support services men. Nor was there support for the hypothesis that recidivism would be reduced by experience in a Free Venture shop. Although during the initial six months, the MCF-STW Free Venture group committed fewer new offenses and generally stayed out of trouble more, they more than made up for their early success in the second half of the first year by being arrested for an excessive number of crimes against persons.

There were significant variations in outcome as a function of background variables. The most striking effects for example involved the stability of previous employment: those who had worked in the past had much greater employment success and committed fewer new crimes than did those with no previous job experience.

As indicated above, there did not appear to be any improvement in the ease of prison manageability as reflected by the incidence of disciplinary reports. Although by mid-1979 when the interviews with staff were conducted, most of the respondents at MCF-STW, MCF-LL, and MCF-SHK were positive in their assessments of the Free Venture model and its overall impact of their institutions, it was clear that the implementation of the concept had necessitated many changes. Some of these changes had met a great deal of resistance it appeared and were very hard on the personnel involved. The transitions to Free Venture were often complicated by factors peripheral to the industry program and showed great variation across the different facilities. There was no single set of consequences reported.

Discussion

Despite the sometimes significant variations on background factors reflecting probably both self-selection on the part of the inmates and hiring criteria applied by industry management, there were surprisingly few group differences on either institutional or follow-up variables. In effect, the results from the first phase of the evaluation provided no evidence that experience in a Free Venture shop made any difference, short or long term in nature (other than the obvious fact that the existence

of the higher Free Venture pay scales meant that certain inmates had significantly more money to spend).

What this lack of positive findings means will be discussed in the final chapter of this report. As the interim reports indicated, at the end of phase one of the research we found ourselves unable to address many of the evaluative questions which had been raised. One explanation for this was the fact that so many of the sources of data we had to rely upon were incomplete and unreliable (in part because the industry program was undergoing such major and rapid changes during the period studied. Indeed record-keeping procedures were improved considerably as the initial difficulties were settled.) There is perhaps a more critical reason however for being cautious in interpreting the phase one results especially those concerning the follow-up variables, and it is the methodological issue noted in the previous chapter. Our independent variable was far from clean. There was considerable within-group heterogeneity since one could work from only 10 days to up to three years to qualify for membership in a particular sample. Furthermore the institutional work experience of members of <u>different</u> groups might be very similar. The phase one design simply did not permit any pulling apart of long term "effects" attributable to specific prison employment experience. This fact limits the usefulness of these follow-up data in so far as evaluating the Free Venture model. Changes in the research design of the second phase of the project attempted to rectify this problem.

Chapter Three: Phase II - Methodology

Unlike the first phase of this project wherein samples were constituted with regard to whether or not an individual began working in a Free Venture shop during a given period (1976 or 1977), there were no such experimental and control groups in the second part of the study. Instead, subjects were chosen simply on the basis that they were incarcerated in a specific institution at some time during a given year (1378). The rationale for this change in the research design has been discussed in Chapter One. The details of the subject selection procedure and the data elements included in phase two are provided below.

<u>The Samples</u>

Subjects were chosen from lists of the inmate populations at each of the four major adult prisons in Minnesota during the calendar year 1978. The selection procedures varied across the institutions, and since the samples representing each facility are treated independently in many of the statistical analyses, they are presented separately here.

MCF-Stillwater: Approximately 1900 men were incarcerated at Stillwater at some point in 1978. We were interested in obtaining a sample which would be representative of the prison population at large but which would also contain sufficient numbers of individuals from Free Venture positions so as to allow for a meaningful evaluation of that program. Ideally we might have drawn subjects on the basis of their longest-held work assignments, thus creating a single, large sample stratified in terms of the various options in institutional programs. While the information required to follow such a procedure became available in September, 1978, when the Computerized Management Information System (CMIS) began operating, this was not so prior to that period. Consequently the decision was made to select names at random from the population list, after insuring that sufficient numbers of Free Venture employees were included. As was explained in the first chapter, there were three Free Venture operations to consider: Stillwater Data Processing Systems (SDPS), Best Foods, and the school bus reconditioning program run by Prison Industries. Seventeen inmates who were at MCF-STW in 1978 were employed by SDPS for some period during their incarceration. Of that group 11 were selected at random. Following this same procedure 52 prisoners were selected from among the 1978 population of those who had been hired by Best Foods Company and 23 of those who worked in the bus reconditioning shop. Because there was some overlap in these groups, we were left with 76 individuals who had some experience in a Free Venture shop at the prison. (As can be noted however in the next chapter, many in this sample who did not have Free Venture position at Stillwater did so after being transferred to MCF-LL.) In order to complete the MCF-STW sample in such a manner that it was representative of the prison population at large, 224 additional names were pulled from the 1978 population list. There was insufficient information on 11 of this latter group (in three cases because while appearing on the list, the men were actually incarcerated in a federal institution) so the final sample included 289 individuals.

MCF-St. Cloud: The task of constituting the MCF-SCL group was easier given that there were no Free Venture operations there to consider. Consequently we followed the simple procedure of selecting each tenth name from the list of 1065 men who were at the reformatory in 1978. Going through the list twice gave us a sample of

200 individuals. Missing data led to the elimination of six of these, resulting in a St. Cloud sample of 194.

MCF-Lino Lakes: There were 293 men incarcerated at the Lino Lakes facility during 1978. Two hundred of them were selected at random for inclusion in the study. Insufficient data on six and the fact that 25 others were included in either the St. Cloud or Stillwater groups resulted in a final sample of 169 individuals.

MCF-Shakopee: Ninety-seven women were prisoners at MCF-SHK during 1978. All of them were included in the study.

The Data Elements

The information collected for the second phase of the evaluation was similar in many ways to that used in the first study. A copy of the data collection instrument can be found in the Appendices. Again, there were three categories covered: the previous history, the current period of incarceration, and the first year post-release.

The background variables were essentially identical to those included earlier: age, race, marital and familial status, previous educational attainment, outside work experience, and criminal history.

The follow-up data collected were also very similar to those in phase one. Again parole agents or their progress reports were used as the source of information. Although the information was coded only at the end of the first year post-release, the attempt was made to code all activities during the initial twelve months on the outside for all offenders who had been released prior to November, 1979, approximately 60% of the original groups. Data on the first three quarters of the year were available on 28 additional individuals who were released in November and December of 1979. No follow-up information was collected for persons released after that time.

As before, the major emphasis of the follow-up was on employment: number of jobs, manner in which positions were obtained, length of employment, skill level, wages, relationship to prison activities, and reasons for termination. Other areas covered included marital and family status, use of support agencies, involvement in educational, vocational training, or therapeutic programs, technical parole violations, and new arrests and convictions.

A major departure from the first phase of the evaluation involves the nature and scope of the institutional variables which were coded. Rather than simply considering the position relevant to the group to which each subject belonged, we were interested in gathering as much information as possible regarding all of the inmate's activities throughout his or her incarceration. Unfortunately, we found that institutional records for years prior to 1977 tended, if even available, to be terribly inadequate. Therefore, only information concerning activities after January, 1977 could be coded. Of course this was not a problem for subjects whose incarcerations began after that time, approximately 55% of the total group of 749 subjects. For the remaining 339 individuals, the length of the period which was unaccounted for varied, depending upon how long before 1977 they were in prison.

Institutional activities were divided into seven categories: education, vocational training, traditional prison industry, Free Venture industry, support services, therapeutic programs, and permanent idle. In every case where an individual had been involved in a particular activity we coded the institution where it had occurred, whether participation was full- or part-time, the number of days between the beginning and end of the involvement (not to be confused with the actual number of days of involvement), the number of major and minor disciplinary infractions incurred and corresponding number of days spent in segregation, and the number of dollars received from outside sources during this period. In addition, for the three categories which involved employment, the shop(s) or position(s) was (were) coded along with the number of out-hours, the total wages earned, the number of dollars sent to outside sources, the number of dollars spent on oneself, and in the case of Free Venture, the number of dollars paid in state and federal taxes and in institutional chargebacks. For inmates who had participated in educational programs the level of that program (high school versus college) was noted as was the completion of a degree. We also coded the type of vocational training and therapeutic programs for the respective participants in those activities.

Information concerning participation in Work Release was coded too. This included the number of days of involvement, the total wages earned, and the reason for termination. Finally, for those inmates who were released we noted the amount of money held in savings and spending accounts at that time and the status of their release.

Chapter Four: Phase II Results

The raw data collected in the second phase of the project constituted an almost overwhelming mass of numbers and made for a list of possible analyses which was almost endless. The major criterion for organizing the statistical evaluation was of course the question of what any given analysis could reveal about Free Venture. However the same considerations which led us to modify the research design in the second phase of the project (for example, the concern that many inmates were involved in a variety of programs) combined with other realities concerning the variables and populations under study (e.g. the fact that four very different institutions were sampled or the fact that both males and females were included) placed limitations on the comparisons which could be drawn.

The data for males and females were always treated separately and are presented so here, with all of the analyses involving the males coming first since they comprised the much larger group. Because these men were selected to represent three distinct institutions, it was decided to look first at the data for each separate facility. Consequently a number of ANOVA's and chi square analyses were carried out comparing these three samples on all of the background, institutional, and follow-up variables.

The second set of comparisons for the males focused on groups containing all of the individuals who had been involved for at least one week in the various institutional programs studied. Nine such groups, often overlapping in their membership, were identified: educational programs, vocational training, traditional industry, Free Venture industries, support services, therapeutic or treatment programs, permanent idle, Work Release, and Pre-release.

Consideration also was given to the distinct Free Venture operations in a third set of comparisons which looked independently at the men representing the Lino Lakes program, Best Foods, Stillwater Data Processing Systems, and the school bus reconditioning shops at MCF-STW.

Finally, multiple regression analyses were performed using the men's data in an effort to determine what impact institutional programs had on various measures of outcome during the first year post-release.

Analyses of the women's data were less complicated, relative to those for the males, by virtue of the facts that no institutional comparisons were necessary (the group studied was simply the population of inmates who were at MCF-Shakopee in 1978-although information concerning any time they spent at the correctional facility at Sauk Center was included) and that there were fewer programs against which the female Free Venture operations could be assessed. In addition, the limited size of the group made certain analyses impossible.

Institutional Comparisons for the Males

Background Variables: Summary information concerning the discrete background variables for each institutional group is presented in Table 1 along with results of chi square analyses of these findings. It is apparent that the populations differed in terms of all the non-crime related variables with the exceptions of race and history of substance abuse. As expected, the Stillwater and St. Cloud groups constituted the extremes with the Lino Lakes sample generally falling midway between them. The pattern regarding the criminal history variables is less clear cut. While the MCF-SCL group tended to have more juvenile offenses, their adult records were shorter, and they were significantly less likely to have committed a person offense.

TABLE 1: Chi Square Analyses Comparing Male Institutional Groups on Discrete Background Variables

	Lino Lakes 169		Stillwater 289		St. Cloud 194	
Total N	Number	Percentage	Number	Percentage	Number	Percentage
Race						
White	120	71%	211	73%	144	75%
Black	30	18%	60	21%	28	14%
American Indian	14	8%	17	6%	18	9%
Chicano	5	3%	1	-	4	2%
N[a]	169		289		194	
	$X_{(6)}^2 = 7.27$ p not significant					
Marital Status						
Single	90	54%	109	38%	154	79%
Married	27	16%	54	19%	22	11%
Seperated, divorced, or widowed	51	30%	125	43%	18	10%
N[a]	168		288		194	
	$X_{(4)}^2 = 15.88$ p < .01					
Dependent Children						
None	126	75%	187	65%	178	92%
1 or more	42	25%	101	35%	16	8%
N[a]	168		288		194	
	$X_{(2)}^2 = 45.16$ p < .01					
Educational Attainment						
Less than 12 years	90	53%	120	42%	139	72%
H.S. diploma, GED, or more	79	47%	168	58%	55	28%
N[a]	169		288		194	
	$X_{(2)}^2 = 41.55$ p < .01					
Employment History						
Never worked	11	7%	17	6%	41	21%
Worked < 1 year	88	53%	135	48%	120	62%
Worked < 3 years	33	20%	64	23%	28	15%
Worked > 3 years	34	21%	66	23%	4	2%
N[a]	166		282		193	
	$X_{(6)}^2 = 70.07$ p < .01					
Skill Level of Previous Jobs						
Skilled	5	3%	18	7%	0	-
Semi-skilled	34	22%	80	30%	27	18%
Unskilled	118	75%	172	64%	125	82%
N[a]	157		260		152	
	$X_{(4)}^2 = 21.56$ p < .01					

[a]Number of group for whom information is available
[b]"Minor" signifies that the individual occasionally drank to excess or used illicit drugs. "Past" signifies that he had a history of serious problems which were under control at the time of the current incarceration. "Serious" signifies that the problem was not under control and probably contributed to the current incarceration.
[c]"Yes" signifies that individual had been paroled and returned during current incarceration.
[d]"Yes" indicates that the individual committed a person (property) offense prior to the current incarceration, or is serving time for such an offense currently.

TABLE 1: Chi Square Analyses Comparing Male Institutional Groups on Discrete Background Variables (continued)

Total N	Lino Lakes 169 Number	Lino Lakes 169 Percentage	Stillwater 289 Number	Stillwater 289 Percentage	St. Cloud 194 Number	St. Cloud 194 Percentage
History of Substance Abuse[b]						
None	22	14%	41	15%	21	11%
Minor	13	8%	26	10%	17	9%
Past	10	6%	19	7%	7	4%
Serious	116	72%	184	68%	148	77%
N[a]	161		270		193	
	$X_{(6)}^2 = 5.32$ p not significant					
History of Parole Revocation[c]						
Yes	132	78%	212	73%	163	84%
No	37	22%	77	27%	31	16%
N[a]	169		289		194	
	$X_{(2)}^2 = 7.73$ p < .05					
History of Escape						
Yes	17	16%	29	9%	19	7%
No	152	84%	260	91%	175	93%
N[a]	169		289		194	
	$X_{(2)}^2 = 9.25$ p < .01					
Age at First Offense						
16 or younger	77	46%	138	48%	128	70%
17 or older	89	54%	150	52%	56	30%
N[a]	166		288		184	
	$X_{(2)}^2 = 26.07$ p < .01					
Juvenile Offenses						
None	77	46%	122	42%	41	21%
1 or more	92	54%	167	58%	153	79%
N[a]	169		289		194	
	$X_{(2)}^2 = 29.69$ p < .01					
Previous Property Offense						
None	99	59%	147	51%	159	82%
1 or more	70	41%	142	49%	35	18%
N[a]	169		289		194	
	$X_{(2)}^2 = 48.90$ p < .01					
Previous Person Offense						
None	150	89%	249	86%	184	95%
1 or more	19	11%	40	14%	10	5%
N[a]	169		289		194	
	$X_{(2)}^2 = 9.36$ p < .01					

TABLE 1: Chi Square Analyses Comparing Male Institutional Groups on Discrete Background Variables (continued)

Total N	Lino Lakes 169 Number	Lino Lakes 169 Percentage	Stillwater 289 Number	Stillwater 289 Percentage	St. Cloud 194 Number	St. Cloud 194 Percentage
Previous Robberies						
None	151	89%	252	87%	184	95%
1 or more	18	11%	37	13%	10	5%
N[a]	169		289		194	
	$X_{(2)}^2 = 7.68$ p < .05					
Previous Drug Offenses						
None	160	95%	283	98%	188	97%
1 or more	9	5%	6	2%	6	3%
N[a]	169		289		194	
	$X_{(2)}^2 = 3.63$ p not significant					
Previous Other Offenses						
None	144	85%	229	79%	182	94%
1 or more	25	15%	60	21%	12	6%
N[a]	169		289		194	
	$X_{(2)}^2 = 19.47$ p < .01					
Previous Institutionalizations						
No	82	49%	104	36%	74	38%
Yes	87	51%	185	64%	120	62%
N[a]	169		289		194	
	$X_{(2)}^2 = 7.33$ p < .05					
Number of Active Offenses at Current Incarceration						
1	102	60%	177	61%	120	62%
2	50	30%	78	28%	52	27%
3 or more	17	10%	34	12%	22	11%
N[a]	169		289		194	
	$X_{(4)}^2 = .72$ p not significant					
Current Property Offense						
Yes	76	45%	125	43%	129	67%
No	93	55%	164	57%	65	34%
N[b]	169		289		194	
	$X_{(2)}^2 = 28.3$ p < .01					
Current Person Offense						
Yes	109	65%	187	65%	92	47%
No	60	36%	102	35%	102	53%
N[b]	169		289		194	
	$X_{(2)}^2 = 16.0$ p < .01					
Person Offender[d]						
Yes	125	74%	210	73%	105	54%
No	44	26%	79	27%	89	46%
N[a]	169		289		194	
	$X_{(2)}^2 = 22.6$ p < .01					
Property Offender[d]						
Yes	112	67%	193	67%	142	73%
No	57	33%	96	33%	52	27%
N[a]	169		289		194	
	$X_{(2)}^2 = 3.0$ p not significant					

Table 2 presents descriptive statistics and ANOVA and post-hoc Tukey test results for the institutional group scores on the continuous background variables. Once again we see that the MCF-SCL and MCF-STW samples tended to differ significantly from one other with their counterparts at MCF-LL in between.

Institutional Variables: As is indicated in Table 3, there were highly significant differences in the extent to which the institutional samples had participated in the various programs studied. With the obvious exceptions of Free Venture operations and Pre-release, the inmates from Lino Lakes again fell in the middle of the extremes represented by the other samples. Detailed information pertaining to the involvement in the various programs is given in Table 4. It should be noted here that the figures used to represent days of an activity reflect the number of days between the starting and ending dates of involvement thereby including weekends, holidays, and other days during which the inmate was away from the program. The most consistent finding among the ANOVA's summarized there is that regardless of the activity, the group from St. Cloud committed more disciplinary infractions while involved. This is confirmed further by Table 5 which presents the results of chi square analyses comparing the group percentages for each facility of those with and without histories of infractions.

Follow-up Variables: At least partial follow-up information was available on the 70%, 53%, and 68% of the inmates who had been released from Lino Lakes, Stillwater, and St. Cloud, respectively, before late December, 1979. Table 6 contains the results of chi square analyses comparing the groups' involvement in activities during the first year post-release and on other discrete variables pertaining to the follow-up period. In certain cases no statistical test was done since the numbers involved were too small. In those instances only the figures themselves are given. As the results indicate, there were generally few institutional differences in the percentages engaging in various activities although the men released from St. Cloud were more likely to have been in treatment, especially compared to those from Lino Lakes. Those in the St. Cloud sample were also more likely to have violated parole, typically by committing a new property offense, than were the men in the other groups.

Analyses of variance were carried out for the continuous follow-up measures. Those findings are presented in Table 7 along with the related descriptive statistics. While, as was shown in the previous table, the percentages of releasees from each institution who held jobs during their first year post-release, did not vary greatly, the mean numbers of days of actual employment for the groups did. Ex-offenders from St. Cloud worked significantly less than did the others. In addition, as suggested by information in Table 6, they committed significantly more new property offenses as a group which resulted accordingly in their having spent more time in correctional facilities during the follow-up period. Few other group differences were apparent.

Program Comparisons for the Males

In order to obtain descriptive information on Free Venture workers and, for purposes of comparison, on inmates representative of other institutional activities, groups were constituted from those individuals who had been involved in given programs for a period of at least one week. Despite differences of the sort described above among the populations housed at the three major male institutions, the decision was made to pool the groups from all three facilities. This approach seemed justified

TABLE 2: ANOVA's Comparing Male Groups from Each Institution on Continuous Background Variables

Variable	Institution	N	Mean[a]	S.D.	ANOVA F Ratio[b]	p
Age at incarceration	Lino Lakes	169	26.11	8.82	95.9 (2,649)	<.001
	Stillwater	289	29.69	9.04		
	St. Cloud	194	19.88	2.56		
Years of education[c]	Lino Lakes	169	10.76	1.87	6.0 (2,648)	.003
	Stillwater	288	11.05	2.04		
	St. Cloud	194	10.46	1.39		
Number of dependent children	Lino Lakes	168	.52	1.10	22.4 (2,647)	<.001
	Stillwater	288	.78	1.33		
	St. Cloud	194	.11	.41		
Expected months[d] of incarceration	Lino Lakes	126	34.79	27.86	3.6 (2,486)	.028
	Stillwater	192	34.65	24.83		
	St. Cloud	171	28.08	25.90		
Age at first adjudication	Lino Lakes	166	18.77	7.33	22.5 (2,636)	<.001
	Stillwater	288	19.41	9.06		
	St. Cloud	185	14.89	3.55		
Number of juvenile offenses	Lino Lakes	168	2.93	4.22	11.2 (2,642)	<.001
	Stillwater	288	2.57	3.60		
	St. Cloud	189	4.30	4.34		
Number of previous property offenses	Lino Lakes	168	.83	1.30	24.4 (2,647)	<.001
	Stillwater	288	1.03	1.44		
	St. Cloud	194	.25	.62		
Number of previous person offenses	Lino Lakes	169	.15	.52	3.8 (2,649)	.022
	Stillwater	289	.17	.45		
	St. Cloud	194	.06	.28		
Number of previous robberies	Lino Lakes	169	.15	.50	3.3 (2,649)	.035
	Stillwater	289	.16	.44		
	St. Cloud	194	.06	.30		
Number of previous drug offenses	Lino Lakes	169	.06	.26	2.2 (2,649)	.107
	Stillwater	289	.02	.14		
	St. Cloud	194	.03	.17		
Number of previous miscellaneous offenses	Lino Lakes	169	.23	.66	10.5 (2,649)	<.001
	Stillwater	289	.34	.80		
	St. Cloud	194	.07	.27		
Number of previous institutionalizations	Lino Lakes	169	1.51	2.03	2.0 (2,648)	.133
	Stillwater	289	1.91	2.17		
	St. Cloud	193	1.84	2.15		

[a] Means that are significantly different from one by Tukey post-hoc comparisons ($p < .05$) are linked with brackets.
[b] Degrees of freedom are indicated in parentheses.
[c] Individuals who had earned GED's are credited with 12 years.
[d] Number of months between incarceration and Target Release Date.

TABLE 3: Chi Square Analyses of Institutional Groups' Involvement in Various Programs[a]

Total N	Lino Lakes 169		Stillwater 289		St. Cloud 194	
	Number	Percentage	Number	Percentage	Number	Percentage
Education						
Yes	103	61%	132	46%	138	71%
No	66	39%	157	54%	56	29%
	$\chi_{(2)}^2 = 31.7$	$p < .01$				
Vocational Training						
Yes	56	33%	77	27%	121	62%
No	113	67%	212	73%	73	38%
	$\chi_{(2)}^2 = 65.1$	$p < .01$				
Traditional Industry						
Yes	86	51%	196	68%	59	31%
No	83	49%	92	32%	133	69%
	$\chi_{(2)}^2 = 65.5$	$p < .01$				
Free Venture						
Yes	155	92%	103	36%	16	8%
No	14	8%	186	64%	178	92%
	$\chi_{(2)}^2 = 268.0$	$p < .01$				
Support Services						
Yes	119	70%	232	80%	104	54%
No	50	30%	57	20%	90	46%
	$\chi_{(2)}^2 = 38.2$	$p < .01$				
Therapeutic Program						
Yes	38	22%	32	11%	69	36%
No	131	78%	257	89%	125	64%
	$\chi_{(2)}^2 = 42.8$	$p < .01$				
Idle						
Yes	52	31%	26	9%	173	91%
No	117	69%	263	91%	18	9%
	$\chi_{(2)}^2 = 328.2$	$p < .01$				
Pre-Release						
Yes	61	51%	63	43%	29	23%
No	59	49%	84	57%	98	77%
N[b]	120		147		127	
	$\chi_{(2)}^2 = 22.0$	$p < .01$				

[a]Involvement is signified by 5 days of assignment to a specific program.
[b]Number of group eligible for participation.

TABLE 4: ANOVA's Comparing Male Groups from Each Institution on Institutional Activities

Variable	Institution	N	Mean[a]	S.D.	ANOVA F Ratio[b]	p
Days in Education	Lino Lakes	50	242.52	322.73	2.5 (2,238)	.086
	Stillwater	75	186.17	219.18		
	St. Cloud	116	156.99	178.30		
Major Infractions per Month While in Education	Lino Lakes	46	.02	.06	5.1 (2,231)	.007
	Stillwater	73	.04	.19		
	St. Cloud	115	.22	.60		
Minor Infractions per Month While in Education	Lino Lakes	46	.16	.81	7.8 (2,231)	.001
	Stillwater	73	.02	.09		
	St. Cloud	115	.35	.62		
Days of Segregation Incurred per Month in Education	Lino Lakes	47	.22	.80	2.0 (2,231)	.139
	Stillwater	72	1.56	6.97		
	St. Cloud	115	3.85	15.25		
Days in Vocational Training	Lino Lakes	53	218.11	173.76	5.9 (2,225)	.003
	Stillwater	54	165.81	188.39		
	St. Cloud	121	271.12	199.67		
Major Infractions per Month While in Education	Lino Lakes	50	.03	.17	7.0 (2,220)	.001
	Stillwater	52	.08	.25		
	St. Cloud	121	.20	.35		
Minor Infractions per Month While in Education	Lino Lakes	50	.06	.15	9.7 (2,220)	.001
	Stillwater	52	.02	.10		
	St. Cloud	121	.17	.30		
Days of Segregation Incurred per Month in Vocational	Lino Lakes	50	.25	1.30	4.6 (2,217)	.011
	Stillwater	49	.10	.66		
	St. Cloud	121	4.73	14.86		
Days in Traditional Industry	Lino Lakes	85	192.14	170.53	3.3 (2,332)	.037
	Stillwater	195	258.26	215.51		
	St. Cloud	55	220.76	199.53		
Out-hours per Day in Traditional Industry	Lino Lakes	82	.34	.48	3.9 (2,324)	.021
	Stillwater	195	.25	.31		
	St. Cloud	50	.17	.22		
Major Infractions per Month While in Traditional Industry	Lino Lakes	83	.01	.04	10.4 (2,327)	.001
	Stillwater	194	.05	.17		
	St. Cloud	53	.19	.46		
Minor Infractions per Month While in Traditional Industry	Lino Lakes	83	.05	.18	21.8 (2,327)	.001
	Stillwater	194	.02	.09		
	St. Cloud	53	.22	.38		
Days of Segregation Incurred per Month in Traditional Industry	Lino Lakes	83	.34	1.58	.9 (2,327)	.425
	Stillwater	194	2.01	12.82		
	St. Cloud	53	1.97	4.21		
Dollars Earned per Day in Traditional Industry	Lino Lakes	83	1.72	.61	9.9 (2,325)	.001
	Stillwater	195	2.05	.99		
	St. Cloud	50	1.51	.54		
Dollars Received from Outside Sources per Day in Traditional Industry	Lino Lakes	76	.90	1.81	2.1 (2,296)	.127
	Stillwater	173	.90	1.73		
	St. Cloud	50	1.78	5.63		
Dollars Sent to Outside per Day in Traditional Industry	Lino Lakes	76	.50	1.30	1.1 (2,296)	.319
	Stillwater	173	.41	.78		
	St. Cloud	50	.25	.62		
Dollars Spent on Self per Day in Traditional Industry	Lino Lakes	76	1.73	2.11	.21 (2,294)	.130
	Stillwater	173	1.81	1.32		
	St. Cloud	50	1.31	.86		
Days in Free Venture	Lino Lakes	155	204.47	141.97	11.0 (2,271)	.001
	Stillwater	103	310.43	265.46		
	St. Cloud	16	146.25	104.37		

[a]Means that are significantly different from one by Tukey post-hoc comparisons ($p<.05$) are linked with brackets.
[b]Degrees of freedom are indicated in parentheses.

TABLE 4: ANOVA's Comparing Male Groups from Each Institution on Institutional Activities (continued)

Variable	Institution	N	Mean[a]	S.D.	ANOVA F Ratio[b]	p
Out-hours per Day In Free Venture	Lino Lakes	151	.34	.30	.7 (2,253)	.487
	Stillwater	90	.27	.73		
	St. Cloud	15	.36	.32		
Major Infractions per Month While in Free Venture	Lino Lakes	154	.05	.16	.5 (2,268)	.608
	Stillwater	101	.12	1.00		
	St. Cloud	16	.03	.09		
Minor Infractions per Month While in Free Venture	Lino Lakes	154	.14	.23	13.2 (2,268)	.001
	Stillwater	101	.02	.08		
	St. Cloud	16	.19	.37		
Days of Segregation Incurred per Month in Free Venture	Lino Lakes	146	.13	.58	2.2 (2,258)	.109
	Stillwater	100	.74	3.51		
	St. Cloud	15	.32	.96		
Dollars Earned per Day in Free Venture	Lino Lakes	154	7.93	3.55	.9 (2,267)	.421
	Stillwater	100	8.74	5.48		
	St. Cloud	16	8.40	9.26		
Dollars Received from Outside Sources per Day in Free Venture	Lino Lakes	152	.69	1.69	3.2 (2,261)	.042
	Stillwater	96	1.25	2.06		
	St. Cloud	16	.51	.93		
Dollars Sent to Outside per Day in Free Venture	Lino Lakes	152	1.28	1.73	19.6 (2,261)	.001
	Stillwater	96	3.35	3.40		
	St. Cloud	16	1.52	3.29		
Dollars Spent on Self per Day in Free Venture	Lino Lakes	152	4.00	2.19	5.1 (2,261)	.007
	Stillwater	96	3.00	2.52		
	St. Cloud	16	3.52	3.60		
Dollars in State Taxes Paid per Day in Free Venture	Lino Lakes	154	.14	.14	3.6 (2,256)	.030
	Stillwater	89	.19	.26		
	St. Cloud	16	.07	.11		
Dollars in Federal Taxes Paid per Day in Free Venture	Lino Lakes	154	.30	.36	3.6 (2,256)	.029
	Stillwater	89	.50	.99		
	St. Cloud	16	.15	.30		
Dollars in Chargebacks Paid per Day in Free Venture	Lino Lakes	154	2.31	1.07	.9 (2,195)	.398
	Stillwater	28	1.95	1.49		
	St. Cloud	16	2.22	2.49		
Days in Support Service Positions	Lino Lakes	119	231.45	193.65	.7 (2,452)	.521
	Stillwater	232	213.20	211.58		
	St. Cloud	104	201.43	177.42		
Out-hours per Day in Support Service Positions	Lino Lakes	110	.18	.30	17.8 (2,440)	.001
	Stillwater	232	.06	.20		
	St. Cloud	101	.25	.42		
Major Infractions per Month While in Support Service Positions	Lino Lakes	117	.05	.25	7.9 (2,448)	.001
	Stillwater	232	.05	.24		
	St. Cloud	102	.20	.56		
Minor Infractions per Month While in Support Service Positions	Lino Lakes	118	.08	.23	48.2 (2,450)	.001
	Stillwater	232	.02	.06		
	St. Cloud	103	.29	.42		
Days of Segregation Incurred per Month While in Support Service Positions	Lino Lakes	116	.43	2.12	15.6 (2,447)	.001
	Stillwater	231	.73	2.53		
	St. Cloud	103	2.85	6.03		

TABLE 4: ANOVA's Comparing Male Groups from Each Institution on Institutional Activities (continued)

Variable	Institution	N	Mean[a]	S.D.	ANOVA F. Ratio[b]	p
Dollars Earned per Day in Support Service Positions	Lino Lakes	110	2.56	2.68	29.7 (2,429)	.001
	Stillwater	231	1.20	.98		
	St. Cloud	91	1.03	1.40		
Dollars Received from Outside Sources per Day in Support Service Positions	Lino Lakes	106	.66	1.10	5.6 (2,396)	.004
	Stillwater	201	1.69	3.78		
	St. Cloud	92	.86	1.48		
Dollars Sent to Outside Per Day in Support Service Positions	Lino Lakes	106	.67	1.50	.8 (2,397)	.467
	Stillwater	201	.69	2.43		
	St. Cloud	93	.39	1.41		
Dollars Spent on Self per Day in Support Service Positions	Lino Lakes	105	2.57	2.25	17.6 (2,393)	.001
	Stillwater	201	1.54	1.52		
	St. Cloud	90	1.25	1.25		
Days in Therapy	Lino Lakes	37	268.62	268.56	6.9 (2,133)	.001
	Stillwater	32	216.63	160.70		
	St. Cloud	67	129.55	143.74		
Major Infractions per Month While in Therapy	Lino Lakes	38	.02	.06	.9 (2,134)	.421
	Stillwater	32	.00	.01		
	St. Cloud	67	.37	2.31		
Minor Infractions per Month While in Therapy	Lino Lakes	38	.01	.06	2.3 (2,134)	.103
	Stillwater	32	.00	0		
	St. Cloud	67	.04	.15		
Days of Segregation Incurred While in Therapy	Lino Lakes	38	.18	1.05	.8 (2,134)	.455
	Stillwater	32	.01	.03		
	St. Cloud	67	3.57	22.95		
Days Idle	Lino Lakes	50	102.34	117.30	14.0 (2,243)	.001
	Stillwater	27	251.44	311.70		
	St. Cloud	169	99.62	97.05		
Major Infractions per Month While Idle	Lino Lakes	49	.03	.08	2.4 (2,239)	.096
	Stillwater	27	.06	.19		
	St. Cloud	166	.15	.45		
Minor Infractions per Month While Idle	Lino Lakes	49	.03	.13	3.5 (2,239)	.031
	Stillwater	27	.05	.19		
	St. Cloud	166	.23	.63		
Days of Segregation Incurred While Idle	Lino Lakes	49	.64	2.54	.7 (2,238)	.508
	Stillwater	26	2.44	11.05		
	St. Cloud	166	3.07	14.80		
Days in Work Release	Lino Lakes	28	87.96	40.47	.2 (2,62)	.781
	Stillwater	26	88.65	47.32		
	St. Cloud	11	78.00	46.50		
Major Infractions per Day of Institutionalization	Lino Lakes	94	.001	.002	14.4 (2,301)	.001
	Stillwater	106	.002	.003		
	St. Cloud	104	.004	.007		
Minor Infractions per Day of Institutionalization	Lino Lakes	94	.002	.002	32.6 (2,301)	.001
	Stillwater	106	.001	.001		
	St. Cloud	104	.006	.007		

TABLE 5: Chi Square Analyses of Males from Each Institution who Committed Disciplinary Infractions at any Period During Their Incarceration

Total N	Lino Lakes 169		Stillwater 289		St. Cloud 194	
	Number	Percentage	Number	Percentage	Number	Percentage
Major Infractions						
None	95	56%	179	63%	80	42%
1 or more	74	44%	106	37%	113	59%
N[a]	169		285		193	
	$X_{(2)}^2 = 21.4$, $p < .01$					
Minor Infractions						
None	56	33%	192	67%	62	32%
1 or more	113	67%	93	33%	131	68%
N[a]	169		285		193	
	$X_{(2)}^2 = 77.3$, $p < .01$					

[a]Number of group for whom information was available.

TABLE 6: Chi Square Analyses of Institutional Groups Activities During the Follow-up Period

Total N N Released	Lino Lakes 169 119		Stillwater 289 153		St. Cloud 194 131	
	Number	Percentage	Number	Percentage	Number	Percentage
Wheels						
Yes	15	13%	12	8%	1	1%
No	103	87%	134	92%	125	99%
N[a]	118		147		126	
	$X_{(2)}^2 = 14.2$ $p < .01$					
Assistance from CETA						
Yes	15	13%	12	8%	7	6%
No	104	87%	131	92%	113	94%
N[a]	119		143		120	
	$X_{(2)}^2 = 4.2$ not significant					
Assistance from the Department of Vocational Rehabilitation						
Yes	4	3%	1	1%	5	4%
No	115	97%	142	99%	114	96%
N[a]	119		143		119	
	$X_{(2)}^2 = 3.5$ not significant					
Residence						
Urban	93	88%	102	82%	95	82%
Rural	5	5%	5	4%	6	5%
Mixed	4	4%	10	8%	14	12%
Out-of-state	4	4%	7	6%	1	1%
N[a]	106		124		116	
	$X_{(6)}^2 = 8.7$ not significant					
Days between Release and Employment						
14 or less	52	64%	57	60%	38	46%
15 or more	29	36%	38	40%	45	54%
N[a]	81		95		83	
	$X_{(2)}^2 = 6.3$ $p < .04$					
Job in First 3 Months						
Yes	72	69%	74	59%	63	57%
No	33	31%	51	41%	48	43%
N[a]	105		125		111	
	$X_{(2)}^2 = 3.5$ not significant					
Job in First Year						
Yes	80	77%	92	74%	78	72%
No	24	23%	32	26%	31	28%
N[a]	104		124		109	
	$X_{(2)}^2 = .80$ not significant					
School In First 3 Months						
Yes	4	4%	2	2%	2	2%
No	101	96%	124	98%	109	98%
N[a]	105		126		111	

[a]Number of group for whom information was available.
[b]"Unchanged" indicates that the individual on parole has not had his parole revoked. In many cases he had been discharged. For those persons who did not have one year left on their sentence at release, placement in this category indicates simply that they were not returned on other charges to a correctional facility.

TABLE 6: Chi Square Analyses of Institutional Groups Activities During the Follow-up Period (continued)

	Lino Lakes 169 / 119		Stillwater 289 / 153		St. Cloud 194 / 131	
Total N / N Released	Number	Percentage	Number	Percentage	Number	Percentage
School in First Year						
Yes	5	5%	3	3%	4	4%
No	98	95%	121	97%	104	96%
N[a]	103		124		108	
Vocational Training in First 3 Months						
Yes	11	10%	3	2%	3	3%
No	94	90%	123	98%	108	97%
N[a]	105		126		111	
Vocational Training in First Year						
Yes	15	15%	7	6%	8	7%
No	88	85%	117	94%	100	93%
N[a]	103		124		108	
Treatment in First 3 Months						
Yes	11	11%	22	18%	32	29%
No	94	89%	104	83%	79	71%
N[a]	105		126		111	
	$X_{(2)}^2 = 12.1$	$p < .01$				
Treatment in First Year						
Yes	13	13%	26	21%	36	33%
No	90	87%	98	79%	72	67%
N[a]	113		124		108	
	$X_{(2)}^2 = 13.2$	$p < .01$				
Skill Level of First Job						
Skilled	11	14%	12	14%	1	1%
Semi-skilled	30	38%	42	47%	41	53%
Unskilled	39	49%	35	39%	36	46%
N[a]	80		89		78	
	$X_{(4)}^2 = 11.3$	$p < .024$				
Skill Level of Second Job						
Skilled	7	15%	8	16%	2	4%
Semi-skilled	20	43%	24	48%	23	50%
Unskilled	20	43%	18	36%	21	46%
N[a]	47		50		46	
	$X_{(4)}^2$ 4.1	not significant				
Skill Level of Longest-Held Job						
Skilled	15	19%	14	17%	4	5%
Semi-skilled	34	43%	46	54%	43	57%
Unskilled	30	38%	25	29%	28	37%
N[a]	79		85		75	
	$X^2 = 8.7$	$p < .070$				
Parole Violated						
Yes	43	36%	50	33%	60	46%
No	76	64%	103	67%	71	54%
N[a]	119		153		131	
	$X_{(2)}^2 = 5.4$	$p = .067$				

TABLE 6: Chi Square Analyses of Institutional Groups Activities During the Follow-up Period (continued)

	Lino Lakes 169 / 119		Stillwater 289 / 153		St. Cloud 194 / 131	
Total N / N Released	Number	Percentage	Number	Percentage	Number	Percentage
New Property Offense						
Yes	20	17%	20	13%	38	29%
No	99	83%	133	87%	93	71%
N[a]	119		153		131	
	$X_{(2)}^2 = 12.2$	$p < .01$				
New Person Offense						
Yes	5	4%	7	5%	7	5%
No	114	96%	145	95%	123	95%
N[a]	119		152		130	
	$X_{(2)}^2 = .2$	not significant				
New Other Offense						
Yes	14	12%	13	9%	10	8%
No	105	88%	139	91%	120	92%
N[a]	119		152		130	
	$X_{(2)}^2 = 1.4$	not significant				
Status at One Year						
Unchanged[b]	80	67%	107	70%	72	55%
Returned without new offense	13	11%	19	12%	18	14%
Returned with new offense	23	19%	22	14%	33	25%
Absconded	3	3%	5	3%	8	6%
N[a]	119		153		131	
	$X_{(6)}^2 = 9.7$	not significant				

TABLE 7: ANOVA's Comparing Male Groups from Each Institution on Continuous Follow-up Variables

Variable	Institution	N	Mean[a]	S.D.	ANOVA F Ratio[b]	p
Number of Dollars at Release	Lino Lakes	113	246.54	182.36	2.1 (2,309)	.128
	Stillwater	100	277.27	738.02		
	St. Cloud	99	156.33	114.68		
Number of Dependent Children	Lino Lakes	119	.46 ┐	1.05	6.5 (2,392)	.002
	Stillwater	149	.52 ┘	1.06		
	St. Cloud	127	.14	.48		
Days Between Release and Employment	Lino Lakes	81	28.38	50.08	2.6 (2,256)	.079
	Stillwater	95	49.40	79.70		
	St. Cloud	83	47.67	64.92		
Days of Work 1 Month	Lino Lakes	105	13.91 ┐	13.84	6.5 (2,337)	.002
	Stillwater	125	12.88 ┘	14.34		
	St. Cloud	110	7.81	11.95		
Days of Work 0-3 Months	Lino Lakes	105	43.40 ┐	37.79	4.3 (2,336)	.015
	Stillwater	124	41.60 ┘	40.93		
	St. Cloud	110	29.63	34.81		
Days of Work 3-6 Months	Lino Lakes	105	47.56 ┐	40.03	3.1 (2,335)	.044
	Stillwater	125	43.71 ┘	42.46		
	St. Cloud	108	34.24	37.29		
Days of Work 6-9 Months	Lino Lakes	103	43.24	42.80	4.7 (2,330)	.010
	Stillwater	125	46.09 ┐	42.65		
	St. Cloud	105	29.90 ┘	39.46		
Days of Work 9-12 Months	Lino Lakes	102	40.19	43.79	2.0 (2,328)	.132
	Stillwater	123	41.46	42.94		
	St. Cloud	106	30.79	41.34		
Total Days of Work During First Year	Lino Lakes	101	172.83 ┐	142.79	4.2 (2,323)	.016
	Stillwater	120	171.50 ┘	147.43		
	St. Cloud	105	123.80 ┘	130.56		
Days in Vocational Training During First Three Months	Lino Lakes	105	6.79 ┐	22.90	4.0 (2,339)	.019
	Stillwater	126	1.70 ┘	11.74		
	St. Cloud	111	1.50 ┘	9.98		
Days in School (Academic) During First Three Months	Lino Lakes	105	3.50	17.70	1.1 (2,339)	.344
	Stillwater	126	1.23	9.77		
	St. Cloud	111	1.37	10.38		
Days in Therapeutic Program During First Three Months	Lino Lakes	105	3.91	13.26	8.4 (2,339)	.001
	Stillwater	126	7.43	19.83		
	St. Cloud	111	15.63	29.05		
Days in Vocational Training During First Year	Lino Lakes	103	21.78 ┐	68.45	3.0 (3,332)	.05
	Stillwater	124	5.31 ┘	25.52		
	St. Cloud	108	12.11	51.39		
Days in School (Academic) During First Year	Lino Lakes	103	8.77	44.56	.7 (2,332)	.525
	Stillwater	124	3.23	23.74		
	St. Cloud	108	7.27	44.91		
Days in Therapeutic Program During First Year	Lino Lakes	103	6.62 ┐	24.44	6.9 (2,332)	.001
	Stillwater	124	11.24 ┘	32.00		
	St. Cloud	108	28.59 ┘	69.17		
Total Days of Productive Activity During First Year	Lino Lakes	101	211.51	137.32	3.1 (2,322)	.046
	Stillwater	120	201.87	138.33		
	St. Cloud	104	165.97	140.29		
Number of Days on First Job	Lino Lakes	80	141.76	128.26	2.3 (2,250)	.107
	Stillwater	93	145.17	123.69		
	St. Cloud	79	107.78	114.83		
Beginning Hourly Wage on First Job	Lino Lakes	49	5.01	1.82	1.4 (2,137)	.245
	Stillwater	54	5.03	2.27		
	St. Cloud	37	4.39	1.49		

[a] Means that are significantly different from one another by Tukey post-hoc comparisons ($p<.05$) are linked with brackets.
[b] Degrees of freedom are indicated in parentheses.
[c] If individual still held job at years end, wage at that time given.

TABLE 7: ANOVA's Comparing Male Groups from Each Institution on Continuous Follow-up Variables (continued)

Variable	Insitution	N	Mean[a]	S.D.	ANOVA F Ratio[b]	p
Ending Hourly Wage on First Job[c]	Lino Lakes	49	5.08	1.96	1.0 (2,139)	.367
	Stillwater	54	5.13	2.25		
	St. Cloud	39	4.58	1.56		
Number of Days on Second Job	Lino Lakes	45	87.24	88.72	2.8 (2,138)	.065
	Stillwater	50	115.70	114.72		
	St. Cloud	46	70.76	72.88		
Beginning Hourly Wage on Second Job	Lino Lakes	31	5.17	2.44	.7 (2,77)	.518
	Stillwater	27	5.54	1.74		
	St. Cloud	22	4.89	1.44		
Ending Hourly Wage on Second Job[c]	Lino Lakes	31	5.31	2.52	.9 (2,77)	.417
	Stillwater	26	5.65	1.81		
	St. Cloud	23	4.88	1.40		
Number of Days on Longest-held Job	Lino Lakes	79	180.27	120.80	4.5 (2,242)	.013
	Stillwater	90	190.22 ┐	109.47		
	St. Cloud	76	139.45 ┘	112.00		
Beginning Hourly Wage on Longest-held Job	Lino Lakes	57	6.33	6.31	1.6 (2,150)	.211
	Stillwater	54	5.62	2.26		
	St. Cloud	42	4.83	1.45		
Ending Hourly Wage on Longest-held Job[c]	Lino Lakes	57	6.51	6.35	1.6 (2,152)	.208
	Stillwater	54	5.81	2.24		
	St. Cloud	44	5.02	1.49		
Number of Days between Release and Return	Lino Lakes	35	161.94	92.11	.9 (2,117)	.409
	Stillwater	43	177.40	112.39		
	St. Cloud	42	146.81	107.34		
Number of Days between Release and Absconsion	Lino Lakes	14	101.00	103.20	1.3 (2,59)	.279
	Stillwater	26	65.92	95.57		
	St. Cloud	22	109.64	98.48		
Number of Days between Release and Commission of New Crime	Lino Lakes	35	151.11	89.56	.1 (2,116)	.872
	Stillwater	34	144.12	106.11		
	St. Cloud	50	139.32	107.11		
Number of New Property Offenses	Lino Lakes	119	.27	.73	4.6 (2,400)	.010
	Stillwater	153	.18 ┐	.53		
	St. Cloud	131	.42 ┘	.76		
Number of New Person Offenses	Lino Lakes	119	.05	.26	.0 (2,398)	.964
	Stillwater	152	.06	.31		
	St. Cloud	130	.05	.23		
Number of New Other Offenses	Lino Lakes	119	.14	.44	.6 (2,398)	.567
	Stillwater	152	.11	.38		
	St. Cloud	130	.09	.34		
Number of Days Outside Correctional Facility During First Year	Lino Lakes	118	311.74	91.52	6.7 (2,399)	.001
	Stillwater	153	324.59 ┐	78.43		
	St. Cloud	131	283.08 ┘	118.18		

in light of the fact that a number of the inmates in the Stillwater sample had served some portion of their current sentence at St. Cloud and vice versa. Furthermore all of the men in the Lino Lakes group had spent time at one of the other two prisons. It should be noted here as well that in the interest of providing representative accounts of the total period of incarceration, information concerning the activities of inmates while assigned to the minimum security facilities in the state was included in the study. The institutional samples were thus far from "clean." To have identified all of the combinations of facility-specific activities however would have resulted in almost as many types of incarceration experiences as we had individuals. It seemed more appropriate to consider as a group all men who had been involved in a given activity such as educational programming or a traditional industry job regardless of where that involvement had happened. Although the resulting samples could not then be independent of one another (a problem for most statistical tests), there would be no reason to believe that any systematic bias had been introduced by such a strategy. The situation would reflect simply a very real and common occurrence in corrections, and, in the absence of complicated interactions, would make it more, rather than less difficult to assess group differences (i.e. to reject any null hypotheses about Free Venture).

The extent of over-lapping membership between Free Venture workers and other groups varied from the 15% who also participated in Work Release to the 69% who had worked in support services. Table 8 provides the actual figures for both the males and females.

Background Variables: Categorical background data for each of the activity groups are presented in Table 9. These are intended primarily to provide us with descriptive information since the nature of the samples, as indicated above, violates traditional assumptions concerning statistical analyses. Nevertheless, chi square tests were used (with correction for continuity applied when appropriate) to assess the extent of differences between the Free Venture group and the others, that is to put the figures into perspective. Clearly it would be inappropriate to draw any inferences about the populations sampled from such analyses.

The racial make-up of the Free Venture group did not appear to differ appreciably from those of the other samples. Compared to the individuals who were in educational or vocational training programs or had been assigned to permanent idle, Free Venture workers were somewhat more likely to have been married ($\chi_{(2)}^2$ = 10.8, 18.3, and 37.4 respectively, $p < .01$). Consistent with that picture is the finding that they also tended to have dependent children with greater frequency than did the educational programs, vocational training, and permanent idle groups (respective $\chi_{(1)}^2$values are 5.4, 7.6 and 21.3 $p < .01$).

A higher proportion of the Free Venture group had completed high school or earned a GED than was the case with the vocational training ($\chi_{(1)}^2$ = 6.4, $p < .05$), educational programs, and permanent idle samples ($\chi_{(1)}^2$ = 13.0 and 18.6 respectively, p .01). In a similar vein more members of this group had longer employment histories prior to incarceration than did the individuals in vocational training, educational program, therapeutic progam or permanent idle ($\chi_{(3)}^2$ = 25.4, 15.8, 18.3 and 46.4, respectively).

The criminal histories of the inmates who worked in Free Venture also tended to differ from those of certain of the other groups. They were less likely to have committed their first offense by age 16 than were the men in educational programs, vocational training, therapeutic programs, permanent idle (respective $\chi_{(1)}^2$'s = 8.0, 6.6, 7.0, and 15.9, $p < .01$), or traditional industry ($\chi_{(1)}^2$ = 5.6, $p < .05$). As would be expected, they were also less likely to have any juvenile record than were those in other groups although in the case of the comparison with traditional industry inmates, the

TABLE 8: Number of Individuals in Free Venture Samples Who Were Also Included in Other Groups

Of the 274 *males* who worked on Free Venture operations:

156 were involved in *education* (N = 373)
85 were involved in *vocational training* (N = 254)
160 were involved in *traditional industry* (N = 340)
190 were involved in *support service* (N = 455)
50 were involved in a *treatment program* (N = 139)
62 were *idle* at some time (N = 251)
40 were involved in *work release* (N = 66)
72 were involved in *pre-release* (N = 153)

Of the 65 *females* who worked in Free Venture operations

46 were involved in *education* (N = 65)
13 were involved in *vocational training* (N = 15)
all 65 were involved in *support services* (N = 97)
4 were involved in *work release* (N = 6)
22 were involved in the *parenting* group (N = 29)
33 were involved in the *chemical dependency* group (N = 50)
11 were involved in the *off-grounds* work program (N = 12)

TABLE 9: Descriptive Statistics for Males in Various Institutional Programs on Discrete Background Variables[a]

Total N	Educational Program 373		Vocational Training 254		Traditional Industry 340		Free Venture Industries 274		Support Services 455	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Race										
White	261	70%	179	71%	240	71%	201	73%	323	71%
Black	72	19%	48	19%	70	21%	51	19%	93	20%
American Indian	34	9%	23	9%	24	7%	16	6%	32	7%
Chicano	6	2%	4	2%	6	2%	6	2%	7	2%
N[b]	373		254		340		274		455	
Marital Status										
Single	225	61%	167	66%	160	47%	131	48%	238	53%
Married	58	16%	35	14%	63	19%	47	17%	68	15%
Separated, Divorced, or Widowed	88	24%	51	20%	115	34%	94	36%	147	32%
N[b]	371		253		338		272		453	
Dependent Children										
None	293	79%	206	81%	243	72%	193	71%	337	74%
1 or more	78	21%	47	19%	95	28%	79	29%	117	26%
N[b]	371		253		338		272		454	
Educational Attainment										
Less than 12 years	228	61%	148	58%	175	51%	128	47%	233	51%
H.S. diploma, GED, or more	144	39%	106	42%	165	49%	145	53%	221	49%
N[b]	372		254		340		273		454	
Employment History										
Never worked	48	13%	42	17%	36	11%	16	6%	49	11%
Worked < 1 year	204	55%	136	54%	170	51%	134	50%	228	51%
Worked < 3 years	66	18%	45	18%	60	18%	58	22%	88	20%
Worked > 3 years	54	14%	27	11%	67	20%	61	23%	81	18%
N[b]	372		250		333		269		445	
Skill Level of Previous Jobs										
Skilled	7	2%	2	1%	13	4%	12	5%	22	5%
Semi-Skilled	75	23%	52	25%	74	25%	59	23%	104	26%
Unskilled	241	75%	157	74%	215	71%	184	72%	278	69%
N[b]	323		211		302		255		404	
History of Substance Abuse[c]										
None	49	14%	34	14%	42	13%	34	13%	64	15%
Minor	30	8%	20	8%	28	9%	25	10%	44	10%
Past	24	7%	15	6%	22	7%	20	8%	29	7%
Serious	257	71%	181	72%	233	72%	180	60%	295	68%
N[b]	360		250		325		259		432	
History of Escape										
Yes	44	12%	31	12%	41	12%	44	16%	46	10%
No	329	88%	223	88%	299	88%	230	84%	409	90%
N[b]	373		254		340		274		455	

[a]Sole criterion for inclusion in any group was a minimum of five days of involvement in such.
[b]Number of group for whom information was available.
[c]"Minor" signifies that the individual occassionally drank to excess or used illicit drugs. "Past signifies that he had a history of serious problems which were under control at the time of the current incarceration. "Serious" signifies that the problem was not under control and probably contributed to the current incarceration.
[d]"Yes" signifies that the individual had been paroled and returned during the current incarceration.
[e]"Yes" signifies that the individual has sometime in his life committed such an offense.

TABLE 9: Descriptive Statistics for Males in Various Institutional Programs on Discrete Background Variables[a] (continued)

Total N	Therapeutic Program 139		Permanent Idle 251		Work Release 66		Pre-Release 153	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Race								
White	102	73%	187	75%	46	70%	100	65%
Black	23	17%	38	15%	15	23%	40	26%
American Indian	12	9%	21	8%	3	5%	11	7%
Chicano	2	1%	5	2%	2	3%	2	1%
N[b]	139		251		66		153	
Marital Status								
Single	87	63%	186	74%	31	47%	78	51%
Married	23	17%	25	10%	11	17%	25	16%
Separated, Divorced, or Widowed	29	21%	40	16%	24	36%	50	33%
N[b]	139		251		66		153	
Dependent Children								
None	104	75%	220	88%	50	76%	117	77%
1 or more	35	25%	31	12%	16	24%	36	23%
N[b]	139		251		66		153	
Educational Attainment								
Less than 12 years	77	55%	166	66%	32	48%	78	51%
H.S. diploma, GED, or more	62	45%	85	34%	34	52%	75	49%
N[b]	139		251		66		153	
Employment History								
Never worked	19	14%	44	18%	4	6%	16	11%
Worked < 1 year	85	61%	152	61%	31	47%	79	52%
Worked < 3 years	22	16%	38	15%	13	20%	33	22%
Worked > 3 years	13	9%	15	6%	18	27%	25	16%
N[b]	139		249		66		153	
Skill Level of Previous Jobs								
Skilled	2	2%	2	1%	3	5%	8	6%
Semi-Skilled	25	21%	40	20%	22	36%	36	26%
Unskilled	93	78%	164	80%	37	60%	93	68%
N[b]	120		206		62		137	
History of Substance Abuse[c]								
None	11	8%	32	13%	12	20%	22	15%
Minor	10	7%	24	10%	9	15%	10	7%
Past	5	4%	13	5%	6	10%	10	7%
Serious	109	81%	179	72%	33	55%	102	71%
N[b]	135		246		60		144	
History of Escape								
Yes	13	9%	22	9%	14	21%	21	14%
No	126	91%	229	91%	52	79%	132	86%
N[b]	139		251		66		153	

TABLE 9: Descriptive Statistics for Males in Various Institutional Programs on Discrete Background Variables[a] (continued)

Total N	Educational Program 373		Vocational Training 254		Traditional Industry 340		Free Venture Industries 274		Support Services 455	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
History of Parole Revocation[d]										
Yes	75	20%	56	22%	87	26%	67	24%	101	22%
No	298	80%	198	78%	253	74%	207	76%	354	78%
N[b]	373		254		340		274		455	
Age at First Offense										
16 or younger	208	57%	142	58%	187	56%	124	46%	236	53%
17 or older	154	43%	103	52%	147	44%	145	54%	210	47%
N[b]	362		245		334		269		446	
Juvenile Offenses										
None	118	32%	75	30%	124	37%	120	44%	173	38%
1 or more	250	68%	174	70%	215	63%	152	56%	277	62%
N[b]	368		249		339		272		450	
Previous Property Offense										
None	248	67%	189	74%	193	57%	152	56%	273	60%
1 or more	123	33%	65	26%	146	43%	120	44%	181	40%
N[b]	371		254		339		272		454	
Previous Person Offense										
None	345	93%	235	93%	296	87%	237	87%	403	89%
1 or more	28	7%	19	7%	44	13%	37	13%	52	11%
N[b]	373		254		340		274		455	
Previous Robbery										
None	340	91%	234	92%	305	90%	248	91%	405	89%
1 or more	33	9%	20	8%	35	10%	26	9%	50	11%
N[b]	373		254		340		274		455	
Previous Drug Offense										
None	355	95%	245	97%	331	97%	262	96%	444	98%
1 or more	18	5%	9	3%	9	3%	12	4%	11	2%
N[b]	373		254		340		274		455	
Previous Other Offense										
None	326	87%	232	91%	279	82%	230	84%	381	84%
1 or more	47	13%	22	9	61	18%	44	16%	74	16%
N[b]	373		254		340		274		455	
Previous Institutionalization										
Yes	217	58%	146	58%	216	64%	152	55%	276	61%
No	155	42%	107	42%	123	36%	122	45%	178	39%
N[b]	372		253		339		274		454	
Number of Active Offenses at Current Incarceration										
1	228	61%	153	60%	201	59%	162	59%	281	62%
2	103	28%	78	30%	102	30%	79	29%	121	27%
3 or more	42	11%	23	10%	37	11%	33	12%	53	12%
N[b]	373		254		340		274		455	
Current Property Offense										
Yes	187	50%	138	54%	166	49%	115	42%	224	49%
No	186	50%	116	46%	174	51%	159	58%	231	51%
N[b]	373		254		340		274		455	
Current Person Offense										
Yes	224	60%	149	59%	211	62%	188	69%	281	62%
No	149	40%	105	41%	129	38%	86	31%	174	38%
N[b]	373		254		340		274		455	
Person Offender[e]										
Yes	250	67%	168	66%	251	71%	208	76%	320	70%
No	123	33%	86	34%	99	29%	66	24%	135	30%
N[b]	373		254		340		274		455	
Property[a] Offender										
Yes	247	66%	163	64%	237	70%	171	65%	303	67%
No	124	34%	91	36%	103	30%	95	35%	152	33%
N[b]	373		254		340		274		455	

TABLE 9: Descriptive Statistics for Males in Various Institutional Programs on Discrete Background Variables[a] (continued)

Total N	Therapeutic Program 139		Permanent Idle 251		Work Release 66		Pre-Release 153	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
History of Parole Revocation[d]								
Yes	29	21%	41	16%	12	18%	29	19%
No	110	79%	210	84%	54	82%	124	81%
N[b]	139		251		66		153	
Age at First Offense								
16 or younger	81	60%	155	64%	29	45%	83	55%
17 or older	53	40%	87	36%	36	55%	68	45%
N[b]	134		242		65		151	
Juvenile Offenses								
None	43	32%	69	28%	26	39%	53	35%
1 or more	93	68%	176	72%	40	61%	99	65%
N[b]	136		245		66		152	
Previous Property Offense								
None	96	69%	194	77%	37	56%	93	61%
1 or more	43	31%	57	23%	29	44%	59	39%
N[b]	139		251		66		152	
Previous Person Offense								
None	132	95%	237	94%	58	88%	142	93%
1 or more	7	5%	14	6%	8	12%	11	7%
N[b]	139		251		66		153	
Previous Robbery								
None	127	91%	237	94%	57	86%	136	89%
1 or more	12	9%	14	6%	9	14%	17	11%
N[b]	139		251		66		153	
Previous Drug Offense								
None	136	98%	243	97%	64	97%	145	95%
1 or more	3	2%	8	3%	2	3%	8	5%
N[b]	139		251		66		153	
Previous Other Offense								
None	116	84%	227	90%	58	88%	130	85%
1 or more	23	16%	24	10%	8	12%	23	15%
N[b]	139		251		66		153	
Previous Institutionalization								
Yes	88	64%	153	61%	39	59%	94	61%
No	50	36%	98	39%	27	41%	59	39%
N[b]	183		251		66		153	
Number of Active Offenses at Current Incarceration								
1	78	56%	154	61%	40	61%	92	60%
2	46	33%	72	29%	19	28%	43	28%
3 or more	15	11%	25	10%	7	11%	19	12%
N[b]	139		251		66		153	
Current Property Offense								
Yes	78	56%	154	61%	36	55%	93	61%
No	61	44%	97	39%	30	45%	60	39%
N[b]	139		251		66		153	
Current Person Offense								
Yes	82	59%	123	49%	43	65%	75	49%
No	57	41%	128	51%	23	35%	78	51%
N[b]	139		251		66		153	
Person Offender[e]								
Yes	90	65%	139	55%	50	76%	91	59%
No	49	35%	112	45%	16	24%	62	41%
N[b]	139		251		66		153	
Property[a] Offender								
Yes	95	68%	175	70%	45	68%	111	73%
No	44	32%	76	30%	21	32%	42	27%
N[b]	139		251		66		153	

difference is less marked ($\chi_{(1)}^2 = 3.0$, $p < .05$). The $\chi_{(1)}^2$ values for comparisons with the educational programs, vocational training, and permanent idle groups are 9.4, 10.1, and 14.0 respectively, ($p < .01$) and the Free Venture versus therapeutic programs $\chi_{(1)}^2 = 5.0$, ($p < .05$).

Despite their cleaner juvenile records, the men with Free Venture experience were more likely to have committed a previous property offense as adults (i.e., before their current offense) than were those in educational programs ($\chi_{(1)}^2 = 7.3$, $p < .01$), vocational training ($\chi_{(1)}^2 = 18.4$, $p < .01$), therapeutic programs ($\chi_{(1)}^2 = 6.1$, $p < .01$), and permanent idle ($\chi_{(1)}^2 = 25.9$, $p < .01$). There were no differences with regards to other types of crime prior to the current incarceration.

The picture does vary if one looks at active offenses. The inmates in the Free Venture group were less likely to have been sentenced for a property crime than were those in educational programs, vocational training, therapeutic programs, permanent idle, or Pre-release (the respective $\chi_{(1)}^2$ values were 4.0, $p < .05$; 7.3, 6.8, 18.4, and 12.5, $p < .01$.) However they were more likely to be incarcerated for a crime against a person then were the others in educational programs ($\chi_{(1)}^2 = 4.9$, $p < .05$), vocational training ($\chi_{(1)}^2 = 20.6$, $p < .01$) and Pre-release ($\chi_{(1)}^2 = 14.7$, $p < .01$). Indeed their likelihood of ever having committed a personal offense was higher than those of the other groups, including educational programs ($\chi_{(1)}^2 = 5.6$, $p < .05$), vocational training ($\chi_{(1)}^2 = 5.8$, $p < .05$), therapeutic programs ($\chi_{(1)}^2 = 4.9$, $p < .05$), permanent idle ($\chi_{(1)}^2 = 23.9$, $p < .01$), and Pre-release ($\chi_{(1)}^2 = 11.6$, $p < .01$).

Many of the differences discussed above may reflect in part the fact that men working in Free Venture tended to be older as a group than those in the other activities. However because of the tremendous within-group variability, the differences in mean age did not approach significance. Nor did the differences for other continuous background variables, the data on which are given in Table 10.

Institutional Variables: As Table 11 demonstrates, there was considerable variation in the average number of days of involvement of inmates in the various institutional programs as well as in the patterns of the distributions of their scores. Relatively few of the Free Venture workers stayed in their positions for less than one month. Chi square tests indicated differences between their patterns and that for each of the other groups: educational program ($\chi_{(3)}^2 = 26.9$, $p < .01$), vocational training ($\chi_{(3)}^2 = 9.7$, $p < .05$), traditional industry ($\chi_{(3)}^2 = 11.8$, $p < .01$), support services ($\chi_{(3)}^2 = 27.4$, $p < .01$), therapeutic programs ($\chi_{(3)}^2 = 25.1$, $p < .01$), permanent idle ($\chi_{(3)}^2 = 72.8$, $p < .01$), and Work Release ($\chi_{(3)}^2 = 42.2$, $p < .01$).

A sizeable difference in the wages earned while working in traditional industry, support services, and Free Venture positions is documented in Table 11. While the large majority of Free Venture workers made more than four dollars per day, few individuals in the other groups did. Furthermore while most of the support service men averaged under one dollar a day, this was true of only four of Free Venture workers. The chi square tests yielded very large values: 470.3 for support services versus Free Venture and 475.6 for traditional industry versus Free Venture.

The wage discrepancies are reflected in the spending behaviors of the three work groups, with the Free Venture workers typically sending more money outside their institution. Again, chi square tests yielded large values when the patterns were compared: 102.6 for support services versus Free Venture and 109.2 for traditional industries versus Free Venture. Workers in Free Venture also tended to spend more on themselves than did the other groups of workers (support services $\chi_{(3)}^2 = 108.7$ and traditional industry $\chi_{(3)}^2 = 128.2$, $p < .01$). Final differences can be seen in the amounts of money which were received from outside sources during programmatic involvement. The chi square test results showed that the individuals in the Free Venture group were the most likely to receive no financial support. The values for the comparison of their

TABLE 10: Descriptive Statistics on Continuous Background Variables for Males Involved in Various Institutional Programs[a]

	Educational Program	Vocational Training	Traditional Industry	Free Venture Industries	Support Services	Therapeutic Program	Permanent Idle	Work Release	Pre-Release
Total N	373	254	340	274	455	139	251	66	153
Age in Years at Current Incarceration									
Mean	24.04	22.42	26.97	27.55	26.48	23.17	22.26	27.61	25.53
S.D.	7.30	6.10	8.87	9.09	8.88	6.33	7.44	9.15	7.80
N[b]	373	254	340	224	455	139	251	66	153
Number of Dependent Children									
Mean	.42	.34	.60	.74	.55	.41	.19	.52	.52
S.D.	.96	.81	1.18	1.74	1.13	.86	.56	1.10	1.14
N[b]	371	253	338	272	454	139	251	66	153
Years of Education[c]									
Mean	10.68	10.80	10.83	10.92	10.89	10.88	10.49	11.03	11.09
S.D.	1.71	1.51	1.86	2.09	1.93	1.52	1.58	1.76	1.59
N[b]	372	254	339	274	454	139	251	66	153
Number of Active Convictions									
Mean	1.57	1.70	1.68	1.68	1.64	1.63	1.65	1.59	1.60
S.D.	.89	1.70	1.56	1.27	1.41	.88	1.70	.94	.91
N[b]	373	254	340	274	455	139	251	66	153
Expected Number of Months of Incarceration[d]									
Mean	33.38	29.84	33.74	38.44	34.08	31.52	26.95	29.37	24.93
S.D.	27.29	23.26	24.71	28.76	26.69	26.08	22.25	16.17	15.63
N[b]	290	198	250	191	343	111	212	51	115

[a]Sole criterion for inclusion in any group was a minimum of five days of involvement in such.
[b]Number of group for whom information was available.
[c]Individuals who had earned GED's were credited with 12 years.
[d]Number of months between incarceration and Target Release Date.
[e]As an adult.

TABLE 10: Descriptive Statistics on Continuous Background Variables for Males Involved in Various Institutional Programs[a] (continued)

	Educational Program	Vocational Training	Traditional Industry	Free Venture Industries	Support Services	Therapeutic Program	Permanent Idle	Work Release	Pre-Release
Total N	373	254	340	274	455	139	251	66	153
Age in Years of First Adjudication									
Mean	17.20	16 45	18.34	18.86	18.22	16.49	16.37	18.57	17.61
S.D.	6.67	5.36	8.29	7.89	8.06	5.06	7.04	8.01	7.68
N[b]	363	245	335	270	447	134	243	65	152
Number of Juvenile Offenses									
Mean	3.54	3.64	2.99	2.63	3.24	3.83	4.04	2.67	3.22
S.D.	4.30	4.32	3.43	3.70	4.34	4.41	4.54	3.19	4.09
N[b]	368	249	339	272	450	136	245	66	152
Number of Previous Property Offenses									
Mean	.60	.46	.79	.90	.81	.57	.39	1.02	.82
S.D.	1.09	.97	1.21	1.36	1.32	1.04	.88	1.61	1.33
N[b]	371	254	339	272	454	139	251	66	152
Number of Previous Person Offenses									
Mean	.08	.09	.16	.18	.14	.05	.07	.20	.08
S.D.	.29	.32	.48	.52	.44	.22	.30	.71	.29
N[b]	373	254	340	274	455	139	251	66	153
Number of Previous Robberies									
Mean	.11	.09	.12	.12	.14	.12	.06	.17	.14
S.D.	.38	.34	.39	.42	.44	.46	.29	.48	.43
N[b]	373	254	340	274	455	139	251	66	153
Number of Previous Drug Offenses									
Mean	.05	.04	.03	.05	.03	.02	.03	.05	.06
S.D.	.23	.21	.16	.23	.17	.15	.18	.27	.26
N[b]	373	254	340	274	455	139	251	66	153
Number of Previous Other Offenses									
Mean	.18	.14	.27	.25	.25	.27	.14	.18	.25
S.D.	.54	.52	.69	.69	.68	.76	.55	.61	.69
N[b]	373	254	340	274	455	139	251	66	153
Number of Previous Institutionalizations									
Mean	1.69	1.63	1.81	1.68	1.84	1.99	1.82	1.68	1.78
S.D.	2.11	1.99	2.03	2.10	2.21	2.33	2.17	1.97	2.06
N[b]	372	253	339	274	454	138	250	66	153
Number of Offenses Ever Committed[c]									
Mean	2.83	2.81	3.38	3.55	3.34	2.99	2.55	3.53	3.18
S.D.	1.90	2.27	2.44	2.39	2.39	2.07	2.21	2.39	2.01
N[b]	370	253	338	271	454	139	251	66	152

TABLE 11: Descriptive Statistics for Males in Various Institutional Programs Concerning Their Involvement in Those Programs[a]

	Educational Program (373)		Vocational Training (254)		Traditional Industry (340)		Free Venture Industries (274)		Support Services (455)		Therapeutic Program (139)		Permanent Idle (251)		Work Release (66)	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Total N																
Days of Involvement																
Less than 1 month	35	15%	16	7%	38	11%	11	4%	69	15%	25	18%	43	18%	8	12%
1 - 6 months	130	54%	95	42%	140	42%	135	49%	180	40%	60	44%	165	67%	55	85%
6 - 12 months	49	20%	74	32%	74	22%	63	23%	125	27%	32	23%	23	9%	2	3%
More than 12 months	27	11%	43	19%	83	25%	65	24%	81	18%	20	15%	15	6%	0	-
Mean	183.8		233.9		235.3		240.9		215.3		251.3		116.8		86.6	
S_bD.	228.9		195.4		203.8		203.5		199.4		207.7		147.5		43.8	
N[b]	241		228		335		274		455		137		246		65	
Out Hours per Month																
Mean					.26		.32		.13							
S_bD.					.35		.50		.30							
N[b]					327		256		443							
Dollars Earned per Day																
$1 or less					38	12%	4	1%	233	54%						
$1 - $4					283	86%	26	10%	168	39%						
$4 or more					7	2%	239	89%	31	7%						
Mean					1.88		8.26		1.51							
S_bD.					.87		4.81		1.77							
N[b]					328		269		432							
Dollars Received from Outside Sources per Day																
None	14	18%	24	18%	46	15%	93	35%	76	19%	19	28%			31	15%
$1 or less	23	29%	44	32%	188	63%	113	43%	206	52%	42	61%			107	51%
$1 - $4	36	46%	58	43%	49	16%	43	15%	93	23%	7	10%			60	29%
$4 or more	5	6%	10	7%	16	5%	15	7%	24	6%	1	1%			12	6%
Mean	1.24		1.07		1.05		.89		1.23		1.01				1.16	
S_bD.	2.16		1.64		2.81		1.82		2.87		4.33				1.80	
N[b]	78		136		299		264		399		69				210	
Dollars Sent Out per Day																
None					142	47%	70	27%	202	51%						
$1 or less					128	43%	59	22%	137	34%						
$1 - $4					22	7%	91	34%	49	12%						
$4 or more					7	2%	44	17%	12	3%						
Mean					.41		2.05		.61							
S_bD.					.92		2.74		2.00							
N[b]					299		264		400							
Dollars Spent on Self per Day																
None					4	1%	3	1%	5	1%						
$1 or less					78	26%	18	7%	149	38%						
$1 - $4					199	67%	161	61%	209	53%						
$4 or more					16	5%	82	31%	33	8%						
Mean					1.71		3.61		1.75							
S_bD.					1.51		2.45		1.76							
N[b]					297		264		396							

[a]Sole criterion for inclusion in any group was a minimum of five days of involvement in such.
[b]Number of group for whom information was available.

group with each of the others are given below: educational program - 31.4 ($p<.01$), vocational training - 37.7 ($p<.01$), traditional industry - 33.2 ($p<.01$), support services - 22.8 ($p<.01$), therapeutic programs - 8.3 ($p<.05$), and permanent idle - 27.3 ($p<.01$).

Table 12 presents the findings concerning disciplinary infractions for each of the male groups for the entire period of their incarceration and for the period of their involvement in the programs. It should be noted that the Free Venture workers committed fewer major infractions throughout their sentences than did all but the Work Release and Pre-release groups. Chi square analyses revealed that compared separately to all but the latter two groups and those in therapeutic programs, they were more likely to have a clean record and less likely to have a history of three or more major infractions ($\chi_{(2)}^2$ for educational programs versus Free Venture = 11.7, $p<.01$; for vocational training - 9.5, $p<.01$; for traditional industry - 6.5, $p<.05$; for support services - 8.0, $p<.05$; for permanent idle - 15.3, $p<.01$). The Free Venture group was not distinctive with regard to the total number of minor infractions. Nor were the differences marked when one considers the disciplinary records characteristic of the groups during their involvement in specific activities. Interestingly, the picture there suggested a reduced likelihood of major infractions but an above average probability of minor infractions for the Free Venture group.

Follow-up Variables: Table 13 contains the summarized findings concerning categorical measures included in the follow-up for the various male groups. The only area where any differences involving the Free Venture workers appeared was employment. More members of that group were likely to have held a job in the first three months then were those who had been in therapeutic programs ($\chi_{(1)}^2 = 4.0$, $p<.05$). Compared to the men who had been in Work Release however, those in Free Venture were less likely to have been employed at either three months ($\chi_{(1)}^2 = 6.7$, $p<.01$) or at one year ($\chi_{(1)}^2 = 4.2$, $p<.05$) post-release.

Confirmation of these results is given in Table 14 which presents data on continuous follow-up variables. Because of the extensive within-group variability which was evident, no effort was made to carry out analyses comparing the Free Venture workers with others in terms of average scores. The general picture which emerged suggests that the former Free Venture workers were not very different as a group from other parolees.

Comparisons of Specific Free Venture Operations

As noted earlier, the operations functioning as Free Venture programs differed greatly. While the small numbers involved in certain of them defy the use of statistical analyses, it is nevertheless useful for purposes of description to consider the inmates within the groups separately. Once again, it must be noted that these are not independent samples since a given individual often was included in two or more of the groups by virtue of his prison employment history.

Background Variables: As is indicated in Tables 15 and 16, there was considerable variation across the Free Venture groups on most of the demographic variabales, especially the criminal history measures. The MCF-LL group stood out appreciably from those at Stillwater.

TABLE 12: Major and Minor Infractions for the Males Involved in Various Institutional Programs[a]

	Educational Program	Vocational Training	Traditional Industry	Free Venture Industries	Support Services	Therapeutic Program	Permanent Idle	Work Release	Pre-Release
Total N	373	254	340	274	455	139	251	66	153
Major Infractions Committed During Entire Incarceration									
Percent committing 0	49.5	49.2	52.1	60.5	53.8	50.7	44.6	62.1	58.6
Percent committing 1 or 2	23.6	25.0	23.8	23.6	21.7	27.2	27.0	25.8	21.7
Percent committing 3 or more	26.9	25.8	24.1	15.9	24.5	22.1	28.4	12.1	19.7
Mean	2.43	2.68	2.18	1.17	2.21	2.15	3.15	.99	1.41
S.D.	4.59	5.19	4.79	2.19	4.33	4.28	5.93	1.92	2.45
N[b]	370	252	336	271	452	136	249	66	152
Minor Infractions Committed During Entire Incarceration									
Percent committing 0	43.8	40.9	48.2	42.8	47.3	50.0	36.5	47.0	48.0
Percent committing 1 or 2	30.0	31.8	32.1	38.4	30.5	26.5	16.5	39.4	31.6
Percent committing 3 or more	26.2	27.3	19.7	18.8	22.2	23.5	37.0	13.6	20.4
Mean	2.45	2.66	1.85	1.49	1.89	2.43	3.17	1.35	1.54
S.D.	4.55	4.75	3.84	2.40	3.52	5.21	5.07	2.62	2.56
N[b]	370	252	336	271	452	136	249	66	152
Major Infractions During Period of Involvement per Month[c]									
Percent committing 0	79.9	78.9	80.3	86.7	81.2	89.8	81.8	NOT APPLICABLE	
Percent committing 1 or more	20.1	21.1	19.7	13.3	18.8	11.2	18.2	"	
Mean	.12	.14	.06	.08	.09	.19	.12	"	
S.D.	.45	.30	.23	.62	.35	1.62	.39	"	
N[b]	234	223	330	271	451	137	242		
Minor Infractions During Period of Involvement per Month[c]									
Percent committing 0	71.8	74.0	81.5	66.4	77.0	93.4	77.3	NOT APPLICABLE	
Percent committing 1 or more	28.2	26.0	18.5	33.6	23.0	6.5	22.7	"	
Mean	.21	.11	.06	.10	.10	.03	.17	"	
S.D.	.58	.24	.20	.21	.26	.11	.53	"	
N[b]	234	223	330	271	453	137	242	"	

[a] Sole criterion for inclusion in any group was a minimum of five days of involvement in such.
[b] Number of group for whom information was available.
[c] These figures pertain to infractions incurred while group members were involved in the activity which afforded group membership, i.e. the first column reflects infractions incurred by the men in educational programs while they were in the programs; column two reflect infractions incurred by the men in vocational training while there, and so on.

TABLE 13: Descriptive Statistics for Males in Various Institutional Programs on Discrete Follow-up Variables[a]

Total N Released N[b]	Educational Program 373 235		Vocational Training 254 165		Traditional Industry 340 193		Free Venture Industries 274 151		Support Services 455 266	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Pre-Release										
Yes	98	42%	63	39%	79	42%	72	48%	113	43%
No	134	58%	98	61%	110	58%	79	52%	151	57%
N[c]	32		161		189		151		264	
Wheels										
Yes	16	7%	8	5%	20	11%	17	11%	20	8%
No	211	93%	149	95%	167	89%	133	89%	239	92%
N[c]	227		157		187		150		259	
Assistance from CETA										
Yes	22	10%	9	6%	17	9%	12	8%	1	1%
No	200	90%	143	94%	164	91%	137	92%	253	99%
N[c]	222		152		181		149		254	
Assistance from Division of Vocational Rehabilitation										
Yes	4	2%	5	3%	4	2%	4	3%	6	3%
No	217	98%	147	97%	177	98%	145	97%	247	97%
N[c]	221		152		181		149		253	
Residence										
Urban	173	85%	117	85%	138	85%	112	86%	187	83%
Rural	11	5%	7	5%	5	3%	7	5%	13	6%
Mixed	15	7%	13	9%	12	7%	6	5%	17	8%
Out-of-state	6	3%	1	1%	7	4%	6	5%	8	4%
N[c]	205		138		162		131		225	
Days between Release and Employment										
14 or less	87	57%	64	62%	77	63%	68	66%	94	55%
15 or more	66	43%	39	38%	46	37%	35	34%	82	45%
N[c]	153		103		123		103		172	
Job in First 3 Months										
Yes	125	61%	86	63%	98	62%	89	68%	139	62%
No	79	39%	50	37%	61	38%	41	32%	85	38%
N[c]	204		136		159		130		224	
Job in First Year										
Yes	149	74%	100	74%	118	75%	101	78%	167	75%
No	51	26%	35	26%	39	25%	28	22%	55	25%
N[c]	200		135		157		129		222	
School in First Three Months										
Yes	6	3%	1	1%	3	2%	4	3%	5	2%
No	198	97%	135	99%	157	98%	126	97%	220	98%
N[c]	204		136		160		130		225	

[a]Sole criterion for inclusion in any group was a minimum of five days of involvement in such.
[b]Number of group members who were released from prison in time to be included in year-long follow-up.
[c]Number of group for whom information was available.
[d]"Unchanged" indicates that the individual on parole has not had his parole revoked. In many cases he had been discharged. For those persons who did not have one year left on their sentence at release, placement in this category indicates simply that they were not returned on other charges to a correctional facility.

TABLE 13: Descriptive Statistics for Males in Various Institutional Programs on Discrete Follow-up Variables[a] (continued)

Total N Released N[b]	Therapeutic Program 139 80		Permanent Idle 251 159		Work Release 66 49		Pre-Release 153 150	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Pre-Release								
Yes	28	35%	43	28%	43	84%	153	100%
No	51	65%	113	72%	8	16%	0	-
N[c]	79		156		51		153	
Wheels								
Yes	5	6%	2	1%	10	20%	18	12%
No	74	94%	151	99%	39	80%	130	88%
N[c]	79		153		49		148	
Assistance from CETA								
Yes	7	9%	10	7%	2	4%	16	11%
No	70	91%	138	93%	48	96%	128	89%
N[c]	77		148		50		144	
Assistance from Division of Vocational Rehabilitation								
Yes	1	1%	1	1%	0	-	2	2%
No	76	99%	145	99%	50	100%	142	98%
N[c]	77		146		50		144	
Residence								
Urban	64	88%	117	81%	43	98%	118	89%
Rural	5	7%	9	6%	0	-	6	5%
Mixed	4	6%	14	10%	1	2%	5	4%
Out-of-state	0	-	4	3%	0	-	3	2%
N[c]	73		144		44		132	
Days between Release and Employment								
14 or less	24	48%	49	48%	38	93%	83	74%
15 or more	26	52%	53	52%	3	7%	29	36%
N[c]	50		102		41		112	
Job in First 3 Months								
Yes	37	53%	82	59%	40	91%	96	74%
No	33	47%	58	41%	4	9%	33	26%
N[c]	70		140		44		129	
Job in First Year								
Yes	48	70%	97	70%	41	93%	110	86%
No	21	30%	41	30%	3	7%	18	14%
N[c]	69		138		44		128	
School in First Three Months								
Yes	3	4%	4	3%	1	2%	1	1%
No	67	96%	136	97%	43	98%	128	99%
N[c]	70		140		44		129	

TABLE 13: Descriptive Statistics for Males in Various Institutional Programs on Discrete Follow-up Variables[a] (continued)

	Total N / Released N[b]	Educational Program 373 / 235		Vocational Training 254 / 165		Traditional Industry 340 / 193		Free Venture Industries 274 / 151		Support Services 455 / 266	
		Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
School In First Year											
Yes		9	4%	2	1%	4	3%	5	4%	8	4%
No		190	96%	132	99%	152	97%	123	96%	213	96%
N[c]		199		134		156		128		221	
Vocational Training In First Three Months											
Yes		13	6%	10	7%	7	4%	10	8%	13	6%
No		191	94%	126	93%	153	96%	120	92%	212	94%
N[c]		204		136		160		130		225	
Vocational Training In First Year											
Yes		19	10%	16	12%	13	8%	14	11%	18	8%
No		180	90%	118	88%	143	92%	114	89%	203	92%
N[c]		199		134		156		128		221	
Treatment in First Three Months											
Yes		36	18%	24	18%	31	19%	15	11%	41	18%
No		168	82%	112	82%	129	81%	115	89%	184	82%
N[c]		204		136		160		130		225	
Treatment In First Year											
Yes		45	23%	28	21%	36	23%	21	16%	45	20%
No		154	77%	106	79%	120	77%	107	84%	176	80%
N[c]		199		135		156		128		221	
Skill Level of First Job											
Skilled		17	11%	8	8%	17	14%	13	13%	19	12%
Semi-skilled		64	43%	55	56%	48	41%	42	42%	65	40%
Unskilled		68	46%	35	36%	53	45%	44	44%	78	48%
N[c]		149		98		118		99		162	
Skill Level of Second Job											
Skilled		10	12%	7	11%	10	15%	7	12%	13	14%
Semi-Skilled		36	43%	34	55%	27	39%	27	47%	45	47%
Unskilled		38	45%	21	34%	32	46%	24	41%	37	39%
N[c]		84		62		69		58		95	
Skill Level of Longest-Held Job											
Skilled		22	15%	12	13%	22	20%	16	16%	25	16%
Semi-skilled		70	48%	54	57%	52	46%	48	49%	75	48%
Unskilled		53	37%	28	30%	39	35%	34	35%	58	37%
N[c]		145		94		113		98		158	
Length of Employment During First Year											
0 days		52	26.7%	37	28.7%	40	26.3%	29	23.0%	57	26.3%
1 day-3 months		42	21.6%	22	17.1%	17	11.2%	20	15.9%	41	19.0%
3-6 months		25	12.8%	16	12.4%	24	15.9%	16	12.8%	28	12.8%
6-9 months		20	10.4%	16	12.4%	21	13.8%	22	17.5%	23	10.7%
9-12 months		56	28.8%	38	29.5%	50	32.9%	39	31.0%	68	31.3%
NC		195		129		152		126		217	
Length of Productive Activity During First Year											
0 days		25	12.9%	19	14.7%	21	13.9%	14	11.1%	30	13.8%
1 day - 3 months		45	23.2%	27	20.9%	21	13.9%	23	18.3%	45	20.7%
3-6 months		26	13.4%	16	12.4%	24	15.9%	19	15.1%	30	13.8%
6-9 months		26	13.4%	18	14.0%	25	16.6%	20	15.9%	29	13.4%
9-12 months		72	37.1%	49	38.0%	60	39.7%	50	39.7%	83	38.2%
NC		194		129		151		126		217	

TABLE 13: Descriptive Statistics for Males in Various Institutional Programs on Discrete Follow-up Variables[a] (continued)

	Total N / Released N[b]	Therapeutic Program 139 / 80		Permanent Idle 251 / 159		Work Release 66 / 49		Pre-Release 153 / 150	
		Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
School In First Year									
Yes		2	3%	6	4%	2	4%	3	2%
No		66	97%	131	96%	42	96%	123	98%
N[c]		68		137		44		126	
Vocational Training In First Three Months									
Yes		3	4%	4	3%	0	-	5	4%
No		67	96%	136	97%	44	100%	124	96%
N[c]		70		140		44		129	
Vocational Training In First Year									
Yes		5	7%	10	7%	1	2%	5	4%
No		63	93%	127	93%	43	98%	121	96%
N[c]		68		137		44		126	
Treatment in First Three Months									
Yes		17	24%	31	22%	2	4%	7	5%
No		53	76%	109	78%	42	96%	122	95%
N[c]		70		130		44		129	
Treatment In First Year									
Yes		23	34%	36	26%	6	14%	16	13%
No		45	66%	101	74%	38	86%	110	87%
N[c]		68		137		44		126	
Skill Level of First Job									
Skilled		4	9%	4	9%	5	12%	18	17%
Semi-skilled		26	55%	46	48%	21	51%	37	34%
Unskilled		17	36%	46	48%	15	37%	54	50%
N[c]		47		96		41		109	
Skill Level of Second Job									
Skilled		4	15%	5	9%	6	24%	14	20%
Semi-Skilled		12	44%	28	48%	13	52%	26	38%
Unskilled		11	41%	25	43%	6	24%	29	42%
N[c]		27		58		25		69	
Skill Level of Longest-Held Job									
Skilled		5	11%	9	10%	6	15%	23	22%
Semi-skilled		25	56%	50	54%	25	61%	44	41%
Unskilled		15	33%	33	36%	10	24%	40	37%
N[c]		45		92		41		107	
Length of Employment During First Year									
0 days		21	31.8%	42	31.6%	2	4.7%	17	13.7%
1 day-3 months		11	16.7%	32	24.1%	7	16.3%	29	23.3%
3-6 months		8	12.1%	16	12.1%	6	14.0%	20	16.1%
6-9 months		15	22.7%	14	10.5%	7	16.3%	18	14.5%
9-12 months		11	16.6%	29	21.8%	21	48.8%	40	32.2%
NC		66		133		43		124	
Length of Productive Activity During First Year									
0 days		9	13.6%	19	14.4%	1	2.3%	10	8.1%
1 day - 3 months		14	21.2%	37	28.0%	5	11.6%	26	21.0%
3-6 months		10	15.2%	17	12.9%	7	16.3%	20	16.1%
6-9 months		13	19.7%	22	16.7%	4	9.3%	21	16.9%
9-12 months		20	30.3%	37	28.0%	26	60.5%	47	37.9%
NC		66		132		43		124	

TABLE 13: Descriptive Statistics for Males in Various Institutional Programs on Discrete Follow-up Variables[a] (continued)

	Educational Program		Vocational Training		Traditional Industry		Free Venture Industries		Support Services	
Total N	373		254		340		274		455	
Released N[b]	235		165		193		151		266	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Parole Violated										
Yes	95	40%	60	36%	72	37%	54	35%	101	38%
No	141	60%	105	64%	121	63%	98	65%	166	62%
N[c]	236		165		193		152		267	
New Property Offense										
Yes	50	21%	36	22%	33	17%	27	18%	57	21%
No	186	79%	129	78%	160	83%	125	82%	210	79%
N[c]	236		165		193		152		267	
New Person Offense										
Yes	12	5%	6	4%	7	4%	6	4%	13	5%
No	222	95%	157	96%	185	96%	145	96%	253	95%
N[c]	134		163		192		151		266	
New Other Offense										
Yes	21	9%	12	7%	20	10%	19	13%	23	9%
No	213	91%	151	93%	172	90%	132	87%	243	91%
N[c]	234		163		192		151		266	
Status at One Year[d]										
Unchanged	145	61%	103	62%	129	67%	101	66%	171	64%
Returned without new offense	32	14%	15	9%	26	14%	16	11%	33	12%
Returned with new offence	50	21%	35	21%	35	18%	32	21%	53	20%
Absconded	9	4%	12	7%	3	2%	3	2%	10	4%
N[c]	236		165		193		152		267	

TABLE 13: Descriptive Statistics for Males in Various Institutional Programs on Discrete Follow-up Variables[a] (continued)

	Therapeutic Program		Permanent Idle		Work Release		Pre-Release	
Total N	139		251		66		153	
Released N[b]	80		159		49		150	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Parole Violated								
Yes	33	41%	69	43%	15	30%	55	37%
No	47	59%	90	57%	35	70%	95	63%
N[c]	80		159		50		150	
New Property Offense								
Yes	15	19%	37	23%	7	14%	31	21%
No	65	81%	122	77%	43	86%	119	79%
N[c]	80		159		50		150	
New Person Offense								
Yes	2	2%	9	6%	2	4%	6	4%
No	78	98%	150	94%	47	96%	144	96%
N[c]	80		159		49		150	
New Other Offense								
Yes	9	11%	15	9%	6	12%	17	11%
No	71	89%	144	91%	43	88%	133	89%
N[c]	80		159		49		150	
Status at One Year[d]								
Unchanged	49	61%	92	58%	39	78%	98	65%
Returned without new offense	14	18%	21	13%	1	2%	15	10%
Returned with new offence	15	19%	36	23%	7	14%	30	20%
Absconded	2	3%	10	6%	3	6%	7	5%
N[c]	80		159		50		150	

TABLE 14: Descriptive Statistics on Continuous Follow-up Variables for Males Involved in Various Institutional Programs[a]

	Educational Program	Vocational Training	Traditional Industry	Free Venture Industries	Support Services	Therapeutic Program	Permanent Idle	Work Release	Pre-Release
Total N	373	254	340	274	455	139	251	66	153
N Released[b]	235	165	193	151	266	80	159	49	150
Dollars in Institutional Savings at Release									
Mean	187.29	257.22	213.87	297.09	203.23	188.83	176.17	353.07	211.90
S.D.	156.43	646.50	182.91	647.24	175.98	166.75	133.58	235.34	193.49
N[c]	185	125	145	128	207	65	128	27	108
Number of Dependent Children									
Mean	.35	.28	.46	.46	.42	.25	.14	.59	.51
S.D.	.90	.75	1.02	1.01	.95	.65	.47	1.10	.99
N[c]	232	159	189	151	263	79	155	49	150
Number of Days between Release and Employment									
Mean	42.69	36.87	47.70	31.03	43.15	48.34	41.49	6.05	29.90
S.D.	67.39	61.99	70.89	55.00	67.06	72.67	61.10	20.62	64.18
N[c]	153	103	123	103	172	50	102	41	112
Number of Jobs Held in First Three Months									
Mean	.82	.84	.85	.88	.79	.67	.78	1.21	1.04
S.D.	.84	.80	.84	.76	.75	.76	.80	.73	.87
N[c]	204	136	159	130	224	70	140	44	129

[a]Sole criterion for inclusion in any group was a minimum of five days of involvement in such.
[b]Number of group members who were released from prison in time to be included in year-long follow-up.
[c]Number of group for whom information was available.
[d]If job still held at end of year, value used reflects wage at that time.
[e]Number of group who absconded.
[f]Number of group who committed another offense.

TABLE 14: Descriptive Statistics on Continuous Follow-up Variables for Males Involved in Various Institutional Programs[a] (continued)

	Educational Program	Vocational Training	Traditional Industry	Free Venture Industries	Support Services	Therapeutic Program	Permanent Idle	Work Release	Pre-Release
Total N	373	254	340	274	455	139	251	66	153
N Released[b]	235	165	193	151	266	80	159	49	150
Days of Employment 9-12 Months									
Mean	35.04	37.83	41.99	37.85	37.94	29.27	30.09	52.89	41.42
S.D.	42.91	43.19	42.92	42.89	43.05	40.22	41.05	43.00	42.95
N[c]	196	132	155	127	219	67	135	44	126
Total Days of Employment for First Year									
Mean	149.67	155.46	171.78	171.79	157.89	133.20	124.96	237.79	179.17
S.D.	142.29	142.28	141.32	142.37	143.64	130.83	133.09	134.99	138.45
N[c]	194	129	152	126	217	66	133	43	124
Days at School at Three Months									
Mean	2.44	.68	1.59	2.66	1.80	1.32	2.35	2.09	.66
S.D.	14.14	7.89	11.61	15.09	12.17	11.00	13.93	13.87	7.48
N[c]	204	136	160	130	225	70	140	44	129
Days of Vocational Training at Three Months									
Mean	3.95	4.77	2.75	4.49	4.17	3.3	1.17	0.00	2.62
S.D.	17.16	19.08	14.60	18.31	18.21	16.32	8.44	0.00	14.37
N[c]	204	136	160	130	225	70	140	44	129
Days of Treatment at Three Months									
Mean	9.37	10.87	8.78	4.32	8.48	12.97	11.04	2.77	3.51
S.D.	23.64	25.62	21.58	13.57	21.47	27.62	24.58	14.49	16.55
N[c]	204	136	160	130	225	70	140	44	129
Days of School at One Year									
Mean	8.27	3.40	2.77	6.35	5.06	3.18	10.15	5.68	3.33
S.D.	45.54	32.42	17.95	38.12	31.79	21.82	54.11	27.40	24.07
N[c]	199	134	156	128	221	68	137	44	126
Days of Vocational Training at One Year									
Mean	11.80	15.58	11.77	18.18	10.93	17.77	9.53	.71	4.60
S.D.	46.80	55.46	47.59	66.32	48.131	69.08	42.55	4.67	28.83
N[c]	199	134	156	128	221	68	137	44	126
Days of Treatment at One Year									
Mean	18.13	16.46	13.29	7.95	13.41	3.18	10.15	5.68	3.33
S.D.	54.66	48.24	39.17	25.15	41.48	21.82	54.11	27.40	24.07
N[c]	199	134	156	128	221	68	137	44	126
Days of Productive Activity at One Year									
Mean	189.04	191.92	201.52	207.57	191.68	179.91	165.76	260.40	203.14
S.D.	142.29	142.69	136.16	142.03	141.20	135.98	138.79	125.89	133.60
N[c]	194	129	151	126	217	66	132	43	124
Days on First Job									
Mean	124.82	119.11	141.37	141.91	134.93	130.96	111.67	145.46	118.37
S.D.	121.63	116.43	125.66	128.58	123.74	112.59	121.55	138.90	122.55
N[c]	153	100	120	101	167	48	98	41	111

TABLE 14: Descriptive Statistics on Continuous Follow-up Variables for Males Involved in Various Institutional Programs[a] (continued)

	Educational Program	Vocational Training	Traditional Industry	Free Venture Industries	Support Services	Therapeutic Program	Permanent Idle	Work Release	Pre-Release
Total N	373	254	340	274	455	239	251	66	253
N Released[b]	235	165	193	151	266	80	159	49	150
Beginning Hourly Wage on First Job									
Mean	4.78	4.91	5.33	4.88	5.05	4.55	4.34	5.39	5.24
S.D.	1.85	1.68	2.20	1.81	2.13	1.59	1.44	2.14	2.19
N[c]	87	51	72	62	97	28	43	36	68
Ending Hourly Wage on First Job[d]									
Mean	4.89	5.02	5.47	5.00	5.17	4.59	4.47	5.62	5.37
S.D.	1.90	1.70	2.24	1.91	2.16	1.56	1.51	2.27	2.23
N[c]	87	52	72	62	98	29	45	36	69
Days on Second Job									
Mean	88.49	99.52	91.71	94.07	96.12	57.58	75.40	116.76	83.28
S.D.	83.83	88.13	98.67	92.88	98.97	44.82	103.54	109.13	85.89
N[c]	82	63	68	56	93	26	57	25	67
Beginning Hourly Wage on Second Job									
Mean	5.09	5.25	5.53	5.09	5.54	5.40	4.75	5.64	5.49
S.D.	1.79	1.58	2.43	2.37	1.96	2.56	1.65	1.87	2.10
N[c]	48	36	40	32	54	10	29	17	42
Ending Hourly Wage on Second Job[d]									
Mean	5.09	5.35	5.52	5.30	5.59	5.35	4.91	5.72	5.48
S.D.	1.79	1.65	2.42	2.47	1.97	2.67	1.75	1.89	2.12
N[c]	48	37	41	32	53	11	29	17	41
Days on Longest-Held Job									
Mean	161.52	166.10	185.05	181.76	170.33	147.87	143.49	202.56	163.71
S.D.	115.43	112.5	109.19	121.04	117.67	109.92	120.12	123.60	116.56
N[c]	149	96	116	100	163	45	94	41	109
Beginning Hourly Wage on Longest-Held Job									
Mean	5.74	6.16	6.36	5.28	6.03	5.28	4.79	5.92	5.87
S.D.	5.00	5.99	5.55	2.08	4.92	2.46	1.58	2.04	2.27
N[c]	95	61	79	67	103	28	49	35	74
Ending Hourly Wage on Longest-Held Job[d]									
Mean	5.86	6.16	6.53	5.52	6.18	5.29	4.99	6.18	6.00
S.D.	5.00	5.96	5.55	2.26	4.90	2.41	1.68	2.13	2.32
N[c]	95	62	79	67	104	29	51	35	75
Days between Release and Absconding									
Mean	94.58	106.71	55.64	95.72	80.89	68.60	104.48	117.50	91.41
S.D.	100.79	99.01	88.97	102.21	99.73	91.13	106.33	93.50	96.10
N[e]	38	24	25	18	47	10	27	4	17
Days between Release and Commission of New Offense									
Mean	148.00	137.08	144.00	148.26	149.62	115.08	140.69	146.27	156.96
S.D.	98.36	106.61	98.50	95.91	100.05	100.40	106.11	87.99	94.70
N[f]	73	48	53	46	81	25	54	15	47
Days Outside Correctional Facility at One Year									
Mean	301.14	306.71	311.98	312.23	309.65	287.40	289.23	335.76	317.37
S.D.	102.48	100.84	90.65	89.24	93.58	117.76	114.06	73.34	86.85
N[c]	235	165	193	193	266	80	159	50	149

TABLE 15: Descriptive Statistics for Males in Separate Free Venture Operations on Discrete Background Variables

Total N	Lino Lakes Program 203		Best Foods 52		Stillwater Data Processing Systems 11		Bus Reconditioning Shop 23	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Race								
White	147	72%	35	67%	8	73%	21	91%
Black	36	18%	12	23%	3	27%	2	9%
American Indian	14	7%	5	10%	0	-	0	-
Chicano	6	3%	0	-	0	-	0	-
N[a]	203		52		11		23	
Marital Status								
Single	105	52%	16	32%	5	46%	6	26%
Married	33	16%	11	22%	2	18%	4	17%
Separated, divorced or widowed	64	32%	24	46%	4	36%	13	57%
N[a]	202		51		11		23	
Dependent Children								
None	148	74%	29	56%	7	64%	14	61%
1 or more	53	26%	23	44%	4	36%	9	39%
N[a]	201		52		11		23	
Educational Attainment								
Less than 12 years	106	52%	17	33%	1	9%	8	35%
H.S. diploma, GED, or more	97	48%	34	67%	10	91%	15	65%
N[a]	203		51		11		23	
Employment History								
Never worked	12	6%	4	8%	1	9%	1	4%
Worked < 1 year	106	53%	15	30%	4	36%	11	48%
Worked < 3 years	42	21%	16	32%	2	18%	3	13%
Worked > 3 years	40	20%	15	30%	4	36%	8	35%
N[a]	200		50		11		23	
Skill Level of Previous Jobs								
Skilled	7	4%	4	9%	2	20%	1	5%
Semi-skilled	39	20%	15	33%	5	50%	7	33%
Unskilled	144	76%	27	59%	3	30%	13	62%
N[a]	188		46		10		21	
History of Substance Abuse[b]								
None	22	11%	8	18%	2	20%	3	13%
Minor	18	9%	6	13%	3	30%	2	9%
Past	15	8%	4	9%	0	-	2	9%
Serious	139	72%	27	60%	5	50%	16	70%
N[a]	194		45		10		23	
History of Escape[c]								
Yes	34	17%	7	14%	0	-	4	17%
No	169	83%	45	87%	11	100%	19	83%
N[a]	203		52		11		23	

[a] Number of group for whom information is available.
[b] "Minor" signifies that the individual occassionally drank to excess or used illicit drugs. "Past signifies that he had a history of serious problems which were under control at the time of the current incarceration. "Serious" signifies that the problem was not under control and probably contributed to the current incarceration.
[c] "Yes" signifies that the individual had been paroled and returned during the current incarceration.
[d] "Yes" signifies that the individual has sometime in his life committed such an offense.

TABLE 15: Descriptive Statistics for Males in Separate Free Venture Operations on Discrete Background Variables (continued)

Total N	Lino Lakes Program 203 Number	203 Percentage	Best Foods 52 Number	52 Percentage	Stillwater Data Processing Systems 11 Number	11 Percentage	Bus Reconditioning Shop 23 Number	23 Percentage
History of Parole Revocation[c]								
Yes	47	23%	12	23%	1	9%	10	43%
No	156	77%	40	77%	10	91%	13	57%
N[a]	203		52		11		23	
Age at First Offense								
16 or younger	98	49%	17	33%	4	36%	9	39%
17 or older	100	51%	35	67%	7	64%	14	61%
N[a]	198		52		11		23	
Juvenile Offenses								
None	87	43%	27	53%	7	64%	10	44%
1 or more	115	57%	24	47%	4	36%	13	56%
N[a]	202		51		11		23	
Previous Property Offenses								
None	116	57%	27	53%	8	73%	9	41%
1 or more	86	43%	24	46%	3	27%	13	59%
N[a]	202		51		11		22	
Previous Person Offenses								
None	179	88%	40	77%	10	91%	19	83%
1 or more	24	12%	12	23%	1	9%	4	17%
N[a]	203		52		11		23	
Previous Robbery								
None	186	92%	46	89%	10	91%	20	87%
1 or more	17	8%	6	11%	1	9%	3	13%
N[a]	203		52		11		23	
Previous Drug Offense								
None	193	95%	51	98%	11	100%	21	91%
1 or more	10	5%	1	2%	0	-	2	9%
N[a]	203		52		11		23	
Previous Other Offense								
None	174	86%	38	74%	10	91%	21	91%
1 or more	29	14%	14	27%	1	9%	2	9%
N[a]	203		52		11		23	
Previous Institutionalizations								
No	95	47%	20	39%	7	64%	10	44%
Yes	108	53%	32	61%	4	36%	13	56%
N[a]	203		52		11		23	
Number of Active Offenses at Current Incarceration								
1	123	61%	29	56%	6	55%	14	61%
2	59	29%	15	29%	2	18%	6	26%
3 or more	21	10%	8	15%	3	27%	3	13%
N[a]	203		52		11		23	
Current Property Offense								
Yes	97	48%	16	31%	0	-	6	26%
No	106	52%	36	69%	11	100%	17	74%
N[a]	203		52		11		23	
Current Person Offense								
Yes	129	64%	41	79%	11	100%	19	83%
No	74	37%	11	21%	0	-	4	17%
N[a]	203		52		11		23	
Person Offender[d]								
Yes	147	72%	44	85%	11	100%	20	87%
No	56	28%	8	15%	0	-	3	13%
N[a]	203		52		11		23	
Property Offender[d]								
Yes	141	70%	30	58%	3	27%	16	70%
No	62	31%	22	42%	8	73%	7	30%
N[a]	203		52		11		23	

TABLE 16: Descriptive Statistics on Continuous Background Variables for Males in Separate Free Venture Operations

Total N	Lino Lakes Program 203	Best Foods 52	Stillwater Data Processing Systems 11	Bus Reconditioning Shop 23
Age in Years at Current Incarceration				
Mean	26.25	32.39	30.09	30.04
S.D.	8.76	8.61	7.29	9.48
N[a]	203	52	11	23
Number of Dependent Children				
Mean	.57	1.14	1.18	.91
S.D.	1.17	1.75	1.72	1.28
N[a]	201	52	11	23
Years of Education[b]				
Mean	10.80	11.01	12.91	11.17
S.D.	1.86	2.67	2.55	1.56
N[a]	203	51	11	23
Number of Active Convictions				
Mean	1.64	1.75	2.00	1.61
S.D.	1.32	1.15	1.41	.94
N[a]	203	52	11	23
Expected Number of Months of Incarceration				
Mean	34.38	51.48	49.60	65.93
S.D.	27.29	25.38	12.58	34.35
N[a]	152	31	5	14
Age in Years of First Adjudication				
Mean	18.33	20.42	24.55	20.78
S.D.	7.24	8.51	11.72	10.41
N[a]	199	52	11	23

[a]Number of group for whom information was available.
[b]Individuals who had earned GED's were credited with 12 years.
[c]Number of months between incarceration and Target Release Date.
[d]As an adult.

TABLE 16: Descriptive Statistics on Continuous Background Variables for Males in Separate Free Venture Operations (continued)

	Lino Lakes Program	Best Foods	Stillwater Data Processing Systems	Bus Reconditioning Shop
Total N	203	52	11	23
Number of Juvenile Offenses				
Mean	2.81	1.75	2.00	2.17
S.D.	3.96	2.62	3.72	2.53
N[a]	202	51	11	23
Number of Previous Property Offenses				
Mean	.86	1.18	.36	.82
S.D.	1.33	1.68	.67	.85
N[a]	202	51	11	22
Number of Previous Person Offenses				
Mean	.15	.39	.18	.17
S.D.	.50	.89	.60	.39
N[a]	203	52	11	23
Number of Previous Robberies				
Mean	.11	.14	.09	.17
S.D.	.41	.40	.30	.49
N[a]	203	52	11	23
Number of Previous Drug Offenses				
Mean	.05	.02	0	.09
S.D.	.25	.14	-	.29
N[a]	203	52	11	23
Number of Previous Other Offenses				
Mean	.23	.37	.09	.13
S.D.	.70	.69	.30	.46
N[a]	203	52	11	23
Number of Previous Institutionalizations				
Mean	1.56	2.10	.91	1.70
S.D.	2.00	2.50	1.45	2.23
N[a]	203	52	11	23
Number of Offenses Ever Committed[b]				
Mean	3.41	4.16	2.82	3.73
S.D.	2.37	2.68	1.99	2.21
N[a]	201	51	11	22

Institutional Variables: Information concerning disciplinary infractions incurred while working in the four Free Venture operations is presented in Table 17. As before, an institutionally-based difference was suggested. MCF-STW workers tended to have better records throughout their incarcerations, as well as during the period of their involvement in Free Venture, than did the others.

Additional Analyses of the Free Venture Group Data

One special concern in the second phase of the evaluation lay in determining whether or not individuals who were successful in maintaining Free Venture positions (by virtue of simply remaining at them for an extended period of time) were different in terms of any of the background variables from those who failed to hold on to those jobs. Unfortunately, two methodological problems interfered with this objective; it was not possible within the current design to identify men who began working in Free Venture operations and left before five work days had elapsed, and furthermore we were unable to determine reliably why a given individual was terminated. Efforts were undertaken to select all those who held Free Venture positions for a relatively brief period, e.g. two weeks or less (N = 8) or one month or less (N = 11) and compare them with their counterparts who maintained their employment longer. No differences emerged for any of the background measures.

Multiple Regression Analyses Predicting Follow-up Measures

In a final attempt to determine whether experience with Free Venture, or indeed any institutional program, had a significant influence on behavior in the follow-up period which was not revealed in the foregoing analyses, a number of multiple regression tests were carried out. A stepwise procedure within the SPSS Subprogram Regression (Nie et al., 1975) was employed with background variables known to be related to the outcome measures being entered before institutional variables. It must be pointed out that due to time restrictions on the researcher, these analyses are preliminary in nature, and their results must be viewed with caution. They are presented here for tentative consideration of the strength and direction of relationships which are suggested and with the expressed hope that the results may encourage further exploration of these variables.

Table 18 presents the results of the analysis in which the total number of days of employment during the first year post-release served as the dependent variable. The backgound variables of age, race, and work history appeared to be the best predictors of employment. Nevertheless, days of involvement in Work Release and in Free Venture did account for additional variance in the outcome measure. In each case greater length of experience in the program predicted a longer period of employment on the outside.

Since such a positive association between work during follow-up and Free Venture had not been indicated by the previous tests, further analyses seemed warranted. A number of ANOVA's were done comparing ex-offenders who had no Free Venture experience with the Free Venture group in terms of days employed in the first year post-release. The results revealed no main effect of Free Venture per se nor did this variable interact significantly with any of the various background measures which were included in certain of the analyses. This seemed somewhat puzzling in light of the multiple regression data. Consequently, another series of ANOVA's was carried out comparing four groups of parolees: those who had not worked in a Free Venture postition, those with six months or less such experience, those with six to twelve months experience, and those who had been in a Free Venture job for more than one year. The findings (see Table 19) indicate that it was the men whose involvement in Free Venture exceeded six months or more who were able to maintain jobs for longer

TABLE 17: Major and Minor Infractions Committed by Males in Separate Free Venture Operations

Total N	Lino Lakes Program 203	Best Foods 52	Stillwater Data Processing Systems 11	Bus Reconditioning Shop 23
Major Infractions Committed During Entire Incarceration				
Percent committing 0	58.0	69.2	63.6	68.2
Percent committing 1 or 2	27.5	9.6	18.2	13.6
Percent committing 3 or more	14.5	21.2	18.2	18.2
Mean	1.17	1.19	.91	.96
S.D.	2.15	2.41	1.58	1.89
N[a]	200	52	11	22
Minor Infractions Committed During Entire Incarceration				
Percent committing 0	36.0	65.4	72.7	50.0
Percent committing 1 or 2	42.0	23.1	9.1	45.4
Percent committing 3 or more	22	11.5	18.2	4.6
Mean	1.78	.75	.64	.77
S.D.	2.65	1.37	1.21	1.02
N[a]	200	52	11	22
Major Infractions Per Month During Period of Involvement[b]				
Mean	.12	.03	.01	.01
S.D.	.84	.10	.03	.04
N[a]	146	42	8	18
Minor Infractions Per Month During Period of Involvement[b]				
Mean	.13	.00	.03	.01
S.D.	.25	.01	.05	.03
N[a]	146	42	8	18

[a]Number of group for whom information was available

[b]These figures pertain to infractions incurred while group members were in the activity which afforded group membership, i.e. the first column reflects infractions, incurred by men at Lino Lakes while working in Free Venture shops there, and so on.

TABLE 18: Summary of Results From Multiple Regression Analysis with Days Worked During the First Year Post-Release as the Dependent Variable

Step	Variable	F to Enter	Significance	Multiple R	R Square	R Square Change	Simple R	Overall F	Significance
1	Age at First Adjudication	20.35	.000	.247	.061	.061	.247	20.35	.000
2	Race - American Indian	4.10	.044	.271	.073	.012	-.127	12.33	.000
3	Work History - Never Worked	3.67	.056	.290	.084	.011	-.149	9.51	.000
4	Work History Less Than 1 Year	4.39	.037	.312	.097	.013	-.122	8.31	.000
5	Race - White	2.73	.099	.324	.105	.008	.004	7.23	.000
6	Work History - 1 to 3 Years	2.57	.110	.335	.112	.007	.054	6.48	.000
7	Age at Incarceration	1.18	.278	.340	.116	.003	.162	5.73	.000
8	Years of Education	.07	.788	.341	.116	.000	.068	5.01	.000
9	Total Number of Crimes	.05	.827	.341	.155	.000	-.021	4.45	.000
10	Days in Work Release	14.06	.000	.394	.168	.039	.222	5.58	.000
11	Days in Free Venture	4.59	.033	.410	.168	.013	.175	5.55	.000
12	Race - Black	.05	.823	.410	.168	.000	.057	5.07	.000
13	Days in Traditional Industry	2.89	.090	.420	.176	.008	.106	4.93	.000
14	Days in Vocational Training	2.90	.089	.429	.184	.008	.029	4.82	.000
15	Days in Education	1.04	.309	.432	.187	.003	-.027	4.57	.000
16	Days in Support Services	.35	.553	.433	.188	.001	-.036	4.29	.000

Variables not in the equation: Days in Treatment
Days Idle
Race - Chicano

TABLE 19: Analysis of Variance Results Comparing Males with Varying Amounts of Free Venture Experience in Terms of Days of Employment During Their First Year Post-Release

Group	N	Mean[a]	S.D.	ANOVA F Ratio[b]	p
No Free Venture Experience	200	146.95	141.47	4.252 (3,322)	.006
Less than 6 Months in Free Venture	77	139.82	133.40		
6 to 12 Months in Free Venture	34	222.97	151.10		
More than 1 Year in Free Venture	15	219.87	126.90		

[a]Means that are significantly different from one another by Tukey post-hoc comparisons ($p < .05$) are linked with brackets.

[b]Degrees of freedom are given in parentheses.

periods when released from prison. Similar analyses were done using the numbers of days in traditional industry and in support services to categorize individuals into groups for purposes of comparisons. No significant relationships emerged.

Activities other than employment, for example full-time participation in treatment or attendence in an academic or vocational training program may also constitute success following release. Because of the relatively small numbers of individuals involved however separate consideration of the variables associated with each such activity was not possible. Instead, a multiple regression analysis in which the total number of days of any type of productive activity during the follow-up period served as the dependent measure. The findings (see Table 20) were much like those from the previous multiple regression. Furthermore, a virtually identical pattern of results emerged in ANOVA's done as follow-up: while Free Venture versus no Free Venture was not predictive of days of productive activity on the outside, the extent of Free Venture experience was (see Table 21). Time spent in other institutional work programs was shown again to be unrelated to the outcome measure.

The ability to fulfill one's parole obligations, or in the case of individuals who are discharged directly from prison the ability to stay out of difficulty with the criminal justice system, represents another aspect of successful adaptation for the ex-offender. The relationship between this variable and the institutional and background variables under study was assessed in a third multiple regression analysis which is summarized in Table 22. Although the predictors accounted for less than 10% of the variance and as before, it was the background measures which had the greatest explanatory power, the results did indicate a statistically significant relationship between the length of involvement in Free Venture and success on the outside.

Data pertaining to a more traditional criterion of recidivism are given on Table 23 which presents a multiple regression analysis wherein the commission of a new offense constituted the dependent variable. In this case no linear association between Free Venture involvement and success was demonstrated. Further light was shed on this matter by a chi square analysis which is summarized in Table 24. As is suggested there, the number of days of Free Venture activity bore a significant relationship to both measures of recidivism such that individuals who spent between six and 12 months in a Free Venture position fared best on the outside. Ironically, the men who had the longest experience with Free Venture did almost as poorly as those with much less experience or even none.

A final effort to assess relationships between behavior in the follow-up period and institutional activities was undertaken by a multiple regression analysis with the number of days spent outside correctional institutions during the first year post-release as the dependent measure. (While this variable is highly correlated with the previously discussed outcome measures and may be less objective than they, it does have an advantage over them for the purpose of multiple regression in that it is continuously distributed.) Those results, summarized in Table 25, did not provide evidence of an association, either positive or negative, between Free Venture experience and this final measure of post-release success.

Analyses of the Data for the Females

The women's data were analyzed in much the same manner as those for the men. However, the only comparisons drawn were among the women involved in the various institutional programs (for the overlap within these groups see Table 8) since only one institution was represented.

Background Variables: Tables 26 and 27 present descriptive information concerning all of the background variables. As is indicated there, the women who held Free

TABLE 20: Summary of Results from Multiple Regression Analysis with Days of Productive Activity During the First Year Post-Release as the Dependent Variable

Step	Variable	F to Enter	Significance	Multiple R	R Square	R Square Change	Simple R	Overall F	Significance
1	Age at First Adjudication	18.55	.000	.237	.056	.056	.237	18.55	.000
2	Race - American Indian	4.43	.036	.263	.069	.013	-.131	11.59	.000
3	Work History - Never Worked	3.39	.066	.282	.079	.010	-.143	8.92	.000
4	Total Number of Crimes	1.56	.212	.290	.084	.004	-.066	7.09	.000
5	Work History - Less Than 1 Year	1.51	.219	.298	.089	.004	-.082	5.99	.000
6	Race - White	1.15	.285	.303	.092	.003	.028	4.51	.000
7	Year of Education	.50	.479	.306	.093	.001	.109	4.00	.000
8	Race - Chicano	.49	.486	.308	.095	.001	.092	3.56	.000
9	Work History - 1 to 3 Years	.18	.672	.309	.095	.001	.058	3.21	.000
10	Age at Incarceration	.09	.763	.309	.096	.000	.149	3.89	.000
11	Days in Work Release	9.84	.002	.352	.124	.029	.181	3.97	.000
12	Days in Free Venture	4.34	.038	.370	.137	.012	.154	3.99	.000
13	Days in Support Services	3.80	.052	.384	.148	.011	-.090	3.99	.000
14	Days in Vocational Training	2.96	.086	.395	.156	.008	.048	3.94	.000
15	Days in Traditional Industry	2.21	.138	.403	.162	.006	.088	3.84	.000
16	Days in Treatment	.08	.775	.403	.162	.000	.030	3.60	.000
17	Days Idle	.04	.837	.403	.162	.000	-.091	3.38	.000
18	Days in Education	.01	.914	.403	.162	.000	.013	3.18	.000

Variables not in the equation: Race-Black

TABLE 21: Analysis of Variance Results Comparing Males with Varying Amount of Free Venture Experience in Terms of Days of Productive Activity During the First Year Post-Release

Group	N	Mean[a]	S.D.	ANOVA F Ratio[b]	P
No Free Venture Experience	199	186.14	140.95	3.76 (3,321)	.011
Less than 6 Months in Free Venture	77	174.19	136.13		
6 to 12 Months in Free Venture	34	256.85	127.70		
More than 1 Year in Free Venture	15	244.07	124.04		

[a]Means that are significantly different from one another by Tukey post-hoc comparisons ($p < .05$) are linked with brackets.

[b]Degrees of freedom are given in parentheses.

TABLE 22: Summary of Results of Multiple Regressions Analysis with Negative Change in Status During First Year Post-Release as the Dependent Variable[a]

Step	Variable	F to Enter	Significance	Multiple R	R Square	R Square Change	Simple R	Overall F	Significance
1	Age at First Adjudication	7.89	.005	.157	.025	.025	-.157	7.89	.005
2	Race - Black	4.48	.035	.196	.039	.014	-.105	6.23	.002
3	Race - American Indian	1.59	.209	.208	.043	.005	.094	3.69	.003
4	Work History - Never Worked	1.10	.296	.216	.047	.003	.075	3.79	.005
5	Work History - Less than 1 Year	1.16	.281	.224	.050	.004	.069	3.27	.007
6	Race - White	.84	.359	.230	.053	.003	.057	2.86	.010
7	Work History - 1 to 3 Years	.50	.480	.233	.055	.002	-.030	2.52	.016
8	Total Number of Crimes	.04	.841	.234	.055	.000	.019	2.20	.027
9	Age at Incarceration	.02	.881	.234	.055	.000	-.130	1.96	.044
10	Years of Education	.02	.894	.258	.067	.012	-.043	1.76	.068
11	Days in Free Venture	3.84	.051	.274	.075	.008	-.151	1.96	.032
12	Days in Support Services	2.76	.098	.274	.075	.008	.073	2.04	.021
13	Days in Work Release	3.00	.084	.290	.084	.009	-.113	2.12	.013
14	Days in Education	1.34	.248	.297	.088	.004	.059	2.07	.013
15	Days in Vocational Training	.48	.489	.300	.090	.001	.003	1.96	.018
16	Days in Traditional Industry	.12	.725	.300	.090	.000	-.052	1.84	.026
17	Days in Treatment	.08	.772	.301	.090	.000	-.001	1.73	.037
18	Days Idle	.07	.799	.301	.091	.000	.075	1.63	.051

Variables not in the equation: Race-Chicano

[a]Negative status changes (i.e., return to a correctional facility with or without a new offense or absconding) were coded "2," while their absence was coded "1."

TABLE 23: Summary of Results of Multiple Regression Analysis with Commission of New Offense During the First Year Post-Release as the Dependent Variable[a]

Step	Variable	F to Enter	Significance	Multiple R	R Square	R Square Change	Simple R	Overall F	Significance
1	Age at Institutionalization	8.03	.005	.158	.025	.025	.158	8.04	.005
2	Race - American Indian	5.36	.021	.204	.042	.017	-.140	6.75	.001
3	Total Number of Crimes	2.52	.114	.222	.049	.008	-.033	5.36	.001
4	Work History - Never Worked	1.25	.264	.231	.053	.004	-.094	4.34	.002
5	Previous Education	1.17	.280	.238	.057	.004	-.013	3.71	.003
6	Work History - Less Than 1 Year	1.02	.313	.245	.060	.003	-.067	3.26	.004
7	Race - Chicano	.92	.338	.250	.063	.003	-.002	2.92	.006
8	Age at First Adjudication	.20	.655	.252	.063	.001	.111	2.58	.010
9	Work History - 1 to 3 Years	.10	.748	.252	.063	.000	.048	2.30	.017
10	Days in Education	3.08	.080	.270	.073	.009	-.104	2.39	0.10
11	Days in Vocational Training	1.19	.277	.277	.077	.004	.014	2.28	.011
12	Days in Free Venture	.99	.320	.282	.080	.003	.060	2.17	.013
13	Days in Traditional Industry	.99	.321	.288	.083	.003	.086	2.08	.015
14	Days Idle	.45	.505	.290	.084	.001	-.074	1.96	.020
15	Race - White	.03	.862	.290	.084	.000	.079	1.83	.031
16	Days in Treatment	.30	.582	.292	.085	.000	.009	1.73	.041
17	Days in Support Services	.19	.664	.293	.086	.000	-.041	1.63	.055
18	Days in Work Release	.07	.797	.293	.086	.000	.015	1.54	.075

Variables not in the equation: Race-Black

[a]The dependent variable was coded as follows 1 = new offense, 2 = no new offense

TABLE 24: Chi Square Analyses of Negative Changes in Parole Status and Commitment of New Offenses as a Function of Days in Free Venture

	No Change		Negative Change		No New Offense		New Offense	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
No Days in Free Venture	158	63%	93	37%	182	71%	73	29%
Less than 6 Months in Free Venture	54	57%	40	43%	59	63%	35	37%
6 to 12 Months in Free Venture	35	85%	6	15%	36	88%	5	12%
More than 1 Year in Free Venture	11	65%	6	35%	11	65%	6	35%
N	258		145		288		119	

$\chi_{(3)}^2 = 10.30$, $p < .02$

$\chi_{(3)}^2 = 9.01$, $p < .03$

CONTINUED

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TABLE 25: Summary Table of Results of Multiple Regression Analysis with Number of Days Spent Outside of Correctional Facilities During the First Year Post-Release as the Dependent Variable

Step	Variable	F to Enter	Significance	Multiple R	R Square	R Square Change	Simple R	Overall F	Significance
1	Age at Incarceration	10.95	.001	.184	.034	.034	.184	10.95	.001
2	Race - American Indian	8.10	.005	.242	.058	.025	-.170	9.65	.000
3	Work History - Less Than 1 Year	2.27	.133	.255	.065	.007	-.124	7.21	.000
4	Age at First Adjudication	1.95	.164	.267	.071	.006	.183	5.91	.000
5	Race - White	1.95	.164	.277	.077	.006	.020	5.14	.000
6	Work history - Less Than 1 Year	.90	.344	.282	.079	.003	-.064	4.43	.000
7	Total Number of Crimes	.42	.516	.284	.081	.001	.059	3.85	.000
8	Work History - 1 to 3 Years	.16	.693	.285	.081	.000	.053	3.38	.001
9	Years of Education	.04	.842	.285	.082	.000	.056	3.00	.002
10	Race - Chicano	.01	.906	.286	.082	.000	.063	2.69	.004
11	Days in Support Services	4.19	.041	.307	.094	.013	-.085	2.85	.001
12	Days in Work Release	3.00	.084	.321	.103	.009	.111	2.88	.001
13	Days in Education	.96	.328	.325	.106	.003	-.073	2.73	.001
14	Days in Free Venture	.88	.349	.329	.109	.003	.111	2.60	.001
15	Days in Vocational Training	.34	.562	.331	.110	.001	-.019	2.44	.002
16	Days in Traditional Industry	.39	.532	.333	.111	.001	.080	2.31	.003
17	Days Idle	.23	.632	.334	.111	.001	-.095	2.18	.005
18	Days in Treatment	.19	.662	.335	.112	.001	-.046	2.07	.007

Variables not in the equation: Race-Black

TABLE 26: Descriptive Statistics for Females in Various Institutional Programs on Discrete Background Variables[a]

Total N	Support Services[c] 97		Educational Program 65		Vocational Training 15		Free Venture Industries 65		Off-Grounds Work Program 12	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Race										
White	69	71%	44	68%	9	60%	46	71%	8	67%
Black	20	21%	17	26%	4	27%	15	23%	3	25%
American Indian	8	8%	4	6%	2	13%	4	6%	1	8%
N[b]	97		65		15		65		12	
Marital Status										
Single	50	52%	38	59%	7	47%	33	51%	3	25%
Married	9	9%	8	12%	1	6%	5	8%	4	33%
Separated, divorced or widowed	38	39%	19	29%	7	47%	27	41%	5	42%
N[b]	97		65		15		65		12	
Dependent Children										
None	46	47%	29	45%	5	33%	29	45%	3	25%
1 or more	51	53%	36	55%	10	67%	36	55%	9	75%
N[b]	97		65		15		65		12	
Educational Attainment										
Less than 12 years	42	43%	34	52%	6	40%	27	42%	6	50%
H.S. diploma, GED or more	55	57%	31	48%	9	60%	38	58%	6	50%
N[b]	97		65		15		65		12	
Employment History										
Never worked	26	27%	15	23%	4	27%	14	22%	4	33%
Worked < 1 year	47	49%	35	54%	7	47%	34	53%	2	17%
Worked < 3 years	14	15%	10	15%	3	20%	9	14%	1	17%
Worked > 3 years	9	9%	5	8%	1	7%	7	11%	4	33%
N[b]	96		65		15		64		12	
Skill Level of Previous Jobs										
Skilled	8	11%	4	8%	1	9%	5	10%	3	38%
Semi-skilled	16	23%	12	24%	5	46%	13	26%	4	50%
Unskilled	46	66%	34	68%	5	46%	32	64%	1	13%
N[b]	70		50		11		50		8	
History of Substance Abuse[d]										
None	26	29%	18	30%	4	27%	17	29%	3	25%
Minor	7	8%	4	7%	1	7%	3	5%	1	8%
Past	4	4%	2	3%	0	-	2	3%	1	8%
Serious	53	59%	37	61%	10	67%	37	63%	7	58%
N[b]	90		61		15		59		12	
History of Escape										
Yes	29	30%	18	28%	2	13%	17	26%	3	25%
No	68	70%	47	72%	13	87%	48	74%	9	75%
N[b]	97		65		15		65		12	
History of Parole Revocation[e]										
Yes	12	12%	9	14%	1	7%	5	8%	1	8%
No	85	88%	56	86%	14	93%	60	92%	11	92%
N[b]	97		64		15		64		12	

[a]Sole criterion for inclusion in any group was a minimum of five days of involvement in such.
[b]Number of group for whom information was available.
[c]Since everyone was required to work in support services, this group includes the entire female population.
[d]"Minor" signifies that the individual occassionally drank to excess or used illicit drugs. "Past" signifies that she had a history of serious probably contributed to the current incarceration.
[e]"Yes" signifies that the individual had been paroled and returned during the current incarceration.
[f]"Yes" signifies that the individual has sometime in her life committed such an offense.

TABLE 26: Descriptive Statistics for Females in Various Institutional Programs on Discrete Background Variables[a] (continued)

Total N	Chemical Dependency Program 50		Parenting Program 29		Work Release 6	
	Number	Percentage	Number	Percentage	Number	Percentage
Race						
White	32	64%	21	72%	5	83%
Black	11	22%	6	21%	1	17%
American Indian	7	14%	2	7%	0	-
N[b]	50		29		6	
Marital Status						
Single	20	40%	13	45%	0	-
Married	7	14%	3	10%	1	17%
Separated, divorced or widowed	23	46%	13	45%	5	83%
N[b]	50		29		6	
Dependent Children						
None	25	50%	9	31%	2	33%
1 or more	25	50%	20	69%	4	67%
N[b]	50		29		6	
Educational Attainment						
Less than 12 years	25	50%	13	45%	3	50%
H.S. diploma, GED or more	25	50%	16	55%	3	50%
N[b]	50		29		6	
Employment History						
Never worked	15	31%	7	24%	1	17%
Worked < 1 year	22	45%	17	59%	2	33%
Worked < 3 years	7	14%	3	10%	2	33%
Worked > 3 years	5	10%	2	7%	1	17%
N[b]	49		29		6	
Skill Level of Previous Jobs						
Skilled	3	9%	1	5%	1	20%
Semi-skilled	10	30%	3	14%	3	60%
Unskilled	21	62%	18	82%	1	20%
N[b]	34		22		5	
History of Substance Abuse[d]						
None	8	17%	14	52%	3	50%
Minor	1	2%	2	7%	1	17%
Past	1	2%	2	7%	1	17%
Serious	36	78%	9	33%	1	17%
N[b]	46		27		6	
History of Escape						
Yes	18	36%	9	31%	0	-
No	32	64%	20	69%	6	100%
N[b]	50		29		6	
History of Parole Revocation[e]						
Yes	5	10%	2	7%	0	-
No	45	90%	27	93%	6	100%
N[b]	50		29		6	

TABLE 26: Descriptive Statistics for Females in Various Institutional Programs on Discrete Background Variables[a] (continued)

Total N	Support Services[c] 97		Educational Program 65		Vocational Training 15		Free Venture Industries 65		Off-Grounds Work Program 12	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Age at First Offense										
16 or younger	31	32%	19	30%	4	27%	20	31%	4	33%
17 or older	65	68%	45	70%	11	73%	44	69%	7	67%
N[b]	96		64		15		64		12	
Juvenile Offenses										
None	54	56%	35	55%	8	53%	35	55%	5	42%
1 or more	42	44%	29	45%	7	47%	29	45%	7	58%
N[b]	96		64		15		64		12	
Previous Property Offenses										
None	68	71%	44	68%	12	80%	45	70%	11	92%
1 or more	28	29%	21	32%	3	20%	19	30%	1	8%
N[b]	96		65		15		64		12	
Previous Person Offenses										
None	91	94%	62	95%	12	80%	62	95%	12	100%
1 or more	6	6%	3	5%	3	20%	3	5%	0	-
N[b]	97		65		15		65		12	
Previous Robbery										
None	95	98%	63	97%	15	100%	64	98%	12	100%
1 or more	2	2%	2	3%	0	-	1	2%	0	-
N[b]	97		65		15		65		12	
Previous Drug Offense										
None	93	97%	62	97%	13	93%	62	95%	12	100%
1 or more	3	3%	2	3%	1	7%	3	5%	0	-
N[b]	96		64		14		65		12	
Previous Other Offense										
None	88	91%	59	91%	13	87%	60	92%	11	92%
1 or more	9	9%	6	9%	2	13%	5	8%	1	8%
N[b]	96		65		15		65		12	
Previous Institutionalization										
No	62	64%	46	71%	9	60%	42	65%	9	75%
Yes	34	36%	19	29%	6	40%	23	35%	3	25%
N[b]	96		65		15		65		12	
Number of Active Offenses at Current Incarceration										
1	65	67%	45	69%	7	47%	42	65%	7	58%
2	23	24%	14	22%	6	40%	16	25%	5	42%
3 or more	9	9%	6	9%	2	13%	7	11%	0	-
N[b]	97		65		15		65		12	
Current Property Offense										
Yes	50	52%	32	49%	7	47%	31	48%	4	33%
No	47	49%	33	51%	8	53%	34	52%	8	67%
N[b]	97		65		15		65		12	
Current Person Offense										
Yes	41	42%	34	52%	9	60%	30	46%	10	83%
No	56	58%	31	48%	6	40%	35	54%	2	17%
N[b]	97		65		15		65		12	
Person Offender[f]										
Yes	48	50%	38	59%	11	74%	35	54%	10	83%
No	49	51%	27	42%	4	27%	30	46%	2	17%
N[b]	97		65		15		65		12	
Property Offender[f]										
Yes	62	64%	42	65%	9	60%	40	62%	4	33%
No	35	36%	23	35%	6	40%	25	38%	8	67%
N[b]	97		65		15		65		12	

TABLE 26: Descriptive Statistics for Females in Various Institutional Programs on Discrete Background Variables[a] (continued)

Total N	Chemical Dependency Program 50		Parenting Program 29		Work Release 6	
	Number	Percentage	Number	Percentage	Number	Percentage
Age at First Offense						
16 or younger	18	37%	10	45%	2	33%
17 or older	31	63%	19	55%	4	67%
N[b]	49		29		6	
Juvenile Offenses						
None	27	55%	14	48%	2	33%
1 or more	22	45%	15	52%	4	67%
N[b]	49		29		6	
Previous Property Offenses						
None	36	72%	20	71%	6	100%
1 or more	14	28%	8	29%	0	-
N[b]	50		28		6	
Previous Person Offenses						
None	47	94%	29	100%	6	100%
1 or more	3	6%	0	-	0	-
N[b]	50		29		6	
Previous Robbery						
None	49	98%	29	100%	6	100%
1 or more	1	2%	0	-	0	-
N[b]	50		29		6	
Previous Drug Offense						
None	48	98%	29	100%	6	100%
1 or more	2	2%	0	-	0	-
N[b]	50		29		6	
Previous Other Offense						
None	46	92%	25	86%	5	83%
1 or more	4	8%	4	14%	1	17%
N[b]	50		29		6	
Previous Institutionalization						
No	31	62%	20	69%	5	83%
Yes	19	38%	9	31%	1	17%
N[b]	50		29		6	
Number of Active Offenses at Current Incarceration						
1	32	64%	19	66%	4	67%
2	12	24%	8	28%	2	33%
3 or more	6	12%	2	7%	0	-
N[b]	50		29		6	
Current Property Offense						
Yes	25	50%	18	62%	0	-
No	25	50%	11	38%	6	100%
N[b]	50		29		6	
Current Person Offense						
Yes	26	52%	11	38%	6	100%
No	24	48%	18	62%	0	-
N[b]	50		29		6	
Person Offender[f]						
Yes	29	58%	12	41%	6	100%
No	21	42%	17	59%	0	-
N[b]	50		29		6	
Property Offender[f]						
Yes	31	62%	19	66%	0	-
No	19	38%	10	34%	6	100%
N[b]	50		29		6	

TABLE 27: Descriptive Statistics on Continuous Background Variables for Females in Various Institutional Programs[a]

Total N	Support Services[b] 97	Educational Programs 65	Vocational Training 15	Free Venture Industries 65	Off-Grounds Work Program 12	Chemical Dependency Program 50	Parenting Program 29	Work Release 6
Age in Years at Current Incarceration								
Mean	26.20	25.00	27.53	26.45	29.58	27.28	24.66	31.00
S.D.	7.73	7.31	6.40	8.24	7.72	8.45	4.68	8.70
N[c]	97	65	15	65	12	50	29	6
Number of Dependent Children								
Mean	.88	.88	1.07	.88	1.00	.90	1.10	1.33
S.D.	1.12	1.05	1.03	1.04	.85	1.22	1.08	1.37
N[c]	97	65	15	65	12	50	29	6
Years of Education[d]								
Mean	11.38	11.08	11.27	11.26	11.08	11.34	11.24	11.00
S.D.	1.72	1.46	.96	1.38	1.17	1.55	1.68	1.10
N[c]	97	65	15	65	12	50	29	6
Number of Active Convictions								
Mean	1.46	1.46	1.87	1.52	1.42	1.56	1.45	1.33
S.D.	.82	.89	1.30	.90	.52	.97	.74	.52
N[c]	97	65	15	65	12	50	29	6
Expected Number of Months of Incarceration[e]								
Mean	24.36	27.75	34.92	25.98	37.09	30.20	25.46	44.50
S.D.	18.18	20.68	23.06	19.04	18.07	20.95	18.56	15.59
N[c]	83	55	13	59	11	45	26	6

[a]Sole criterion for inclusion in any group was a minimum of five days of involvement in such.
[b]Since everyone was required to work in support services, this group includes the entire female population.
[c]Number of group for whom information was available.
[d]Individuals who had earned GED's were credited with 12 years.
[e]Number of months between Incarceration and Target Release Date.
[f]As an adult.

TABLE 27: Descriptive Statistics on Continuous Background Variables for Females in Various Institutional Programs[a] (continued)

Total N	Support Services[b] 97	Education Programs 65	Vocational Training 15	Free Venture Industries 65	Off-Grounds Work Program 12	Chemical Dependency Program 50	Parenting Program 29	Work Release 6
Age In Years of First Adjudication								
Mean	20.56	19.66	19.80	20.53	22.08	20.63	18.38	22.50
S.D.	7.75	6.83	6.36	8.06	11.63	8.09	4.85	13.22
N[c]	96	64	15	64	12	49	29	6
Number of Juvenile Offenses								
Mean	1.74	1.72	1.27	2.02	1.25	1.98	2.41	.83
S.D.	3.25	2.97	2.28	3.74	2.22	3.79	4.55	.75
N[c]	96	64	15	64	12	49	29	6
Number of Previous Property Offenses								
Mean	.56	.62	.40	.63	.25	.60	.61	0
S.D.	1.12	1.16	.91	1.19	.87	1.23	1.20	-
N[c]	96	65	15	64	12	50	28	6
Number of Previous Person Offenses								
Mean	.11	.08	.40	.08	0	.08	0	0
S.D.	.48	.37	.83	.37	-	.34	-	-
N[c]	97	65	15	65	12	50	29	6
Number of Previous Robberies								
Mean	.03	.05	0	.02	0	.02	0	0
S.D.	.23	.28	-	.12	-	.14	-	-
N[c]	97	65	15	65	12	50	29	6
Number of Previous Drug Offenses								
Mean	.03	.03	.07	.05	0	.02	0	0
S.D.	.18	.18	.27	.21	-	.20	-	-
N[c]	96	64	14	65	12	50	29	6
Number of Previous Other Offenses								
Mean	.14	.15	.33	.09	.08	.10	.17	.17
S.D.	.54	.59	1.05	.34	.29	.36	.47	.41
N[c]	97	65	15	65	12	50	29	6
Number of Previous Institutional-izations								
Mean	.86	.75	1.40	.71	.50	.78	.59	.17
S.D.	1.48	1.54	2.50	1.13	1.17	1.17	1.02	.41
N[c]	97	65	15	65	12	50	29	5
Number of Offenses Ever Committed[f]								
Mean	2.23	2.30	2.64	2.38	1.75	2.40	2.21	1.50
S.D.	1.49	1.53	1.69	1.56	1.14	1.67	1.57	.55
N[c]	95	64	14	64	12	50	28	6

Venture positions were very similar to those involved in other activities.

Institutional Variables: As Table 28 demonstrates the typical experience in a Free Venture position was somewhat shortlived compared to the average length of involvement in other activities. Almost 20 percent of the Free Venture workers left their jobs less than one month after starting. Furthermore their rate of disciplinary infractions while working was elevated although this was due to the actions of a limited number of women since the overall proportion of individuals committing such (28 percent) was not excessive. It should be pointed out in passing that the figures given represent population parameters; consequently no statistical analyses were undertaken. One final pair of values in Table 28 which are worthy of mention are the daily wages: Free Venture workers earned more than 3½ times as much as women holding support service positions.

Throughout their incarcerations the records of the Free Venture women were comparable to those of the other inmates in general. They were, however, more likely to have broken the rules governing major infractions than were those in vocational training or in the off-grounds or Work Release programs.

Follow-up Variables: Information pertaining to various activities and recidivism during the first year post-release is summarized in Tables 30 and 31. Individuals in the Free Venture group fared much like the others in terms both of what they did and of their ability to maintain a clean criminal record during the follow-up period. The one group which did deviate in these regards was the vocational training group. Its members were less likely to work but more likely to obtain vocational training than were the ex-offenders with Free Venture experience. They also had a perfect record of no new offenses. Unfortunately the small size of the group makes one tentative about drawing firm conclusions.

Additional Analyses: Efforts were made to undertake other analysis parallel to those carried out on the males' data. None of these yielded significant results.

TABLE 28: Descriptive Statistics Concerning Females Institutional Activities

	Days	Major Infractions Per Month	Minor Infractions Per Month	Days of Segregation Incurred Per Month	Dollars Received Per Day From Outside Sources	Dollars Earned Per Day	Dollars Spent on Self Per Day	Dollars Sent Out Per Day	Chargebacks Paid Per Day	Out-Hours Per Day
Education	Data concerning dates of involvement too incomplete to consider analysis.									
Vocational Training (Group N=15)										
Mean	216.07	.05	.07	.10	.45					
S.D.	253.46	.14	.18	.38	.65					
N[a]	15	14	14	14	12					
Free Venture Industries (Group N=65)										
Mean	157.17	.40	.16	2.61	.64	3.63	4.40	.29	.71	
S.D.	125.90	1.30	.47	8.82	1.17	2.87	3.85	.59	1.17	
N[a]	60	60	60	60	60	58	60	60	59	
Support Services (Group N=97)										
Mean	459.63	.21	.14	3.29	.43	1.02	2.38	.26		.09
S.D.	547.87	.33	.19	7.07	.57	1.10	1.78	.66		.06
N[a]	95	95	95	94	93	94	93	93		89
Treatment Program (Group N=62)										
Mean	192.85	.09	.14	1.36	.45					
S.D.	140.24	.21	.29	5.20	.84					
N[a]	48	48	48	47	48					

[a]Number of group for whom information was available.

TABLE 29: Major and Minor Infractions for the Females Involved in Various Institutional Programs[a]

	Support Services	Educational Programs	Vocational Training	Free Venture Industries	Off-Grounds Work Program	Chemical Dependency Program	Parenting Program	Work Release
Total N	97	65	15	65	12	50	29	6
Major Infractions Committed During Entire Incarceration								
Percent committing 0	40.2	38.5	60.0	36.9	50.0	26.0	41.4	80.0
Percent committing 1 or 2	20.7	21.5	6.7	21.5	8.3	28.0	31.0	0
Percent committing 3 or more	39.1	40.0	33.3	41.6	41.7	46.0	27.6	20.0
Mean	3.43	3.74	1.53	2.94	2.00	3.74	1.86	.50
S.D.	5.34	5.81	2.30	4.23	2.80	5.33	2.43	1.23
N[b]	97	65	15	65	12	50	29	6
Minor Infractions Committed During Entire Incarceration								
Percent committing 0	35.1	30.8	46.7	29.2	8.3	24.0	34.5	33.3
Percent committing 1 or 2	29.9	30.8	26.6	33.8	66.7	34.0	17.2	33.3
Percent committing 3 Or more	35.0	38.4	26.6	37.0	25.0	42.0	48.3	33.3
Mean	2.41	2.83	1.73	2.29	1.92	2.56	2.28	1.00
S.D.	3.03	3.36	2.25	2.51	1.44	2.58	2.15	.89
N[b]	97	65	15	65	12	50	29	6

[a]Sole criterion for inclusion in any group was a minimum of five days of involvement in such.
[b]Number of group for whom information was available.
[c]Since everyone was required to work in a support service position during her incarceration, this group is the entire female population.

TABLE 30: Descriptive Statistics for Females in Various Institutional Programs on Discrete Follow-up Variables[a]

	Total N Released N[c]	Support Services[b] 97 58		Educational Programs 65 40		Vocational Training 15 9		Free Venture Industries 65 40		Off-Grounds Work Program 12 7	
		Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Wheels											
Yes		4	7%	3	8%	1	11%	3	8%	1	14%
No		54	93%	37	92%	8	89%	37	92%	6	86%
N[d]		58		40		9		40		7	
Assistance from CETA											
Yes		7	12%	5	13%	3	33%	5	13%	2	29%
No		50	88%	35	87%	6	67%	35	87%	5	71%
N		57		40		9		40		7	
Assistance from the Division of Vocational Rehabilitation											
Yes		0	-	0	-	0	-	0	-	0	-
No		57	100%	40	100%	9	100%	40	100%	7	100%
N		57		40		9		40		7	
Residence											
Urban		50	94%	36	95%	9	100%	36	95%	7	100%
Rural		1	2%	1	3%	0	-	1	3%	0	-
Mixed		1	2%	1	3%	0	-	1	3%	0	-
Out-of-state		1	2%	0	-	0	-	0	-	0	-
N		53		38		9		38		7	
Days Between Release and Employment											
14 or less		21	54%	15	52%	5	63%	16	57%	4	57%
15 or more		18	46%	14	48%	3	37%	12	43%	3	43%
N[d]		39		29		8		28		7	
Job in First Three Months											
Yes		32	63%	25	68%	5	56%	25	69%	5	71%
No		19	37%	12	32%	4	44%	11	31%	2	29%
N[d]		51		37		9		36		7	
Job in First Year											
Yes		31	70%	25	76%	5	71%	23	74%	6	100%
No		13	30%	8	24%	2	29%	8	26%	0	-
N[d]		44		33		7		31		6	
School in First Three Months											
Yes		2	4%	2	5%	0	-	1	3%	0	-
No		48	96%	35	95%	9	100%	34	97%	7	100%
N		50		37		9		35		7	
School in First Year											
Yes		2	4%	2	6%	0	-	1	3%	0	-
No		43	96%	31	94%	7	100%	30	97%	6	100%
N		45		32		7		31		6	
Vocational Training in First Three Months											
Yes		5	10%	4	11%	3	33%	3	9%	2	29%
No		45	90%	33	89%	6	67%	32	91%	5	71%
N		50		37		9		35		7	
Vocational Training in First Year											
Yes		5	10%	4	12%	3	43%	3	10%	2	33%
No		40	90%	29	88%	4	57%	28	90%	4	67%
N		45		33		7		31		6	

[a]Sole criterion for inclusion in any group was a minimum of five days of involvement in such.
[b]Since everyone was required to work in a support service position during her incarceration, this group is the entire female population.
[c]Number of group members who were released from prison in time to be included in year-long follow-up.
[d]Number of group for whom information was available.
[e]"Unchanged" indicates that the individual on parole has not had her parole revoked. In many cases she had been discharged. For those persons who did not have one year left on their sentence at release, placement in this category indicates simply that they were not returned on other charges to a correctional facility.

TABLE 30: Descriptive Statistics for Females in Various Institutional Programs on Discrete Follow-up Variables[a] (continued)

	Total N Released N[c]	Chemical Dependency Program 50 26		Parenting Program 29 16		Work Release 6 5	
		Number	Percentage	Number	Percentage	Number	Percentage
Wheels							
Yes		2	8%	1	7%	0	-
No		24	92%	14	93%	5	100%
N[d]		26		15		5	
Assistance from CETA							
Yes		4	15%	0	-	0	-
No		22	85%	15	100%	5	100%
N		26		15		5	
Assistance from the Division of Vocational Rehabilitation							
Yes		0	-	0	-	0	-
No		26	100%	15	100%	5	100%
N		26		15		5	
Residence							
Urban		23	100%	14	100%	5	100%
Rural		0	-	0	-	0	-
Mixed		0	-	0	-	0	-
Out-of-state		0	-	0	-	0	-
N		23		14		5	
Days Between Release and Employment							
14 or less		14	74%	4	44%	5	100%
15 or more		5	26%	5	56%	0	-
N[d]		19		9		5	
Job in First Three Months							
Yes		15	64%	9	75%	5	100%
No		8	36%	3	25%	0	-
N[d]		23		12		5	
Job in First Year							
Yes		13	68%	8	80%	2	67%
No		6	32%	2	20%	1	33%
N[d]		19		10		3	
School in First Three Months							
Yes		1	4%	0	-	0	-
No		22	96%	11	100%	5	100%
N[d]		23		11		5	
School in First Year							
Yes		1	5%	0	-	0	-
No		18	95%	10	100%	3	100%
N		19		10		3	
Vocational Training in First Three Months							
Yes		3	13%	0	-	0	-
No		20	87%	12	100%	5	100%
N[d]		23		12		5	
Vocational Training in First Year							
Yes		3	16%	0	-	0	-
No		16	84%	10	100%	3	100%
N[d]		19		10		3	

TABLE 30: Descriptive Statistics for Females in Various Institutional Programs on Discrete Follow-up Variables[a] (continued)

	Support Services		Educational Programs		Vocational Training		Free Venture Industries		Off-Grounds Work Program	
Total N	97		65		15		65		12	
Released N	58		40		9		40		7	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Treatment in First Three Months										
Yes	5	10%	3	8%	1	11%	3	9%	0	-
No	45	90%	34	92%	8	89%	32	91%	7	100%
N[d]	50		37		9		35		7	
Treatment in First Year										
Yes	6	13%	3	9%	1	14%	3	10%	0	
No	39	87%	30	91%	6	86%	28	90%	6	100%
N	45		33		7		31		6	
Skill Level of First Job										
Skilled	10	26%	8	28%	5	71%	8	29%	3	43%
Semi-skilled	15	40%	12	41%	1	14%	11	39%	2	29%
Unskilled	13	34%	9	31%	1	14%	9	32%	2	29%
N	38		29		7		28		7	
Skill Level of Second Job										
Skilled	5	23%	3	20%	NOT APPLICABLE		4	29%	0	
Semi-skilled	9	41%	6	40%	"		8	57%	1	50%
Unskilled	8	36%	6	40%	"		2	14%	1	50%
N	22		15				14		2	
Skill Level of Longest-Held Job										
Skilled	10	32%	7	29%	3	60%	8	36%	2	33%
Semi-skilled	14	45%	11	46%	1	20%	11	50%	2	33%
Unskilled	7	23%	6	25%	1	20%	3	14%	2	33%
N[d]	31		41		5		22		6	
Length of Employment During First Year										
0 days	13	29.5%	8	25.0%	2	28.6%	8	26.7%	0	-
1 day - 3 months	5	11.4%	3	9.4%	3	42.9%	4	13.4%	2	33.3%
3-6 months	8	18.2%	6	18.9%	1	14.3%	6	20.0%	1	16.7%
6-9 months	8	18.2%	7	21.8%	0	-	6	20.0%	2	33.3%
9-12 months	10	22.7%	8	25.0%	1	14.3%	6	20.0%	1	16.7%
N[c]	44		32		7		30		6	
Length of Productive Activity During First Year										
0 days	9	20.5%	6	18.9%	1	14.3%	6	20.0%	0	-
1 day - 3 months	6	13.6%	3	9.4%	2	28.6%	4	13.3%	1	16.7%
3-6 months	6	13.6%	4	12.6%	0	-	5	16.7%	0	-
6-9 months	5	11.4%	4	12.6%	0	-	3	10.0%	1	16.7%
9-12 months	18	40.9%	15	46.9%	4	57.2%	12	40.0%	4	66.7%
N[c]	44		32		7		30		6	
Parole Violated										
Yes	15	27%	11	31%	2	25%	12	32%	1	17%
No	40	73%	24	69%	6	75%	25	68%	5	83%
N[d]	5		35		8		37		6	
New Property Offense										
Yes	11	19%	9	24%	0	-	9	23%	0	-
No	46	81%	28	76%	9	100%	30	77%	7	100%
N	57		37		9		39		7	
New Person Offense										
Yes	3	5%	3	8%	1	11%	3	8%	1	14%
No	54	95%	34	92%	8	89%	36	92%	6	86%
N	57		37		9		39		7	
New Other Offense										
Yes	0	-	0	-	0	-	0	-	0	-
No	57	100%	37	100%	9	100%	39	100%	7	100%
N	57		37		9		39		7	
Status at One Year[e]										
Unchanged	41	77%	26	74%	6	75%	26	72%	5	83%
Returned without new offense	4	7%	1	3%	1	13%	3	8%	0	-
Returned with new offense	6	11%	6	17%	0	-	6	17%	0	-
Absconded	2	4%	2	6%	1	13%	1	3%	1	17%
N	53		35		8		36		6	

TABLE 30: Descriptive Statistics for Females in Various Institutional Programs on Discrete Follow-up Variables[a] (continued)

	Chemical Dependency Program		Parenting Program		Work Release	
Total N	50		29		6	
Released N	25		16		5	
	Number	Percentage	Number	Percentage	Number	Percentage
Treatment in First Three Months						
Yes	4	17%	2	18%	0	-
No	19	83%	9	82%	5	100%
N[d]	23		11		5	
Treatment in First Year						
Yes	5	26%	0	-	0	-
No	14	74%	10	100%	3	100%
N[d]	19		10		3	
Skill Level of First Job						
Skilled	6	35%	2	20%	3	60%
Semi-skilled	6	35%	4	40%	1	20%
Unskilled	5	30%	4	40%	1	20%
N[d]	17		10		5	
Skill Level of Second Job						
Skilled	4	44%	2	25%	0	-
Semi-skilled	2	22%	3	38%	1	50%
Unskilled	3	33%	3	38%	1	50%
N[d]	9		8		3	
Skill Level of Longest-Held Job						
Skilled	5	39%	2	25%	1	33%
Semi-skilled	6	46%	3	38%	1	33%
Unskilled	2	15%	3	38%	1	33%
N[d]	13		8		3	
Length of Employment During First Year						
0 days	6	31.6%	2	22.2%	0	-
1 day - 3 months	2	10.5%	0	-	0	-
3-6 months	2	10.5%	2	22.2%	0	-
6-9 months	3	15.8%	1	11.1%	2	66.7%
9-12 months	6	31.6%	4	44.4%	1	33.3%
N[c]	19		9		3	
Length of Productive Activity During First Year						
0 days	2	10.5%	2	22.2%	0	-
1 day - 3 months	3	15.8%	0	-	0	-
3-6 months	1	5.3%	2	22.2%	0	-
6-9 months	2	10.5%	2	22.2%	1	33.3%
9-12 months	11	57.9%	3	33.3%	2	66.7%
N[c]	19		9		3	
Parole Violated						
Yes	6	27%	2	15%	0	-
No	16	73%	11	85%	3	100%
N[d]	22		13		3	
New Property Offense						
Yes	3	13%	3	23%	0	-
No	20	87%	10	77%	3	100%
N	23		13		3	
New Person Offense						
Yes	1	4%	0	-	0	-
No	22	96%	13	100%	3	100%
N	23		13		3	
New Other Offense						
Yes	0	-	0	-	0	-
No	23	100%	13	100%	3	100%
N	23		13		3	
Status at One Year[e]						
Unchanged	17	81%	11	85%	3	100%
Returned without new offense	3	14	0	-	0	-
Returned with new offense	1	5%	2	15%	0	-
Absconded	0	-	0	-	0	-
N[d]	21		13		3	

TABLE 31: Descriptive Statistics on Continuous Follow-up Variables for the Females Involved in Various Institutional Programs[a]

	Support Services[b]	Educational Programs	Vocational Training	Free Venture Industries	Off-Grounds Work Program	Chemical Dependency Program	Parenting Program	Work Release
Total N	97	65	15	65	12	50	29	6
N Released[c]	58	40	9	40	7	26	16	5
Dollars in Institutional Savings at Release								
Mean	174.39	183.72	268.22	195.89	373.20	189.83	221.82	207.00
S.D.	149.51	155.01	273.07	168.39	338.55	166.13	169.92	28.28
N[d]	54	36	9	37	5	23	11	2
Number of Dependent Children								
Mean	.77	.67	.56	.80	.14	.60	1.50	.80
S.D.	1.05	.93	1.01	1.01	.38	1.19	1.56	1.31
N[d]	54	40	9	37	7	25	16	5
Number of Days between Release and Employment								
Mean	44.59	43.83	67.25	37.32	76.88	31.95	30.44	0.0
S.D.	79.29	82.15	114.34	71.12	119.96	84.57	60.24	-
N[d]	39	29	8	28	7	19	9	5
Number of Jobs Held in First Three Months								
Mean	.77	.84	.56	.86	.72	.78	1.00	1.0
S.D.	.68	.69	.53	.68	.49	.67	.74	0
N[d]	51	37	9	36	7	18	9	5
Number of Jobs Held in First Year								
Mean	1.58	1.64	.71	1.65	1.33[e]	1.32	2.20	1.67
S.D.	1.70	1.80	.49	1.87	.52	1.16	1.55	.58
N[d]	45	33	7	31	6	19	10	3
Days of Employment at One Month								
Mean	11.08	12.60	11.78	11.42	17.57	16.74	12.92	30.80
S.D.	13.50	14.02	14.87	13.53	16.44	14.68	14.53	.45
N[d]	51	37	9	36	7	23	10	5
Days of Employment at Three Months								
Mean	40.16	45.57	33.00	43.31	44.86	49.70	51.00	79.80
S.D.	38.71	39.04	44.49	38.44	45.31	42.69	38.28	27.28
N[d]	51	37	9	36	7	23	12	5
Days of Employment 3-6 Months								
Mean	42.16	48.57	30.44	44.68	50.57	46.52	50.62	89.20
S.D.	40.45	41.37	45.67	40.56	47.44	41.27	38.93	4.60
N[d]	49	35	9	34	7	23	11	5
Days of Employment 6-9 Months								
Mean	39.74	42.24	28.88	39.66	59.00	40.85	52.80	91.00
S.D.	41.21	41.54	41.91	40.97	43.12	43.46	45.58	0
N[d]	46	34	8	32	7	20	10	4

[a]Sole criterion for inclusion in any group was a minimum of five days of involvement in such.
[b]Since everyone was required to work in a support service position during her incarceration, this group is the entire female population.
[c]Number of group members who were released from prison in time to be included in year-long follow-up.
[d]Number of group for whom information was available.
[e]If job still held at end of year, value used reflects wage at that time.
[f]Number of group who absconded.
[g]Number of group who committed another offense.

TABLE 31: Descriptive Statistics on Continuous Follow-up Variables for the Females Involved in Various Institutional Programs[a] (continued)

	Support Services[b]	Educational Programs	Vocational Training	Free Venture Industries	Off-Grounds Work Program	Chemical Dependency Program	Parenting Program	Work Release
Total N	97	65	15	65	12	50	29	6
N Released[c]	58	40	9	40	7	25	16	5
Days of Employment 9-12 Months								
Mean	33.38	36.00	38.86	28.29	45.33	39.32	43.10	30.33
S.D.	40.67	41.63	48.47	38.80	49.66	44.41	41.55	52.54
N[d]	45	33	7	31	6	19	10	3
Total Days of Employment for First Year								
Mean	149.57	167.34	88.00	148.37	179.83	163.79	202.10	280.67
S.D.	136.76	137.30	133.52	132.71	129.01	152.00	143.54	81.21
N[d]	44	32	7	30	6	19	9	3
Days at School at Three Months								
Mean	2.44	3.30	0.00	1.71	0.0	2.70	0.0	0.0
S.D.	12.08	13.99	-	10.14	-	12.93	-	-
N[d]	50	37	9	35	7	23	11	5
Days of Vocational Training at Three Months								
Mean	7.28	9.76	30.67	7.67	26.29	11.70	0.0	0.0
S.D.	24.50	28.43	46.00	25.79	44.89	30.90	-	-
N[d]	51	37	9	36	7	23	11	5
Days of Treatment at Three Months								
Mean	4.62	3.41	1.67	3.86	0.0	8.74	4.64	0.0
S.D.	17.04	13.48	5.00	16.00	-	23.96	10.51	-
N[d]	50	37	9	35	7	23	11	5
Days of School at One Year								
Mean	5.31	7.24	0.00	4.74	0.0	4.84	0.0	0.0
S.D.	25.59	29.76	-	26.40	-	21.11	-	-
N[d]	45	33	7	31	6	19	10	3
Days of Vocational Training at One Year								
Mean	26.36	35.64	138.57	31.29	106.67	42.68	0.0	0.0
S.D.	86.48	99.73	174.80	97.88	167.68	103.37	-	-
N[d]	45	33	7	31	6	19	10	3
Days of Treatment at One Year								
Mean	5.69	3.82	2.14	4.36	0.0	11.90	5.10	0.0
S.D.	18.13	14.24	5.67	16.97	-	26.17	10.96	-
N[d]	45	33	7	31	6	19	10	3
Days of Productive Activity at One Year								
Mean	194.77	218.56	213.71	191.30	268.17	245.79	207.67	290.67
S.D.	147.00	149.23	188.89	147.48	142.74	143.01	145.77	81.82
N[d]	44	32	7	30	6	19	9	3
Days on First Job								
Mean	125.89	139.35	123.20	122.04	136.50	131.53	92.11	194.00
S.D.	108.51	117.47	146.01	101.48	130.18	109.26	54.09	167.14
N[d]	35	26	5	25	6	15	9	4

TABLE 31: Descriptive Statistics on Continuous Follow-up Variables for the Females Involved in Various Institutional Programs[a] (contined)

	Support Services[b]	Educational Program	Vocational Training	Free Venture Industries	Off-Grounds Work Program	Chemical Dependency Program	Parenting Program	Work Release
Total N	97	65	15	65	12	50	29	6
N Released[c]	58	40	9	40	7	25	16	5
Beginning Hourly Wage on First Job								
Mean	3.87	4.12	5.11	3.71	4.47	4.06	3.52	4.71
S.D.	.97	.99	.22	.92	.92	1.05	.84	.89
N[d]	20	15	4	14	3	8	6	4
Ending Hourly Wage on First Job[e]								
Mean	3.97	4.26	5.62	3.71	4.47	4.06	3.52	5.23
S.D.	1.23	1.28	1.25	.92	.92	1.05	.84	1.69
N[d]	20	15	4	14	3	8	6	4
Days on Second Job								
Mean	74.35	73.71	-	82.08	130.00	97.56	74.00	130.00
S.D.	69.93	70.29	-	73.27	59.40	76.70	85.44	59.40
N[d]	20	14	0	12	2	9	8	2
Beginning Hourly Wage on Second Job								
Mean	3.73	3.76	-	3.65	3.40	3.95	3.73	3.40
S.D.	.65	.66	-	.61	.57	.71	.40	.57
N[d]	11	7	0	7	2	4	3	2
Ending Hourly Wage on Second Job								
Mean	3.79	3.90	-	3.75	3.40	4.20	4.07	3.40
S.D.	.72	.70	-	.72	.57	.68	.51	.57
N[d]	10	7	0	6	2	4	3	2
Days on Longest-Held Job								
Mean	166.39	184.67	123.20	155.46	160.00	180.31	164.25	241.00
S.D.	109.99	112.80	146.01	100.39	119.63	106.60	95.80	107.62
N[d]	31	24	2	22	6	13	8	3
Beginning Hourly Wage on Longest-Held Job								
Mean	3.83	3.96	5.22	3.66	4.07	4.06	3.02	4.21
S.D.	1.09	1.16	.30	1.04	.83	.97	1.20	1.08
N[d]	17	13	2	11	3	5	4	3
Ending Hourly Wage on Longest-Held Job[e]								
Mean	3.88	4.20	6.25	3.75	4.07	4.06	3.27	4.90
S.D.	1.00	1.10	1.77	1.10	.83	.97	1.42	2.26
N[d]	16	13	2	11	3	5	4	3
Days between Release and Absconding								
Mean	115.75	230.50	138.00	46.67	138.00	1.00	-	-
S.D.	152.52	130.82	-	79.10	-	-	-	-
N[f]	4	2	1	3	1	2	0	0
Days between Release and Commission of New Offense								
Mean	130.36	104.33	-	121.00	-	203.33	174.33	-
S.D.	96.06	73.67	-	104.652	-	116.23	140.72	-
N[g]	11	9	0	9	0	3	3	0
Days Outside Correctional Facility at One Year								
Mean	344.72	340.60	363.13	335.31	365	348.43	339.92	365
S.D.	49.98	55.93	5.30	59.08	0	40.67	61.45	0
N[d]	54	35	8	36	6	23	12	3

Chapter Five: Discussion of Phase II Findings

The findings reviewed in the previous chapter are generally straightforward in nature. Most have been presented for purposes of description and as such do not require further elaboration. It is not our intention, therefore, to interpret each and every figure which we have reported. Furthermore, much of the information concerns inmates in institutional programs which are unrelated to Free Venture. While such data merit much more consideration than we are prepared to give them, their only value for our project lies in what they reflect about the Free Venture model. For this reason our focus must be on how individuals involved in Free Venture operations compare to those in other groups and what those comparisons tell us about Free Venture. Other inter-group comparisons will not be discussed.

Some synthesis is clearly required if we are to address the evaluative questions which have been raised. The plan of this chapter is to provide that synthesis by way of descriptive summaries of the various groups, using the format of Chapter Four, followed by general remarks concerning the overall pattern of the findings. In addition, in the final section we will comment on the specific hypotheses which were put forth in our original grant proposal and reviewed in the first chapter of this report.

The Males at Each Institution

Background Variables: Our three institutional samples have been shown to differ widely in terms of demographic characteristics. They were, after all, representative of very different correctional facilities, and fortunately for the purpose of research, the groups were highly comparable to the larger populations from which they were drawn. Racial heritage and history of substance abuse are the sole background variables which showed little variation. Each sample was about three quarters Caucasian with Blacks making up the bulk of the minority population. Similarly, close to three quarters of the men in each group had had serious problems with alcohol or other drugs in their pasts, and only 15 percent or less could be described as having no such difficulty.

The St. Cloud sample was by far the most homogeneous. The modal inmate there was young (under 20 years of age), never married, and childless. Over 70 percent of that group had not completed high school (with the mean years of education being 10.5) and only 17 percent had held outside employment for more than one year (with over one-fifth having never worked). Their criminal records as adults were, understandably, shorter than those of the other institutional groups, however their juvenile histories were much more extensive. For example, close to 80 percent had been involved with the criminal justice system as juveniles, with most of their offenses occurring at age 16 or younger. The mean number of juvenile adjudications was 4.3, with the mean age at the first of these being 14.9 years. Close to three quarters of the St. Cloud sample had committed property offenses as adults, but only a slim majority had committed a crime against a person. This pattern was opposite those of the other institutions. Well over half of the group (62%) had been institutionalized previously.

The men in the Stillwater sample were much older (mean age 29.7 years), more likely to have been married (62%), and to have dependent children (35%). They were also better educated with 58 percent having at least graduated from high school or earned a GED. While only six percent of this group had never been employed, about one-half of those who had held outside jobs had done so for less than one year. Slightly more than one-third of those jobs had been skilled or semi-skilled in nature. Almost

half of the men had clean records as juveniles, but the majority had committed an offense as an adult previous to that for which they were incarcerated in the period under study. Although less than half of the Stillwater inmates were serving for property offenses, two-thirds had a history of such. Sixty-five percent of the active sentences were for crimes against people with an additional eight percent of the group having committed such crimes in the past. Almost two-thirds of these men had served a previous prison sentence.

As expected, given the fact that they had been transferred from MCF-STW and MCF-SCL, the Lino Lakes sample tended to fall between the other two groups in terms of most of the background variables. With a mean age of 26.1 years, almost half of the men had been married, and one quarter of them had dependent children. Just under 50 percent of this group had earned at least a high school diploma or its equivalent. Although they had worked somewhat less than had the Stillwater inmates, their previous employment histories tended to be more extensive than those of the St. Cloud sample, with 41 percent having more than one year's experience and only seven percent no past jobs. Their criminal records were also more comparable to those of the MCF-STW men, with person offenders predominating over property offenders, although, once again, two-thirds of the group had committed a property crime as an adult. They had a low 51 percent rate of previous incarcerations. It should be noted, however, that the Lino Lakes sample had the highest proportion of escapees with some 16 percent of the men having escaped at some time during their current incarceration.

Institutional Variables: In light of their differences on background variables, it is hardly surprising that the institutional groups were occupied in different activities while incarcerated. A large majority of the St. Cloud sample spent some time in academic programs and in vocational training programs (71 and 62 percent respectively). Compared to the men at Stillwater they were less likely to have worked in traditional industry or support services (31 and 54 percent respectively). About one-third of the MCF-SCL inmates were involved in a full-time treatment program and a high 91 percent at some point had been assigned to permanent idle status. Only eight percent of the group had Free Venture experience.

Among the Stillwater men on the other hand, less than half had participated in academic programs and only one quarter in vocational training. Over two-thirds of the MCF-STW group had worked in traditional industry, and eight out of ten had held a support service position. While slightly more than two-thirds of our Stillwater sample had experience in a Free Venture operation, it must be pointed out that this figure is not representative of the population at large there. We had selected 76 MCF-STW inmates on the basis of Free Venture experience. Among the 224 randomly selected members of that sample, only 27 (12%) worked in Free Venture jobs. Relatively few Stillwater inmates were ever assigned to permanent idle status or to full-time treatment (9 and 11 percent respectively).

Over nine out of ten of the men in the Lino Lakes group worked in Free Venture. Their involvement in other activities fell midway between the levels reported above for Stillwater and St. Cloud, the sites where most of those other activities occurred. The MCF-LL did have the highest percentage of Pre-release participants - 51 percent compared to 43 percent for Stillwater and 23 percent for St. Cloud.

In addition to the proportions of inmates involved in the various activities at each institution, our samples varied in terms of the length of their participation. For example although they were the most likely to be in education, the St. Cloud inmates spent the least amount of time in such programs; the reverse was true for MCF-LL inmates and permanent idle status. The details of the groups' involvements are not particularly relevant for the current project (given our decision to pool across facilities, a decision which will be explained in the next section); they were listed in

Table 4 for the purpose of completeness. We will point out nevertheless that with the exception of Free Venture, regardless of the activity, the St. Cloud inmates tended to commit more major and minor disciplinary infractions. Whether or not this reflects a stricter enforcement of rules at MCF-SCL or on the younger, more unruly population there, is difficult to assess. It may be noteworthy that the St. Cloud inmates who held Free Venture positions at Lino Lakes did not commit an excessive number of major infractions. It is not clear, however, whether they were a select group with regards to their earlier record at MCF-SCL or whether they reformed after being transferred to MCF-LL. Furthermore, the small number of individuals (N=16) limits the generalizability of the finding.

Follow-up Variables: Among the 131 inmates released from St. Cloud in time to be included in our follow-up analysis, 53 percent were out on general parole, 39 percent on conditional parole and seven percent on discharges. Eight out of ten of the 116 men for whom information was available went to live in an urban area in Minnesota with all of the others (except one individual) going to rural areas of the state. Very few releasees received assistance from programs such as CETA or DVR. Nevertheless, 57 percent did find work within the first three months, with almost half of the sample employed less than two weeks after leaving St. Cloud. By the end of the first year, 72 percent of the group had held jobs. Their average length of employment was 124 days. The initial jobs were almost evenly split between being semi-skilled and unskilled in nature. They lasted for a mean number of 108 days at an average hourly wage of $4.58. The skill levels of second jobs of the St. Cloud releasees were similar to those for the first ones. These averaged 71 days in duration at a mean $4.89 per hour rate of pay. The jobs held by this group which lasted for the longest period during the follow-up (mean number of days - 139) were somewhat more likely to be semi-skilled rather than unskilled (57% versus 37%) with an average final hourly wage of $5.02.

Involvement in academic and vocational training programs was limited to a small number of the St. Cloud parolees, however, one-third were involved in full-time treatment of one sort or another during the course of the follow-up for an average of 29 days.

The St. Cloud sample had the highest proportion of parole violators; 46 percent of the group were found guilty of violations. By the year's end, 51 men (39%) had been returned to the institution, 23 of them charged with new offenses, and another six had absconded. The majority of the new crimes were against property with approximately three out of every ten releasees having been found guilty of such within the follow-up period. Five percent of the men had committed person offenses and eight percent crimes which fell into a miscellaneous category. The average length of time between release and the commission of the crime was 139 days.

The proportion of the 153 Stillwater releasees who were paroled on conditional terms was somewhat lower than for St. Cloud (32 versus 39 percent) with a slightly higher percentage of direct discharges from MCF-STW compared to MCF-SCL (11 versus 7 percent). Again, the vast majority (82%) of these men moved to a metropolitan area with 12 percent going to other places in Minnesota and six percent out of the state. One in 12 of this group obtained a car from the Wheels program, and a comparable number received assistance from CETA. By three months into the follow-up period six out of ten of the Stillwater releasees had found a job and this rate rose to 75 percent of the group at the end of the first year. The average number of days of employment was a high 172. Almost half of the initial jobs were semi-skilled and another 14 percent were skilled. Thus, fewer of these men held unskilled positions than was the case with the St. Cloud sample. A similar pattern was characteristic of the second jobs as well as for those held for the longest time during the follow-up. In

fact, among the latter positions only 29 percent were unskilled and 17 percent were skilled in nature. The average length of jobs was 145 days for the first, 115 days for the second and 190 days for the longest held. The respective mean hourly wages were $5.13, $5.65 and $5.81.

As was true among the St. Cloud releasees, few of the former MCF-STW inmates were involved in academic or vocational training programs, and only 21 percent participated in treatment during the follow-up.

The Stillwater group had a somewhat better record with regards to recidivism. One-third of the parolees violated the terms of their release, 13 percent committing a new property offense, five percent a new person offense and nine percent another miscellaneous crime. These occurred an average 144 days following release. By the end of the follow-up year, 26 percent of the MCF-STW releasees had been returned with a slight majority of this group having had an additional sentence posed. Five men (3%) had absconded.

Sixty-one percent of the offenders who were released from Lino Lakes left on general parole, a figure higher than those for the other male institutions. Thirty percent of this group were conditionally paroled, three percent paroled on modified terms (requiring less than normal supervision) and six percent discharged. Almost nine out of every ten members of this group went to a metropolitan area in Minnesota, nine percent to rural communities in Minnesota and four out of the state. The Lino releasees had the highest rate of participation in the Wheels program with 13 percent of the men obtaining a car. A similar number received CETA assistance. Although the differences were not statistically significant, this group was the most likely to have found jobs, with 69 percent doing so within three months post-release and 77 percent by the end of the year. The average number of days of employment was comparable to that for the Stillwater men - - 172. Like the MCF-STW group, 14 percent of the former Lino inmates held skilled jobs initially, and a high 19 percent of the longest held positions for this group were skilled in nature. However the proportions of these ex-offenders who did unskilled labor was more like those of the St. Cloud releasees. Half of the first jobs for the MCF-LL group were unskilled, with the rate dropping to 38 percent for the longest held jobs. An average of 142 days was spent in first positions, 87 in second and 180 in those held for the longest period. The respective mean hourly wages were $5.08, $5.31 and $6.33.

The Lino releasees fell between the other institutional groups in terms of recidivism. Over one-third committed parole violations with 30 percent being re-incarcerated. Twenty-three of the 36 returnees had additional sentences. Three men were on absconded status. Once again, property crimes predominated over person and miscellaneous offenses with 17 percent, four percent and 12 percent of this group found guilty of such respectively. Typically 151 days elapsed between the release and the time of the new offense.

General Comments Concerning Institutional Comparisons: The above descriptions were included here in the hope that they would be of value to various staff persons at the three major correctional institutions for males in Minnesota. That hope remains. Furthermore, for our purposes they demonstrate the heterogeneity found both within and across these facilities (the significance of which we shall return to momentarily). Nevertheless it is not clear that the inter-institutional analyses tell us much about Free Venture. After all, the Free Venture experiences of the St. Cloud group occurred outside that prison, as did many of those of the Stillwater sample. As we noted in the previous chapter, the same criticism applied to the "cleanness" of the samples used in phase one of this project, can be made with some justification here. In retrospect, it may have been wiser to have dropped the idea of a separate MCF-LL sample, comparing instead Stillwater and St. Cloud groups which would have included,

of course, many men who had served some portion of their sentences at Lino Lakes. Or, perhaps, we should have constituted four groups: offenders incarcerated only at Stillwater, offenders incarcerated only at St. Cloud, Lino Lakes inmates who had transferred from Stillwater, and Lino Lakes inmates who had transferred from St. Cloud. Hind sight can bring certain wisdom! (Actually the data we did collect could be analyzed in the above described manner although the format we followed would make such an effort very tedious, and our time has run out.)

By analyzing the institutional groups as we did, however, and thereby demonstrating both the tremendous intra-facility heterogeneity and the considerable extent to which men transferred between programs and from one facility to another, we have provided evidence supporting our own rationale for pooling all of the men for the program comparisons (i.e. for the evaluation of Free Venture). In addition to the factors mentioned above, the decision to combine all of the males has the desirable consequence of creating a much larger sample size for each activity than would be otherwise possible.

Collapsing programs across institutions has its greatest relevance for the follow-up analyses, and while it may appear on a superficial level to ignore differences, in actuality, it was done in appreciation of the value of individual differences with the expectation that those with the greatest predictive strength (be they background or program variables) would emerge in our analyses. Thus, it was our hope that by making possible critical controls and by placing everything in context, this strategy would provide the most appropriate test of the Free Venture model and all of its ramifications.

The Males in Free Venture Industries: Program Comparisons

No effort will be made to describe each of the nine activity groups in terms of our three categories of variables (while such reviews are beyond the scope of this project, the interested reader can pull together descriptive summaries from the data presented in the previous chapter). Instead our focus here is on characterizing the types of men who participated in Free Venture operations, their behavior during that involvement, and their activities following release. Information concerning the other groups is introduced only as it reflects on the distinctiveness of the Free Venture sample.

Background Variables: Given the tremendous within-group variance on most of the demographic variables we looked at, it would be difficult, if not unwise, to portray a single "typical" Free Venture inmate. As a group, Free Venture participants tended to be somewhat older than average (mean age 27.6 years), however, their ages varied greatly. Over half of them had been married - although only 17 percent were living with a spouse at their incarceration - and over one quarter had dependent children (i.e. children under the age of 18 with whom they had lived or for whom they were financially responsible). These rates were higher than those for the inmates in education, vocational training, and permanent idle.

Seventy-three percent white, 19 percent black and six percent American Indian, the racial make-up of the Free Venture sample was similar to those of the other groups. Although their mean years of education (10.9) was not atypical, a larger than average proportion of the group (53%) had earned at least a high school diploma or its equivalent. In addition their previous employment records were somewhat better with a low six percent of the group having never worked and a high 38 percent having done so for more than a year. Almost three quarters of their jobs were, however, unskilled in nature; only five percent had held skilled positions.

As was true in general, only 13 percent of the men who had worked in Free Venture jobs could be described as not having a drug or alcohol problem. Some 60 percent had a history of substance abuse that had contributed in part to the crime for which they were incarcerated.

The criminal histories of the Free Venture group set them apart in several respects. They tended to have started their criminal activities at a later than average age (mean - 18.9) with a high 44 percent having committed no offenses as juveniles. Nevertheless their adult records were more extensive than was common among the others and also more serious in nature. A high 45 percent of the Free Venture participants had been incarcerated in the past; 44 percent had previous property offenses on their records (a higher than average rate), 13 percent previous person offenses, nine percent previous robberies, four percent previous drug offenses, and 16 percent other types of crime. While they were less likely to be sentenced currently for a property offense than were the others (42 versus 49 to 61%), they had the highest rate of active person offenses (69 versus 49 to 65 percent). As one might anticipate, their average expected length of incarceration was greater than was usual (38.4 months compared to a range of 24.9 to 34.1 months for the other groups).

From what the past literature has indicated, the characteristics which differentiated the Free Venture inmates from the larger population of male prisoners in Minnesota appear to be at odds, both statistically and practically speaking, when it comes to predicting adaptation within an institutional setting and following release. The fact that the Free Venture group tended to be somewhat older family men with superior educational and work backgrounds bodes well; such men should behave themselves better while incarcerated and should have a lower rate of recidivism and higher rate of employment later on. On the other hand, their more serious criminal records placed them at greater risk, at least following their release from prison. These points will receive further consideration in the next two sections.

It is not clear from our data how the differences in background variables came into play with regards to Free Venture. We do not know from our analyses whether the somewhat special types of men we have described were drawn to and thus self-selected into Free Venture operations or were sought out by shop supervisors. Nor did our abortive attempt to differentiate the men who failed (for whatever reason) to stay in Free Venture positions for more than several weeks from those who remained longer reveal anything in this regard. In all probability both types of selection were occurring. To answer this question satisfactorily one would need (1) to examine the population of applicants for Free Venture positions to determine how deviant they are as a group and (2) to scrutinize the hiring practices of the Free Venture operations. Unfortunately we did neither. Such information would be useful nevertheless to administrators interested in expanding the Free Venture program in Minnesota as well as to prison officials elsewhere who want to set up similar programs and need help in deciding how big they should be.

Institutional Variables: The men who participated in the Free Venture program did so for an average of 241 days. Relatively few (4%) left before a month had passed with about half of the group being involved for between one to six months time.

Almost 90 percent of the Free Venture workers earned $4.00 or more per day (compared to two percent and seven percent of the traditional industry and state service workers respectively). Their mean daily wage was $8.26 (compared to $1.88 and $1.51 for traditional industry and support services respectively). It is little wonder given these discrepancies that more members of the Free Venture group sent money out (usually to family members) and that they sent larger amounts than did the other workers. Twenty-seven percent of the Free Venture sample sent no money to outside sources while 22 percent sent less than $1.00 per day of work, 34 percent sent between

$1.00 and $4.00 per day and 17 percent more than $4.00 per day, for a mean daily amount of $2.05. Approximately half of the other two work groups sent no money out; the mean daily rates were $.41 for the traditional industry sample and $.61 for the support services sample.

It is unfortunate that we could not document how the funds which were sent outside were used. While the presumption was that sending money home is a positive consequence of Free Venture, this clearly would not be the case were it being used for illegal purposes. The point to be made, therefore, is that the potential for good (support of family or payment of debts) has been demonstrated beyond the theory of the Free Venture model; the participants have not been spending all their earnings on themselves. It should be pointed out here too that at Lino Lakes, where most of the Free Venture positions exist, inmates are permitted to buy themselves many "luxuries" and thus could exhaust their "big" pay checks quite readily at the canteen. The fact that most did not do so speaks well of the program. This is not to suggest that the Free Venture workers did not spend more money on themselves within their institution. They did, in fact, spend over twice as much ($3.61 per day) as the other working groups, with almost one-third of them spending over $4.00 each day they worked (compared to five percent of the traditional industry workers and eight percent of the men on support service jobs). These figures probably reflect the greater spending opportunities available at MCF-LL as much as the greater wealth of the Free Venture sample.

A final set of statistics deserves mention, and that involves the amounts of money inmates received from outside sources while involved in various programs. The Free Venture workers were the least likely to receive such financial support with slightly over one-third of them getting no money from the community during the period they worked. The amount of money coming in averaged a low $.89 per day for the Free Venture sample compared to $1.01 to $1.24 for the others. This too may represent a positive finding in suggesting, albeit crudely, that Free Venture makes for greater self-sufficiency on the part of participating inmate workers.

Little attention was paid in phase two of the evaluation to inmate savings. This was due to the fact that most inmates did not put into their institutional accounts any more than was mandated by law, and thus the information about money saved reflected very little on the actors involved. It is unfortunate that we had no access to information concerning the bank accounts many offenders maintained on the outside.

Our data on out-hours, our measure of work habits, were also disappointing. The payroll records indicated that Free Venture workers averaged one hour away from their jobs every three months, a rate slightly higher than that for the traditional industry workers and 2½ times higher than that for the support service group. While these differences are not statistically significant, the trend suggested is contrary to our expectation as well as to many anecdotal accounts within each institution. Rather than reflecting negatively on Free Venture, however, by suggesting less fastidiousness among Free Venture workers, it may well represent better record keeping within Free Venture operations.

Our prediction that involvement in Free Venture would bring with it a reduction in disciplinary infractions was not confirmed by the data. Although the Free Venture workers had one of the best records with regards to major infractions with only 13 percent incurring any while they worked, their rate of minor infractions (33%) was unusually high. Furthermore, it would be unreasonable to attribute the low rate of major violations reported for the group to Free Venture per se, since the individuals involved tended to have committed fewer such infractions during their entire incarceration, that is they tended to have been a somewhat select group from the start.

Follow-up Variables: Three-fifths of the releasees who had worked in Free Venture operations left prison on general parole, a rate comparable to that for the other groups, except for those who had been in Work Release, of whom a high 80 percent were on general parole. Most of the other former Free Venture workers were released on conditional parole with only eight percent receiving discharges. Although almost half of the Free Venture releasees, a relatively high proportion, existed via Pre-Release, only one in ten leased a Wheels car or obtained assistance from CETA or DVR, making their overall usage of the support network available to newly released offenders similar to that for most of the groups. They were also like the others in that the vast majority (86%) moved to a metropolitan area within Minnesota.

The former Free Venture workers were slightly more likely than most of the other groups to obtain jobs on the outside, with 68 percent having done so within three months and 78 percent by the end of the first year. These rates were, however, considerably lower than those for the men who had been through Work Release and Pre-Release. Indeed, the individuals who had been in the Work Release program showed a generally superior record of employment, with approximately half of the group being employed nine months or more for an average 238 days of work during the first year following release. On the other hand, just under one-third of the former Free Venture workers held jobs for such a period, their group mean days of employment being 172. Their performance, while much better than those of the treatment and permanent idle groups was similar to those of the traditional industry and support services groups, and only slightly better than those of the education and vocational training groups.

Nor did the men with Free Venture experience stand out from the others in terms of the length, skill level, or wage rate for their jobs. They remained on their first jobs of which 13 percent were skilled, 42 percent semi-skilled and 44 percent unskilled, for an average of 142 days at a mean hourly wage of $5.00. The same distribution of skill levels characterized their second jobs which lasted on the average 94 days with mean earnings of $5.30 per hour. Their longest held positions (mean length - 182 days) were of somewhat higher status (16% skilled, 49% semi-skilled and 35% unskilled) as was generally the case and paid an average $5.52 per hour.

The rate of enrollment in academic and vocational training programs by our Free Venture group approximated those of the other groups with less than one in 20 men attending academic school and about one in ten receiving vocational training. This group had an atypically low number of members (16%) who participated in full-time treatment in the community compared to all except the Work Release and Pre-Release groups. Overall their involvement in productive activities was not especially remarkable: 11 percent of the group did nothing positive with their time during the first year post-release while about 40 percent were occupied in a productive manner for at least nine of the 12 months. These percentages while superior to some of the other groups were highly similar to those of the traditional industry and Pre-release samples and much worse than those of the Work Release participants.

The picture regarding recidivism was not very different. Thirty-five percent of the Free Venture group violated the terms of their parole, with 21 percent being returned on new charges, 11 percent returning without, and two percent having absconded at the end of the follow-up year. These figures were typical of those for the other samples, with the exception of those from Work Release who fared somewhat better. Almost one out of five of the former Free Venture workers committed a property offense while less than one in 20 was convicted of a person crime; 13 percent were convicted of other types of offenses. This pattern was not uncommon. The mean number of days betweeen release and the time the new offense occurred was 148 for this group, a figure comparable to those for the others except for those who had been in institutional treatment programs (their mean was 115 days).

As was mentioned earlier, all of the descriptive comparisons summarized above can be faulted in that the samples which were analyzed overlapped in their membership. However, while the statistics reviewed are not informative with regards to the independent "effects" or more appropriately, the correlates of experience in the various institutional programs (which was why we chose to carry out multiple regression analyses, the results of which are considered in the final section of this chapter), they do represent objective measures of very real groups. It is our hope that for that reason alone they may be of value to prison administrators and program staffs in Minnesota, but we must emphasize again that inferences about what they mean are problematic (see the general comments at the end of this chapter).

The Specific Free Venture Operations

Background Variables: Like the operations within which they worked, the men employed in the four programs we called Free Venture differed along a number of dimensions. The individuals in the Lino Lakes program constituted almost three quarters of our Free Venture sample. Their racial makeup was almost identical to that of the entire group of males studied: 72 percent white, 18 percent black, seven percent American Indian, and three percent Chicano. Their mean age was 26. About half of the group had been married, although two-thirds of the marriages had broken up, and one quarter had dependent children. Forty-eight percent of the Lino Free Venture workers had a high school education or its equivalent. Although only six percent had never worked on the outside, another 53 percent had done so for less than one year, and three quarters of the jobs held had been unskilled in nature. More than seven out of ten of the men had serious drug or alcohol problems.

While a majority (53%) of the Free Venture group at Lino had committed offenses as juveniles, they were somewhat less likely than average to have done so. Forty-three percent of the group had been convicted previously as an adult on property charges. A slim majority had been incarcerated in the past. Just under half were currently in prison for property crimes, and just under two-thirds had active person offenses. The average expected length of stay was 34.4 months.

Blacks were slightly over-represented (23%) and whites under-represented (67%) among the fifty-two Best Food workers relative to the MCF-STW popultion. With a mean age of 32 they were somewhat older than their peers there and elsewhere. They were also slightly more likely to have been married (68%) and to have dependent children (44%) than was typical. A high 67 percent had graduated from high school or earned a GED, and almost that many had worked on the outside for more than a year. Over four out of ten of their jobs had been semi-skilled or skilled in nature. In each of these respects they were better off than their Free Venture counterparts at MCF-LL as well as their peers at Stillwater. Furthermore they had a relatively low rate of alcohol and drug problems (60%).

Although over half of the Best Foods workers did not have a juvenile history of criminal activity (a lower than average rate), their adult records were longer than most (mean number - 4.2). Over 60 percent of the group had been incarcerated previously. Almost eight out of ten in this group were sentenced for a person offense while just under one-third had an active property offense. They expected to be in prison for an average of 51 months.

Eleven individuals constituted the Stillwater Data Processing Systems group. Blacks were over-represented in this group (27%) which contained no other minority members. At a mean age of 30, six of the 11 SDPS workers had been married. and four had children. What was most exceptional about the group was the fact that all but one had a high school diploma; indeed four of the men had attended college. (While this is unusual in a prison setting, it is not surprising given the nature of the SDPS operation.) Their past work records also tended to be better than average in that only one man had

not been employed, six had worked for more than a year, and a high 70 percent of the jobs had been semi-skilled or skilled in nature.

The criminal records of the SDPS group were equally remarkable. Only four of the men had been adjudicated as juveniles, and their adult histories were also limited. While three of these people had committed a property offense previously, none had an active property offense. Indeed all were in prison for crimes against people. Accordingly, their expected length of stay was a high 49.6 months. We should point out that the fact that this group had longer than average sentences is hardly surprising given the SDPS policy to hire only individuals who are ineligible for transfer for at least one year. Finally, their alcohol and drug records were "good" - - only five of ten had histories of substance abuse.

The bus shop workers at MCF-STW were also atypical in most regards except age (mean - 30). Predominately (91%) white, the group had no American Indians or Chicanos. All but one quarter had been married, and over one-third had children. A higher than average, 65 percent of the bus shop inmates had graduated from high school or earned a GED prior to their incarceration. Only one individual had not worked in the past, although grantedly most had been employed for less than one year, and 62 percent of the jobs had been unskilled. Seventy percent of the group had serious problems with drugs and/or alcohol.

The criminal histories of the bus shop employees were more like those of the MCF-LL Free Venture workers and of the Stillwater population in general than had been with the case with the Best Foods and SDPS groups. Fifty-six percent had juvenile records. A comparable number had had a previous prison sentence. Although only one quarter were presently serving time for property offenses, 70 percent of the group had been convicted of such offenses in the past. Nineteen of the 23 three were incarcerated currently for crimes against people. Like the other Free Venture workers at the prison, they faced long sentences, their mean length of expected stay being 66 months.

Institutional Variables: Although there were not major differences in the average amounts of money earned within the distinct Free Venture operations, there were variations in what happened to those earnings. The Stillwater groups spent less on themselves and sent more money to persons outside the prison. We have paid little attention to these differences, however, because they probably reflect more about the institutions than about the individuals involved. As has been mentioned, since they were charged for their room and board, the inmates at MCF-LL had many fewer dollars at their disposal, but at the same time they had greater opportunities to spend money on themselves.

The pattern with regard to disciplinary infractions incurred by the various Free Venture groups has different implications from those concerning their finances. The men working at Lino Lakes were more likely to have committed an infraction, especially a minor one, sometime during their incarceration. Although incarcerated for considerably shorter periods of time generally, over 42 percent of the MCF-LL Free Venture workers had committed a major infraction, compared to 31 to 36 percent of the men in Free Venture operations at MCF-STW. A high 64 percent of the former group had minor infractions on their records compared to 27 to 50 percent of the others. If one looks at the rate at which infractions were incurred during involvement in Free Venture, the greater misbehavior of the Lino group becomes apparent. Although regulations may well have been applied with greater regularity at MCF-LL, it was also true that the Free Venture workers there arrived with worse records. Thus, the fact that they committed more infractions while there reflects on them as much as on that facility.

Follow-up Variables: It was unfortunately the case that our released Free Venture sample was made up almost entirely (85%) of men who had worked in the MCF-LL operations. It was for that reason that no separate follow-up data on the distinct Free Venture programs were presented in the previous chapter. We can point out here that the 15 former Best Foods workers for whom data were available fared somewhat less well than the Free Venture group from Lino Lakes in terms of the length of their employment (working an average 151 versus 172 days) and the length of productive activity (a mean 165 days versus 206). However, the proportion of individuals within each sample who held a job for any time during the first year post-release was identical. Furthermore fewer in the Best Foods group held unskilled positions (among the longest held jobs the respective figures were 18 and 37 percent unskilled). The two groups did not differ with respect to their number of parole violations or new offenses.

Only two men from the SDPS operation were included in the follow-up. One remained at a skilled position throughout the entire year and the other did so for almost nine months. However, the latter left his initial job for no apparent reason and while he did find a second position, it was unskilled in nature, and he again quit without cause after a very short time. Neither individual had further criminal difficulties during our follow-up period. The sole releasee in our study who had worked in the bus shop was returned to Stillwater on a new miscellaneoous offense committed in the eighth month of his parole. He had attended school for two months following his release before taking a semi-skilled job where he remained for two and a half months and which he left for medical reasons. Of course, one must be cautious about drawing any conclusions from such tiny samples.

The Females Studied

As we have seen, since only one women's prison was studied, there were many fewer analyses to carry out for the females' data. Our purpose here is to describe the women who were in Shakopee in 1978 and spent at least one week (not necessarily during that year) working in the Free Venture operations there. Comparisons between this group and the prison population at large (and it should be pointed out that we indeed have populations, rather than samples) and between the former and the women in other activities have been made in order to identify what is distinctive about Free Venture workers. As with the males, our focus is on that group alone; other inter-group comparisons will not be discussed.

Background Variables: Approximately two-thirds of the MCF-SHK population were employed in the key-punch or assembly operation at one time or another. As a group they did not differ from the non-Free Venture inmates in terms of age (mean -26 years) and marital status (Approximately half of the group had been married and four-fifths of those marriages had been terminated by death, divorce or separation.). They were, however, younger than their peers who participated in the off-grounds program and Work Release. They were also less likely to have been married than those women.

Blacks were somewhat over-represented among the Free Venture workers compared to women lacking Free Venture experience (23 versus 16 percent), with American Indian women under-represented (six versus 13 percent), and Caucasian women making up a typical 71 percent of the group. A similar pattern characterized the education, off-grounds, Work Release and parenting groups.

The inmates who had worked in Free Venture were more likely than those who had not to have dependent children (55 versus 47 percent). Their rate was comparable to that for their peers in education, slightly higher than that of the chemical

dependency group and lower than those of the women in the vocational training, off-grounds parenting and Work Release programs.

Fifty-eight percent of the Free Venture workers had earned a high school diploma or GED. In this regard, they were somewhat better educated than the other women at Shakopee. They also were more likely to have worked on the outside (78 versus 62 percent for the non-Free Venture inmates) with their rate being excelled only by the women in Work Release. Almost two-thirds of their past jobs had been unskilled in nature as was the case generally except for the off-grounds and Work Release women, over 80 percent of whose jobs had been semi-skilled or skilled.

Drug and/or alcohol abuse was a serious problem for more than six out of ten of the Free Venture workers, and fewer than three of ten could be described as completely free of such difficulties. This pattern was fairly typical of the other groups except for those in the parenting and Work Release programs who had fewer problems. In addition, it was less marked than that of the women in the chemical dependency program.

Approximately one quarter of the Free Venture inmates had escaped or attempted to do so during their current incarceration. While slightly lower than that for non-Free Venture women (38%), this rate fell midway among the range for the others (13 to 36 percent). The Free Venture women were also less likely than average to have been paroled and returned on their active convictions.

As was usual among all but the off-grounds and Work Release women who had more such histories, 45 percent of the former Free Venture workers had juvenile records. Thirty percent had been convicted previously as adults of property offenses, a rate typical for all but the off-grounds and Work Release groups who in this case had lower rates. The number of women with other types of past convictions was, as was common, minimal. Approximately one-third had served previous prison sentences.

The pattern with regards to the active convictions was different. Thirty-one of the 65 (48%) Free Venture workers were currently serving for property offenses compared to 19 out of 32 (59%) of the non-Free Venture inmates. Furthermore while 30 among the former group (46%) were in prison for crimes against persons, this was true of only 11 (34%) of the latter. Interestingly, the Work Release group was constituted entirely of person offenders, none of whom had been convicted for property crimes. A similar pattern, although not as deviant, characterized the women who had participated in the off-grounds program. The Free Venture women expected to be incarcerated for 26 months, a somewhat shorter period than was typical for the others.

Most of the literature reviewed in Chapter One pertains to male offenders. If the relationships reported there between demographic chracteristics and outcome measures hold for women as they do for men, our data would suggest that the Shakopee inmates with Free Venture experience are not placed at any special risk by virtue of their backgrounds. Indeed they might be slightly less likely to recidivate and more likely to work following their release than other female offenders. We must emphasize, however, that whether or not the same factors which are predictive for men are so for women remains to be seen. It is certainly an issue worthy of researchers' attention.

Institutional Variables: Our female Free Venture workers spent an average 157 days in the assembly or key punch operations. This value was lower than those for the lengths of involvement in other programs. Almost one out of five Free Venture participants lasted less than one month, a particularly high drop-out rate. As explained earlier, a frequent lack of jobs in the assembly shop unfortunately limited the length of time some Free Venture workers were employed. The period of their involvement was also affected by the fact that they could not continue to work if they

had to be in segregation for major disciplinary infractions. While less than one in three of the women committed a major infraction while assigned to Free Venture, a proportion similar to that for other activities, this group did have a high rate of infraction incurred per month of participation (.4 compared to .05 to .21 for the other groups).

We should point out here that this latter result was contrary to our prediction that behavior would improve as a function of Free Venture experience. It is especially puzzling given our finding that the Free Venture participants were not generally deviant with regards to their disciplinary records (slightly less than two-thirds committed at least one major infraction and slightly more than two-thirds at least one minor infraction). Unfortunately, we were unable to collect data on out-hours for the Free Venture groups and, therefore, cannot say anything about their work habits.

The Free Venture workers earned an average of $3.63 per day, which was over three times the wages paid to the women in support service positions. Interestingly the group also was sent the highest amount of money from outside sources ($.64 per day) while they worked, but this was due to the excessive amount sent to a few individuals since the Free Venture group had the highest proportion (48%) of members receiving no financial assistance from the outside. The amount these women sent home was similar to that sent by the support service workers ($.29 and $.26 per day respectively). The chargebacks for room and board paid by the Free Venture workers averaged $.71 daily.

Follow-up Data: Among the 40 Free Venture who were released in time to be included in our follow-up, 67 percent were out on general parole, 21 percent on conditional parole and ten percent on discharges. These rates were fairly comparable to those for the female releasees at large. Only three individuals leased Wheels cars, and assistance from special programs was minimal. As was true for the entire Shakopee population, the large majority (95%) of the former Free Venture workers moved to a Minnesota city (typically St. Paul or Minneapolis); none left the state. Unlike the men who rarely did so, approximately half of the female releasees resumed living with their dependent children when they left prison.

Over two-thirds of the Free Venture releasees held at least one job sometime during their first three months in the community, and this proportion was up to three-quarters by the end of the follow-up year. These rates are somewhat higher than those for women with no Free Venture experience although they did not differ from those in our other activity groups (except for the former off-grounds women all of whom worked). Only 20 percent were employed for most of the year, however, with a mean 164 days of employment. These values were somewhat lower than those for women who had been in the education, off-grounds, Work Release, and interestingly, parenting programs.

The skill level of the initial jobs held by the former Free Venture workers was evenly split across our three categories, with those which were semi-skilled slightly out-numbering those at either extreme. This pattern was fairly typical except within the vocational training group who went primarily to skilled positions (71%) and among the women who had been in the parenting program and who worked primarily at less skilled positions (40% semi-skilled, 40% unskilled). The mean hourly wage for the Free Venture group was $3.71 compared to a low $3.52 for the former parenting women and a high $5.62 for those who had been in vocational training. The picture improved slightly for second jobs held by Free Venture women. Lasting an average 82 days, 29 percent were skilled, 57 percent semi-skilled, and only 14 percent unskilled; they paid an average $3.75 per hour. The longest held jobs were of an average 155 days which was an atypically short period. Thirty-six percent were skilled in nature, 50 percent semi-skilled and 14 percent unskilled, paying an average $3.75. The latter wage was

second (in the low range) only to the parenting group's $3.27. The former vocational training women earned almost twice that rate.

As was generally the case, few of the women who had been in Free Venture operations attended school during the follow-up. Only the former vocational training inmates did, with 43 percent of that group continuing in a vocational training program at some point during the first year post-release. A relatively low nine percent of the Free Venture women participated in full-time treatment on the outside. If one considers together all productive activities, only four out of ten of our experimental group can be described as occupied in a positive manner for nine months or more of their follow-up period. The group mean for days of productive activity was a poor 191. In retrospect we consider it ill-advised to have not allowed for the full-time care of one's own children to be credited as "productive activity". Such a move would have been more just to our way of thinking about female roles in society. Whether or not it would have changed the pattern of our results cannot be determined. We can point out nevertheless (although not so as to excuse our oversight) that while four out of five of the former parenting group members assumed responsibility for young children at their release, that group had one of the best track records with regards to days of employment during the follow-up period (although their jobs tended to require few skills and to pay poorly).

The picture involving recidivism rates among the women who had participated in Free Venture operations was equally disappointing. Over one quarter of that group violated their parole agreement within the first year post-release. This rate was higher than those for the other groups as well as that of the non-Free Venture offenders, 88 percent of whom stayed out of trouble. One out of six among the former Free Venture workers returned to prison with an additional sentence, and half again as many returned on parole revocations; one individual absconded. The new convictions tended, as was common among the others, to involve crimes against property. The average length of time between release and the commission of the new offense was a relatively short 121 days.

There was no evidence that for the women we studied Free Venture participation had any positive influence on behavior during the follow-up period. It might have been appropriate to have analyzed separately the data for the almost two-thirds of our Free Venture group who were involved in the key punch and those who had only assembly experience since, as we have mentioned, the latter operation was marked by difficulties. Unfortunately, we did not do so.

The General Patterns - What Can We Say of Our Hypotheses

Our foregoing descriptions have addressed the evaluative questions under study only indirectly, and we have not given sufficient consideration to the multivariate analyses done with the men's data. Therefore our purpose in this final section is to pull together all of the results and respond systematically to the specific hypotheses of the research. We again will consider the males first.

It is apparent that despite tremendous within-group variability the male inmates who worked in Free Venture operations in Minnesota were distinctive in a number of regards. It is interesting although hardly surprising that their general backgrounds differed the most from those of the men in the non-employment programs, i.e. education, vocational training, treatment, and permanent idle. While the Free Venture workers had slightly better previous work histories than did the men in traditional industry or support service positions, they stood apart from the latter groups primarily in terms of criminal history variables. To the casual observer this pattern might appear as evidence that first set of differences represent the effects of self-selection (i.e. the voluntary decision to be "employed" as opposed to participate in another type

of full-time activity) while the distinctions among the inmate-employee groups (i.e. traditional industry, support services, and Free Venture) reflect the consequences of the different hiring criteria followed by the different operations. Such a simplistic conclusion however would be unwarranted if for no other reason than the influence the parole board has on inmates' choices for activities while they are incarcerated. As indicated earlier, it seems likely that both individual and extra-individual factors functioned to create the distinctiveness of the Free Venture group. We can say no more at this point regarding the reason(s) for the differences.

Our evidence concerning the short-term effects of Free Venture is mixed. We were not able to demonstrate that Free Venture workers spent less time away from work (for miscellaneous reasons) and therefore had better work habits compared to other inmate employees. In fact our out-hours data were to the contrary, but as we have noted already, the figures may reveal more about the quality of record-keeping in the various operations than about the individual workers.

Nor did we find evidence to support our hypothesis that participation in a Free Venture shop would lead to a reduction in disciplinary infractions, i.e. generalized "good" behavior on the part of inmate employees and a more manageable institution. While relatively few Free Venture workers committed major infractions, while working, comparatively many committed minor ones. Furthermore, their overall records suggested that they were a better behaved group regardless of the activity. Unfortunately, the ideal comparison of pre- and post-measures was not possible within the framework of our design.

Our spending behaviors hypotheses seem equally ill-fated. Free Venture releasees did have somewhat more money in their institutional accounts when they left than did individuals in other groups. However the differences were minimal, especially in light of the much higher wages paid within Free Venture shops. Furthermore, as also was mentioned previously, we had come to the conclusion in our phase I analysis that it was silly to make much of these figures given our ignorance concerning external saving accounts (which undoubtedly existed). It was financially unwise to maintain funds in the no-interest, institutional savings accounts, and few inmates placed more of their earnings in them than was required by law.

A problem in responding to our hypothesis that Free Venture workers would send more dollars home to support their families arises from our inability in many cases to determine exactly where money sent out went. Nevertheless several points are clear: more individuals working in Free Venture operations did send money out, and the average amount sent was much higher than for the other employed groups. While we cannot conclude that in the current study these funds were going necessarily to support dependents, we have demonstrated that such a potential for good exists. Similarly, the finding that Free Venture inmates were less likely to receive money from the outside and obtained fewer dollars reflects positively on the Free Venture program. For related discussion of the financial variables the reader is referred back to page 98.

Our inter-group comparisons again yielded a rather unremarkable picture with regards to the long-term "effects" of Free Venture participation. Although, as we had predicted, the former Free Venture workers did commence working somewhat sooner than did the others, their overall employment record for the year was not impressive. They did not hold onto a job for an exceptionally long time or work at any number of positions for an especially high proportion of the follow-up year. While the Free Venture men certainly fared better in terms of the stability of their employment than releasees who had participated in full-time treatment or who had been idle, so did the other groups. Furthermore, their average earnings were on the low side (contrary to our prediction that they would obtain higher paying jobs).

As we have noted repeatedly, the group comparison results cited above are marred by the overlapping of certain groups. In order to circumvent the problem of

our lack of independent samples while at the same time controlling for the effects of demographic variables known (from other research and from phase I of this project) to influence our outcome measures, we carried out several regression analyses. These produced a set of results more consistent with our predictions regarding the long-term effects of Free Venture on work. While, as we stressed in the previous chapter, these tests are somewhat preliminary, and the findings require very cautious interpretation, they point to a positive relationship between Free Venture experience and post-release employment when the effects of critical background variables are partialled out. It appears that individuals who were able to work in a Free Venture position for six months or more, held jobs for longer on the outside. We are wary of saying that this association attests to the influence of Free Venture as an intervention. It may be more simply that we have uncovered a hardly surprising correlation between being able to work during one period and doing so during a second period closely related in time (Remember past behavior, especially recently past behavior, is the best predictor of future behavior!). However, clearly something more than two indicators of stick-to-itiveness are being measured since the length of involvement in other prison programs (except Work Release) did not predict length of outside employment. The greater similarity between Free Venture work (compared to traditional industry work for example) and outside work - the very components of the model - may be critical. The significance of Work Release experience in these equations lends further support to this view. It seems fair to conclude that having the opportunity to work in a "real-world" type position for a sustained period while in prison facilitates post-release adaptation for certain inmates. Of course the nature of this "facilitation" may vary: for the offender with a good work history Free Venture (or Work Release) may allow a renewal of work habits, while for the never-previously-employed individual, it may offer the first demonstration both to himself and others that he can survive in a "real" job. Reminiscent of the predictions made by proponents of the Free Venture model, such interpretations may seem vague, but they are not, we believe, unreasonable in light of our data.

Unfortunately the arguments concerning Free Venture's impact on recidivism were not clearly supported. The group analyses showed that the Free Venture group fared no better (or worse) than the others did in terms of the parole revocations or the commission of new offenses, including specifically only property offenses, during the first year on the outside. However our regression tests suggested that when crucial background variables are controlled, there is a significant association between Free Venture experience and parole success. The nature of this relationship is somewhat complicated, and although chi square tests produced statistically significant results, the latter are hard to interpret. Men with six to 12 months employment in a Free Venture shop were less likely to be returned to an institution for any reason than were individuals with less or more such experience. Similarly fewer members of this group (than of those with less or more Free Venture experience) committed new offenses. These results are puzzling, and in the absence of further study we cannot determine satisfactorily what they reflect. At this point we should not reject any null hypotheses concerning Free Venture and recidivism.

We must backtrack momentarily to remind the reader that the general comments made above refer only to the males studied. The findings concerning the women were different enough to merit separate consideration. Many direct statements about the impact of Free Venture on the women involved were included in the earlier section of this chapter devoted to the females. They will be summarized briefly here.

We were puzzled to find that the disciplinary records of the women who worked in Free Venture positions seemed especially poor. Certainly there was no support for the contention that Free Venture experience improves individuals' behavior or makes an institution more easy to manage. Nor did the women provide any evidence that Free Venture experience induced inmates to save more money for their release or to

send more money home to support dependents - although as we have said, our hypotheses about savings was unreasonable, given our inability to tally savings in external accounts.

By virtue of their previous backgrounds in terms of past work as well as criminal history variables, the Free Venture women should have been good risks for parole. Surprisingly, they did worse than their controls in terms of both the productive use of time post-release and the commission of new crimes. They did not find jobs sooner, hold onto them longer, or get paid better than their peers. For reasons we cannot explain they did have their parole revoked more frequently and did commit more new property offenses (precisely opposite to our expectation) than did the women with no Free Venture experience.

The integration of these results with those from the first phase of our project and consideration of the overall implications of the research are the subject for our final chapter. Before ending this discussion of the phase II findings, however we feel the need to stress the fact that this evaluation was focused upon Free Venture. While it was our desire to use information about participants in other institutional programs for purposes of comparison, i.e. to allow us to examine the Free Venture model in the complete context of correctional programs within Minnesota prisons, our findings are not intended as critiques of those other activities. We must caution the reader against drawing specific conclusions about the impact of involvement in the other activities studied. While their data are no less valid in a global sense, insufficient consideration was paid to the intricacies within a given program which may have affected the overall pattern of the results associated with it. For example, under educational programs we combined individuals enrolled in basic education courses with those working on graduate level degrees. To do justice to the prison education programs in one would want to examine separately several sub-groups of inmate-students. While such an effort was beyond the scope of this current project (and unwarranted for our purposes), we must draw attention to the resulting limitations placed on the interpretation of the findings concerning other institutional groups.

Chapter Six: Conclusions and Recommendations

Given the neutral, if not negative, tone of most of our findings concerning the impact of a Free Venture experience on the inmate workers, it is difficult not to become excited by the results of the regression analyses. They certainly suggest a more encouraging picture than we had been led to anticipate by our earlier tests. We are tempted consequently to dwell on that optimism, but such emphasis would be at the expense of our general findings, and, in effect, of a balanced evaluation. Furthermore, it may be that the most important lesson to learn from the regression data is how little we know even now about the "effects" of Free Venture.

It is the purpose of this final chapter to review very briefly what has been learned from both phases of our research and to raise related questions which we believe merit further consideration. In addition we will make recommendations regarding future implementation of the Free Venture model both in Minnesota and elsewhere.

It must be pointed out that because of the change in the research design employed in the second half of our project, it was the case that many individuals were included in both phases one and two. Thus, the two sets of outcomes are highly related, and one cannot consider the second phase to be an independent cross-validation of the first.

Employment in a Free Venture shop appears to have had little immediate influence on the behavior of the inmates we studied. Despite the anecdotal accounts of better attitudes about work and increased self esteem which were reviewed in the first interim report (Appendix VII), we found no evidence of improved behavior as measured by disciplinary infractions for either the men or the women.

The relative "wealth" brought about by Free Venture participation was clearly demonstrated, and it is noteworthy that to the best of our knowledge the money was spent in praise-worthy ways. Funds that could have bought "luxuries" for the prisoners themselves were often sent home or put into savings accounts, and the Free Venture workers were seemingly less dependent on monetary support from the outside. Although it would be inappropriate to attribute the positive use of the greater earnings, to Free Venture per se (given the absence of proper control conditions), we can say that the financial data we collected did reflect well on the program. Of course whether or not such individual "benefits," as well as the revenue generated by tax and chargeback payments are indeed "benefits" when the larger economic picture of Free Venture industry is considered is another question and one which we cannot address.

Our objective data did not support the view that Free Venture makes institutions easier to manage. The difficulties about drawing conclusions concerning the impact of Free Venture implementation on institutions and the tremendous complexities involved were discussed at some length in the first interim report. As we noted there, no single set of consequences can be expected to follow from the introduction of Free Venture. The experiences at the three Minnesota facilities varied greatly, and what happens depends on a host of variables involving (among other things!) both the prisoner and staff populations as well as outside business and political interests and the economy at large. Even the architecture of the prison itself may be crucial.

While it may be obvious that no one ever proves a null hypothesis, we must take special note here of the fact that the situation in Minnesota did not lend itself to demonstrating that Free Venture makes for more manageable institutions. There were simply too many extraneous circumstances to consider, and proper controls were impossible. Furthermore, even at the end of the second phase of our research focused

on a then several year old program, we were too close to the initial implementation of Free Venture and all that that entailed to draw satisfactory conclusions about the consequences of the ongoing operation of the program.

Our predictions about the long-term (post-release) impact of Free Venture participation on inmate workers seem especially optimistic in light of the literature on rehabilitation which we reviewed in Chapter One of this report. Clearly the program does not constitute a miracle cure for chronic unemployment or criminality (although in fairness, we admit that not even the most avid Free Venture proponent anticipated such); releasees who had worked in Free Venture shops did not obtain better jobs, or find them earlier, or earn higher wages than their peers with no such experience. A sizeable number remained idle throughout their entire first year post-release. Nevertheless, we found some evidence that Free Venture participation of six months duration or longer was associated with more extended employment and/or involvement in other productive activities following departure from prison. Although one would be hard pressed to infer a rigid cause-and-effect relationship from our results, it does not seem unreasonable, as we commented earlier, to conclude that Free Venture had a positive influence on the future employment of some inmate-workers. Furthermore, while the group was far from crime-free, for certain Free Venture ex-offenders there seemed to be a postive impact of the program on recidivism. Who those particular individuals are is, of course, the critical issue, and unfortunately our analyses were generally unenlightening in that regard. Answering this question and those that follow from it should be the primary focus of future research in this area, the topic to which we now turn. We want to point out in passing that many of the analyses we suggest could be carried out using data we have already collected in Minensota, and it is our intention to complete some of them.

The logical first question to raise is which inmates benefit (in terms of post-release success) from Free Venture experience. One would want to consider here whether there is a differential impact of the program as a function of various demographic factors. For example, there was some suggestion from our phase one results than American Indians may have been especially well served by Free Venture. Is this the case? What does it tell us? What other groups are particularly helped?

In addition to and in combination with examining the role of background variables we should determine which particular aspects of the Free Venture program and indeed of other institutional programs account for significant variance in the outcome measures. For instance does the type of Free Venture position or the wage levels matter? Do job evaluation scores make a difference? Does the attitude about the Free Venture position or the reason the inmate chose to hold it count? What function does involvement in other prison activities play? Do institutional regulations concerning chargebacks or savings accounts mean anything? And how do all of these things interact with the individual variables?

One could generate an almost endless list of questions. The obvious objective is simply the identification of specific subsets of inmates who benefit from experience in a Free Venture position. (We should mention that these may not be the group or groups who are the best workers for Free Venture. While determination of who constitutes the most profitable group of Free Venture workers for prison industries may well be a legitimate concern for evaluation, it is quite a separate issue.)

The questions raised above are purely empirical in nature. Answers to them should be useful to the correctional officials in this state who make decisions about institutional programming. Whether or not findings concerning Minnesota prisoners are relevant elsewhere cannot be determined at this point. Clearly confirmation of our basic results by looking at populations in other areas of the country is desirable in and of itself. Similar efforts at identification of special groups might then follow.

In order to understand the nature of the relationship between employment in a Free Venture job and post-release measures, one would need to redirect one's research

into the area of process evaluation. It is interesting to consider that while such work would probably have less practical application (at least in the short-run), information about the dynamics of the intervention (i.e. Free Venture) would likely be more generalizable outside the specific institution studied.

To the superficial observer it may appear surprising for us to claim we have evidence for long-term effects in the absence of more immediate ones. Two responses are in order, First, as we have complained repeatedly, our short-term measures (and we must point out these were not process measures) were far from ideal. Future researchers should obtain better assessments of work habits using behaviorally-anchored evaluations from supervisors and co-workers. In addition to "objective" data, it would be desirable to obtain "subjective" information from the inmate-workers, information concerning issue such a how Free Venture participation affected their attitudes about work, about themselves, about their futures, and so on. Interviews of the type we carried out in phase one might be a good starting point. These could be conducted at different times during the course of incarceration. Furthermore, established psychological tests, measuring locus of control, self esteem and/or vocational preferences, for example might be administered at various intervals. The purpose of such efforts would be to generate a phenomenological account of changes which accompany Free Venture involvement, to psychologize so to speak the nature of the intervention. Such information n ight be useful for building upon the strengths of the program -which, we may note again, could be directed towards making it either more rehabilitative or more solvent or possibly, both.

As was mentioned earlier, one problem with the current evaluation was the fact that in many regards the "control" conditions were not very dissimilar from Free Venture. This may explain in part our inability to demonstrate short-term "effects" of Free Venture participation. It also provides us with another reason for gathering process data of the sort described above and that is, that they would present a context for evaluating outcome measures. For example, the smaller the differences between "experimental" and "control" conditions on various dimensions, the fewer outcome differences one would expect.

We have, in effect, (although perhaps between the lines) already made what is our primary recommendation concerning Free Venture implementation: namely that the officials involved approach the problem with (1) awareness and appreciation of the complex sets of variables involved both in establishing and maintaining the model within a particular facility and (2) explicit acknowledgement of their real objective(s). Both of these conditions require a commitment to ongoing evaluation, that is to addressing the kinds of questions we have raised above. What has been learned from a variety of perspectives in Minnesota can only be valuable to politicians and administrators elsewhere if they attend to their own special circumstances. As the University City Science evaluators (1981) recommended, planning documents which describe the developmental history of each of the six states which have implemented Free Venture should be prepared with special emphases on the relationships between the different components of the model and various institutional functions.

We would also second the UCS's (1981) call for the provision by LEAA to individual states of technical assistance focused on " (1) establishment of a private sector psychosocial working environment and (2) coordination of prison industries with other correctional programs and services." Such assistance should aid the understanding of the complexities we have described, an understanding we view as prerequisite to action.

Decisions about the future of Free Venture here in Minnesota or expansion or establishment of the model elsewhere depend in large part on political and economic considerations which we cannot begin to address. What we may ask, do our data add? They demonstrate we believe, that at the very least Free Venture participation does no harm. Indeed it can provide financial (and possibly emotional) support to

dependents of inmate-workers. In addition it may well contribute beyond base-rate expectations for success from other pgorams to a somewhat higher probability of employment post-release and to a slight reduction in recidivism for some offenders. Whether or not these "benefits" leave a state in the black after all of the "costs" are counted, is contingent upon how carefully and completely Free Venture implementation was undertaken. According to a recent assessment by American Foundation staff, in most cases "break-even" (if not profit-making) operation should be possible provided good business practices have been followed. Furthermore, in our way of thinking there is a final consideration which while intangible, deserves weight in the equation, that is the view that Free Venture constitutes an ethical alternative to most traditional prison industry programs because of the greater dignity and respect it bestows on individual inmates.

The current Zeitgeist in American society views efforts at rehabilitation as ineffective, and indeed this is largely true. Like so many of the findings cited earlier, our results may be interpreted by some as further support for such a judgment and for the related conclusion that we should stop trying to rehabilitate and devote ourself to punishment and deterence. In closing, we must caution our readers against making such an assessment. To do so would be both primitive and irrational. We might compare it to a decision to reject any search for causes and cures for disease because we have not yet found them. While the equation of criminality with illness may be questioned, the parallel implied here between the two phenomena is valid. Each is the proper subject for scientific investigation. What we need now, more than ever, is renewed dedication to understanding the causes of criminal behavior (indeed of all behavior!). We believe that our results concerning Free Venture and the questions which follow from them are a step in the right direction.

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Appendix I: Free Venture Study
Institution Data Collection Form Phase I

NAME AND BIRTHDATE _____

General Codes:
8 - not applicable
9 - unknown

1 Institution Number _ _ _ _ _ — 1 2 3 4 5

2 Card Number 1 — 6

3 Institution Sample — 4 Work Sample — 7 8

1 MCF-LL
2 MSP
3 SRM

1 Traditional Industry
2 State Service
3 Free Venture

A. Institution, Offense, and Personal Data

5 Date institutionalization began
M O DAY Y R — 9 10 11 12 13 14

6 Date of admission to this institution
M O . DAY Y R — 15 16 17 18 19 20

7 Institutionalization a result of: — 21

1 New court commitment
2 Parole violation with new offense
3 Parole violation without new offense

8 Parent institution for this institutionalization — 22

1 MCF-LL
2 MSP
3 SRM
4 Other

9 Active convictions this institutionalization (3 most recent, if more than 3; property crimes placed first) _ _ _ (1st) — 23 24 25
_ _ _ (2nd) — 26 27 28
_ _ _ (3rd) — 29 30 31

10 Number of months from institutionalization to expected release (TRD minus MAP) _ _ _
888 no target release date set — 32 33 34

11 Previous experience in prison industry in this or prior institutionalization — 35

1 Yes 2 No

12 Age at institutionalization _ _ — 36 37

13 Highest grade completed at institutionalization _ _ — 38 39
22 GED

14 Highest grade completed at industry admission _ _ — 40 41
22 GED

15 Race — 42

1 White 3 Indian 5 Oriental
2 Black 4 Mexican American 6 Other

16 Marital status — 43

1 Single 3 Married 5 Divorced
2 Single/living with woman 4 Separated 6 Widowed

17 Number of dependent children _ _ — 44 45

18 Total number of dependents (excluding self) _ _ — 46 47

19 Date inmate left this institution
M O . DAY Y R — 48 49 50 51 52 53

20 Date of release from institutional system
_ _ _ _ _ _ — 54 55 56 57 58 59

21 Release status — 60
1 Parole 2 Expiration 3 Work Release 4 Pre-Release

Juvenile Record

22 Number of juvenile adjudications _ _ — 61 62

23 Age at first adjudication _ _ — 63 64

Prior Adult Record (gross misdemeanor and felony only)

24 Number of property offense convictions _ — 65

25 Number of person offense convictions _ — 66

26 Number of drug offense convictions _ — 67

27 Number of other offense convictions _ — 68

28 Number of previous state and federal institutionalizations (including institutionalizations for parole and probation violations) _ _ — 69 70

NAME AND BIRTHDATE _____

1 Institution Number _ _ _ _ _ — 1 2 3 4 5

2 Card Number 2 — 2/6

3 Institution Sample

1 MCF-LL
2 MSP
3 SRM

4 Work Sample

1 Traditional Industry
2 State Service
3 Free Venture

7 8

B. Industry Information

5 Date of industry (state service) admission M O DAY Y R — 9 10 11 12 13 14

6 Months of sentence served at industry (state service) admission _ _ _ — 15 16 17

7 Months to expected release date _ _ _ — 18 19 20

Work Record

MCF (hourly) MSP/SRM (daily)

Shop _ _ Job _ _ _ Wages _ _ _ Worked Days _ _ _
Shop _ _ Job _ _ _ Wages _ _ _ Worked Days _ _ _
Shop _ _ Job _ _ _ Wages _ _ _ Worked Days _ _ _
Shop _ _ Job _ _ _ Wages _ _ _ Worked Days _ _ _

8 Number of shops (service areas) in which inmate worked _ — 21

9 First shop (service area) in which inmate worked _ _ — 22 23

10 Last shop (service area) in which inmate worked _ _ — 24 25

11 Number of jobs worked _ — 26

12 Number of pay increases _ — 27

13 Number of pay changes _ — 28

14 Number of entries into industry (state service) in this institution during current institutionalization _ — 29

15 Number of times quit _ — 30

16 Number of times fired _ — 31

17 Beginning wage _ _ _ — 32 33 34

18 Highest wage earned _ _ _ — 35 36 37

19 Total wages earned _ _ _ _ — 38 39 40 41

20 Number of days worked _ _ _ _ — 42 43 44 45

21 Number of days medical lay-ins _ _ — 46 47

22 Number of days segregation time _ _ _ — 48 49 50

23 Number of days administrative lock-up _ _ — 51 52

24 Number of days temporary idle _ _ — 53 54

25 Number of days non-working idle (NWI) _ _ — 55 56

26 Number of out hours _ _ _ — 57 58 59

27 Reason for industry (state service) termination — 60

1 Segregation
2 Idle
3 Other program or state service
4 Transferred to a less or equal security level institution
5 Transferred to a higher security level institution
6 Release from institutional system

28 Activity following termination (if other program or state service)

1 State service work
2 Prison industry
3 Private industry
4 Vocational education
5 Education program
6 Treatment program
8 Terminated for other reason

— 61

29 Date of industry (state service) termination M O DAY Y R — 62 63 64 65 66 67

30 Months to expected release _ _ _ — 68 69 70

Disciplinary Reports During Industry Employment

31 Number of major convictions _ _ — 71 72

32 Number of minor convictions _ _ — 73 74

NAME AND BIRTHDATE _____

1 Institution Number _ _ _ _ _ — 1 2 3 4 5

2 Card Number 3 — 3/6

3 Institution Sample

1 MCF-LL
2 MSP
3 SRM

4 Work Sample

1 Traditional Industry
2 State Service
3 Free Venture

7 8

C. Financial Information

5 Money in savings account at industry (state service) admission _ _ _ _ — 9 10 11 12

6 Money in spending account at industry (state service) admission _ _ _ _ — 13 14 15 16

7 Money in savings at industry (state service) termination _ _ _ _ _ — 17 18 19 20

8 Money in spending at industry (state service) termination _ _ _ _ _ — 21 22 23 24

9 Money in savings at institution termination _ _ _ _ _ — 25 26 27 28

10 Money in spending at institution termination _ _ _ _ _ — 29 30 31 32

11 Money in savings at institutional system termination _ _ _ _ _ — 33 34 35 36

12 Money in spending at institutional system termination _ _ _ _ _ — 37 38 39 40

During Industry Period

13 Money sent to family/dependents _ _ _ _ _ — 41 42 43 44

14 Chargebacks _ _ _ _ _ — 45 46 47 48

15 Federal taxes _ _ _ _ _ — 49 50 51 52

16 State taxes _ _ _ _ _ — 53 54 55 56

17 Money spent on self _ _ _ _ _ — 57 58 59 60

Self Expenditures

18 Clothing _ _ _ _ _ — 61 62 63 64

19 Recreational items (TV's, etc.) — 65 66 67 68

20 Canteen _ _ _ _ _ — 69 70 71 72

21 Other _ _ _ _ _ — 73 74 75 76

Appendix II: Free Venture Study
Follow-Up Data Collection Form Phase I

Name and Birthdate _____

General Codes: 8 - not applicable
9 - unknown

Institution or OID Number _ _ _ _ _ _ — 1 2 3 4 5 6

Card Number 4 — 7

Institution Sample

1 MCF-LL
2 MSP
3 SRM
4 MCIW

Work Sample

1 Traditional Industry
2 State Service
3 Free Venture

8 9

A. 3 Month Data Agent _____ Date of Information _____

1 DATE OF RELEASE _ _ MO _ _ DAY _ _ YR — 10 11 12 13 14 15

2 PAROLE STATUS — 16 17 18

1 _ _ _ General Parole
2 _ _ _ Modified Parole
3 _ _ _ Conditional Parole (group home, halfway house, community corrections center, etc.)
_____ specify
4 _ _ _ Paroled to a detainer
_____ specify

3 LENGTH OF PAROLE _ _ months — 19 20

4 COUNTY OF RESIDENCE _ _ (standard code) — 21 22

5 MARITAL STATUS — 23

1 Single, never married
2 Married, living with spouse
3 Common law
4 Separated
5 Divorced
6 Widowed
7 Divorced & remarried
8 Widowed & remarried
9 Unknown

6 NUMBER OF DEPENDENT CHILDREN _ _ — 24 25

7 DID OFFENDER USE CONTROL DATA CAR PROGRAM? (*Wheels*) 26

1 Yes
2 No

8 DID OFFENDER USE JOB PLACEMENT SERVICE?

__ Work release 27
1 Yes
2 No

__ Pre-release 28
1 Yes
2 No

__ CETA 29
1 Yes
2 No

__ DVR 30
1 Yes
2 No

__ Inmate Referral Service 31
1 Yes
2 No

__ Other institutional program_____ 32
specify
1 Yes
2 No

__ Other non-institutional program_____ 33
specify
1 Yes
2 No

9 HAS OFFENDER BEEN EMPLOYED SINCE RELEASE? 34

1 Yes
2 No - no reason given
3 No - is in vocational training program
4 No - is attending school
5 No - is unable to work for medical reasons
6 No - on general assistance

10 NUMBER OF JOBS HELD SINCE RELEASE __ __ 35 36

11 CURRENT JOB (*if not employed, enter all 8's*)

DATE BEGAN WORKING_____(*not coded*)

Number of days on job __ __ 37 38

TYPE OF JOB_____(*not coded*)
specify

1 Skilled 39
2 Semi-skilled
3 Unskilled
9 Unknown

11 (continued)

FULLTIME OR PARTTIME? 40
1 Fulltime
2 Parttime

BEGINNING WAGE __ __ __ __(*hourly*) 41 42 43 44

CURRENT WAGE __ __ __ __ (*hourly*) 45 46 47 48

NUMBER OF PAY RAISES__ (*not due to cost of living increases*) 49

HOW WAS POSITION OBTAINED? 50
1 Previously held position (*before institutionalization*)
2 Acquaintance
3 Placement service indicated in #8
4 Other_____
specify

12 FIRST JOB (*if same as current job, skip and return to code later as #11, if never employed enter all 8's*)

DATE BEGAN WORKING_____(*not coded*)

Number of days between release and employment __ __ 51 52

TYPE OF JOB _____(*not coded*)
specify

1 Skilled 53
2 Semi-skilled
3 Unskilled
9 Unknown

FULLTIME OR PARTTIME? 54
1 Fulltime
2 Parttime

BEGINNING WAGE __ __ __ __(*hourly*) 55 56 57 58

CURRENT WAGE__ __ __ __ __ (*hourly*) 59 60 61 62

NUMBER OF PAY RAISES __(*not due to cost of living increases*) 63

HOW WAS POSITION OBTAINED? 64
1 Previously held position (*before institutionalization*)
2 Acquaintance
3 Placement service indicated in #8
4 Other _____
specify

DATE LEFT JOB_____(*not coded*)

Number of days on first job __ __ 65 66

12 (continued)

REASON FOR LEAVING
1 Fired
2 Laid off
3 Quit - no reason
4 Quit - better opportunity

67

13 SECOND JOB (*if same as current job, skip and return and code later, if never employed, enter all 8's*)

DATE BEGAN WORKING_____(*not coded*)

Number of days between first and second jobs __ __

68 69

TYPE OF JOB_____(*not coded*)
specify

1 Skilled
2 Semi-skilled
3 Unskilled
9 Unknown

70

FULLTIME OR PARTTIME?
1 Fulltime
2 Parttime

71

BEGINNING WAGE__ __ __ __(*hourly*)

72 73 74 75

CURRENT WAGE __ __ __ __ (*hourly*)

76 77 78 79

Institution or OID Number__ __ __ __ __ __

1 2 3 4 5 6

Card Number 5

7

Institution Sample Work Sample

8 9

NUMBER OF PAY RAISES __ (*not due to cost of living increases*)

10

HOW WAS POSITION OBTAINED?
1 Previously held position (*before institutionalization*)
2 Acquaintance
3 Placement service indicated in #8
4 Other_____
specify

11

DATE LEFT JOB_____(*not coded*)
specify

Number of days on second job __ __

12 13

REASON FOR LEAVING
1 Fired
2 Laid off
3 Quit - no reason
4 Quit - better opportunity

14

14 IF OFFENDER HELD MORE THAN THREE JOBS, ASK HOW LONG BETWEEN LAST JOB AND CURRENT JOB OR BETWEEN ANY SEQUENTIAL POSITIONS_____(*not coded*)
specify

Total number of days employed during first three months__ __

15 16

15 Total number of pay raises__ 17

16 Total number of times fired__ 18

17 Total number of times laid off__ 19

18 Total number of times quit - no reason__ 20

19 Total number of times quit - better opportunity__ 21

20 IS THERE A VALID REASON WHY THE OFFENDER HAS BEEN UNEMPLOYED?_____(not coded)
specify

Number of days unemployed because of other involvement

__ __ # days in vocational training 22 23

__ __ # days attending school 24 25

__ __ # days in other program_____ 26 27
specify

__ __ # days unable to work because of illness_____ 28 29
specify

21 HAS PARDLE BEEN REVOKED?

1 __ __ Yes_____ 30 31 32
Specify reason & date returned to institution

2 8 8 No

22 NEW ARRESTS

__ # __ Property offenses_____ 33 34
Specify offenses and dates

_____ 35 36 37 38 39

__ # __ Person offenses_____ 40 41
Specify offenses and dates

_____ 42 43 44 45 46

__ # __ Drug offenses_____ 47 48
Specify offenses and dates

_____ 49 50 51 52 53

(In each case use Uniform Offense code to code most serious offense in each category)

23 Number of days out__ __ 54 55

B. 6 Month Data Agent_____ Date of Information_____

24 COUNTY OF RESIDENCE __ __ (*standard code*) — 56 57

25 MARITAL STATUS — 58

1 Single, never married
2 Married, living with spouse
3 Common law
4 Separated
5 Divorced
6 Widowed
7 Divorced & remarried
8 Widowed & remarried
9 Unknown

26 NUMBER OF DEPENDENT CHILDREN__ __ — 59 60

27 HAS OFFENDER USED JOB PLACEMENT SERVICES IN THE PAST THREE MONTHS?

__ CETA
1 Yes
2 No — 61

__ DVR
1 Yes
2 No — 62

__ Other institutional program_____ (*specify*)
1 Yes
2 No — 63

__ Other non-institutional program_____ (*specify*)
1 Yes
2 No — 64

28 HAS OFFENDER BEEN EMPLOYED DURING THE PAST THREE MONTHS? — 65

1 Yes
2 No - no reason given
3 No - is in vocational training program
4 No - is attending school
5 No - is unable to work for medical reasons
6 No - on general assistance

29 NUMBER OF JOBS HELD IN PAST THREE MONTHS__ __ — 66 67

30 CURRENT JOB (*if not employed enter all 8's, if same as that in 11 (i.e. 3 months current job) ask only about * items*)

DATE BEGAN WORKING_____ (*not coded*)

Number of days on job__ __ __ — 68 69 70

30 (continued)

TYPE OF JOB_____ (*specify*) (*not coded*)

1 Skilled
2 Semi-skilled
3 Unskilled
9 Unknown — 71

FULLTIME OR PARTTIME?
1 Fulltime
2 Parttime — 72

BEGINNING WAGE__ __ __ __ (*hourly*) — 73 74 75 76

*CURRENT WAGE __ __ __ __ (*hourly*) — 77 78 79 80

Institution or OID Number__ __ __ __ __ __ — 1 2 3 4 5 6

Card Number 6 — 7

Institution Sample Work Sample — 8 9

*NUMBER OF PAY RAISES__ (*not due to cost of living increases*) — 10

HOW WAS POSITION OBTAINED?
1 Previously held position (*before institutionalization*)
2 Acquaintance
3 Placement service indicated in #8
4 Placement service indicated in #27
5 Other_____ (*specify*) — 11

If this is first job, enter number of days between release and employment__ __ __ — 12 13 14

31 IF OFFENDER DID NOT HOLD JOB DURING FIRST THREE MONTHS, AND CURRENT POSITION WAS NOT FIRST JOB FOR THIS PERIOD, ENTER FOLLOWING REGARDING FIRST JOB:

DATE BEGAN WORKING_____ (*not coded*)

Number of days between release and employment__ __ __ — 15 16 17

TYPE OF JOB_____ (*specify*) (*not coded*)

1 Skilled
2 Semi-skilled
3 Unskilled
9 Unknown — 18

FULLTIME OR PARTTIME?
1 Fulltime
2 Parttime — 19

31 (continued)

BEGINNING WAGE__ __ __ __(hourly) — 20 21 22 23

ENDING WAGE __ __ __ __ (hourly) — 24 25 26 27

NUMBER OF PAY RAISES__ (not due to cost of living increases) — 28

HOW WAS POSITION OBTAINED? — 29
1 Previously held position
2 Acquaintance
3 Placement services indicated in #8
4 Placement services indicated in #27
5 Other_____ (specify)

DATE LEFT JOB_____(not coded)

Number of days on job__ __ — 30 31

REASON FOR LEAVING — 32
1 Fired
2 Laid off
3 Quit - no reason
4 Quit - better opportunity

32 IF OFFENDER HELD MORE JOBS THAN ARE DESCRIBED HERE, DETERMINE HOW MUCH TIME THERE WAS BETWEEN POSITIONS

_____

_____(not coded)

Total number of days employed during second three months__ __ — 33 34

33 Total number of pay raises in second three months__ — 35

34 Total number of times fired in second three months__ — 36

35 Total number of times laid off in second three months__ — 37

36 Total number of times quit - no reason in second three months__ — 38

37 Total number of times quit - better opportunity in second three months__ — 39

38 IS THERE A VALID REASON WHY THE OFFENDER HAS BEEN UNEMPLOYED IN THE SECOND THREE MONTHS?

_____ (specify)
_____(not coded)

Number of days unemployed because of other involvement

__ __ # days in vocational training — 40 41

__ __ # days attending school — 42 43

__ __ # days in other program_____ (specify) — 44 45

__ __ # days unable to work because of illness_____ (specify) — 46 47

39 HAS PAROLE BEEN REVOKED IN THE PAST THREE MONTHS?

__ __ __ Yes_____ (Specify reason(s) and date(s)) — 48 49 50

__ __ __ No

40 ARRESTS IN SECOND THREE MONTHS

__ # __ Property offenses_____ (Specify offenses and dates) — 51 52

_____

__ # __ Person offenses_____ (Specify offenses and dates) — 53 54 55 56 57 — 58 59

_____

__ # __ Drug offenses_____ (Specify offenses and dates) — 60 61 62 63 64 — 65 66

_____

(In each case use Uniform Offense code to code most serious offense in each category) — 67 68 69 70 71

41 Number of days out during second three months__ __ — 72 73

C. 12 Month Data Agent_____ Date of Information_____

42 COUNTY OF RESIDENCE__ __ (74 75)
(*standard code*)

43 MARITAL STATUS (76)

1 Single, never married
2 Married, living with spouse
3 Common law
4 Separated
5 Divorced
6 Widowed
7 Divorced & remarried
8 Widowed & remarried
9 Unknown

44 NUMBER OF DEPENDENT CHILDREN__ __ (77 78)

Institution or OID Number__ __ __ __ __ __ (1 2 3 4 5 6)

Card Number 7 (7)

Institution Sample Work Sample (8 9)

45 HAS OFFENDER USED JOB PLACEMENT SERVICES IN THE PAST SIX MONTHS?

__ CETA
1 Yes
2 No (10)

__ DVR
1 Yes
2 No (11)

__ Other institutional program_____ *specify*
1 Yes
2 No (12)

__ Other non-institutional program_____ *specify*
1 Yes
2 No (13)

46 HAS OFFENDER BEEN EMPLOYED DURING PAST SIX MONTHS? (14)
1 Yes
2 No - no reason given
3 No - is in vocational training program
4 No - is attending school
5 No - is unable to work for medical reasons
6 No - on general assistance

47 NUMBER OF JOBS HELD IN PAST SIX MONTHS__ __ (15 16)

48 CURRENT JOB (*if not employed, enter all 8's, if same as that in #30 (i.e. 6 month current job) ask only about * items*)

DATE BEGAN WORKING_____ *specify*

Number of days on job__ __ __

TYPE OF JOB_____ *specify* (17 18 19)

1 Skilled
2 Semi-skilled
3 Unskilled
9 Unknown (20)

FULLTIME OR PARTTIME?
1 Fulltime
2 Parttime (21)

BEGINNING WAGE __ __ __ __ (*hourly*)

*CURRENT WAGE __ __ __ __ (*hourly*) (22 23 24 25)

*NUMBER OF PAY RAISES__ (*not including cost of living increases*) (26 27 28 29)

HOW WAS POSITION OBTAINED? (30)
1 Previously held position (*before institutionalization*)
2 Acquaintance
3 Placement service indicated in #8
4 Placement service indicated in #27
5 Placement service indicated in #45
6 Other_____ *specify* (31)

If this is the first job, enter number of days between release and employment __ __ __ (32 33 34)

49 IF OFFENDER DID NOT HOLD JOB DURING FIRST SIX MONTHS AND CURRENT POSITION IS NOT FIRST JOB FOR THIS PERIOD, ENTER FOLLOWING REGARDING FIRST JOB:

DATE BEGAN WORKING_____ *specify* (*not coded*)

Number of days between release and employment __ __ __

TYPE OF JOB_____ *specify* (35 36 37)

1 Skilled
2 Semi-skilled
3 Unskilled
9 Unknown (38)

FULLTIME OR PARTTIME?
1 Fulltime
2 Parttime (39)

49 (continued)

BEGINNING WAGE__ __ __ __(hourly) 40 41 42 43

ENDING WAGE __ __ __ __ (hourly) 44 45 46 47

NUMBER OF PAY RAISES__ (not including cost of living increases) 48

HOW WAS POSITION OBTAINED? 49
1 Previously held position (before institutionalization)
2 Acquaintance
3 Placement service indicated in #8
4 Placement service indicated in #27
5 Placement service indicated in #45
6 Other_____
specify

DATE LEFT JOB_____(not coded)

Number of days on job__ __ 50 51

REASON FOR LEAVING 52
1 Fired 3 Quit - no reason
2 Laid off 4 Quit - better opportunity

50 IF OFFENDER HELD MORE JOBS THAN ARE DESCRIBED HERE, DETERMINE HOW MUCH TIME THERE WAS BETWEEN POSITIONS

_____

—
_____(not coded)

Total number of days employed during second six months
— — —. 53 54 55

51 Total number of pay raises in second six months __ 56

52 Total number of times fired in second six months __ 57

53 Total number of times laid off in second six months __ 58

54 Total number of times quit - no reason in second six months__ 59

55 Total number of times quit - better opportunity in second six months __ 60

56 IS THERE A VALID REASON WHY THE OFFENDER HAS BEEN UNEMPLOYED IN THE SECOND SIX MONTHS? _____
specify (not coded)

__ # days __ in vocational training 61 62 63

__ # days __ attending school 64 65 66

__ # days __ in other program_____ 67 68 69
specify

__ # days __ unable to work because of illness_____ 70 71 72
specify

57 HAS PAROLE BEEN REVOKED IN THE PAST SIX MONTHS? 73 74 75

1 __ __ Yes_____
Specify reason & dates of institutionalization

2 8 8 No

Institution or OID Number__ __ __ __ __ __ 1 2 3 4 5 6

Card Number 8 7

Institution Sample Work Sample 8 9

58 ARRESTS IN SECOND SIX MONTHS

__ # __ Property offenses_____ 10 11
Specify offenses and dates

_____ 12 13 14 15 16

__ # __ Person offenses_____ 17 18
Specify offenses and dates

_____ 19 20 21 22 23

__ # __ Drug offenses_____ 24 25
Specify offenses and dates

_____ 26 27 28 29 30

59 NUMBER OF DAYS OUT DURING SECOND SIX MONTHS__ __ __ 31 32 33

D. General Items

60 Is the job(s) the offender has held during parole similar to what he/she did while institutionalized? 34

1 Yes - clearly related
2 Yes - somewhat related
3 No

Comments

Appendix III: Initial Memo Sent to Parole Agents
Requesting Follow-up Information in Phase I

STATE OF MINNESOTA

DEPARTMENT OF CORRECTIONS — *Office Memorandum*

TO : Parole Agent — DATE:

FROM : Susan Phipps-Yonas, Project Director
Free Venture Evaluation — PHONE: 296-0872

SUBJECT: Follow-up Study of Prison Industry and State Service Workers

The Minnesota Department of Corrections is currently engaged in a two year LEAA funded evaluation of the Private Industry in Corrections program. Certain inmates at MSP, MCF-LL, SRM, and MCIW are employed as printers, wood-workers, metal-workers, assemblers, computer programmers, and maintenance workers, many of the shops appear to be running well, and some workers are earning enough money to pay taxes, to help support their dependents, to pay chargebacks to the state for room and board and to save for their release. One major goal of the program is to provide the opportunity for offenders to develop work habits which will enable them to be successful in outside jobs and which may reduce recidivism.

To determine the extent to which this goal is being met, we plan to follow selected groups of offenders while on parole. We want to obtain information regarding their employment at three, six, and twelve months post-release. We are interested specifically in what kinds of jobs they have held, how they obtained them, how much money they are making, the number of promotions, reasons for termination, and so on.

Rather than ask you to fill out another form, we intend to call you sometime within the next few weeks and obtain the necessary information over the telephone regarding the following indivduals assigned to you:

Our questions should not require more than two or three minutes for each offender. Your cooperation is essential to the success of our evaluation and will be greatly appreciated. The results of the study will influence future decisions regarding the prison industries in Minnesota as well as in numerous other states which are looking at our program. Thanks in advance for your assistance.

SPY:tar

Appendix IV: Second Memo Sent to Parole Agents Requesting
Follow-up Information in Phase I

STATE OF MINNESOTA

DEPARTMENT OF CORRECTIONS — *Office Memorandum*

TO : Parole Agent — DATE:

FROM : Susan Phipps-Yonas, Project Director
Free Venture Evaluation — PHONE: 296-0872

SUBJECT: Follow-up Study of Prison Industry and State Service Workers

I would like to thank you for your past cooperation in our evaluation of the Private Industry in Corrections program. Your assistance has been very helpful.

Once again we need to call upon you for information regarding the following individuals:

As in the past, we are interested in whether these people are employed, how much money they are earning, reasons for job terminations, and so on. You will be called within the next few weeks.

Thanks again for your help.

SPY:tar

Appendix V: Interview Questions for Staff in Phase I

1. What is your position here, and how does it relate to the industry program? How long have you been in Corrections?
2. What, if any, is your background in industry elsewhere?
3. What do you see as the objectives served by prisons?
4. What do you believe is and/or should be the purpose served by prison industries?
5. What is your view of the Free Venture model? Explain.
6. Do you think that participation in Free Venture changes inmates? How? Behavior? Attitudes? Self-esteem?
7. What do you believe are the best incentives for inmate employees?
8. What has been the impact of Free Venture on this prison in general? on the inmate economy? on the inmates status? on inmate-staff relationships? on inmate-inmate relationships? on staff-staff relationships? on other programs?
9. Do you have any information about how outside employers view former Free Venture Workers?
10. How would you organize the industry program if you were in charge?
11. Other comments?

Appendix VI: Free Venture Evaluation Data Collection Form Phase II

Name and Birthdate _____

General Codes: 8 - not applicable
9 - unknown

1	Card Number 1	1
2	OID Number _ _ _ _ _ _	3 4 5 6 7 8
3	INSTITUTION 1 MCF-LL 3 MCF-SCL 2 MCF-STW 4 MCF-SHK	9
4	AGE AT INSTITUTIONALIZATION	10 11
5	RACE 1 White 3 Indian 5 Oriental 2 Black 4 Chicano	12
6	MARITAL STATUS	
7	NUMBER OF DEPENDENT CHILDREN _ _	13
8	HIGHEST GRADE COMPLETED AT INSTITUTIONALIZATION	14 15
9	STABILITY OF PREVIOUS OUT SIDE EMPLOYMENT 1 Never worked 3 More than 1 yr. 2 Some experience 4 More than 3 yrs.	16 17 18
10	SKILL LEVEL OF PREVIOUS OUTSIDE EMPLOYMENT 1 Skilled 2 Semi-Skilled 3 Unskilled	19
11	DATE OF INSTITUTIONALIZATION BEGAN MO DAY YR	20 21 22 23 24 25
12	PARENT INSTITUTION FOR THIS INSTITUTIONALIZATION 1 MCF-LL 3 MCF-SCL 5 Other 2 MCF-STW 4 MCF-SHK	26
13	DATE OF ADMISSION TO THIS INSTITUTION MO DAY YR	27 28 29 30 31 32
14	ACTIVE CONVICTIONS a) Number b) Three most serious (include both person & property categories)	33 34 35 36 37 38 39 40 41 42
15	NUMBER OF MONTHS FROM INSTITUTIONALIZATION TO EXPECTED RELEASE (MAP or if no MAP, TRD)	43 44 45 46 47 48 49
16	HAS INMATE ESCAPED THIS INSTITUTIONALIZATION? 1 Yes 2 No	50

17 HAS INMATE BEEN PAROLED AND RETURNED THIS INSTITUTIONALIZATION? 51 52

28 No 12 Yes, new off. no new sent.
11 Yes, new off. & sent. 13 Yes, w/out new off.

18 AGE AT FIRST ADJUDICATION 53 54

19 NUMBER OF JUVENILE ADJUDICATIONS 55 56

20 NUMBER OF ADULT CONVICTIONS

a) Property 57

b) Person 58

c) Robbery 59

d) Drug 60

e) Other 61

21 NUMBER OF PREVIOUS INSTITUTIONALIZATIONS *(including parole and probation violations)* 62 63

22 HAS INMATE BEEN INVOLVED IN EDUCATIONAL PROGRAM THIS INSTITUTIONALIZATION?

a) 1 Yes, here 3 Yes, both institutions
2 Yes, elsewhere 4 No 64

b) 1 Fulltime 2 Parttime 65

c) Number of days 66 67 68 69

d) Highest level achieved 70

1 Some high school 3 Some college
2 GED 4 College degree

e) Number of major disciplinary infractions during this period 71 72

f) Number of minor disciplinary infractions during this period 73 74

g) Number of days in segregation during this period 75 76 77

Card Number 2 1

OID Number _ _ _ _ _ _ 3 4 5 6 7 8

INSTITUTION

1 MCF-LL 3 MCF-SCL
2 MCF-STW 4 MCF-SHK 9

23 HAS INMATE BEEN INVOLVED IN VOCATIONAL TRAINING PROGRAM THIS INSTITUTIONALIZATION?

a) 1 Yes, here 3 Yes, both institutions
2 Yes, elsewhere 4 No 10

b) 1 Fulltime 2 Parttime 11

c) Number of days 12 13 14 15

d) Which programs? *(code 1 or 2 from 1st list for each institution)* 16 17
18 19

e) Number of major disciplinary infractions during this period 20 21

f) Number of minor disciplinary infractions during this period 22 23

g) Number of days in segregation during this period 24 25 26

h) Amount of money sent in to inmate during this period 27 28 29 30

24 HAS INMATE WORKED IN TRADITIONAL INDUSTRY DURING THIS INSTITUTIONALIZATION?

a) 1 Yes, here 3 Yes, both institutions
2 Yes, elsewhere 4 No 31

b) 1 Fulltime 2 Parttime 32

c) Which positions? 33 34 35 36 37 38

d) Number of days 39 40 41

e) Number of out-hours 42 43 44

f) Number of positions 45

g) Reasons for terminations 46 47
48 49

h) Number of major disciplinary infractions during this period 50 51

i) Number of minor disciplinary infractions during this period 52 53

j) Days in segregation 54 55 56

k) Total wages earned 57 58 59 60

l) State taxes paid 61 62 63 64

m) Federal taxes paid 65 66 67 68

n) Money sent out 69 70 71 72

o) Money sent in 73 74 75 76

p) Money spent on self 77 78 79 80

Card Number 3 1

OID Number _ _ _ _ _ _ 3 4 5 6 7 8

INSTITUTION

1 MCF-LL 3 MCF-SCL
2 MCF-STW 4 MCF-SHK 9

25 HAS INMATE WORKED IN FV DURING THIS INSTITUTIONALIZATION?

a) 1 Yes, here 3 Yes, both institutions
2 Yes, elsewhere 4 No — 10

b) 1 Fulltime 2 Parttime — 11

c) Which positions? — 12 13 14 15 16 17

d) Number of days — 18 19 20

e) Number of out-hours — 21 22 23

f) Number of positions — 24

g) Reason for terminations — 25 26

27 28

29 30

h) Number of major disciplinary infractions during this period — 31 32

i) Number of minor disciplinary infractions during this period — 33 34 35

j) Days in segregation — 36 37 38 39

k) Total wages earned — 40 41 42 43

l) State taxes paid — 44 45 46 47

m) Federal taxes paid — 48 49 50 51

n) Money sent out — 52 53 54 55

o) Money sent in — 56 57 58 59

p) Money spent on self — 60 61 62 63

q) Chargebacks paid

26 HAS INMATE WORKED IN STATE SERVICE POSITION THIS INSTITUTIONALIZATION?

a) 1 Yes, here 3 Yes, both institutions
2 Yes, elsewhere 4 No — 64

b) 1 Fulltime 2 Parttime — 65

c) Number of days — 66 67 68 69

d) Number of out-hours — 70 71 72

e) Number of positions — 73

f) Reasons for terminations — 74 75

76 77

g) Number of major disciplinary infractions during this period — 78 79

Card Number 4 — 1

OID Number — — — — — — — 3 4 5 6 7 8

INSTITUTION

1 MCF-LL 3 MCF-SCL
2 MCF-STW 4 MCF-SHK — 9

h) Number of minor disciplinary infractions during this period — 10 11

i) Days in segregation — 12 13 14

j) Total wages earned — 15 16 17 18

k) State taxes paid — 19 20 21 22

l) Federal taxes paid — 23 24 25 26

m) Money sent out — 27 28 29 30

n) Money sent in — 31 32 33 34

o) Money spent on self — 35 36 37 38

27 HAS INMATE BEEN INVOLVED IN A THERAPEUTIC PROGRAM THIS INSTITUTIONALIZATION?

a) 1 Yes, here 3 Yes, both institutions
2 Yes, elsewhere 4 No — 39

b) 1 Fulltime 2 Parttime — 40

c) Number of days — 41 42 43 44

d) Which programs? *(code 1 or 2 from list for each institution)* — 45 46 47 48

e) Number of major disciplinary infractions during this period — 49 50

f) Number of minor disciplinary infractions during this period — 51 52

g) Number of days in segregation during this period — 53 54 55

h) Amount of money sent in to inmate during this period — 56 57 58 59

28 HAS INMATE BEEN IN PROTECTIVE CUSTODY DURING THIS INSTITUTIONALIZATION?

a) 1 Yes, here 3 Yes, both institutions
2 Yes, elsewhere 4 No — 60

b) Number of days — 61 62 63 64

c) Was inmate idle during this time? — 65

1 Yes 2 Some of the time 3 No

d) Number of major disciplinary infractions during this period — 66 67

e) Number of minor disciplinary infractions during this period — 68 69

f) Number of days in segregation during this period — 70 71 72

g) Amount of money sent in to inmate during this period — 73 74 75 76

Card Number 5 — 1

OID Number — — — — — — — 3 4 5 6 7 8

INSTITUTION

1 MCF-LL 3 MCF-SCL
2 MCF-STW 4 MCF-SHK — 9

29 HAS INMATE BEEN IDLE DURING THIS INSTITUTIONALIZATION? — 10

a) 1 Yes, here 2 Yes, elsewhere 3 Yes, both institutions 4 No

b) Number of days — 11 12 13 14

c) Was inmate unable to be active? — 15

1 Yes 2 No

d) Number of major disciplinary infractions during this period — 16 17

e) Number of minor disciplinary infractions during this period — 18 19

f) Number of days in segregation during this period — 20 21

g) Amount of money sent in to inmate during this period — 22 23 24 25

30 DATE INMATE LEFT THIS INSTITUTION — 26 27 28 29 30 31

MO DAY YR

31 PLACEMENT AFTER LEAVING THIS INSTITUTION — 32

1 MCF-LL 2 MCF-STW 3 MCF-SCL 4 MCF-SCR 5 MCF-WRC 6 Work release 7 Outside institutional system

32 FOR INMATE PARTICIPATING IN WORK RELEASE

a) Number of days — 33 34 35 36

b) Total wages earned — 37 38 39 40

c) Reason for termination — 41

1 Paroled 2 Discharged 3 Violated 4 Absconded 5 Fired 6 Laid off 7 Illness

33 DATE INMATE LEFT INSTITUTIONAL SYSTEM — 42 43 44 45 46 47

MO DAY YR

34 AMOUNT OF MONEY IN SAVINGS AT RELEASE — 48 49 50 51

35 AMOUNT OF MONEY IN SPENDING ACCOUNT AT RELEASE — 52 53 54 55

36 RELEASE STATUS — 56

1 Discharge 2 Modified Parole 3 General parole 4 Cond. par.-halfway hse. 5 Cond. par.-treatment prog. 6 To detainer

37 MARITAL STATUS DURING 1ST POST-RELEASE YEAR — 57

38 NUMBER OF DEPENDENT CHILDREN — — — 58 59

39 DID OFFENDER OBTAIN A WHEELS CAR? — 60

1 Yes 2 No

40 DID OFFENDER USE A JOB PLACEMENT SERVICE IN THE FIRST POST-RELEASE YEAR? 1 Yes 2 No

a) Pre-release — 61

b) Inmate referral service — 62

c) CETA — 63

d) DVR — 64

e) Other — 65

41 RESIDENCE DURING FIRST YEAR — 66

1 Urban 2 Rural 3 Mixed 4 Outside of Minnesota

42 NUMBER OF DAYS BETWEEN RELEASE AND EMPLOYMENT — 67 68 69

43 JOBS IN FIRST 3 MONTHS

a) Number of jobs — 70

b) Number of promotions — 71

c) Number of times fired — 72

d) Number of times laid off — 73

d) Number of times quit-no reason — 74

f) Number of times quit-better opportunity — 75

Card Number 6 — 1

OID Number — — — — — — — 3 4 5 6 7 8

INSTITUTION — 9

1 MCF-LL 2 MCF-STW 3 MCF-SCL 4 MCF-SHK

44 JOBS IN FIRST YEAR POST-RELEASE

a) Number of jobs — 10 11

b) Number of promotions — 12

c) Number of times fired — 13

d) Number of times laid off — 14

e) Number of times quit-no reason — 15

f) Number of times quit-better opportunity — 16

45 OTHER ACTIVITIES IN FIRST THREE MONTHS

a) Number of days in vocational training — 17 18

b) Number of days attending school — 19 20

c) Number of days in other program — 21 22

d) Number of days unable to work because of illness — 23 24

46 OTHER ACTIVITIES IN FIRST YEAR POST-RELEASE

a) Number of days in vocational training — 25 26 27

b) Number of days attending school — 28 29 30

c) Number of days in other program — 31 32 33

d) Number of days unable to work because of illness — 34 35 36

47 NUMBER OF DAYS EMPLOYED

a) First month — 37 38

b) First 3 months — 39 40

c) Second 3 months — 41 42

d) Third 3 months — 43 44

e) Last 3 months — 45 46

48 FIRST JOB

a) How was position obtained? — 47

1 Previously held 3 Placement serv. indicated
2 Acquaintance 4 Self employed 5 Other

b) Number of days worked — 48 49 50

c) Skill level — 51

1 Skilled
2 Semi-Skilled
3 Unskilled

d) 1 Fulltime 2 Parttime — 52

e) Beginning hourly wage — 53 54 55 56

f) Final hourly wage — 57 58 59 60

g) Was this related to prison activity? — 61

1 To FV position 5 To work release
2 To Trad. Ind. position 6 To more than one
3 To State Serv. position 7 No
4 To Voc. training

h) Reason for termination — 62

1 Fired 4 Quit-no reason
2 Laid off 5 Quit-better opportunity
3 Illness 6 Still there

49 SECOND JOB

a) How was position obtained? — 63

1 Previously held 3 Placement service indicated
2 Acquaintance 4 Self employed 5 Other

b) Number of days worked — 64 65 66

c) Skill level — 67

1 Skilled
2 Semi-Skilled
3 Unskilled

d) 1 Fulltime 2 Parttime — 68

e) Beginning hourly wage — 69 70 71 72

f) Final hourly wage — 73 74 75 76

g) Was this related to prison activity? — 77

1 To FV position 5 To work release
2 To Trad. Ind. position 6 To more than one
3 To State Serv. position 7 No
4 To Voc. training

h) Reason for termination — 78

1 Fired 4 Quit-no reason
2 Laid off 5 Quit-better opportunity
3 Illness 6 Still there

Card Number 7 — 1

OID Number — — — — — — — 3 4 5 6 7 8

INSTITUTION — 9

1 MCF-LL 3 MCF-SCL
2 MCF-STW 4 MCF-SHK

50 JOB HELD FOR LONGEST PERIOD OF TIME DURING THE FIRST YEAR

a) Number in chronological sequence — 10

b) Number of days worked — 11 12 13

c) Skill level — 14

1 Skilled
2 Semi-Skilled
3 Unskilled

d) 1 Fulltime 2 Parttime — 15

e) Beginning hourly wage — 16 17 18 19

f) Final hourly wage — 20 21 22 23

g) Was this related to prison activity? — 24

h) Reason for termination — 25

1 Fired 4 Quit-no reason
2 Laid off 5 Quit-better opportunity
3 Illness 6 Still there

51 NUMBER OF TIMES VIOLATED PAROLE IN FIRST YEAR — 26

52 NUMBER OF TIMES RETURNED TO INSTITUTION AS PV — 27

53 NUMBER OF DAYS BETWEEN RELEASE AND RETURN — 28 29 30

54 NUMBER OF DAYS BETWEEN RELEASE AND ABSCONSION — 31 32 33

55 NEW OFFENSES

a) Number of days between 1st and release — 34 35 36

b) Number of property offenses — 37 38

c) Most serious property offense — 39 40 41 42

d) Number of person offenses — 43 44

e) Most serious person offense — 45 46 47 48

f) Number of other offenses — 49 50

g) Most serious other offense — 51 52 53 54

h) Was inmate returned to prison within the year? — 55

1 No
2 Yes, but no new sentence
3 Yes and with an additional sentence

56 HOW MANY DAYS WAS THE INMATE OUTSIDE A CORRECTIONAL FACILITY IN THE FIRST YEAR? — 56 57 58

ADDENDUM

22 h) Amount of money sent in to inmate during this period — 59 60 61 62

Additional Items Added to Phase II Data Form

1. Information or offenses committed after date that the current incarceration began and prior to the date of parole used in study.

   - Code for most serious offense
   - Total number of offenses
   - Indication of whether offense occurred while inmate was in prison or on parole, and in the latter case whether or not within first year of that parole period.

2. History of substance abuse.

   1 - no problem
   2 - moderate involvement but not serious problem
   3 - history of serious problem which was under control at time of current offense
   4 - serious problem, probably related to offense

3. Total number of major disciplinary infractions and total number of minor disciplinary infractions.

4. Information concerning deaths during follow-up - cause and date.

5. Information concerning transfers to other Minnesota Correctional Facilities - dates and reasons.

6. Reason for termination of therapeutic program.

   1 - Successful completion
   2 - Inmate chose to quit
   3 - Inmate terminated as failure
   4 - Unknown

Appendix VII: Free Venture Evaluation
Interim Report I - December, 1979

In October, 1978 researchers in the Minnesota Department of Corrections undertook a study of the Free Venture industries in the states' correctional facilities. The purposes of this effort were both descriptive and evaluative. We were interested in determining what types of inmates participated in Free Venture shops and the nature of their activities. In addition we wanted to document whether or not the program had any measurable effects on the institutions or on inmates while they were incarcerated or during their first year post-release. This was to be accomplished by comparing the Free Venture workers on a number of variables to inmates employed in other capacities within the institutions. The specific hypotheses to be tested were outlined and discussed in the initial grant proposal and in a concept paper written by the project director in April, 1979. More recently a revised design which reviewed both methodological and theoretical issues was submitted to LEAA. The purpose of this report is to describe the research which was carried out during the first year of the grant and the results to date. The analyses which have been completed involve samples of inmates who worked in prison industries in 1976 and 1977. The data pertain to background and institutional variables. Information regarding the post-release outcomes for these individuals will be included in the final report.

The report begins with an overview of our study and its findings. The second section provides brief descriptions of the institutions and programs from which our groups were drawn. Included there is a review of the sampling procedures used. This is followed by descriptive summaries of what we learned about the nine groups of individuals who were involved in the evaluation and a general discussion of what we have found to date. The final section is a detailed accounting of results. The actual group data and the outcomes of the statistical analyses are presented there for the interested reader.

AN OVERVIEW

The concept of Free Venture was developed by Econ Inc. to rectify a number of problems which came to plague most traditional prison industries during the past several decades. It became increasingly apparent over that period that such programs were failing to serve either the economic or rehabilitative objectives towards which they were directed. Most simply stated, Free Venture represents an effort to structure and operate prison industries in a manner which resembles those in the free world as closely as possible. This was to be accomplished by a program characterized by six features:

1) A full work week
2) Inmate wages based upon worker skill and productivity
3) Standards for productivity similar to those in the private sector
4) Responsibility for hiring and firing decisions that of the industry director and/or shop supervisor within the limits of due process
5) Business operations which are self-supporting if not profit-making, and
6) A post-release job placement mechanism.

Almost four years ago with the assistance of an LEAA grant, the Department of Corrections in the State of Minnesota began implementing this model in parts of industrial programs in three institutions. Although it became clear to us that evolution towards this model was gradual (Indeed major changes have occurred in Free Venture shops over the past four years.), certain shops were identifiable as Free Venture shops in 1976. These were thus differentiated from other industrial shops which continued to function as they had in the past.

This situation is Minnesota offered a unique opportunity for studying the Free Venture model. Our research project was undertaken with two major objectives:

1) Description - who participates in the program and what do they do?
2) Evaluation - what effects does experience in a Free Venture shop have on an inmate while there and following parole? and what impact does the operation of such a program have on an institution?

The first phase of our study focussed on individuals who began working in 1976 and 1977. We found that there were a number of pre-existing differences between the inmates who worked in Free Venture shops and their peers in the

traditional industry or state service (maintenance) programs. It seemed that these differences reflected factors of self-selection on the part of the inmates as well as the institutional hiring criteria for the various positions.

Because there were basic differences between the institutions, it was necessary to separate the groups by facility (i.e. there were no all Free Venture workers versus all state service workers comparisions). Futhermore data for the men and women were treated independently.

At Stillwater, the maximum security prison for men, a small computer company and the food services operation functioned under the Free Venture model. The 70 men whom they employed were special on a number of dimensions. Compared to the traditional industry and the state service workers and to the prison population at large, they were older, more likely to have been married, more likely to have children, and better educated. Although they usually began their criminal activities at a later than average age, they had previously been convicted of more crimes. Futhermore they were more likely to have multiple active convictions and to be serving time for person offenses. Consequently, as a group, they expected to be incarcerated for much longer periods of time than was typical.

The mean monthly income for the Free Venture workers at Stillwater was $210.80. After taxes were deducted, the average inmate in this group had $198.88, almost five times the amount his peer in a traditional industry shop earned. He was likely to spend a good portion of this to his family.

In 1976 and 1977 the facility at Lino Lakes was a minimum security institution for inmates transfered from Stillwater and St. Cloud (formerly the state men's reformatory and currently a maximum security prison for younger men). MCF-LL operated on a schedule arranged for the Free Venture model which characterized all of the industrial shops (woodworking, metal, upholstry, telephone buffing, and printing). Most of the 280 inmates housed there worked in industry with the

remaining 23 percent filling state service positions.

Because the MCF-LL population was drawn from Stillwater and St. Cloud, the inmates there tended to fall between the groups from these two institutions on a number of background variables. There were few differences however between those who worked in industry and those in state service. Interestingly, the men in state service positions proportionately had three times as many children as those in Free Venture shops. While one might have predicted that men with dependents would chose the "higher" paying industry jobs, we soon realized why this was not the case. Although the average gross income for the Free Venture groups was $50 dollars a month higher, after taxes and chargebacks, the state service worker had $35 dollars more to spend.

During the period under study, a program for female property offenders also operated at Lino Lakes. Of the 30 women who participated in the program, 18 worked in Free Venture shops and 12 in state service positions. While the former group was much better educated, there were few other differences between these women. Compared to another of our groups, the women who worked in assembly and keypunch operations at the Womens' state prison at Shakopee, the females at Lino Lakes were serving for less serious offenses and consequently had much shorter sentences.

No attempt was made to introduce the Free Venture model at St. Cloud. However, we did study a sample of traditional industry workers from MCF-SCL for the purposes of comparison. As a group these 54 inmates were younger, less likely to have been married, and less likely to have children. Although they had lengthy juvenile histories, their adult records were (for obvious reasons) much shorter.

We had hypothesized that the experience of working in a Free Venture shop would have a positive influence on those involved, as measured by time spent away from the job and disciplinary reports. The data did not confirm our pre-

dictions. There was no evidence that the Free Venture workers had developed superior work habits nor that they were better behaved in general during the period they were employed.

It was the case that the Free Venture workers, especially those at Stillwater, sent more money home. While most observers might agree that that is a positive outcome and one which reflects well on Free Venture, it must be remembered that the MCF-STW Free Venture workers did have much more money to spend, It is perhaps more noteworthy that their peers at MCF-LL were more generous to their families (even though they were smaller) than were the state service workers there who netted more each month.

The issue of how the existence of Free Venture shops affected the institutions generally was addressed in interviews with staff. As mentioned above, there did not appear to be an increase in the ease of manageability, as reflected by the incidence of disciplinary reports. Although by the time of the interviews (mid-1979) most of the people with whom we spoke were positive about Free Venture and the overall impact on their institution, it was clear that the introduction of the concept had necessitated many changes. Some of these changes met a great deal of resistance and some were very difficult on the personnel involved. The transitions to Free Venture were often complicated by factors peripheral to the industries and showed great variation across the Minnesota facilities. One definite conclusion to be drawn is that there is no single set of consequences which follow from the establishment of a Free Venture program. Complex considerations need be made.

At the end of the first year we have found that despite variations on demographic variables among our groups, they did not appear to behave differently while they were employed in the various capacities we studied. In effect, the Free Venture experience did not seem to make much of a difference, (whether or

not a longer term influence can be seen, will be determined by our evaluation of follow-up data for the first year on parole.)

Lest one conclude that the program is not a success, one must consider several points. As staff at both the shop and managerial levels pointed out, the first years of a new program are always difficult. Perhaps the initial problems which were encountered (problems with staff, with materials, with business operations, with changes in general operating procedures necessitated by the full work week, and so on) interfered with the ability of the Free Venture program to elicit the desired effects. We may well find a rosier picture when we look at the data for 1978 and 1979.

A more basic consideration must be raised however, and that is the issue of what constitutes evidence for success. While ultimate decisions regarding the future of Free Venture in Minnesota and elsewhere must take into account findings such as ours, (Indeed one major purpose for the study was the collection of information which would aid those who run the prison industry program here at all the various levels.), it would be inappropriate to emphasize these over the larger financial picture (being addressed by other ongoing evaluations) or more importantly over the moral question of whether or not Free Venture provides a more humane way to occupy the time an inmate is incarcerated.

THE SAMPLES

The individuals studied were chosen from four Minnesota correctional facilities. These will be described in turn along with the sample selection procedure used for each institution.

Minnesota Correctional Facility - Stillwater

The institution at Stillwater, formerly called the Minnesota State Prison, is a maximum security facility capable of housing 1,075 inmates. The average

daily population in 1976 and 1977, the period covered in the first phase of the study, was approximately 985 men, a majority of whom were working in the industry program or in support services positions.

Slightly less than one third of the incarcerated population was employed at any given time in what we have considered "traditional prison industries" namely farm machinery and cordage factories. Some 250 individuals were involved on a regular basis in the former operation which had been started back in 1908. They manufactured and shipped manure spreaders, wagons, and wagon boxes, with about 5,000 being sold annually. Another 40 inmates were employed in the cordage shop which was at that time being phased out due to its non-profitability. Unfortunately, there was no single source available to our project which listed all of the inmates who entered these two industry programs in 1976 and 1977. Consequently we had to rely on assignment committee reports to identify that population which totaled approximately 900 individuals. We randomly selected 400 of that group for inclusion in our study. Sixty-seven of those workers were eliminated from the analyses either because they worked for fewer than ten days or because important information was missing from their records. Thus, 333 workers constituted our "traditional industry" sample.

Using the prison assignment committee reports we also generated lists of inmates who worked in support service positions, ie. janitorial and general maintanance work. From the composite of 700 names for the 1976-77 period, we randomly chose 300 individuals for a "state service" sample. Fifty-six members of this group were dropped because of insufficient information, thus leaving 244 in the final "state service" sample.

The Minnesota Department of corrections began implementing the Free Venture concept in early 1976. In the two years which followed there were two operations at the facility at Stillwater which were considered to operate under this model.

These were (1) the Stillwater Data Processing Systems Inc., a private company which leased an area within the main prison building and typically employed 10 prisoners in the development of custom programs, software packages, and computer alterations, and (2) Best Food Services, another private company which typically employed 25 inmates in providing meals for the entire institution. A total of 70 inmates worked for one of these two companies for at least 10 days during 1976 and 1977. We included this entire "Free Venture" population in our study.

It should be pointed out that 65 individuals were in two (and in one case three) of these samples. The decision was made to retain all of these cases so as to not bias the selection procedures. We deemed it important that the "traditional industry" and "state service" groups represent accurately the real populations from which they were drawn and that the "Free Venture" group involve the entire population.*

Minnesota Correctional Facility - Lino Lakes

The institution located in Lino Lakes has had numerous functions since it opened in 1963. During 1976 and 1977 it served as a minimum security prison for

*While this choice creates some difficulties for certain types of statistical analysis, it does not appear to be a problem for the results reported here. Almost all of the variables being compared in the current analyses involve observations which if generated about a single individual who appears in two samples will be independent in each respective case since they involve different periods of time. For example to compare the groups in terms of their behavior while employed we determined the number of disciplinary infractions per month worked. If inmate A worked in farm machinery from January to June of 1976 during which time he received 3 reports for minor infractions, his contribution to the "traditional industry" sample score on that variable would be .5. If he then switched to a state service position for the next six months during which he committed only 1 infraction his score as a member of the "state service" sample would be only .17. Although these two figures (.5 and .17) pertain to the same individual, they appear to us to constitute statistically independent observations.

adult offenders who had been transferred from Stillwater, St. Cloud, or Shakopee and were approaching their release dates. The average daily population there during that period was 90, and ten percent of the inmates were females who were participating in the Property Offenders Program which was closed in June, 1977. After that time there were no more women incarcerated in this facility.

Industry has alway been a primary focus at Lino Lakes, (since it became a medium security facility) and all of the shops there (which include printing, assembly, metal and wood fabrication, and upholstry) have been operated under the tenets of the Free Venture model. Everyone at the facility works, with approximately 20 to 25 percent of the population performing activities classified as support services - as opposed to industrial labor.

Included in our investigation were all of the Lino Lakes inmates who met the single criterion of having worked in a shop or a state service position for a minimum of ten days. The males and females were treated independently. There were a total of 64 men in the "state service" group and a total of 216 men in the "Free Venture" group. The respective numbers of women in the female groups were 12 and 18.

Although there was no overlap within the Lino Lakes groups, 44 of the men were also included in one of the Stillwater groups and four of the women were in the Shakopee group.

Minnesota Correctional Facility - St. Cloud

Formerly known as the Minnesota State Reformatory for Men, the institution at St. Cloud is a maximum security facility for younger felons with a capacity for 620 individuals. The average daily population in 1976 and 1977 was 550.

Between 25 and 30 percent of the inmates work in industrial shops manufacturing furniture, mattresses, or licence plates and tabs or doing metal work, upholstry, or printing. A similar number hold general maintanance positions with the

remaining individuals in academic or vocational training programs.

The Free Venture model had not been implemented at St. Cloud in 1976 and 1977. (Actually none of the shops to date are considered Free Venture operations by the Department although certain components of the model are now operative there.) However, because many of inmates at Lino Lakes had been placed initially at St. Cloud, we chose to draw a "traditional industry" sample from that latter facility as a comparison group. Fifty-four men were randomly selected from the various St. Cloud industries and constitute our eighth group. Two of those people were also included in a Stillwater sample.

Minnesota Correctional Facility - Shakopee

The women's prison in Shakopee with a 65 person capacity had an average daily population of 55 in 1976 and 1977. All of the inmates are required to spend 350 hours performing state service jobs. i.e. food service and grounds and building maintanance, before they can participate in other programs. Most of the women are involved in education. The two employment possibilities serve only a small number of the Shakopee inmates. Typically between 5 and 10 persons work as keypunchers, and a similar number do assembly work. Both of these operations function under the Free Venture model. A total of 30 women were employed in these positions for at least 10 days during 1976 and 1977. They are all included in our investigation. As indicated earlier, four of these people were also in the Lino Lakes group.

THE DATE ELEMENTS

The specific data elements included in the evaluation were discussed in detail in the original grant proposal and will not be listed again here. However mention should be made of the fact that we experienced even greater difficulty than we had

anticipated in collecting some of the information. For certain groups there is a considerable amount of missing data for the institutional work and financial variables. Exactly what was unavailable for which groups will become apparent in the results section of this report. The two major problems arose with our attempts to map the work experience of the "state serivce" sample at MCF-STW and to determine what the MCF-SCL workers did with their money. In the first instance we found that the 1976 and 1977 bi-weekly reports from which we coded hours worked, out hours, wages, and so on for the MCF-STW state service workers had been dumped randomly into boxes located in a dusty basement or simply thrown out. It would have required hundreds of hours of work to collect the information we sought, for some members of that group (and for them we would have had doubts about its completeness) while for others the data were forever lost. We chose to retain the MCF-STW state service sample for comparison with our other groups despite these problems since we did have background material on these individuals and information concerning their performance on parole. With regards to the spending activities of the MCF-SCL inmates, we found that the business office at that facility used different recording procedures than those at the other institutions. We could not determine reliably anything other than how much each individual had in his savings and spending accounts at a given point in time.

DISCUSSION OF THE FINDINGS

Most of the data reported in the final part of this report are descriptive in nature. Although group comparisions on the variables presented there are informative in terms of who participates (either by individual choice or program selection) in what types of employment at the various institutions, they are not, for the most part, evaluative in the sense of reflecting how experience in a Free Venture shop influences those involved (other than the obvious findings that Free Venture inmates earn more money, pay more taxes, and so on). The follow-up data to be

included in our Final Report should provide a better picture as what (if any) effects Free Venture produces.

Because of the many differences which exist among the institutions studied, we chose not to pool any of the nine groups, i.e. there are no all "Free Venture" versus all "state service" comparisons. In effect, the three types of groups are nested within single facilities. Furthermore, as we shall note, certain inter-institution group comparisons may be inappropriate due to confounding by a number of factors irrelevant to this evaluation. The paragraphs which follow provide descriptive summaries of each of the nine groups included in the evaluation.

The MCF-Stillwater Groups

The 333 men who constituted our *traditional industry* sample at MCF-STW were in many ways representative of the entire prison population. Although slightly younger than the average Stillwater inmate, they were just as likely as the others to be married and/or divorced, and they tended to have a similar number of children. In addition, the racial make-up and educational backgrounds of this sample were characteristic of those incarcerated at the prison. The criminal records of our traditional industry workers were quite varied and cut across all categories of offenses. Proportionately there were somewhat fewer person-offenders within this group than within the institution at large.

With an expected 24 months to serve, the average inmate in a traditional industry shop had been incarcerated for six months when he began working and tended to stay in the position for almost another six months, putting in a total of approximately 715 hours over that period. His efforts earned him slightly more than 40 dollars per month none of which went toward taxes or institutional charges. He was likely to spend one day out of every 30 as a medical lay-in with an additional 11 hours away from the shop for other miscellaneous reasons. There were more than threefold average increases in the amounts of money the

traditional industry workers held in both savings and spending accounts over the course of their employment ($23 to $73 and $23 to $76 respectively). Nevertheless it must be pointed out that their prison earning were supplemented by almost 25 dollars each month which they received from outside sources. The large majority of inmates in this sample committed neither major nor minor infractions while working. Most terminated their jobs because they were being released from the institution either to MCF-LL or to the outside world. One third of them left for other jobs within the institution.

The 244 men in the *state service* sample from Stillwater were comparable to the traditional industry inmates in terms of age and familial status. However, they tended to be better educated, and within this group Blacks were over-represented. While their previous criminal records were very similar to those of the traditional industry group, they were somewhat more likely to have more than a single active conviction, and there were slightly more person offenders. Consequently the mean sentence to be served was longer.

The typical worker in a state service position at MCF-STW, had served for slightly more than one year when he began working. As indicated earlier, we were not able to resurrect the daily work histories of the state service workers. We could determine from the movement cards the dates they began and terminated their positions. The mean length of such employment was almost six months. Although we do not know exactly how much was earned during that period, we do know that the average inmate received $26.50 every month from outside sources. His savings and spending accounts showed less growth than those of the industry workers; however he spent comparable amounts of money within the institution and sent slightly higher sums to his family members.

While a somewhat higher percentage of state service workers committed major disciplinary infractions during the period they worked, the mean numbers of convictions per month of employment for the traditional industry and state

service samples were similar. Reasons for leaving state service positions varied considerably. This group was less likely than the traditional industry workers to terminate because they were departing the institution. Almost 24 percent of the groupswere simply transferring to industrial positions within the prison.

The *Free Venture* population at Stillwater in 1976 and 1977 was in many ways a very special group. Compared to the other two samples there and to the MCF-STW population at large, they were older and more likely to have been married and/or divorced and to have children. Like the state service workers, they tended to be somewhat better educated and to have a higher than expected proportion of Blacks. American Indians were also over-represented in this group. Although they usually began their criminal activities at a later than average age, they had previously been convicted of more crimes in the person and property categories and had been incarcerated more frequently. Furthermore they were much more likely as a group to have multiple active convictions and to be serving for person rather than property offenses.

The typical Free Venture worker expected to serve over four and one half years in prison and had been incarcerated for over two years when he began in the Free Venture position. The average length of employment was just under one year during which time some 1708 hours were worked. The fact that the Free Venture inmates tended to be more serious criminals with longer sentences may be explained in large part by the recruitment and selection procedures of the private industries. For example one hiring criterion followed by the computer company was that their employees have a minimum of 12 months left at MCF-STW. Thus, that shop actively sought the inmate with a very long or even life sentence. It is difficult at the present to determine whether or not factors involving self-selection (on the part of the inmates) contributed to the special make-up of the

Free Venture group. It seems likely that individuals with better than average work histories would be drawn in disproportionate numbers to Free Venture positions both because they enjoy working and because they have established good work habits (i.e. they have a work ethic). It could be argued quite plausibly that person offenders are more likely to have held and maintained jobs in the past than have property offenders (perhaps the reason that many individuals fall into the latter category is that they have no ability or interest and consequently limited experience in legal means to financial rewards, i.e. jobs). Data on the pre-institutional employment records of our samples should shed light on this issue. They will be included in the future analyses.

The mean earnings per month for the Free Venture workers were $210.80. After paying taxes, the average inmate in this group was left with $198.88, almost five times the income of his peer in a traditional industry shop. Although he was apt to keep more of this money in his spending account and to spend somewhat more on himself on a regular basis, the major difference between him and other workers at MCF-STW was his great tendency to send money home. As might be expected, these individuals received fewer dollars from outside.

Institutional regulations mandate that a portion of income be saved until 100 dollars is in an account for use at release. The Free Venture group had close to 80 dollars in savings when they began working (probably earned in state service and traditional industry jobs). The increase in this amount tended to be minimal for the period of employment. It seems likely that many Free Venture workers were saving money in non-institutional accounts. Unfortunately, we had no access to information to document such a possibility.

Unfortunate too is the fact that we could not determine the number of out-hours and days of medical lay-in for the Free Venture inmates. We do know that they averaged fewer days of temporary and mon-working idle. Their conduct, as indicated by reports for major and minor disciplinary infractions, was no

different than that of the other MCF-STW groups.

The Free Venture workers were less likely than their peers to transfer to other jobs. Many were still employed at the end of the period under study.

The MCF-St. Cloud Group

The sample of 54 workers drawn from the *traditional industry* shops at St. Cloud is unique compared to our groups but is generally representative of those incarcerated at the reformatory where the mean age is significantly lower than at the other state institutions. Like most of their peers at MCF-SCL, the larger majority of our sample there were single, and few had children (although the employed group tended to have more children than was typical). Furthermore they were the least well-educated of our samples.

The St. Cloud group had begun their criminal activities as young teenagers and had lengthy juvenile records. For obvious reasons, their adult histories were much shorter and they had been incarcerated relatively few times in the past. Almost one third of this group had an active conviction for a person offense and just under one half were serving sentences for crimes against property.

The typical traditional industry inmate at MCF-SCL expected to spend 28 months in prison. About one third of this time had been served when he began working. He was likely to put in 1360 hours of labor over a 10 month period before terminating the position. He spent twice as many days at the workers at Stillwater as medical lay-ins (2 per month). Information concerning out-hours was not available.

None of the average 29 dollars of earned income per month was taken in taxes or for chargebacks. We were unable to determine how this income was spent or how much money these inmates received from outside. The average savings account grew from $45.57 to $102.51 over the period of employment.

Compared to the Stillwater groups, the St. Cloud workers received many more disciplinary reports for both major and minor infractions. These differences, however probably reflect differences between the applications of rules at these institutions and should not be interpreted necessarily as evidence that the MCF-SCL inmates were less well-behaved (although it may also be the case that these younger inmates are more unruly). The large majority of this group terminated their jobs because they were being released or sent to another institution.

The MCF-Lino Lakes Groups

The 216 men who worked in the *Free Venture* shops at MCF-LL during 1976 and 1977 fell midway between the groups selected from MCF-STW and MCF-SCL on many of the demographic variables. This was to be expected given that they came in almost equal proportions from those two institutions. The typical Free Venture worker at Lino Lakes was 25 years old, single, and childless. Whites constituted a higher proportion of this group than of any of the others; American Indians were underrepresented. Two thirds of this group had at least a high school diploma or GED when incarcerated, and a relatively high number had furthered their education in prison.

The criminal records of these men showed fewer previous convictions and incarcerations for all categories of offenses than did those of the Stillwater inmates but more than did those of our St. Cloud group. The large majority of the Free Venture population were serving time as new court commitment, i.e. they had not been returned as parole violators. Relatively few were person-offenders, compared with either the MCF-STW or MCF-SCL samples. Interestingly however, they were more likely to have more than one active offense than were the other groups.

The average expected length of institutionalization for these inmates was short (22 months) and almost three quarters of their time had been served when they

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were transferred to Lino Lakes. The typical Free Venture worker put in 592 hours over a four month period, with an average 3 days of medical lay-in per month and an additional 7.5 hours away from the shop for sick and vacation leave. It should be noted here that these workers, unlike any of the others, were compensated for such time. They earned 2 hours a week of vacation time and 1 hour of sick leave. No bonuses were applied to these earnings however.

Although the average monthly earnings totaled almost $180 dollars, slightly over half of this amount was deducted for taxes and chargebacks. Very little money was sent in to this group from the outside. While it was the case that both savings and spending accounts grew considerably over the course of employment, it was also true that these workers spent significantly more money on themselves than did the other groups studied. They also sent more money home compared with everyone except the Free Venture workers at Stillwater.

Almost half of the Free Venture inmates committed a minor infraction while employed, and 24 percent were found guilty of major violations (for which they were generally returned to Stillwater or St. Cloud). Indeed the mean numbers of major and minor infractions per month were higher for this group than for any of the others, including the purportedly unruly inmates at MCF-SCL. This finding was contrary to expectation, and without information which is unfortunately missing from the current evaluation (i.e. individual disciplinary records pre- and post-employment) it is difficult to interpret. The inmates at Lino Lakes have claimed that despite the greater freedom enjoyed at that institution relative to other state prisons, disciplinary regulations are applied with much greater stringency there than elsewhere. If the number of reports for infractions can serve as an indication, our data support this assertion.

The 64 men who worked in *state service* positions at Lino Lakes were very similar to their Free Venture counterparts in terms of age, marital status, and

education. Interestingly however, they had over three times as many children. Initially we viewed this finding with surprise; one might have predicted that men with dependents would opt for the higher paying industry jobs. As will become apparent however, they probably knew what they were doing.

Proportionally there were fewer Whites among the state service workers, and American Indians were represented in accordance with the general population in the state prisons.

The criminal records of the state service workers were highly comparable to those of the other Lino Lakes inmates in terms of both previous history and current convictions. The former were somewhat more likely nevertheless to have a single active offense.

With an average 22 months to serve, the state service worker began his position with about 6 months remaining. He stayed on the job for 4 months, putting in 632 hours. The amount of time spent off the job was comparable to that of his Free Venture peer. Although he earned almost 50 dollars a month less than the average industry worker at MCF-LL ($130), very little of this amount was taken for taxes or chargebacks. Consequently, after deductions, the state service worker had significantly more money than did the individual working in a Free Venture shop. Thus, for the inmates at Lino Lakes it was personally more profitable not to work in industry but to work instead in a slower paced, less "real worldish" state service position. Consistent with this view is the fact that more inmates went from Free Venture to state service positions than vice versa.

Although the mean number of disciplinary reports were lower for this group than for the Free Venture inmates at Lino Lakes, similarly high proportions of each group committed major and minor infractions while employed. This finding is consistent with the contention that differences between institutions rather

than inmates account for the differences in the incidence of disciplinary infractions. Once again however definitive information is lacking.

Eighteen women worked in *Free Venture* shops at Lino Lakes while it was a minimum security institution in 1976 and early 1977. All were participants in an experimental program for female property offenders. None had an active person offense on her record. The average age of this group was 30.9 with a mean of 1.6 dependent children. Although 72 percent of these women had been married, only 17 percent were living with their husbands when arrested. Relative to the population of women incarcerated in Minnesota, Whites were somewhat over-represented. Compared to the other groups of women we studied, these were the best educated; over 60 percent had earned at least a high school diploma or GED.

This was the first conviction for most of these offenders whose expected length of stay in prison averaged 10.5 months. They generally began working 2.5 months after they were incarcerated and spent 4 months on the job. During that time they worked approximately 530 hours with an average 6 days of medical lay-in and 14 other out-hours per month. The typical woman earned $170 dollars per month. An average $73 dollars per month was deducted for taxes and chargebacks, leaving $97 dollars to save or spend. Some of this went into mandated savings accounts, a little went to their families, and much was spent on canteen purchases.

Like the men at Lino Lakes, these women had high rates of disciplinary reports. Over half were convicted of minor infractions and a third committed major infractions, evidence again for the high overall incidence of such at MCF-LL. Most of these women left their jobs because they were being released.

Twelve* women held *state service* positions while incarcerated at Lino Lakes and participating in the Property Offenders Program. Perhaps the most striking difference between them and the women in the Free Venture shops was their relative lack of education. Although they tended to have committed their first offense at an earlier age, their criminal histories and active records were highly comparable.

The mean expected time of incarceration was just under 9 months and an average 2 months had been served when the typical female state service worker began working. Over a 5.4 month period she labored 611 hours, spending relatively more days on medical lay-in and tallying more out-hours than her peer in Free Venture. As we found with the males, the state service women earned considerably less than those in Free Venture shops before deductions but significantly more after deductions. The spending behavior of the two groups of women at MCF-LL was highly similar.

The state service women were found guilty of more disciplinary infractions, especially in the major infraction category, than were those in Free Venture. For this reason more of them were transferred to MCF-SHK. Five of the 12 terminated their employment at release.

*While this number (and the 18 in the Free Venture group) may seem especially small, it must be remembered that it represents all the women who held such jobs for ten days or more. Consequently we may view the differences which were observed for the three female groups as differences among populations; they do not reflect sampling errors. The previous section of this report included results generated by standard tests of statistical significance. The issue of whether or not these aid intrepretation of the findings is left to the reader. Of course regardless of one's position on this latter question, such results reveal nothing about the real "meaningfulness" of the data.

The MCF-Shakopee Group

The 30 women who worked in *Free Venture* positions at the women's prison were comparable in terms of most of the demographic variables to the Lino Lakes women. However over one third of this group had an active person offense on her record and thus the mean expected length of stay was approximately three times longer than for the latter two groups (i.e. 27.8 months). The typical assembly worker or keypunch operator at Shakopee had been incarcerated for more than one year when she began working. A sizeable minority of the group (26.6 percent) had used that initial time to further their education. As was noted previously, all of them had been required to work a minimum of 350 hours in state service positions.

The typical MCF-SHK worker worked for 4.5 months. She earned $73 dollars per month from which very little was deducted. Although chargebacks were drawn, these women did not make enough money for these to amount to very much at that time. These earnings were supplemented by an average $15 dollars per month received from the outside. Compared to their peers at Lino Lakes, the inmates at Shakopee spent little on themselves and sent little home. (It should be mentioned here that they did have fewer children to support.)

The disciplinary records of our MCF-SHK group were better than those of the MCF-LL groups in terms both of the number of individuals committing infractions and the average number of reports. This finding once again of cleaner records for a groupsof somewhat more serious offenders suggests that inter-institution comparisons on such institutionally-linked variables may be inappropriate.

General Comments

The descriptive summaries presented above tell us quite well about who within our prison population worked where in 1976 and 1977. Those findings, like

most of the data reported in the final section tend to be self-explanatory in nature. The group differences which did appear among the various samples and populations on certain of our variables are hardly surprising given the basic differences which exist across the institutions and programs studied. It seems likely that those differences were generated both by factors of self-selection and by the hiring criteria applied in the various shops and programs. It is difficult to document the relative strength of these two kinds of variables. One would need to have information concerning the whole pool of applicants for jobs at each institution. The broader focus of the design for the second phase of the evaluation (specifically the inclusion of "non-workers" and workers who lasted fewer than ten days and interviews with staff and inmates) may shed some light on this issue.

Thus far very little has been said regarding the "effects" of a Free Venture work experience. As we have noted, one must be cautious in drawing comparisons between groups from different institutions where policies and practices vary greatly. With this in mind, let us turn to the hypotheses set out in the original grant proposal and in the April, 1979 concept paper.

We predicted that inmates in Free Venture shops would develop better work habits than would their peers in traditional industry and state service positions. Our measure of this was to be the number of out-hours per month worked. It would be meaningless to make comparisions across the institutions because of differences in the rules concerning out-hours. For example inmates at St. Cloud were paid a set amount per day regardless of how much time they spent away from their jobs. In addition, unlike at MCF-LL which was organized around the Free Venture model including an expected 8 hours of actual work, MCF-SCL inmates were excused from work for such activities as laundry and haircuts. Unfortunately we could not collect information on out-hours for the traditional industry and state service

samples at Stillwater. Thus the only comparisons to be made involve the MCF-LL groups. For the men there, there were no differences between the state service and Free Venture groups. While the two female groups did differ in the predicted direction, the tremendous variability within each group would make one hardpressed to interpret the results as supporting the hypothesis.

A similar situation arises with regards to number of days of medical lay-in, a second variable thought to measure the strength of one's work habits. Again, the male groups at MCF-LL were not different from one another, and the small difference between the female groups was weakened by the large within group variability.

Unfortunately, we were unable to collect information on other variables related to the quality of one's work habits such as number of times quit, number of times fired, and number of pay raises. Our finding that there were only minor group differences in the number of shops where inmates worked reveals little given that the reasons for the transfers are unknown. In short, we are left with no evidence to support our hypothesis that Free Venture workers would demonstrate superior work habits.

With regards to the spending and savings behavior of our groups, we had predicted that Free Venture workers would save more money for release and would send more money home to their families. Of course it was necessary to take into consideration the fact that the latter group (at least at MCF-STW) earned more money than the others. While our data provide partial support for this prediction, our analyses are hampered by two problems. First, it was the case that the men in the Free Venture groups had more money in both savings and spending accounts initially than did others. Perhaps more significant however is the fact that certain inmates chose to deposit some of their earnings in external savings accounts which we were unable to track. Consequently, we lacked

reliable information on how much each individual held in total savings. Furthermore the fact that prison regulations required that a certain percentage of one's wages go into savings until 100 dollars were accumulated raises doubts about the use of this variable for assessing inmate behavior.

With these reservations in mind, we may turn ahead to the figures given in Tables 26-28. Despite their much greater earnings, the Free Venture workers at MCF-STW did not spend much more money on themselves than did the other two groups there. Instead they chose to send much larger sums to their families, as we had anticipated, and to accumulate more in their spending accounts. Most seemed to stop putting money into their prison savings account once the 100 dollar level was reached. In considering the MCF-LL data, we must remember that after deductions, the Free Venture group was significantly poorer than their state service peers. Therefore the findings that they did save somewhat more and that they sent more money home (even though they had fewer dependents) reflects positively on them. The spending behavior of the women at MCF-LL did not vary greatly between the state service and Free Venture groups. However, it should be pointed out that the latter did send slightly more to their families in spite of the fact that they had less to spend. Again, this may be viewed as evidence that they made "superior" use of their earnings.

Our hypothesis that the Free Venture groups would accrue fewer disciplinary reports and spend fewer days in segregation than the others received no support. The three Stillwater groups had very similar records as did the male groups at Lino Lakes. There were slight differences between the women in the state service and Free Venture positions at MCF-LL, but these were largely attributable to one individual. As we have seen, there were large inter-institution differences which interfere with across the board comparisons and which complicate the picture especially with regards to the issue of whether or not the existence of

Free Venture shops makes a prison earier to manage. If our data are taken at face value, the answer would have to be a resounding "no". The one institution which operated most consistently with the Free Venture model, had the highest incidence of disciplinary problems! However, such a conclusion would be unfounded given the host of other differences across the institutions (such as the enforcement of regulations, the nature of living arrangements, the personalities of the staff, and so on). Furthermore such a conclusion would be in contradiction to reports from those involved that MCF-LL was (and is) the most manageable of the men's institutions and that the inmates there are the best behaved.

The question of how the existence of Free Venture shops affects a prison is complicated. In addition to the impact on the general population of inmates, one must consider the impact that such a program has on the institution's staff. It is necessary too to differentiate effects produced by the establishment of the shops from those related to their ongoing operation. In informal interviews the chief executive officiers, industry directors and staff, and other personnel from other programs were asked about how Free Venture had affected their jobs and the institutions in general. Although there was agreement among those at Stillwater, Lino Lakes, and Shakopee (St. Cloud has no Free Venture), that Free Venture was a good thing, there was also considerable variation in the responses.

Probably the most positive reactions were those expressed by the warden and the individuals involved in managing industry at MCF-STW. Despite the fact that the implementation of Free Venture there had required major changes in staff hours and in arrangements for meals and counting,the transition had been smooth. The warden attributed this to the months of planning and preparation which preceded changes such as lengthening the work day. He noted his feeling that their success was a function of human, fiscal, and architectual resources which some facilities might lack. The general consensus among the Stillwater staff was that Free Venture had a stabilizing influence on the institution.

Although certain individuals expressed reservations about some components of the model, no one mentioned any negative consequences*.

Reactions among those interviewed at MCF-LL were more mixed. Because that facility was undergoing major alterations in 1975, 1976, and 1977 (from a juvenile center to adult minimum security institution to a mens' medium security prison) with most of the same staff, it is very difficult to separate "effects" induced by implementation of Free Venture from those caused by all of the other changes. The job classifications for many persons who had worked previously in educational and vocational programs were changed to allow them to work within the industries. This created a great deal of resentmentaas did the shift in focus from training and teaching to industry, as shift which many opposed for philosophical reasons. In addition to what they saw as basic changes in the nature of the facility, the implementation of Free Venture led to the displacement of all the educational and therapeutic activities. Having a standard eight hour work day for inmates meant that case workers and staff in other programs had to alter their working hours (i.e. work evenings and/or weekends). Despite all of these growing pains, the program at MCF-LL has flourished, and although some of the staff there still believe that the emphasis on "real world" work is at the expense of other correctional objectives, everyone we interviewed voiced support for the Free Venture model. What the critics would like would be to offer alternative programs for the inmates incarcerated at Lino Lakes.

Several people at MCF-LL from both industry and non-industry programs suggested that some of the dissatisfaction (of the sort described above) resulted from a lack of communication between lower and middle level personnel in the various programs. They felt that the opportunity for interaction among the staff

*Perhaps it should be kept in mind that these interviews were done in 1979, a time when it was apparent that Free Venture program at Stillwater was a success at least financially speaking. We did hear that some (not all) of the longer term industry staff at first had balked at the program. Like any new undertaking Free Venture required changes in the way things were done. In addition shop supervisors and foreman were called upon to perform in a more rapid (real worldish) manner than they had in the past, which for many reasons met with resistance at least initially.

who worked on all of the areas in which inmates were involved would benefit the institutions (and consequently the inmates). While there clearly is no "real-world" parallel to such an activity it does not seem that the Free Venture concept necessarily would oppose regular contact between industry personnel and case workers or teachers or therapists.

The staff at Shakopee reported that Free Venture had had very little effect there. This was due to the fact that relatively few women were involved in the program largely because there was little industrial work that could be done given the space limitations at the institution. Although critical of the Department for not providing more work opportunities, those interviewed certainly saw Free Venture in very positive terms. In particular the keypunch operation received considerable praise.

The varying experiences at these three Minnesota institutions demonstrate clearly that the nature and degree of the impact which the implementation of Free Venture creates depend upon the extent of the program, the numbers (and personalities) of those who will be involved, the manner (and speed) with which the program is introduced, and so on. There is no single set of consequences which will follow necessarily from the model. As the warden at MCF-STW so aptly noted fiscal, architectual, and human resources must be taken into consideration (and it may well be that the last of these presents the most difficulty!).

At the end of the first year of our project we find ourselves unable to address many of the evaluative questions which have been raised. Many of our sources of data have been found to be wanting. Records were incomplete and hard to interpret. Part of the difficulty may stem from the fact that the prison industries were undergoing major and rapid changes during the period studied. In informal interviews with shop and management personnel we were told repeatedly that it was inappropriate for us to evaluate a program in its first year

or two when so many practices were unsettled. It is clear to us that many of the initial wrinkles have been ironed out; the current procedures for keeping records are much more accurate and complete than those used in 1976 and 1977. We are more confident about the validity of the data we are collecting presently in the second phase of our design.

In terms of the measures we used, it does not appear that experience working in a Free Venture shop had much influence on (i.e. did not set apart) inmates who did so in 1976 and 1977. Critics could claim that our inability to get significant group differences is a result of our reliance on "objective", easily quantifiable data which cannot capture the real impact of programs such as Free Venture . Anecdotal accounts from both inmates and staff did highlight very positive outcomes (attributed to Free Venture) which our numbers may have missed. It may be that we cannot operationalize the kinds of variables that are affected (such as self-esteem, sense of dignity, and so on). Our inability to reject our null hypotheses does not mean necessarily that Free Venture is not valuable. Decisions regarding the future of the model here and in other states should not depend solely on "scientific" findings such as ours or such as those generated by the financial evaluation underway within the industry program but also on moral considerations which are not subject to tangible assessment. This point was stressed by several prison industry directors at the April, 1979, Free Venture Conference in Florida, who maintained that even if the operation of Free Venture shops did not save a state money or did not make an institution easier to manage or did not contribute to the rehabilitation of the inmates they

*Little has been made of the fact that Free Venture workers paid over 40,000 dollars in state and federal income taxes and close to 15,000 dollars in chargebacks to their institutions during the period they worked. Whether or not these are substantial amounts can be determined only in the context of information concerning the larger financial picture of the prison industries in this state, information which is outside the realm of this study.

employed, the model was still worthwhile because of the great dignity it gave each individual inmate.

It is premature at this point to conclude that Free Venture has no measurable impact on imates. We are presently analyzing follow-up (parole) data which will help us to determine whether or not there are any long term effects on our 1976-1977 groups. In addition it is our hope that the revised design for the second phase of our evaluation with its broader focus will provide more definitive information relevant to the "effects" of Free Venture.

THE DATA

Most of the analyses which were carried out involved one-way Anovas followed by Tukey post-hoc comparisons. The outcomes of the Anovas (as well as of a number of chi-square tests) are reported in the text. Specific group differences are said to be significant when the relevant Tukey comparisons produced p values of less than .05. Data for the males and females were always treated separately.

Demographic Variables

Age: Table 1 presents group means and standard deviations for age at the time of the incarceration under study. An analysis of variance of the mens' data revealed highly significant age effects ($F_{(5,975)} = 25.862, p < .0000$). Tukey tests indicated that the traditional industry sample at MCF-SCL was significantly younger than all of the other groups while the Free Venture workers at MCF-STW were significantly older. The MCF-LL groups fell between those from the other institutions, although the differences between their mean ages and those for the MCF-STW group more statistically significant only in the case of the MCF-LL Free Venture workers.

The three female groups did not differ in terms of age.

Familial Relationships: Summary information concerning marital status and numbers of children and of dependents (i.e. children under age 18 and spouses) is presented in Table 2. There were large marital status differences across the institutions with a majority of the MCF-STW inmates having been married at least once compared to less than 15 percent of the MCF-SCL group, with the MCF-LL workers falling in between. There were comparable proportions of men in each category for the two MCF-LL populations; however a χ^2 test calculated for the three MCF-STW groups revealed that the Free Venture workers there were less likely to have been single and more likely to have been divorced or widowed than were the other groups ($\chi^2 = 28.834$, 10 df, $p < .0013$).

It should be pointed out that the samples of traditional industry and state service workers drawn from MCF-STW and MCF-SCL were comparable in terms of marital status to the general populations in those institutions in June, 1977. There were no differences among the women on this variable, although the MCF-SHK women tended to have been married more often than the MCF-SHK population at large.

Analyses of variance were carried out on the number of children and number of dependents. For the males there was a significant effect in each case ($F_{(5,975)} = 2.449$, $p < .0323$ and $F_{(5,975)} = 2.438$, $p < .0330$ respectively); however Tukey post-hoc comparisons revealed that the only groups which were significantly different from one another were those at MCF-LL with the state service workers there having significantly more children and more dependents.

Tukey analyses of the womens' data demonstrated that the inmates at MCF-SHK had significantly fewer children and dependents than did their Free Venture counterparts at MCF-LL with the MCF-LL state service workers falling in between the two groups ($F_{(2,57)} = 3.832$ and $p < .0275$ in both cases). The Free Venture women at MCF-SHK also had fewer than average children compared to the other women incarcerated with them.

Race: The racial make-up of our groups is outlined in Table 3. Except for the state service and Free Venture groups at MCF-STW which have a lower proportion of whites, the figures for the men are comparable to those for the institutions in June, 1977. Chi-square tests were done for the groups at MCF-STW and MCF-LL. While there was not a strong relationship between race and work group for the Lino Lakes inmates, the association between these variables approached statistical significance ($\chi^2 = 15.266$, 8 df, $p < .0542$) for the Stillwater groups wherein the state service and Free Venture samples had fewer Whites and more Blacks than expected.

As for the females in the study, there were no racial differences among our groups, although the Free Venture workers at Shakopee did have a higher proportion of Blacks than did the institution generally.

Education: Two factors regarding educational attainment were coded in the evaluation: highest grade level completed at time of the current institutionalization and highest grade level completed at admission to prison industry or state service. The results are presented in Table 4. With the exception of the St. Cloud sample a majority of whom did not have a high school diploma or a GED, the male groups were quite similar with roughly 60 to 65 percent having achieved such an educational level prior to incarceration. Compared with the other MCF-STW groups, the state service workers had more college credit ($\chi^2 = 13.085$, 4 df, $p < .025$). Although as Table 5 indicates, there was a tendency for the Free Venture workers at MCF-STW to have furthered their education while in prison to a greater extent than their other Stillwater counterparts, this difference was not statistically significant. The figures given in that table may be misleading for the St. Cloud inmates. While few earned new GED's before entering the work force, many others did increase their educational level to a lesser degree.

The women who constituted the Free Venture groups at Lino Lakes and Shakopee were quite similar in terms of the educational background, a majority in each case having a high school diploma, a GED, or some college credit. The state service women however were much less educated. Both MCF-LL groups were less likely to have furthered their education while in prison than were their peers at Shakopee.

Criminal History: The case file for each inmate included in the evaluation was read for information concerning his or her juvenile record and for previous adult convictions. Our findings are summarized in Table 6. Anovas and Tukey post-hoc comparisons were done for each variable. The data for the males and females will be discussed turn.

There was a strong relationship between group membership and age at the time of ones' first adjudication ($F_{(5,911)} = 6.214$, $p < .0000$). The St. Cloud inmates were significantly younger when they were first convicted of a crime than were the others (although the age difference between them and the MCF-LL state service group missed statistical significance). The Free Venture workers at Stillwater were significantly older than the state service workers there and tended to be older than the other groups.

The fact that the MCF-SCL inmates began their criminal activities earlier is supported by the additional finding that they committed more offenses as juveniles than did the other groups who did not differ on this variable ($F_{(5,928)} = 13.965$, $p < .0000$).

Significant group effects were demonstrated for number of previous property offenses ($F_{(5,975)} = 6.978$, $p < .0000$), for number of previous person offenses ($F_{(5,975)} = 3.148$, $p < .0080$), and for number of previous other offenses ($F_{(5,975)} = 3.032$, $p < .0101$). There were no group differneces for the men on the number of previous drug offenses. The St. Cloud inmates had committed significantly fewer

property offenses than any of the MCF-STW groups, and the Free Venture workers at Lino Lakes had committed significantly fewer than either industry group at Stillwater.

The Free Venture workers at MCF-STW previously had been found guilty of more person offenses than the others; however the only group differences which were statistically significant involved them and the Free Venture inmates at MCF-LL. This latter group also had committed fewer other offenses than the Free Venture and traditional industry groups at Stillwater. No one in the St. Cloud sample had been convicted previously for an "other" offense.

As a logical consequence of the relationships between number of previous offenses and group membership, there was also a significant group effect for number of previous incarcerations ($F_{(5,975)} = 8.746$ $p < .0000$). As to be expected, the MCF-STW Free Venture workers had been institutionalized significantly more times than had the other groups. In addition the MCF-STW traditional industry workers had been incarcerated more times than the St. Cloud inmates or than the Free Venture workers at MCF-LL.

The Anovas calculated on the female group data reported in Table 6 did not produce any statistically significant F ratios. Nevertheless certain patterns were suggested. The state service women tended to have begun criminal activity at an earlier age, to have been convicted previously for more property, person, and drug offenses, and to have been incarcerated more frequently. The Shakopee group had a history of more juvenile adjudications and more convictions for "other" offenses.

Because the analyses discussed above were subject to some distortion by the extreme scores of a few individuals, the criminal history variables were re-analyzed in terms of the number of persons within each group who had committed X number of offenses. These results are provided in Tables 7-15. Chi-square tests were done, and the outcomes are included in the appropriate table in each case where significant or near significant relationships were indicated.

Current Incarceration: All of the inmates were classified in terms of six types of commitments. These and the percentage of individuals fitting each category are presented in Table 16. Generally, the Lino Lakes groups had more new court commitments while the state service and Free Venture groups at Stillwater had higher proportions of parole violators. Separate analyses of the three MCF-STW groups revealed a significant association between group membership and commitment ($\chi^2 = 20.261$, 10 df, $p < .0269$). Clearly, there were more new commitments within the traditional industry sample than in the other groups.

Information was coded regarding up to three active convictions for each inmate. These were listed in terms of seriousness, with property offenses receiving higher priority than person offenses due to the anticipated association between the former and outcome measures in the study. Each offense was coded as person related, property related, robbery, or other. Our justification for separating robberies from the first two categories was our belief that such offenses cut across these twossince they both involved violence against other people and presumably are financially motivated. The findings are given in Table 17.

The St. Cloud sample appears to be very similar to the traditional industry and state service groups at Stillwater both in terms of the types of offenses and proportions of inmates with 2 or 3 active convictions. The Free Venture workers at MCF-STW stand out among the groups there as having more person offenders and slightly more robbers. Furthermore, they were more likely to have more than one active conviction. The respective chi-square values for the three offenses were $\chi^2 = 27.417$ (6 df, $p < .0001$), $\chi^2 = 27.063$ (8 df, $p < .0007$) and $\chi^2 = 26.651$ (8 df, $p < .0008$).

Although the Free Venture and state service groups at Lino Lakes were similar in terms of the types of offenses committed, the former were more likely to have more than one active conviction ($\chi^2 = 5.567$, 1 df, $p < .05$).

Each inmate was classified on the basis of whether or not he or she had an active person offense on his or her record and whether or not there was an active property offense. Table 18 demonstrates these results. There is considerable comparability across the male groups with the exception of the Free Venture workers at MCF-STW. Consistent with the data presented above, this latter group was shown to have fewer property offenders and more person offenders compared to the other samples. Chi-square tests were done using the Stillwater data, and in the cases both of percentage of property offenders and of percentage of person offenders. there were strong associations with group membership ($\chi^2 = 14.68$, 2 df, $p < .001$ and $\chi^2 = 21.28$, 2 df, $p < .0001$ respectively).

Although almost all of the female inmates at Lino Lakes were incarcerated for property offenses, this was somewhat less likely for those employed in Free Venture shops. There were no person-offenders in either of those populations. Compared to both of these groups, the women at MCF-SHK were both much more likely to be person offenders and somewhat less likely to have an active property conviction.

The group differences in numbers and types of active convictions are reflected in the amounts of time the inmates were expecting to serve. These figures are included in Table 19. It is clear that the men at Lino Lakes were serving comparable length sentences and ones which were similar to those of their peers at St. Cloud and of the traditional industry workers at Stillwater. Although it appears that the MCF-STW state service workers had somewhat longer periods to serve and the Free Venture workers there even more time, none of these groups differences reached statistical significance because of the tremendous within group variability.

The average length of sentence for the women incarcerated at Lino Lakes was shorter than that for their peers at Shakopee. This finding is consistent with the nature of their active offenses.

Between 91 and 96 percent of the inmates in the MCF-STW, and MCF-SCL groups began their current incarceration in those respective institutions. The male Free Venture workers at Lino Lakes were somewhat more likely to have come from St. Cloud than from Stillwater (52.8 versus 47.2 percent), while the reverse was true for the male state service group there, of whom 56.3 percent had been first incarcerated at Stillwater and the remaining 43.8 percent at St. Cloud. These differences are not statistically significant.

Most (86.7 percent) of the women in the Shakopee group had been committed to that institution. About half of the women in the MCF-LL groups had begun serving their current sentences elsewhere, typically at MCF-SHK.

The Work Experience

Period of Work: Information concerning the number of months for which inmates had been incarcerated when they began working and the number that they had left to serve is presented in Table 20. Anovas and Tukey post-hoc comparisons revealed significant group effects. For the males ($F_{(5,975)} = 17.299$, $p < .0000$) it was the case that the Free Venture workers at MCF-STW had served significantly more time than any one else while the traditional industry workers there had been incarcerated significantly less time than all but their St. Cloud counterparts. Similarly ($F_{(5,811)} = 26.525$, $p < .0000$) the Stillwater Free Venture inmates had significantly more time left to serve when they began working than did the other groups. The MCF-LL groups had significantly shorter periods remaining.

The females at Lino Lakes had served significantly fewer months when they started working ($F_{(2,57)} = 9.785$ $p < .0002$) and had fewer months left to serve ($F_{(2,49)} = 3.672$, $p < .0330$) than had their peers at Shakopee.

For all of our groups except the state service workers at MCF-STW and the women at MCF-SHK we were able to determine from payroll records how many hours

each individual worked. These values are given in Table 21 which also presents the number of months worked, data which were available from other sources. There were significant group effects for the males. In terms of the total number of hours the men worked ($F_{(4,723)} = 37.197$, $p < .0000$) the Free Venture group at Stillwater and the inmates at St. Cloud far surpassed the others. This was also true for the number of months worked ($F_{(5,975)} = 30.487$, $p < .0000$), a variable on which the Free Venture workers at Lino Lakes also stood out for having worked a significantly shorter period than had all but the other MCF-LL inmates.

The differences among the female groups were minor.

As Table 22 indicates, the groups differed considerably in the number of months remaining to be served (i.e. until their target release date) at the date they terminated their industry or state service position. The MCF-LL inmates had significantly less time left than did the MCF-STW groups. In addition the FV workers at Stillwater had significantly more time left than all but the state service workers there. Although the women at MCF-SHK tended to have longer sentences remaining than did their peers at MCF-LL, the Tukey comparisons did not produce statistically significant results due to the tremendous variability within the former group.

Earnings: Because of the variability across our groups in the amount of time during which inmates had worked, it was deemed necessary to recompute all our work related variables as a function of the number of months worked. Table 23 presents data concerning the amount of money earned per month (including regular wages and bonuses) both before and after deductions. Clearly, there are tremendous difference among the groups. For the men ($F_{(4,731)} = 312.664$, $p < .0000$) the two Free Venture groups significantly out-earned all of the others. In addition the difference between these two was statistically significant as were those

between the state service inmates at MCF-LL and the traditional industry workers at both Stillwater and St. Cloud. The differences were much less marked for the women ($F_{(2,57)} = 19.771$, $p < .0000$). Those at Shakopee earned significantly less than either MCF-LL group.

Interestingly enough although the group effects remained strong ($F_{(4,731)} = 174.696$, $p < .0000$ for the males) and ($F_{(2,57)} = 3.640$, $p < .0325$ for the females) when comparisons of earnings minus deductions were drawn, the pattern of association was changed. The Free Venture workers at Stillwater still had significantly more money than did the other groups. However for both males and females the state service groups at MCF-LL earned significantly more after deductions than did the Free Venture workers there.

Two types of deductions were made for certain of our groups, state and federal income taxes and chargebacks to the institutions for room and board. Taxes were withheld from the paychecks of all of the workers at Lino Lakes and from the Free Venture group at Stillwater. The Free Venture inmates at MCF-Lino Lakes were charged on a sliding scale for their room and board. In addition some state service workers at MCF-LL paid chargebacks on money earned from special assignments. These figures are presented in Table 24.

Work-Related Variables: The manner in which many of the work-related variables were recorded in the various shops and offices prevented us from coding much of the information we had hoped to collect. For example, it was often very difficult to determine the reason an individual left a job, which introduced uncertainty into our tallies of "times quit" and "times fired". Bonuses were added to the paychecks in certain Free Venture shops, but because this was done differently at different pay periods and without any notation of the procedure followed, we found it impossible in many instances to calculate hourly wages.

Table 25 presents the non-financial worked-related data which we did code. For some of the groups some of the information was not available. There was an association between group membership and number of days of medical lay-ins for the men ($F_{(5,645)} = 6.516$, $p < .0000$). The traditional industry workers at Stillwater had significantly fewer such days than did either group at Lino Lakes. For the women there were no significant differences on this variable or any of the others included in the table.

Although there was no special relationship between days in segregation or days idle and group membership for the men, there was a significant group effect on the number of out-hours (time spent away from work because of sickness or vacation) ($F_{(2,592)} = 9.461$, $p <..0000$). The traditional industry workers at MCF-STW had significantly more out-hours per month than did their peers at MCF-LL.

Financial Variables: The amount of money which each inmate had in savings and spending accounts was coded for four points in time: the date he or she started working in the position under study, the date the job was terminated (or December 30, 1978 for those inmates still employed at that time), the date of departure from that institution, and the date parole (or work release) began. Summary data are included in Tables 26 and 27.

There were significant differences among the men's groups in terms of how much money they had saved before they began working in the position which was studied ($F_{(5,970)} = 16.450$, $p < .0000$). Both of the MCF-LL groups had significantly more money in their savings accounts initially than did the traditional industry and state service workers at MCF-STW. In addition the MCF-LL Free Venture workers had saved significantly more than had the traditional industry workers there. The spending accounts at admission followed a similar pattern. The

overall effect, however, was less marked ($F_{(5,970)} = 2.467$, $p < .0312$) and the only groups which were significantly different were the Free Venture workers at Lino Lakes and the traditional industry group at Stillwater, with the latter having fewer funds initially.

As expected, there were significant differences in savings ($F_{(5,973)} = 19.014$, $p < .0000$) and spending accounts ($F_{(5,972)} = 20.760$, $p < .0000$) at the time of job termination. The Free Venture workers at Lino Lakes had saved significantly more than all others except the state service group there, which in turn had significantly more savings than the traditional industry and state service inmates at MCF-STW. With regards to spending accounts at termination, the Free Venture group at Stillwater had significantly more money than did all of the others. Furthermore their Free Venture counterparts at Lino Lakes had more money to spend at termination than did the other two MCF-STW groups.

The large majority of men had left the institution from which their sample was drawn by the date we collected our data. Once again there were major group differences in their savings ($F_{(5,872)} = 11.728$, $p < .0000$) and spending accounts ($F_{(5,871)} = 12.389$, $p < .0000$) at that time. The Free Venture workers at Lino Lakes had significantly more money saved than all of the others, and the second ranked MCF-LL state service inmates had significantly more than did the traditional industry and state service groups at Stillwater. As far as spending accounts are concerned, the MCF-STW Free Venture had significantly more money than did everyone else. Also their counterparts at MCF-LL had significantly more than did the other MCF-STW inmates.

The rankings of both accounts at parole followed this same pattern. In terms of the number of dollars saved ($F_{(5,817)} = 9.427$, $p < .0000$) the MCF-LL Free Venture groups had significantly more than did the state service workers at MCF-STW or than did either traditional industry group. Finally, the spending accounts

of the Stillwater Free Venture workers were significantly larger than those of the other groups at the time of parole ($F_{(5,815)} = 10.237$, $p < .0000$).

Although the women at Shakopee tended to have the most money in both savings and spending accounts at each of the points in time which we sampled, none of the Anovas which were done produced a statistically significant F value.

It was our intention initially to account for how all of the wages earned over the course of the period studied were spent. While this was totally impossible for the MCF-SCL group, we were able, as Table 28 demonstrates, to make such determinations with reasonable certainty for our other groups. For the males, group membership had a significant effect on each of the categories included: canteen ($F_{(4,915)} = 77.629$, $p < .0000$), other money spent on self ($F_{(4,918)} = 16.976$, $p < .0000$), and family ($F_{(4,918)} = 98.702$, $p < .0000$). With regard to canteen, the Free Venture group at Lino Lakes out-spent all of the other groups with the second ranked MCF-LL state service workers significantly out-spending those below them. In addition the Free Venture inmates at Stillwater made significantly more canteen purchases than did the traditional industry workers there. Similarly, the two Lino Lakes groups, comparable to one another in terms of other expenditures for oneself, out-spent the three remaining groups in this category. It was the Free Venture inmates at Stillwater, however, who far out-did everyone else in sending money to their families. While not as generous as the former group, the Free Venture workers at Lino Lakes did send significantly larger sums to their families than did the MCF-STW traditional industry workers.

The famales at Shakopee spent significantly less in the canteen than did the Lino Lakes groups (overall $F_{(2,57)} = 11.232$, $p < .0001$); however they ranked highest in the category of other expenditures on self ($F_{(2,57)} = 3.784$, $p < .0286$) although the difference between the scores was statistically significant only for the MCF-SHK - MCF-LL state service group comparison. The three groups of women did

not really differ in terms of the amount of money they sent out to their families.

We discovered that a few of the men and women at Lino Lakes used some of their earnings to make restitution. The amounts are contained in Table 29. These may be underestimates since we may well have missed some payments.

In addition to sending out money, many inmates receive funds from family and friends outside of prison. Table 30 presents these figures. As might be expected, there were larger inter-group differences ($F_{(4,918)} = 6.764$, $p < .000$ for the males and $F_{(2,57)} = 7.866$, $p < .001$ for the females). The inmates at Lino Lakes received significantly less money than did the state service workers at Stillwater. Furthermore the Free Venture inmates at MCF-LL were sent fewer dollars than were the traditional industry group at MCF- STW. Among the women, it was the Shakopee group who received the largest amount of money from the outside.

Termination of Position: Information regarding the reasons which inmates left their industry and state service positions and the activities in which they were engaged subsequently is provided in Table 31. Comparisons across institutions were deemed inappropriate. Among the groups at Stillwater there were significant differences in reasons for termination ($\chi^2 = 98.32$, 10 df, $p < .001$). Relative to the other groups there, the Free Venture workers were less likely to leave their position for another job and less likely to have been transferred to a lower security institution. In addition they were somewhat more likely to have remained employed at the end of the period under study. The other intra-institution analyses revealed no differences.

Disciplinary Reports: Each inmate was scored for the numbers of major and minor infractions he or she committed while working at the position under study. The results are given in Table 32. Major infractions refer to actions which may be

punished by segregation while minor infractions are less serious. Although there was a significant group effect among the males on the number of major infractions ($F_{(5,968)} = 4.243$, $p < .0008$), the only group which stood apart statistically speaking from the others were the Free Venture inmates at MCF-LL. They committed significantly more major infractions than did the traditional industry and state service groups at Stillwater. Furthermore, this group committed significantly more minor infractions than any other group except for their MCF-LL state service peers who in turn committed significantly more minor infractions than did any of the MCF-STW groups (overall $F_{(5,966)} = 28.127$, $p < .0000$). Among the women, there were no statistically significant group differences although there was a tendency for the inmates at Shakopee to have a cleaner record ($F_{(2,57)} = 1.568$, $p < .2174$ and $F_{(2,57)} = 2.674$, $p < .0932$ for major and minor infractions respectively).

The disciplinary report data were also analyzed in terms of the number of individuals who committed infractions while employed. As Table 33 demonstrates there was considerable variability across the groups in terms of the proportion of inmates who committed both major and minor infractions. A chi-square analysis of the number of reports for major infractions ($\chi^2 = 29.55$, 5 df, $p < .001$) suggests that a significantly higher percentage of the traditional industry group at St. Cloud had committed at least one such infraction than had the other groups of males. This was also true for minor infractions. Proportionately more of the women incarcerated at MCF-LL had been found guilty of major and minor infractions than was the case at Shakopee.

Table 1: Age in Years at Time of Current Incarceration

	MALES						FEMALES		
	MCF-STW			MCF-LL		MCF-SCL	MCF-LL		MCF-SHK
Group	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
N	333	244	70	64	216	54	12	18	30
Mean	28.685	28.406	34.086	25.766	25.125	20.963	29.750	30.944	30.500
Standard Deviation	7.322	7.380	8.307	9.336	7.996	4.014	9.743	9.428	10.615

Table 2: Marital Status, Number of Children and Number of Dependents* at Time of Current Incarceration

Group	MALES						FEMALES		
	MCF-STW			MCF-LL		MCF-SCL	MCF-LL		MCF-SHK
	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
N	333	244	70	64	216	54	12	18	30
Percent single	43.2	46.3	34.3	51.6	57.7	85.2	25.0	27.8	33.3
Percent living w/member of opposite sex	1.2	2.9	--	3.1	3.3	--	8.3	--	--
Percent married	27.6	22.5	28.6	18.8	22.3	7.4	25.0	16.7	20.0
Percent separated	4.2	4.5	1.4	3.1	5.1	1.9	25.0	11.1	6.7
Percent divorced	23.4	22.5	28.6	20.3	11.2	5.6	16.7	38.9	26.7
Percent widowed	.3	1.2	7.1	3.1	.5	--	--	5.6	13.3
Children									
Mean number	1.09	.922	1.443	2.203	.713	.481	1.333	1.611	.667
Standard Deviation	1.392	1.336	1.961	12.343	1.186	1.128	1.371	1.461	.922
Dependents*									
Mean Number	1.426	1.221	1.743	2.406	.972	.574	1.333	1.611	.677
Standard Deviation	1.689	1.592	2.172	12.342	1.459	1.297	1.371	1.461	.992

*"Dependents" were defined as number of children under age 18 and spouses.

Table 3: Racial Make-up of Groups Studied*

	MALES						FEMALES		
	MCF-STW			MCF-LL		MCF-SCL	MCF-LL		MCF-SHK
Group	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
N	333	244	70	64	216	54	12	18	30
White	74.8	67.2	64.3	70.3	76.3	72.2	75.0	72.2	76.7
Black	16.5	25.4	21.4	20.3	18.6	14.8	25.0	22.2	20.0
American Indian	7.8	7.0	14.3	7.8	3.3	11.1	--	5.6	3.3
Mexican American	.9	.4	--	1.6	1.9	1.9	--	--	--

*Numbers given are percentages

Table 4: Highest Grade Level Completed at Time of Current Incarceration and at Admission to Industry*

Group	MALES						FEMALES		
	MCF-STW			MCF-LL		MCF-SCL	MCF-LL		MCF-SHK
	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
N	333	244	70	64	216	54	12	18	30
At Incarceration									
2nd-6th grade	2.1	2.0	5.7	--	.5	1.9	8.3	---	--
7th-9th grade	18.6	15.1	18.6	15.7	18.5	18.6	8.3	22.3	16.7
10th-11th grade	15.3	18.9	10.0	25.0	21.3	35.2	41.6	16.7	20.0
12th grade	27.3	23.4	32.9	25.0	29.2	20.4	25.0	11.1	40.0
GED	28.5	24.6	28.6	21.9	22.2	20.4	16.7	16.7	3.3
Some College	7.8	13.1	4.3	7.8	6.9	3.7	--	27.8	16.7
College degree	.3	2.4	--	1.6	1.4	--	--	5.6	3.3
Unknown	--	.4	--	3.1	--	--	--	--	--
At Admission to Industry									
2nd-6th grade	2.1	2.0	5.7	--	.5	1.9	8.3	--	--
7th-9th grade	17.4	13.9	14.3	15.7	17.2	13.0	8.3	22.3	10.0
10th-11th grade	12.6	17.2	8.5	21.9	15.7	37.0	41.6	11.1	10.0
12th grade	26.4	23.4	30.0	20.3	28.2	22.2	25.0	11.1	30.0
GED	32.4	27.0	34.3	23.4	29.2	22.2	16.7	22.2	16.7
Some college	8.4	13.5	5.7	12.5	7.4	3.7	--	27.8	30.1
College degree	.6	2.4	1.4	1.6	1.4	--	--	5.6	3.3
Unknown	--	.4	--	4.7	.5	--	--	--	--

*Numbers given are percentages

Table 5: Percentages of Inmates in Each Group Earning GED or College Credit Between Incarceration and Admission to Industry

	MALES						FEMALES		
	MCF-STW			MCF-LL		MCF-SCL	MCF-LL		MCF-SHK
Group	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
N	333	244	70	64	216	54	12	18	30
New GED	3.9	2.4	5.7	1.5	7.0	1.8	0	5.5	13.3
More College Credit	.9	.4	2.8	4.7	.5	0	0	0	13.3
Combined	4.8	2.8	8.5	6.2	7.5	1.8	0	5.5	26.6

Table 6: Previous Criminal Records - Mean Age at First Conviction Mean, Number of Earlier Offenses*, and Mean Number of Previous Incarcerations

	MALES						FEMALES		
	MCF-STW			MCF-LL		MCF-SCL	MCF-LL		MCF-SHK
Group	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
N**	333	244	70	64	216	54	12	18	30
Age in years at first Conviction									
Mean	19.987	19.071	22.090	18.695	19.271	14.923	24.417	27.125	27.893
S.D.	7.328	6.504	8.646	7.762	8.391	4.237	8.597	11.893	11.970
N***	312	226	67	59	199	52	12	16	28
Number of Juvenile Convictions									
Mean	1.031	1.506	1.091	1.707	1.535	3.490	.563	.778	1.214
S.D.	1.533	1.967	1.760	2.582	2.249	3.158	1.505	1.437	3.095
N***	320	237	66	58	202	51	12	18	28
#Property Offenses									
Mean	1.048	1.020	1.457	.812	.653	.185	1.083	.722	.433
S.D.	1.468	1.533	1.968	1.542	1.252	.479	1.881	1.018	.858
#Person Offenses									
Mean	.156	.160	.257	.062	.051	.037	.083	.056	0.0
S.D.	.452	.693	.606	.244	.241	.191	.289	.236	0.0
#Drug Offenses									
Mean	.045	.115	.029	.031	.065	.019	.167	.056	0.0
S.D.	.208	.650	.168	.175	.392	.136	.577	.236	0.0
#Other Offenses									
Mean	.126	.139	.129	.031	.009	0.0	0.0	.056	.233
S.D.	.468	.683	.448	.250	.096	0.0	0.0	.236	.679
#Previous Incarcerations									
Mean	.919	1.094	1.743	.672	.532	.296	.417	.333	.200
S.D.	1.409	1.860	2.506	1.643	1.196	1.110	1.165	.485	.484

*Felonies and gross misdemeanors only
**Number of individuals in sample or population (and number for whom information was available unless otherwise indicated)
***Number of individuals within sample or population for whom information was available.

Table 7: Age at First Conviction for Males*

Group	MCF-STW			MCF-LL		MCF-SCL
	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional
N **	333	244	70	64	216	54
N***	307	225	64	57	189	51
Under 10 yrs. old	1.3	1.3	--	5.3	3.7	3.9
10-12 yrs. old	7.8	8.9	7.8	5.3	5.8	15.7
13-15 yrs. old	24.1	26.7	14.1	26.3	25.9	45.0
16-18 yrs. old	18.9	20.4	25.1	19.3	23.2	18.9
19-21 yrs. old	13.4	12.0	13.9	17.6	18.5	9.9
22-30 yrs. old	30.9	25.7	27.6	21.0	20.0	6.0
31-40 yrs. old	3.3	4.7	12.7	5.3	2.5	--

$\chi^2 = 60.7$, 30 df., $p < .001$

*Numbers given are percentages

**Number of individuals included in sample

***Number of individuals for whom information was available

Table 8: Age at First Conviction for Females*

Group	MCF-SHK	MCF-LL	
	Free Venture	State Service	Free Venture
N **	30	12	18
N***	24	11	14
12-14 yrs. old	12.5	--	14.2
16-18 yrs. old	16.7	36.4	14.2
19-21 yrs. old	8.3	18.2	21.4
22-30 yrs. old	45.9	36.4	14.2
31-38 yrs. old	16.8	9.1	35.5

$\chi^2 = 10.32$, 8 df, $p < .24$

*Numbers given are percentages
**Number of individuals included in sample
***Number of individuals for whom information was available

Table 9: Number of Juvenile Convictions for the Males*

Group	MCF-STW			MCF-LL		MCF-SCL
	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional
N**	333	244	70	64	216	54
N***	320	237	66	58	202	51
0	52.5	46.0	54.5	43.1	46.5	21.6
1-2	35.0	30.4	28.8	34.3	33.2	21.6
3-5	10.7	19.0	13.6	15.6	14.9	35.3
6-9	1.5	3.8	1.5	3.4	3.5	15.7
More than 9	.3	.8	1.5	3.4	2.0	5.9

$\chi^2 = 78.96$, 15 df, $p < .001$

*Numbers given are percentages
**Number of individuals included in sample
***Number of individuals for whom information was available

Table 10: Number of Previous Property Offense Convictions for the Males*

Group	MCF-STW			MCF-LL		MCF-SCL
	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional
N	333	244	70	64	216	54
0	50.5	52.0	45.7	64.1	68.1	85.2
1-2	36.0	36.9	32.8	28.2	22.3	14.8
3-5	11.4	7.4	15.7	4.7	8.9	--
6-9	3.1	3.7	5.7	3.2	.9	--

$\chi^2 = 54.89$, 15 df, $p < .001$

*Numbers given are percentages

Table 11: Number of Previous Person Offense Convictions for Males*

Group	MCF-STW			MCF-LL		MCF-SCL
	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional
N	333	244	70	64	216	54
0	87.4	89.3	81.4	93.8	95.4	96.3
At least 1	12.6	10.7	18.6	6.2	4.6	3.7

$\chi^2 = 19.05$, 5 df, $p < .002$

*Numbers given are percentages

Table 12: Number of Previous Drug Offense Convictions for Males*

Group	MCF-STW			MCF-LL		MCF-SCL
	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional
N	333	244	70	64	216	54
0	95.5	93.0	97.1	96.9	95.4	98.1
At least 1	4.5	7.0	2.9	3.1	4.6	1.9

*Numbers given are percentages

Table 13: Number of Previous Convictions for Other Offenses for Males*

Group	MCF-STW			MCF-LL		MCF-SCL
	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional
N	333	244	70	64	216	54
0	91.3	91.4	91.4	98.4	99.1	100
At least 1	8.7	8.6	8.6	1.6	.9	0

$\chi^2 = 23.42$, 5 df, $p < .001$

*Numbers given are percentages

Table 14: Number of Previous Incarcerations for the Males*

Group	MCF-STW			MCF-LL		MCF-SCL
	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional
N	333	244	70	64	216	54
0	56.5	56.2	42.9	75.0	74.5	88.9
1-2	30.0	30.3	34.3	15.6	19.0	5.6
3-5	12.0	9.0	15.7	6.3	5.6	3.7
More than 5	1.5	4.5	7.1	3.1	.9	1.9

$\chi^2 = 60.68$, 15 df, $p < .001$

*Numbers given are percentages

Table 15: Number of Previous Convictions and Incarcerations for the Females*

Group	MCF-SHK	MCF-LL	
	Free Venture	State Service	Free Venture
N **	30	12	18
Juvenile Convictions			
N***	28	12	18
0	75	83.3	72.2
1-2	10.7	8.3	11.2
3-5	7.2	8.3	16.7
More than 9	7.2	--	--
Property Offenses			
0	70.0	58.3	55.6
1-2	26.6	25.0	33.4
3-5	3.3	16.7	11.1
Person Offenses			
0	100	91.7	94.4
1	--	8.3	5.6
Drug Offenses			
0	100	91.7	94.4
1-2	--	8.3	5.6
Other Offenses			
0	86.7	100	94.4
1-3	13.3	--	5.6
Previous Incarcerations			
0	83.3	83.3	66.7
1-4	16.7	16.7	33.3

*Numbers given are percentages
**Number of individuals included in sample
***Number of individuals for whom information was available

Table 16: Percentages of Inmates in Each Group As a Function of Type of Commitment

	MALES						FEMALES		
	MCF-STW			MCF-LL		MCF-SCL	MCF-LL		MCF-SHK
Group	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
N	333	244	70	64	216	54	12	18	30
New court commitment	75.1	69.3	65.7	87.5	88.0	72.2	83.3	83.3	80.0
Returned parole violator without new offense	14.1	24.2	30.0	10.9	9.3	11.1	8.3	5.6	13.3
Returned parole violator with new offense	8.1	5.3	4.3	1.6	1.9	13.0	8.3	5.6	6.7
Returned work release without new offense	.9	.8	--	--	--	1.9	--	--	--
Returned work release violator w/new offense	.6	.4	--	--	.9	--	--	5.6	--
Escape-return	.9	--	--	--	--	1.9	--	--	--

Table 17: Active Convictions - Percentages of Individuals Within Each Group in Terms of Categories of Offenses

	MALES						FEMALES		
	MCF-STW			MCF-LL		MCF-SCL	MCF-LL		MCF-SHK
Group	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
N	333	244	70	64	216	54	12	18	30
Offense #1									
Person	21.9	27.0	45.7	18.8	19.4	24.1	--	--	30.0
Property	52.9	41.0	28.6	46.9	48.1	42.6	91.7	72.2	46.7
Robbery	18.9	24.2	24.3	20.3	22.2	25.9	--	5.6	20.0
Other	6.3	7.8	1.4	14.1	10.2	7.4	8.3	22.2	3.3
Offense #2									
None	55.0	45.1	40.0	70.3	53.7	42.6	75.0	66.7	53.3
Person	7.8	11.5	21.4	3.1	6.5	11.1	--	--	6.7
Property	25.8	24.6	14.3	18.8	27.8	27.8	8.3	27.8	26.7
Robbery	7.5	11.1	15.7	3.1	6.0	7.4	--	--	3.3
Other	3.9	7.8	8.6	4.7	6.0	11.1	16.7	5.6	10.0
Offense #3									
None	82.6	72.1	68.6	90.6	83.3	83.3	91.7	77.8	86.7
Person	2.7	5.7	14.3	1.6	2.3	5.6	--	--	--
Property	9.3	14.8	7.1	6.3	10.2	5.6	8.3	22.2	13.3
Robbery	2.1	3.7	2.9	--	2.3	--	--	--	--
Other	3.3	3.7	7.1	1.6	1.9	5.6	--	--	--

Table 18: Percentages of Individuals in Each Group with Active Convictions for Person and Property Offenses

	MALES						FEMALES		
	MCF-STW			MCF-LL		MCF-SCL	MCF-LL		MCF-SHK
Group	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
N	333	244	70	64	216	54	12	18	30
Property Offenders	55.9	45.5	32.9	51.6	53.7	46.3	91.7	77.8	56.7
Person Offenses	29.7	36.9	58.6	23.4	24.5	29.6	--	--	36.7

Table 19: Number of Months Between Incarceration and Target Release Dates

	MALES						FEMALES		
	MCF-STW			MCF-LL		MCF-SCL	MCF-LL		MCF-SHK
Group	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
N *	333	244	70	64	216	54	12	18	30
N**	264	208	55	52	188	40	10	16	24
Mean	24.31	33.226	54.455	21.962	22.239	28.175	8.90	10.50	27.75
S.D.	21.39	31.918	50.668	17.217	16.687	15.762	3.071	6.552	20.600

*Number of individuals included in sample
**Number of individuals for whom information was available

Table 20: Number of Months of Sentence Served and Number of Months Left to Serve at Admission to Industry

	MALES						FEMALES		
Group	MCF-STW			MCF-LL		MCF-SCL	MCF-LL		MCF-SHK
	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
N*	333	244	70	64	216	54	12	18	30
Months Served									
Mean	6.165	12.713	24.671	14.781	15.769	9.833	2.000	2.556	12.567
S.D.	13.435	20.877	28.841	15.056	15.804	12.056	3.219	3.854	12.056
Months Remaining									
N**	264	208	55	52	188	40	10	16	24
Mean	19.069	20.736	33.145	5.904	6.952	18.100	8.000	7.625	17.667
S.D.	18.140	21.724	36.367	5.026	4.40	10.119	21160	4.41	18.052

*Number of individuals included in sample
**Number of individuals for whom information was available

Table 21: Numbers of Hours and Number of Months Worked

	MALES						FEMALES		
	MCF-STW			MCF-LL		MCF-SCL	MCF-LL		MCF-SIIK
Group	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
N*	333	244	70	64	216	54	12	18	30
Hours									
N**	333	0	63	64	214	54	12	18	0
Mean	715.471	--	1708.000	632.156	591.841	1359.462	610.667	530.222	--
S.D.	602.031	--	1750.948	490.305	420.047	831.829	458.539	308.524	--
Months									
Mean	5.760	5.893	11.743	4.125	4.118	10.185	5.417	3.944	4.483
S.D.	4.700	5.815	10.305	2.914	2.873	6.295	3.147	2.485	3.158

*Number of individuals included in sample
**Number of individuals for whom information was available

Table 22: Number of Months Remaining to be Served at Termination of Industry or State Service Position

	MALES						FEMALES		
Group	MCF-STW			MCF-LL		MCF-SCL	MCF-LL		MCF-SHK
	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
N*	333	244	70	64	216	54	12	18	30
N**	271	205	52	52	188	40	10	16	24
Mean	12.712	14.429	21.019	1.442	2.809	6.550	2.60	3.50	13.125
S.D.	17.663	19.344	35.061	4.179	4.262	9.928	2.271	4.147	17.625

For the male groups:

$F_{(5,811)} = 19.156$, $p < .0000$

For the female groups:

$F_{(2,47)} = 3.930$, $p < .0264$

Table 23: Number of Dollars Earned Per Month Before and After Deductions*

	MALES						FEMALES		
	MCF-STW			MCF-LL		MCF-SCL	MCF-LL		MCF-SHK
Group	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
N**	333	244	70	64	216	54	12	18	30
Total Earnings									
N***	333	0	69	64	216	54	12	18	30
Mean	40.414	--	210.804	129.875	179.783	29.015	125.885	169.945	73.367
S.D.	17.584	--	120.165	63.954	61.945	11.759	53.406	56.609	48.807
Earnings Minus Deductions*									
N***	333	0	63	64	216	54	12	18	30
Mean	40.414	--	198.881	125.655	90.633	29.015	113.224	97.173	70.865
S.D.	17.584	--	99.723	61.862	45.551	11.759	58.811	44.469	48.665

*Deductions include state and federal income taxes and chargebacks for room and board
**Number of individuals included in sample
***Number of individuals for whom information was available

Table 24: Number of Dollars Paid in State and Federal Income Taxes and As Chargebacks to Institutions

	MALES						FEMALES		
	MCF-STW			MCF-LL		MCF-SCL	MCF-LL		MCF-SHK
Group	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
N	333	244	70	64	216	54	12	18	30
State Taxes									
Mean	--	--	88.49	5.67	27.61	--	4.00	15.61	1.53
S.D.	--	--	126.50	6.86	34.75	--	5.83	16.79	4.39
Federal Taxes									
Mean	--	--	201.35	5.67	61.75	--	4.92	29.11	.90
S.D.	--	--	325.92	9.99	91.61	--	8.72	28.82	3.25
Chargebacks									
Mean	--	--	--	5.13	326.98	--	74.42	192.44	16.33
S.D.	--	--	--	13.87	327.17	--	117.58	173.04	50.09

Table 25: Work-Related Variables

Group	MALES						FEMALES		
	MCF-STW			MCF-LL		MCF-SCL	MCF-LL		MCF-SHK
	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
N*	333	244	70	64	216	54	12	18	30
Number of shops where worked									
N**	333	242	69	64	215	54	12	18	30
Mean	1.718	1.450	1.014	1.156	1.116	1.259	1.167	1.278	1.067
S.D.	.856	.751	.120	.407	.362	.483	.389	.575	.254
Number of days of medical lay-in per month worked									
N**	319	0	0	63	210	54	11	18	0
Mean	1.051	--	--	3.261	3.206	2.408	8.222	5.885	--
S.D.	3.216	--	--	6.695	5.904	3.662	6.730	5.954	--
Number of days in segregation per month worked									
N**	332	240	59	64	216	54	12	18	0
Mean	.189	.231	.025	0.0	0.0	.523	0.0	0.0	--
S.D.	.882	.828	.134	--	--	.924	--	--	--
Number of days of temporary idle per month worked									
N**	332	241	58	64	216	53	12	18	0
Mean	.077	.090	.021	0.0	0.0	.137	0.0	0.0	--
S.D.	.306	.373	.093	--	--	.507	--	--	--

(cont.)

Table 25: Work-Related Variables (cont.)

	MALES						FEMALES		
	MCF-STL			MCF-LL		MCF-SCL	MCF-LL		MCF-SHK
Group	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
N*	333	244	70	64	216	54	12	18	30
Number of days of non-working idle per month worked									
N**	332	241	57	64	216	33	12	18	0
Mean	.318	.346	.009	0.0	0.0	.578	0.0	0.0	--
S.D.	.986	1.111	.066	--	--	2.964	--	--	--
Number of out-hours per month worked ***									
N**	319	0	0	64	213	0	12	18	0
Mean	11.106	--	--	7.646	7.538	--	20.107	14.336	--
S.D.	8.601	--	--	8.826	7.619	--	19.268	10.463	--

*Number of individuals included in sample
**Number of individuals from whom information was available
***Out-hours = hours of sick leave + hours of vacation

Table 26: Number of Dollars in Savings Accounts at Various Points in Time

	MALES						FEMALES		
Group	MCF-STW			MCF-LL		MCF-SCL	MCF-LL		MCF-SHK
	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
N*	333	244	70	64	216	54	12	18	30
Admission to position									
N**	332	242	70	63	214	54	12	18	30
Mean	22.919	39.062	78.914	91.175	104.698	45.594	50.083	41.50	65.567
S.D.	42.475	52.630	32.685	146.426	213.460	42.894	52.972	48.512	36.437
Termination of position***									
N**	333	243	70	64	216	53	12	18	30
Mean	72.919	65.407	96.400	145.750	171.361	102.509	104.917	101.667	106.600
S.D.	93.019	75.798	14.669	179.657	228.380	98.087	31.385	18.478	47.403
Departure from Institution									
N**	293	203	50	64	215	52	12	18	25
Mean	85.259	85.148	99.320	146.906	167.685	98.596	104.917	102.778	115.400
S.D.	89.981	75.623	14.123	179.253	226.439	42.008	31.385	23.715	70.05
Parole****									
N**	274	184	44	63	205	53	12	18	24
Mean	93.259	91.826	123.114	148.730	176.229	97.151	108.167	99.944	116.042
S.D.	87.671	83.439	156.615	180.172	242.755	41.132	28.290	31.042	71.490

*Number of individuals included in sample
**Number of individuals from whom information was available
***If individual continued working beyond 12-30-78, the amount given represents amount in his/her account as of that date
****If individual went through work release, this amount represents savings prior to work release

Table 27: Number of Dollars in Spending Accounts at Various Points in Time

	MALES						FEMALES		
	MCF-STW			MCF-LL		MCF-SCL	MCF-LL		MCF-SHK
Group	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
N*	333	244	70	64	216	54	12	18	30
Admission to position									
N**	332	242	70	64	213	54	12	18	30
Mean	23.431	26.843	52.643	32.891	47.360	27.463	30.083	23.667	36.833
S.D.	68.895	75.244	118.822	34.447	147.940	56.075	86.419	29.458	47.660
Termination of position* **									
N**	333	243	70	64	214	53	12	18	30
Mean	76.036	37.510	391.514	134.391	161.195	49.811	84.333	90.556	52.400
S.D.	219.921	54.170	867.745	156.268	146.421	40.462	85.299	42.573	75.453
Departure from Institution									
N**	293	203	50	64	215	52	12	18	24
Mean	73.427	67.704	369.460	133.734	145.084	51.462	75.583	84.167	80.333
S.D.	104.164	126.485	1032.193	158.275	143.276	44.357	86.129	44.565	126.126
Parole****									
N**	273	184	44	63	204	53	12	18	24
Mean	84.322	76.821	384.182	126.825	142.196	49.792	35.25	71.333	76.00
S.D.	121.874	130.159	1096.242	160.678	152.540	45.818	23.199	49.71	126.09

*Number of individuals included in sample
**Number of individuals from whom information was available
***If individual continued working beyond 12-30-78, the amount given represents amount in his/her account as of that date
****If individual went through work release, this amount represents savings prior to work release

Table 28: Number of Dollars Per Month Spent on Various Discretionary Uses of Money

	MALES						FEMALES		
	MCF-STW			MCF-LL		MCF-SCL	MCF-LL		MCF-SHK
Group	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
N *	333	244	70	64	216	54	12	18	30
Canteen									
N**	332	239	69	64	216	0	12	18	30
Mean	35.495	31.959	47.076	68.915	68.463	--	98.102	96.402	29.573
S.D.	21.318	28.298	30.063	43.952	65.473	--	54.620	68.113	34.987
Other money spent on self									
N**	333	241	69	64	216	0	12	18	30
Mean	2.605	3.200	9.408	20.562	26.496	--	7.748	30.327	52.675
S.D.	6.255	10.496	12.444	34.644	74.370	--	13.178	54.980	47.604
Sent to family									
N**	333	241	69	64	216	0	12	18	30
Mean	7.791	11.859	161.27	6.455	20.351	--	7.415	12.876	3.932
S.D.	25.632	51.301	125.749	14.503	38.112	--	16.034	24.873	10.369

*Number of individuals included in sample
**Number of individuals for whom information was available

Table 29: Number of Dollars of Restitution Paid

Group	MALES						FEMALES		
	MCF-STW			MCF-LL		MCF-SCL	MCF-LL		MCF-SHK
	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
N	333	244	70	64	216	54	12	18	30
Group Mean	0.0	0.0	0.0	.3120	1.125	0.0	9.167	4.444	0.0
S.D.	--	--	--	2.500	13.959	--	31.754	13.382	--
N Paying Restitution	0	0	0	1	5	0	1	2	0
Mean for paying group	--	--	--	19.97	48.60	--	110.00	40.00	--

Table 30: Number of Dollars Received From Outside Sources Per Month Worked

	MALES						FEMALES		
	MCF-ST W			MCF-LL		MCF-SCL	MCF-LL		MCF-SHK
Group	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
N*	333	244	70	64	216	54	12	18	30
N**	333	241	69	64	216	0	12	18	30
Mean	24.615	26.564	18.883	.783	1.101	--	0.0	.222	15.098
S.D.	89.017	67.593	32.694	5.363	10.570	--	--	.943	20.475

*Number of individuals included in sample
**Number of individuals for whom information was available

Table 31: Reasons for Termination of Jobs and Activities Following Termination*

	MALES						FEMALES		
Group	MCF-ST			MCF-LL		MCF-SCL	MCF-LL		MCF-SHK
	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
N	333	244	70	64	216	54	12	18	30
Reason for Termination									
Segregation	5.7	10.2	2.9	--	--	3.7	--	--	--
Idle	9.9	18.9	22.9	--	--	--	--	--	--
Other Job	32.4	29.9	15.7	31.3	35.2	13.0	8.3	5.6	36.7
Transfer to lower security instit.	33.9	22.1	21.4	--	--	20.4	8.3	5.6	--
Transfer to higher or equal security institution	--	--	--	9.4	16.2	1.9	41.7	16.7	3.3
Release	16.8	16.8	18.6	48.4	38.9	53.7	41.7	66.7	26.7
Other (including still employed)	1.2	2.0	18.6	10.9	9.7	7.4	--	5.6	33.3
Activity following Termination									
Social Service	13.8	4.1	28.6	--	13.9	7.4	8.3	5.6	3.3
Traditional Industry	1.2	19.7	5.7	--	--	--	--	--	--
Free Venture	6.0	4.1	--	4.7	--	--	--	--	--
Vocation training	4.5	5.3	2.9	7.8	4.6	--	--	--	30.3
Ed. Program	6.3	7.0	2.9	--	.9	3.7	--	--	3.3
Treatment	1.8	4.1	--	--	.5	1.9	--	--	--
Protect Custody*	3.9	.8	1.4	18.8	15.3	--	--	5.6	--
Other	61.3	52.5	47.1	59.4	55.1	79.6	91.7	77.8	30.3
Still employed	1.2	2.5	11.4	9.4	9.7	7.4	--	11.1	33.3

*Numbers given are percentages
**For Lino Lakes inmates this category represent percentage of inmates who went to Pre-release

Table 32: Number of Reports for Disciplinary Infractions Per Month Worked

	MALES						FEMALES		
	MCF-STW			MCF-LL		MCF-SCL	MCF-LL		MCF-SHK
Group	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
N*	333	244	70	64	216	54	12	18	30
Major Infractions									
N**	332	241	67	64	216	54	12	18	30
Mean	.055	.060	.062	.094	.156	.072	.533	.185	.129
S.D.	.278	.172	.260	.234	.374	.128	1.419	.332	.278
Minor Infractions									
N**	331	241	67	64	216	53	12	18	30
Mean	.039	.044	.013	.249	.347	.155	.332	.261	.049
S.D.	.130	.120	.052	.411	.654	.189	.847	.325	.154

*Number of individuals included in sample
**Number of individuals from whom information was available

Table 33: Percentages of Inmates in Each Group Committing Disciplinary Infractions During Period of Employment

Group	MALES						FEMALES		
	MCF-STL			MCF-LL		MCF-SCL	MCF-LL		MCF-SHK
	Traditional	State Service	Free Venture	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
N*	333	244	70	64	216	54	12	18	30
Major Infractions									
N**	332	243	67	64	216	54	12	18	30
None	88.3	79.4	83.6	76.6	75.9	63.0	50.0	66.7	73.3
1	7.8	14.4	14.9	20.3	20.4	11.1	33.3	27.8	16.7
2-3	3.3	6.2	--	3.1	3.2	24.1	8.3	5.6	10.0
4-6	.6	--	1.5	--	.5	1.9	8.3	--	--
More than 6	--	--	--	--	--	--	--	--	--
Minor Infractions									
N**	331	243	67	64	216	53	12	18	30
None	84.6	82.3	86.6	53.1	51.9	43.4	50.0	44.4	83.3
1	12.4	14.8	11.9	28.1	25.0	20.8	33.3	44.4	6.7
2-3	2.7	2.9	--	14.1	17.1	18.9	8.3	11.1	6.7
4-6	.3	--	1.5	3.1	5.6	9.5	8.3	--	3.3
More than 6	--	--	--	1.6	.5	7.5	--	--	--

*Number of individuals included in sample
**Number of individuals for whom information was available

CONTINUED

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Appendix VIII: Analyses of Phase I Follow-up Data
Second Interim Report on the
Free Venture Evaluation - June, 1980

This report constitutes the second of two interim reports describing the first phase of the evaluation of the Free Venture program in Correctional facilities in Minnesota. The results included here involve primarily follow-up data for ex-offenders during their first year on parole and in a sense take up from where the findings in the first paper leave off. The reader is referred to that earlier report for an overview of the project's design and a detailed description of the institutions and samples. Following the previously used format, this paper begins with a general review of the follow-up information. The second section provides a descriptive summary for each of the nine groups studied and a discussion of the overall patterns and implications of the results. A detailed accounting of the data, including the outcomes of statistical analyses, is presented in the final section of the report.

AN OVERVIEW OF THE FOLLOW-UP DATA

In order to determine whether or not the experience of working in a Free Venture shop had any long term effects on the inmates involved, a follow-up study of the first year post-release for the individuals included in the first phase of the evaluation was undertaken. The original groups had involved 333 traditional industry workers, 244 state service (maintenance) workers, and 70 Free Venture workers from the men's prison at Stillwater, 216 male and 18 female Free Venture workers and 64 male and 12 female state service workers from the correctional facility at Lino Lakes, 54 traditional industry workers from the men's reformatory at St. Cloud and 30 Free Venture workers from the women's prison at Shakopee. All had begun working at the position as identified by their group membership in 1976 or 1977 and approximately 78 percent had been released for at least one year at the time of the study. An additional six percent were out for a shorter period of time, permitting their inclusion in

the three and six month data. Although there was somewhat greater slippage among the female groups in terms of missing data, information was typically complete for most of the eligible males.

The follow-up information was gathered from parole agents (or in certain cases from their reports) at three, six, and twelve months post-release. The variables measured covered family status, employment, involvement in other productive activities, changes in parole status, and arrests on new charges.

As in the previous analyses, each work group within an institution was treated separately as were the males and females. Group comparisons were made on all of the outcome measures. In addition a series of analyses were carried out to examine relationships among various background and outcome variables.

*** We had hypothesized that experience in a Free Venture shop would have a positive influence on employment and/or other productive activity within the first year post-release. However with a few minor exceptions, the data did not confirm our predictions. Although there was considerable variation across institutions, the Free Venture-versus-other group comparisons generally failed to yield meaningful differences in terms of number of days of between release and employment, number of days worked, number of days of other productive activities, skill level of jobs obtained, wages earned and so on.

We had predicted also that the ex-Free Venture workers would commit fewer crimes, especially property crimes, during their first year post-release. There was no evidence that this was the case. Indeed the Free Venture group from Stillwater (despite looking good for the first six months) had been charged with more offenses than had the others by the end of the year. (Grantedly they had more serious records initially and thus were probably at greater risk).

Significant relationships were demonstrated between several background and outcome variables. For example, whether or not one had worked prior to

incarceration was a good predictor of employment as well as recidivism. Furthermore, race bore a clear association both to activity and to incidence of arrest during the first year on parole; Indians faring especially poorly compared to blacks and whites in each regard. The complexity of the variables under study is clearly compelling.

All in all there is no reason in light of our current findings to attribute any positive influence of a long term nature on the offender who has participated in the Free Venture program. Nevertheless, given several methodological problems with the first phase of our evaluation, we should not conclude at this point that the Free Venture model has no rehabilitative value. The revised design of the research now underway will provide more definitive information relevant to questions concerning both long and short term "effects." ***

DISCUSSION OF THE FINDINGS

Using the format of the first interim report, this section will describe in turn, the follow-up picture for each of the nine groups studied. These summaries are followed (beginning on page 24) by a review of the findings concerning relationships among certain demographic, institutional, and outcome variables. The section concludes with a general discussion of the results and their implications. Some readers may prefer to skip to those conclusions (page 30) before reading the intervening material.

The MCF-Stillwater Groups

Of the original 333 men who constituted the *traditional industry* sample at MCF-STW, over three quarters had been released for at least one year at the time of the follow-up and were thus eligible for inclusion in the study. Data were collected on 89 to 94 percent of the releasees at each follow-up period. A moderate majority (56 percent) of the group were released on general parole with most of those remaining being paroled on conditional terms.

Approximately three fifths of the former traditional industry workers first resided in the metropolitan area surrounding St. Paul and Minneapolis after leaving the prison. Another 20 percent lived in outlying areas of Minnesota with 8.5 percent moving out-of-state. Although most of the group had been married at one time, only 20 percent returned to live with spouses. Many more were separated or divorced. Slightly less than one third of the group had children under the age of 18 for whom they were financially responsible.

Just prior to release about one-fifth of the former traditional industry workers had been in Work Release and a comparable percentage in Pre-Release. Twelve percent of the group leased cars through the Wheels program. CETA provided services to five percent of the men while the use of other support services was minimal. (page 42 in the Data section describes the aforementioned programs.)

During their first three months on the outside a slight majority held at least one job, with those who worked averaging 66 days (out of 92) of employment.

Typically there was a period of two and one half weeks before work started at an average beginning salary of $4.63 per hour. Approximately half of the first jobs were unskilled with only 15 percent falling into the "skilled" category. One in ten of those who worked was fired during the first three months and twice that many quit a job for no reason; 13 percent left a position for a better offer. Few of the traditional industry sample were involved in vocational and educational programs. While one fifth participated in full-time parole programs, a slightly smaller number were idle for the entire first three months post-release.

Parole status remained unchanged for 79 percent of this group during the first follow-up period. Six percent were returned to prison and another 8.5 percent absconded. More than half of the returnees had committed a new offense, generally of the property type. Overall nine percent had been arrested on new charges, many of which were still pending. The average number of days spent inside a correctional facility was less than six.

The picture at six months post-release looked much as it had at three months for the former traditional industry workers; however fewer were involved in other programs. Among the 57 percent who worked, there was an average 71 (out of 91) days of employment. The average wage of those holding a job at six months was $5.09 per hour. Twenty percent of the positions were skilled and 37 percent unskilled. Terminations followed the same pattern as at three months.

By six months post-release 29 percent of the group had had a change in parole status. Eleven percent were returned to prison within the period. Over 15 percent had been charged with a new offense, once again generally against property. An average of 13 days was spent inside some correctional facility.

Between six and 12 months post-release three fifths of the traditional industry worked were employed for an average of 132 (out of 182) days. Among

those who held a position at one year the mean wage was $5.71 per hour. About half of the jobs were semi-skilled and slightly more of the remaining positions skilled rather than unskilled. The reasons for leaving positions continued to be similar to those for the first three months. Sixteen percent of the men were idle for the entire 182 days.

At one year three out of ten of those released had experienced parole status changes with 14 percent having been returned to prison in the past six months. Sixteen percent were charged with new offenses, typically against property, during the final follow-up period.

Considering the entire 12 months, three quarters of those from Stillwater who had worked in traditional industry had held at least one job. The average number of days worked was 201 (out of 365).

Most of the group had worked for at least a short period prior to their incarceration, although half had held jobs for less than a year. Only 15 percent had worked more than three years. Almost three fifths of the previous positions were unskilled in nature.

One third of the 244 *state service* workers from Stillwater were not released in time to be included in the year long follow-up although almost one third of those not out for a year were out for six months. Of the released group information was obtained for over 93 percent for each period. About one half of the ex-offenders who had worked in state service positions were paroled on a conditional basis with most of those remaining going on general parole. Over two thirds resided during their initial three months, in the Minneapolis-St. Paul area with another 14 percent in other parts of Minnesota and 5 percent out of the state. Although a slight majority had been married at least once in the past, only 10 percent lived with spouses during the first follow-up period. Less than one quarter of the group had dependent children for whom they were responsible.

One fifth of the former state service workers had participated in Work Release and a comparable number in the Pre-Release program prior to their parole. CETA was utilized by only four percent of the group. One in seven leased a Wheels car.

At the time of the three month follow-up 47 percent of these men had held a job with the remaining group almost evenly split between those participating in full-time therapeutic programs and those who were idle. Among those who had worked, the mean number of days of employment was 65 (out of 92). Typically there were 15 days between release and the first job. Their average hourly wage was $4.39. Eleven percent of the first positions were skilled in nature with the remaining 89 percent almost equally split between being semi-skilled and unskilled. While one in nine workers were fired from at least one job , twice that many left a job for no good reason. Overall this group had fewer days of productive activity than either the traditional industry or the Free Venture workers from MCF-STW.

The first three months post-release saw a change in parole status for over one quarter of the ex-offenders who had held state service positions. Ten percent absconded, six percent committed technical violations, and 11 percent were charged with new crimes. By the time of the first follow-up, 7 percent of the group had been returned to prison. Most of the new offenses fell in the against-property category. An average 87 days of freedom characterized the initial 92 day period.

While somewhat more former state service workers were employed between three and six months than earlier, the number of idle individuals also increased so that more than 3 in 10 men were classified as doing nothing during the second follow-up period. Compared to the other Stillwater groups, the entire released sample averaged fewer days of employment as well as fewer days of productive activity. The average number of days worked by those who held jobs was 66.

Among those who held positions at the time of the second follow-up, the mean hourly wage was $4.83. Half of the jobs were semi-skilled and unskilled positions out numbered skilled ones three to one. While fewer people were involuntarily terminated during this period, over 18 percent left jobs for no apparent reason.

The Stillwater state service group stood out compared to the others, especially the Free Venture workers from that institution and both Lino Lakes groups by virtue of their excessive number of parole status changes between three and six months. Over 17 percent had been arrested on new charges and another 10 percent had absconded. One in 12 former state service workers was returned to prison during this period. The mean number of days spent outside correctional facilities was 78 (out of 91).

On the whole the former MCF-STW state service workers fared less well than the other groups in terms of activities during the second six months post-release. Again less than half held any jobs over the 182 days and over one quarter remained idle. The average hourly wage for those working at one year was $5.27. Fifty percent of the positions were semi-skilled, 31 percent unskilled, and 19 percent skilled.

Slightly more than one third of this group experienced a parole status change during the final follow-up period. Eighteen percent were returned, typically with a new charge. A majority of the new offenses were against property. An average of 136 (out of 182) days were spent outside correctional facilities.

A higher proportion (37 percent) of the former state service workers remained jobless throughout the entire first year post-release than was true of the other groups. Their average numbers of days of employment (191) and of days of productive activity (163) were lower as well.

The pre-incarceration work histories of the state service worker sample were very similar to those of the traditional industry workers, although a slightly

larger percentage had never worked (22 percent versus 17 percent). The larger majority of those who had been employed had been so far less than one year with only 12 percent having held jobs for more than three years. Skilled, semi-skilled, and unskilled positions were characteristic for 11 percent, 32 percent and 57 percent respectively.

Because the *Free Venture* group at Stillwater tended to have committed more serious crimes for which they were sentenced to longer terms, fewer of them were released in time for their follow-up data to be included in the study. Of the original 70, 22 (31.4 percent) remained incarcerated throughout our project and only 40 (57.1 percent) were out for the entire twelve months. The proportion of the released group for whom data could be obtained ranged from 83 to 90 percent across the different periods.

The pattern of types of release for this group was very similar to that of the MCF-STW state service workers. Forty-five percent left on general parole and 55 percent on conditional parole. Relatively few (2.3 percent) of these men resided out-of-state during their first three months with almost three quarters of the group living in the Twin Cities area and 16 percent in other parts of Minnesota.

As reported in the first interim report, more of the Stillwater Free Venture workers had been married than was true of the other groups. Nevertheless only 26 percent lived with a spouse following their early release. Slightly more than one quarter had dependent children for whom they were financially responsible.

Almost one quarter of the Free Venture releasees from Stillwater had participated in Work Release and one fifth had been through Pre-Release. Nearly that many leased a Wheels car. Relatively few of these men were served by any other support program.

Less than 10 percent of the Free Venture group remained idle during their first 92 days on the outside, with 56 percent working and 33 percent participating

in parole programs. The mean number of days spent in "other programs" was higher for this group than for the others. Those who did work during the initial period typically waited 15 days before starting and put in an average 69 (out of 92) days; $4.79 was the mean hourly wage of the first positions. Thirty nine percent of these were unskilled jobs, 44 percent semi-skilled, and 17 percent skilled. This group tended to leave positions less frequently than the others with the most common reason for termination being a better opportunity.

Fourteen percent of the former Free Venture workers experienced status changes in their first three months post-release, 7 percent having absconded and 7 percent returned, typically for a technical violation. This was a better record than obtained by the other ex-offenders from Stillwater or by the St. Cloud group. Only one individual was charged with a new offense, and this was in the "other" category. An average 89 (out of 92) days were spent outside correctional facilities.

Participation in special programs dropped off during the second three months so that during that period only 10 percent of the Free Venture group was so involved. Three fifths of the group were employed and 18 percent idle. Those who were employed spent an average 71 days on their jobs. As in the past the most common reason for leaving a job was a better opportunity. Those who held positions at six months had done so for a mean of 125 (out of 182) days. About one quarter of these were skilled, one third unskilled, the average hourly wage being $5.64.

Compared to the others released from Stillwater, the ex-Free Venture workers from that institution experienced fewer legal problems during the second three months post-release. Ten percent absconded, and 10 percent were charged with committing a new offense. The average number of days spent outside a correctional facility was 82.

The second six months saw some marked changes in the pattern of adjustment for the MCF-STW Free Venture group. Only half of these men worked during this

final period and almost one quarter were idle. Although they continued to do better in terms of making productive use of their time than the ex-state service workers from Stillwater, they fell behind the traditional industry workers from MCF-STW in that regard. The mean hourly wage for those holding a job at 12 months was $3.72. Almost one fifth of those who had worked had been laid off; another 19 percent quit for no apparent reason.

Approximately one half of the Free Venture group experienced changes in parole during the second half year with a remarkably high 36 percent being charged with a new offense. Most of the crimes were against property although the percentage of individuals charged with person offenses was also excessive. A mean of 133 days was spent outside correctional facilities.

Three quarters of the former Free Venture workers held at least one job during their first year on parole. The average numbers of days of various activities were highly comparable to those for the other groups. Overall the typical man spent 210 days in a productive manner. This group exceeded all others in charges for new offenses, in both the property and person category.

Over 98 percent of the Free Venture group from Stillwater had worked for at least a short period prior to their incarceration with 20 percent having held a job for more than one year and 17 percent for longer than three years. Thus they had more past work experience than did the other groups. Well over half of their positions had been skilled or semi-skilled, 17 percent and 40 percent respectively.

The Male MCF-Lino Lakes Groups

All but 4 of the original 64 *state service* workers from Lino Lakes were released in sufficient time to be included in the year long follow-up data. Information was available on approximately 92 percent of those eligible. Two

thirds of this group left the institution on general parole and one third on conditional parole. Over three quarters of the group resided initially in the metropolitan area of Minneapolis and St. Paul with most of the others living in other areas of the state. Almost three fifths of the men were single and only 11 percent were legally and financially responsible for dependent children; compared to all except the other St. Cloud workers, this was a small proportion.

Compared to their Free Venture counterparts, fewer of the former state service workers had been involved in Work Release or Pre-Release although comparable numbers leased Wheels cars. Fifty five percent of the group worked during the first three months post-release while 18 percent were idle. The remaining 27 percent were fairly evenly divided among other activities. Those men who were employed averaged 60 days on the job with a mean hourly wage of $4.78 for the first positions which began typically 22 days following release. Half of the jobs were unskilled and only 10 percent were skilled. The jobs held by the 27 individuals who were employed at three months were of higher status: 14 percent skilled, 57 percent semi-skilled, and 29 percent unskilled with a mean hourly wage of $5.15. Most positions were terminated voluntarily by the ex-offender, with some 23 percent quitting for no apparent reason. One fifth of the group did leave one job for a better opportunity.

Eighty eight percent of the former state service workers retained their initial parole status during the first three months. Less than four percent committed a new offense. Seven percent absconded. The average number of days spent outside a correctional facility was 90.

During the second follow-up period almost 60 percent of the state service group worked. Nine and 11 percent were involved in vocational or academic training respectively. No one participated in other programs. The mean number of days of employment (for those holding positions) was 71 with an average hourly

wage of $4.56 for jobs held at six months. Although 20 percent of the latter positions were skilled, the proportion of individuals in semi-skilled positions had dropped to 36 percent. Again the most common reason for termination of a position was "no reason" (given by 28 percent).

Relatively few (14 percent) of this group experienced legal difficulties during the second follow-up period. About half of those who did committed a new offense, typically in the "other" category. An average 87 days were spent outside correctional institutions.

The final six months of the first year post-release saw over two-thirds of the former state service group working. Relatively few individuals engaged in other activities. One fifth remained idle during the entire period. Those who were employed averaged 139 days on jobs. Among the 48 percent holding positions at one year the mean hourly wage was $5.96. One quarter of these were skilled in nature and the remaining positions were equally split between being semi-skilled and unskilled. During this period most jobs were left for better opportunities, although a larger percentage of people (11 percent) were fired as well.

One third of the group experienced a change in parole status. Slightly over one quarter were charged with new offenses, typically against property. A mean 164 days were spent outside correctional facilities.

Over the course of the first year post-release four fifths of the former state service workers held jobs, being employed for an average of 212 days. The group mean for days spent productively was 238.

Prior to incarceration, 83 percent of this group had been employed although 59 percent for less than one year. Thirteen percent had held stable jobs for more than one year, and 11 percent for more than three years. Over two thirds of the past positions had been unskilled with only 13 percent skilled.

There were 216 *Free Venture* workers in the original sample. Four percent were not released in time for the follow-up, and another 4 percent were not out long enough to be followed for an entire year. Of the 190 who were eligible for inclusion, data were available on 96 percent. This group was somewhat more likely than their state service peers to go out on general parole (77 percent) with only 21 percent being paroled on a conditional basis.

Almost two-thirds of the former Free Venture workers returned to the Twin Cities area upon release. One quarter resided in other areas of Minnesota and 7 percent out-of-state. Slightly more of this group lived with a spouse during the year on parole than was true of the state service workers. In addition they were responsible for many more dependent children.

Prior to release, 21 percent of the Free Venture workers went through Work Release and 25 percent through Pre-Release, figures much higher than those for their peers who had worked in state service positions. One in eleven of the men leased cars from the Wheels program.

Sixty percent of the former Free Venture workers were employed during the first follow-up period while almost one quarter remained idle. Those who did work averaged 73 days of employment. First positions were begun typically 13 days following release with a beginning hourly wage of $4.32. Sixteen percent of these positions were skilled and 44 percent unskilled. This group was somewhat more likely to remain in their first jobs than were the state service workers, the former group averaging 64 days on such compared to 53 for the latter group at three months. Among the former Free Venture workers employed at three months the average individual was earning $4.52 per hour, having been at his job for 69 days. The skill levels of these positions were very similar to those of the first positions. Over the period 16 percent of the men had quit jobs without cause and 10 percent terminated for better opportunities; 7 percent were fired.

Only 11 percent of the former Free Venture workers had a change in parole status during the first follow-up period, with 8 percent being charged with a new crime and less than 3 percent absconding. The offenses were evenly divided between the "against property" and "other" categories. A mean of 90 days was spent outside of any correctional facility during this period.

The proportion of employed ex-Free Venture workers increased to 65 percent during the second three months post-release, with 18 percent engaging in no productive activity. The average number of days of employment among those who worked was 72. The mean hourly wage for the group holding jobs at the half-year point was $4.83. Almost one quarter of these positions were skilled in nature with the remaining jobs evenly divided into semi-skilled and unskilled categories. The average number of days on these jobs was a high 110. Almost one fifth of the working men quit a job for no good reason while a comparable number left for a better opportunity.

Seventeen percent of this group experienced a parole status change during the second follow-up period, with two-thirds of the changes involving new offenses, once again generally not against persons. The number of days spent outside any correctional facility averaged 83.

The final six months of the follow-up saw 70 percent of the former Free Venture group employed and only 13 percent idle. The average number of days on the job was 132. There was somewhat less involvement in other activities than was true of the ex-state service men. The average hourly wage at 12 months was $4.86 with one third of the group in unskilled positions and one quarter in skilled positions. The mean number of days on those jobs was a high 188. While 16 percent of the former Free Venture workers left jobs without cause, 21 percent left for better opportunities. Thirteen percent were fired and 10 percent laid off during this period.

The parole status of slightly more than three quarters of these men remained unchanged. Sixteen percent were charged with new offenses which cut evenly across the various type of crime. The mean number of days spent outside any correctional facility was 154.

All but 17 percent of the individuals who had held Free Venture jobs were employed during their first year on parole. They averaged 220 days of work. Overall the group had a mean of 225 days of productive activity.

Slightly more than one-fifth of the group had not worked outside of prison and over one half had held stable jobs for less than one year. Only 11 percent of the previous positions had been skilled with two-thirds falling into the "unskilled" category.

The MCF-St. Cloud Group

Eight of the original 51 St. Cloud inmates were not released in sufficient time to be included in the year long follow-up. However four of the eight were out in time to be included in the three and six month data. Information was obtained on 91 percent of those eligible.

Almost two-thirds of this group was released on general parole and the remainder on conditional parole. Unlike the other male groups, somewhat less than half returned to the Minneapolis-St. Paul area with over 40 percent going to other parts of Minnesota. Only 4 percent moved out of the state. These men had the lowest probability of living with their wives during the follow-up and the fewest dependent children, findings consistent with their younger age. Relatively few of the ex-offenders from St. Cloud had gone through Work Release or Pre-Release (7 and 9 percents respectively) and less than 5 percent leased a Wheels car.

During the first three month period 52 percent of this group worked; 11 percent were in vocational training and 6 percent a piece in academic or other programs. More than one-fifth of these ex-offenders remained idle. The average number of days for those who were employed was 58. There was a mean of 23 days between release and employment with a typical 46 days spent on the first job during the first follow-up. The average worker earned $4.84 an hour on his first position, 13 percent of which were skilled and 58 percent of which were unskilled. Only one-third of the group held on to their initial jobs through the end of the first period, with more than one-fifth being fired and another 29 percent quitting without cause. Among those employed at months only 8 percent were in skilled positions and a high 58 percent in unskilled positions. The average hourly wage was a low $4.26. Considering all of the jobs held during the first three months of freedom, 19 percent of the group was fired at least once and 35 percent left for no good reason.

Seventeen percent of the former St. Cloud group experienced changes in their parole status during their first three months on release, with 13 percent being arrested on new charges, fairly evenly split across categories. Eighty-eight was the mean number of days spent outside any correctional facility.

The second follow-up period saw almost one quarter of the former traditional industry workers from St. Cloud idle and only slightly more than one half were employed. While no one was still in an academic program, 9 percent were receiving vocational training and 5 percent continued to participate in therapeutic programs. The average number of days of work was a low 64. Those who held jobs at six months earned $4.71 an hour, this relatively low wage reflecting the fact that half of the jobs were unskilled and only 13 percent skilled. The most common cause for leaving a position during this period was again unexplainable and a high 17 percent of these workers were fired.

The number of individuals in this group experiencing parole difficulties increased dramatically during the second three months to 35 percent. Over one quarter of this group were arrested for new offenses. Eleven percent of the group were charged with property crimes and over 6 percent with crimes against people. Nine percent faced other kinds of charges. The average number of days spent outside any correctional facility was 78.

During the final six months of follow-up 55 percent of the ex-offenders from St. Cloud worked and 23 percent remained idle. The average number of days of employment was a low 116 and the average number of days of involvement in a productive activity a low 76. Those who held positions at one year had been on their jobs a mean 171 days and were averaging $4.87 per hour. Half of their jobs were semi-skilled and slightly over one-third unskilled. Twenty three percent of the group quit a job for no reason between six and 12 months post-release and 14 percent were fired. Fourteen percent also went on to better opportunities.

Almost one-third of the St. Cloud group changed parole status during the final period, with over one quarter being charged with a new crime, which tended to be against property. A mean of 139 days was spent outside any correctional facility.

Seventy three percent of this group held a job sometime during the first year. The mean numbers of days of employment and of productive activity were 168 (for those employed) and 166 (for the entire group) respectively. Thus all in all this group fared less well than all but the state service workers from Stillwater. Their recidivism data however look comparable to those of the other groups.

Prior to incarceration over 40 percent of the group had never worked and less than 10 percent had worked for one or more years. A whopping 79 percent of the previous positions were unskilled in nature; less than 5 percent were skilled.

The Female MCF-Lino Lakes Groups

All of the 12 women who worked in *state service* positions while at MCF-LL were released at least one year prior to the follow-up. Data were unavailable however for three so that only 75 percent of those eligible were followed. Two members of this group were paroled conditionally with the remaining 78 percent going out on general parole. Four went to reside in the metropolitan area of Minneapolis and St. Paul and three in other parts of Minnesota. Two of the women absconded almost immediatley, their whereabouts being therefore unknown. While all but three of these ex-offenders had been married, only two of the nine returned to live with their spouse. Twenty two percent of the group was childless and 67 percent had one dependent child. The remaining woman (11 percent of the group) had six children for whom she was responsible. None of these former state service workers participated in Work Release or Pre-Release nor did any receive assistance from any other support program.

During the first three months of parole, four of the women were employed for an average 53 days and five remained idle (although it must be remembered that many were caring for young children). Three of the positions held were unskilled and one semi-skilled. Two of the women were laid off (one twice) and one was fired so that at three months only one remained employed. She made $3.50 per hour.

One of these women was returned to prison on a technical violation and another charged with a property offense which was not resolved during this period.

Little changed for these former state service workers during the second follow-up period. One woman did begin receiving assistance from CETA. Three women worked during this period for an average 61 days. One was in school for 51 days. Two were employed at the six month follow-up, one in an unskilled and one in a semi-skilled position. During the three months one individual was laid off, and another left two jobs for no apparent reason.

The person who had been arrested during the first three months was found guilty of the charge against her and returned to prison with an additional sentence. No one else experienced any change in parole status.

During the final follow-up period one of the mothers of one child gave birth. There were no other changes in family status. Among the eight free women, three worked (for an average 56 days) and five were "idle". Two individuals held jobs, both unskilled, at one year. One member of this group had been laid off and two had left positions without apparent cause.

Two of these former state service workers were arrested on new property charges during the final half year. The status of these charges was not resolved during the study.

Over the course of the first year post-release only four women in this group held a job. The average number of days of employment for them was 124, while the mean number of days of productive involvement (excluding parenting) was 84.

Information concerning past employment was available for only five of the state service group. Three had worked for less than one year, one for less than three years, and one not at all. Generally their jobs had been unskilled in nature.

All of the 18 women who worked in *Free Venture* shops at Lino Lakes were eligible for inclusion in the study; however data were missing on two of them. Nine of the workers for whom data were available were released on general parole and seven on conditional parole. Unlike their state service peers, who became more evenly dispersed following release, three quarters of this group went to the Twin Cities area to reside. Of the remaining four, three moved to outlying areas of Minnesota and one out of the state.

Although 75 percent of the former Free Venture workers had been married only two of 16 resided with a husband during the first three months. By the end of

the first year however three other women were also married. Seven individuals had dependent children for whom they were responsible. During the second follow-up period this number grew to eight.

As was true of the state service group, the assistance provided these former Free Venture workers by special programs was minimal. Five women worked during the first follow-up period, and six participated in special programs. The remaining five were idle. The average number of days of employment by the previously mentioned five was 71. This rather high figure reflects the fact that they began working almost immediate upon release. All the positions however were unskilled and only one women remained at her first job at the end of the initial three months. Two others were fired, and one laid off. One did quit for a better opportunity. The mean number of productive days for this group (43) was somewhat higher than that for the state service workers (27).

Two of the former Free Venture workers committed technical violations and four were charged with new property offenses during the first 92 days. Nevertheless no one was returned to prison during that period.

The second follow-up period saw five members of this group working, one in school, and three in special programs. The average number of days of employment for those working was 69. Again all of the positions were of an unskilled nature. During these three months one person was fired, one quit for no reason, and one left a job for a better opportunity. At the half year mark three people were employed.

The second follow-up period also saw five women experience changes in parole status. Three committed technical violations for which two were returned to prison. One of the women who had been charged earlier was returned as well, in her case with an additional sentence. Another absconded after being charged with a property offense.

Seven of the 15 women for whom data were available during the final six months were idle throughout the period. Only five had worked however they did average a high 147 days of employment. Four held jobs at one year, two of which were skilled and two unskilled.

There were no additional offenses committed by this group during the final period. Two individuals however did abscond (and two women who had done so earlier remained missing).

Over the course of the year 60 percent of these women held at least one job, averaging 159 days of employment. The mean number of productive days was 131, considerably higher than the 84 days mean for the state service group.

Prior to their incarceration only four of the nine women in this group for whom the information was available had worked and three had done so for less than a year. Two had held skilled positions and one each semi-skilled and unskilled positions.

The MCF-Shakopee Group

Eight of the 30 women who constituted the *Free Venture* group at Shakopee were not released during the follow-up. Three others were not out long enough to be included in the 12 month data. Data were available on all but four who were eligible.

Two of the group were conditionally paroled while 16 were released on more general terms. Thirteen resided in the Minneapolis-St. Paul area while the other five returned to other locales in Minnesota. Like the other women's groups, the large majority of these women had been married, however only four lived with a spouse, a figure which remained constant over the entire follow-up year. This group tended to have somewhat smaller families than the others with only seven women having dependent children. There were no changes in family

status during the first year post-release.

Four of the releasees from Shakopee participated in Work Release and two in Pre-Release. In addition two received assistance from CETA. Proportionately fewer members of this group were idle (22 percent) during the first follow-up period. Over half of the group worked, and two were involved in vocational training, one in school, and one in another special program. The mean number of days of employment for the workers was 79, their having taken an average 23 days to begin. Three-fifths of the first positions were unskilled with the remainder being equally divided in semi-skilled and skilled categories. Half of the group remained at their jobs at the end of three months, and four others had gone on to better opportunities so that at that point, nine of the women were employed. The entire group averaged a high 60 days of productive activities.

There were no pure technical violations within this group during the first follow-up period. However one woman did abscond and another was arrested on a property charge.

Slightly more than one-third of the Shakopee group remained idle during the three to six month period. Forty one percent worked, 12 percent received vocational training; 16 percent went to school, and 6 percent participated in a parole program. Those seven who did work did so for an average 71 days. Only six remained employed however at the half year point, four in unskilled and two in skilled positions. One woman had quit a job for no reason and two had gone on to better opporutnities. Aside from the one individual who remained missing, there were no further legal difficulties during this period.

Four of the 15 Shakopee women for whom information was available did nothing between the six and 12 month follow-ups. Seven were employed and four engaged in other activities. The mean number of days of productive involvement was a very high 121. Six continued to hold positions at the first year's end although

there were several shifts to better opportunities within the final period.

Two members of this group were returned to prison during the second six months, one on a technical violation and one on a new sentence for the property offense committed during the first three months. Two others remained missing.

Over the course of the first year post-release nine of the Shakopee women worked for a total of 228 days. Several of the six who were not employed were involved in other productive activities so that the mean number of "good" days was 227. All in all this group was more successful than the women who had been at Lino Lakes. It should be noted however that they had more pre-incarceration work experience with over two-thirds having held a job in the past (although typically for less than a year). Forty percent of their previous jobs were skilled and 47 percent unskilled.

Relationships Among Outcome Variables

Because the groups differed in terms of modal *type of parole* and degree of assistance received from support programs, it was deemed important to consider whether or not such factors were associated with particular outcomes. Many of the offenders who were released on conditional parole were mandated to spend much of their time in special therapeutic programs. Consequently work was often out of the question for them. Consistent with this situation is the finding that general parolees were more likely to be working while conditional parolees were more likely to be involved in other (non-educational) programs during the first follow-up period. Furthermore since the terms of release are more stringent for conditional than for general parole, the conditional parolee has an increased probability of being returned as a violator. This was the case for our subjects during the second follow-up period, when, once again, the general parolees were more likely to be working than were those on conditional parole.

Since *Work Release* and *Pre-Release* cater to the offender who may have special difficulty readjusting to the outside world, one might expect worse than average outcomes to be associated with individuals who had participated in such. Thus while an absence of differences between those served and those who were not might, in and of itself, reflect the success of the program (since the former were brought up to the level of the latter), any differences favoring participants over non-participants represent a clearly positive outcome. In this study involvement in either Work Release or Pre-Release was found to have a positive influence on activities during parole. Similarly, at least for the first two follow-up periods, having leased a Wheels car was associated with greater than average success (more work, less idleness). Fortunately the effects of these variables seem to be balanced across the groups (e.g. more conditional paroles from MCF-STW yet also greater special program assistance for those groups) so that there is no reason to suspect that they bias our results.

It was also the case that employment during the earlier months post-release and to a lesser extent later on was related to lower recidivism. Those who were idle were much more likely to commit a crime than were those who were working. Individuals involved in other worthwhile activities such as vocational training or college fell midway between the two extremes. It should be noted in passing that no causal interpretation is intended here. A number of possibilities exist. For example perhaps the workers are the persons who have decided to go straight, and their employment and clean record simply reflect this decision or maybe they just do not need the money or maybe they are too busy to get into trouble or maybe their co-workers are having a positive influence and so on. Nor should we rule out the possibility that they are smarter crooks and just have not been caught.

Relationships Between Demographic Variables and Outcome Measures

As the first interm report documented, the groups differed considerably on a number of background variables, certain of which might be predictive of success on parole. In order to isolate (and then if necessary control for) the influence of such factors, it was considered necessary to determine the strengths of the possible relationships. Consequently a number of analyses of both main effects and interactions were done.

One critical variable which was omitted in the first interim report was the *past work history*. The results showed a clearcut relationship between having worked prior to incarceration and working or engaging in some productive activity during parole. The influence of the earlier experience appeared to be cumulative (i.e. some previous experience was not as good as much previous experience but was better than none). The skill level of the previous positions was also predictive of working post-release, a history of skilled work being especially favorable. Interestingly, men who had worked at semi-skilled jobs fared no better than those who were unskilled. The stability of past employment, although not the skill level, was also found to be associated with recidivism. Those with a previous lack of work experience committed more property and miscellaneous crimes and spent more time in correctional facilities than did those who had held a job with some regularity.

Unfortunately, as the summaries presented above indicate, our groups did vary in terms of both the extent and type of previous employment. The Free Venture inmates at Stillwater had much superior histories compared to all of the other male groups. In addition the St. Cloud workers appeared especially poor in this regard. It should come as a surprise then that the MCF-STW Free Venture group and the MCF-SCL group did not look better and worse respectively than they actually did on our outcome measures, However, two-way analyses of variance

in which work group membership and past employment history were the two independent variables demonstrated that they generally functioned separately in influencing the various dependent variables. Only two statistically significant interactions emerged; while fewer crimes were generally associated with superior work records, this was not true for the Free Venture group at Stillwater in terms either of number of person offenses or total number of offenses (the latter result reflects the former to a large extent). The meaning of this finding is most puzzling.

Given common assumptions concerning the importance of *education*, it was deemed appropriate to consider the relationship between the amount of previous schooling and outcome. The results of these analyses were largely negative. The only remarkable findings were that those inmates with less than a seventh grade education (grantedly a small group of 11) were more likely to participate in special parole programs and to commit more person offenses than were their better educated counterparts.

Age at incarceration did bear a significant relationship to several dependent variables. Men who were 18 and younger or 51 and older when incarcerated (typically two to three years prior to release) were more likely to be idle and less likely to work during the final follow-up period than were their mid-age-range counterparts. Furthermore this youngest group committed more crimes, especially against other people, during the second six months. These employment findings are hardly surprising given the realities of the recent job market, and the data relating age and criminal involvement are consistent with many others, suggesting that old crooks burn out.

In assessing the relationship between one's *criminal history* and success on parole, two background variables were considered - age at first adjudication and number of previous crimes. The first of these was shown to be associated

with activity and incidence of property offenses post-release. As one might expect those who had not been involved with the criminal justice system until they were well into adulthood (i.e. 31 or older) fared better than those who were adjudicated at a younger age. Interestingly those who were between 17 and 19 when first charged with a crime looked better (after the older than 31 group) than those younger or older at such occasion. It may be that their criminal activities were a consequence of involvement in a delinquent peer culture, especially strong during late adolescence rather than a reflection of a criminal disposition within the individual which might find expression at any age) - although one must be wary of post-hoc speculations!

The number of previously committed crimes bore much weaker associations with outcome measures compared to age at first adjudication. This may simply be due to the fact that convictions active at the time of incarceration were not included in the independent variable.

The final demographic variable which was evaluated in conjunction with outcome was *race*. Generally, white ex-offenders made more constructive use of their time and committed fewer new crimes than did blacks who in turn outperformed American Indians. It should be added that the blacks tended to be much more similar to the whites than to the Indians who did extremely poorly across most measures. Consider for example the finding than two-thirds of the latter group were arrested or new charges during the first year post-release compared to 32 percent and 29 percent of the blacks and whites respectively. The presence of a relatively high proportion of Indians in the MCF-SCL and MCF-STW Free Venture samples may have influenced the overall outcome picture for these groups. However the small number of individuals involved make specific analyses of the results questionable. It was the case that race interacted with work group membership in predicting recidivism. The Indians who worked

in Free Venture shops at Lino Lakes committed many fewer crimes than did their peers in other groups. This relationship did not hold for black and white ex-offenders. Perhaps the Free Venture experience at that institution had a positive influence on this high risk group. It is not clear why this would be the case.

Race also interacted with previous work history in predicting the number of days of productive activity during the first year. While past employment was associated with more positive outcomes for whites, this was not the case at all for blacks and was only partially true for Indians. One may speculate that discrimination against minorities makes their own abilities less relevant to their success than is the case with whites (but again this is pure conjecture).

We had hypothesized that *savings* at release might effect the immediacy with which one sought employment. The results confirmed our predictions. Individuals who were paroled with 500 dollars or more in their institutional accounts were initially less likely than average to work although it is not clear whether or not they were simply taking a vacation or being more particular about their prospects. By the second follow-up they no longer looked unusual in this regard. Individuals released with the minimal amount of 100 dollars were less likely to work or to engage in other productive activities across the entire year. They were also the group most likely to be returned to prison. It is probably the case that their limited savings reflects limited interest in and ability to work while they were incarcerated which are simply carried with them to the outside.

Attempts to relate these findings concerning savings as well as differences among our groups on this variable to activities were not successful.

General Conclusions

In the original grant proposal and the April, 1979 concept paper, a number of hypotheses regarding the long range effects of Free Venture participation were put forth. It was generally assumed that experience in the new program would have a positive influence on inmates in terms of both post-release employment and recidivism. Caution was expressed nevertheless concerning the advisability of certain comparisons given the pre-existing differences among the groups and the wide variability across institutions on possibly critical factors (e.g. assistance programs, job referral services, and so on). The remainder of this section will examine in turn the specific predictions which were made, commenting too on the relevant findings and their implications. The section closes with discussion of what can be concluded at this point from this evaluation.

It was hypothesized that offenders who had worked in Free Venture shops would obtain employment sooner after release than would traditional industry and state service workers (both because of their greater eagerness and ability to work - since they were rewarded for doing so in prison - and because of the greater willingness of private employers to hire workers with more "real world" type job experience). There was no evidence from our data to support the claim, as the groups did not differ in the average number of days between release and job initiation. It may be that other important countervailing factors were operating differentially across the groups in a manner that masked an actual Free Venture effect. For example the amount of money held in savings was influential, as we have seen, in determining how quickly an individual obtained work, and the Free Venture workers from Stillwater were considerably richer at release than were their peers. A second reason they might have tended to delay work, was their increased assignment to special conditional parole programs which often demanded full-time involvement. On the other hand, the fact that this

group had better work histories prior to incarceration (a factor which has been shown to be associated with post-release employment success) speaks to the likelihood of their obtaining positions more quickly than the other groups. In an ideal design one could control for all such variables simultaneously, but the small numbers involved in the current evaluation prohibit such analyses, and we are left with the simple finding of tremendous within-group variability and limited across-group variability in the number of days between release and employment.

Nor was it the case as hypothesized, that experience in a Free Venture shop was associated with higher wages post-release. Again the variability which was found was within rather than between groups.

There was partial support for the hypothesis that former Free Venture participants would exhibit more stable employment during their first year post-release. The males in Free Venture at Lino Lakes and their counterparts at Stillwater tended to hold jobs for longer periods than their respective controls within each institution. Indeed there was a significant difference between the two MCF-LL groups in the number of days on the job held at one year, favoring the Free Venture workers. However a number of other findings lessen the impact of these figures. There were for example no group differences in the number of jobs held, in reasons for terminating, in full and part-time status, and so on. Nor did the percentage working at a given time (always less than 50 percent) vary. More important perhaps is the fact that at least at Lino Lakes the state service group tended to be more involved than the Free Venture group in other kinds of productive activities such as vocational training and academic programs. Thus if one considers the total number of "good" days, there is no evidence favoring any particular work group (although there were major differences across institutions in this regard which will be discussed below.) All in all the data

do not lead one to conclude that the Free Venture workers were any more successful than their controls during their first year post-release.

A second set of hypotheses involved predictions that participation in Free Venture would lower recidivism rates, particularly in the area of property offenses (because of greater access to legitmate income which would accrue presumably). Comparisons of the Lino Lakes groups did not provide any support for this view. Initially the Free Venture workers from Stillwater did look somewhat better in that they were charged with fewer new offenses and those who were returned tended to be simple parole violators. However during the second six months post-release, this group more than made up for their earlier success. In considering the year long data, one sees that they had the highest overall rate of new crimes. Before concluding that Free Venture may have had an adverse effect, it should be noted that this group did have a more serious criminal history and therefore might be considered as at a high risk for recidivating. It is noteworthy that they were especially over-involved in crimes against persons, a finding consistent with their past records.

As was found in the earlier analyses, there were consistent differences across institutions in terms both of post-release activity and recidivism. The two male Lino Lakes groups did much better in each regard compared to parolees from the other men's institutions, although it was the case that the Free Venture and traditional industry workers from Stillwater almost rivalled the ex-offenders from MCF-LL in days of employment and other productive activities. The MCF-STW state service workers and the St. Cloud group fared equally poorly on those measures.

An observer at Lino Lakes suggested that the working hours and standards for the state service positions there are more "real-worldish" than those at the other institutions since the program there is operated through industry which also supplements the state service pay scale. As was discussed in the

first interim report, the state service workers at Lino Lakes actually made more take home pay than did their peers in Free Venture and for that reason their jobs were highly sought after. It is possible to argue that the experience of working in a state service position at that institution was not unlike that of working in a shop there in terms of the characteristics of the Free Venture model. In a similar vein, the farm machinery operation which employed most of the traditional industry workers at MCF-STW was in many ways less "traditional" than would have been desired for a controlled evaluation. Although the workers there earned less than those in the Free Venture operations, they put in the same number of hours and were held to fairly high standards of performance. This was not true for the Stillwater state service workers or for the inmates at St. Cloud. Thus it may be that the pattern of results involving post-release employment and activity provides evidence of the positive influence of "real-world" type work per se even if it does not correspond rigidly to the Free Venture model. The second phase of our evaluation may lend further support to this interpretation.

It must be pointed out that most of the summary statements and general discussion which have preceeded have applied only to the males. The small numbers of women studied limit our ability to generalize about them. In addition the fact that so many had dependent children whom they were parenting, an activity not coded in our analyses, means that we did not obtain a meaningful measure of how constructively they used their time during their first year post-release. It is interesting nevertheless to consider the fact that the ex-offenders from Shakopee fared better in terms both of productive activity involvement and lower recidivism than did the Lino Lakes women. There was nothing in the work programs at the two institutions which would explain this finding. The MCF-LL state service workers did have many more children for whom they were responsible and at least

during the first three post-release months the Free Venture workers from there participated more in special parole programs, but there are no other clues from the follow-up period. It may be that the greater productivity of the Shakopee group simply reflects a continuation of their superior pre-incarceration work histories. The finding that this group committed fewer new offenses and were returned less frequently than those paroled from MCF-LL is consistent with the fact that while the latter groups had longer criminal records, they tended to be less serious property offenders and hence were at greater risk for recidivating.

The results provide a clear demonstration of the richness of the variables under study. While work group membership was hardly predictive, there were a number of other factors which, as we have seen, were related to outcome. Any theory which attempts to account for post-release success must address this complexity.

With a few minor exceptions, experience in a Free Venture shop in 1976 and 1977 did not produce the hoped-for effects on the inmates followed. As was discussed at some length in the first report, this is not to say that the model is not a good one. There were initial difficulties in implementing the concept, and the program has undergone many changes and improvements since starting in 1976. Employment in one of the current shops may be more beneficial. More importantly however, it must be stressed, that the ultimate assessment of the Free Venture concept should not be based solely on its rehabilitative value but in addition (or perhaps even instead of) on other financial and ethical considerations.

The manner in which the groups were constituted and the lack of consideration of their other activities while incarcerated were major drawbacks in the study. These problems have been discussed in greater detail in the October, 1979,

concept paper which also outlined a revised design. The second phase of our research which is currently nearing completion is much broader in its focus and should provide a more complete picture of work experience in Minnesota prisons as well as, we hope, more definitive information concerning the "effects" of Free Venture.

THE DATA

Since the follow-up information was collected at dates three, six, and twelve months after release, it is easiest to present the findings for each of these periods separately. Consequently the data and analyses which will be described first pertain to these limited periods with some attention paid to changes occurring. In order to maintain comparibility across groups, the first three months was defined arbitrarily as the first 92 days post-release, the second three months as the next 91 days, and the final six as the last 182 days of the year. Clearly these periods do not necessarily correspond to monthly end points. A final section will provide summary data covering the entire initial year post-release and an examination of relationships between variables across the follow-up periods. Most of the analyses which were carried out were one-and two-way ANOVA's, followed by Tukey post-hoc comparisons, and chi-square tests. Their outcomes are reported here. Specific group differences are said to be significant when an F-value corresponding to a probability of less than .05 was found and when the relevant Tukey comparison produced a p-value of equal or greater statistical significance.

Comparisons were drawn between or among the groups at a single institution and across institutions. Once again however the data for males and females always were treated separately.

Table I presents information regarding the numbers of individuals included both in the first phase of the investigation and in the follow-up. A case could be "missing" from the follow-up by virtue of his/her not yet having been released (or having been out for too short a time) or because of our inability to obtain information. This latter category, labelled in the Table as "lost", includes individuals who were discharged upon release (so that there was no parole agent to provide information) and those who were on parole for less than twelve months

Table 1: Numbers and Percentages of Individuals from Phase One Included in Follow-up Data

	MALES					FEMALES			
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Cases still incarcerated at time of follow-up	3 4.7%	9 4.2%	60 18.0%	56 22.9%	22 31.4%	4 7.4%	0 -	0 -	8 26.7%
Cases "lost" for 3 month follow-up	5 7.8%	13 6.0%	27 8.1%	13 5.3%	5 8.0%	4 7.4%	3 25.0%	2 11.1%	4 13.3%
Number followed at three months	56	194	246	175	43	46	9	16	18
Percentage of original number	87.5%	90.0%	73.9%	71.7%	61.4%	85.2%	75.0%	88.9%	60.0%
Percentage of released group	91.8%	93.7%	90.1%	93.1%	89.6%	92.0%	75.0%	88.9%	81.8%
Cases not released or released for less than 6 months at time of follow-up	3 4.7%	12 5.6%	64 19.2%	59 24.2%	23 32.9%	4 7.4%	0 -	0 -	9 30.3%
Cases "lost" for 6 month follow-up	5 7.8%	14 6.4%	29 8.8%	12 4.8%	6 8.2%	4 7.4%	3 25.0%	2 11.1%	4 13.3%
Number followed at six months	56	190	240	173	41	46	9	16	17
Percentage of original number	87.5%	88.0%	72.1%	70.9%	58.6%	85.2%	75.0%	88.9%	56.7%
Percentage of released group	91.5%	93.1%	89.2%	93.4%	87.2%	92.0%	75.0%	88.9%	81.0%
Cases not released or released for less than 12 months at time of follow-up	4 6.3%	18 8.3%	82 24.6%	83 34.0%	30 42.9%	8 14.8%	0 -	0 -	11 36.7%
Cases "lost" for 12 month follow-up	5 7.8%	8 3.7%	15 4.4%	10 4.1%	7 10.1%	4 7.4%	3 25.0%	2 11.1%	4 13.3%
Number followed at 12 months	56	190	236	151	33	42	9	16	15
Percentage of original number	85.9%	88.0%	70.9%	61.9%	47.1%	77.8%	75.0%	88.9%	50.0%
Percentage of released group	91.7%	96.0%	94.0%	93.8%	82.5%	91.3%	75.0%	88.9%	78.9%

(so that no parole report was required) and discharged relatively early in the period of the follow-up (i.e. in 1976 or 1977 so that the parole agent, if he or she was still available, was unlikely to remember anything in sufficient detail). Checks were done using Bureau of Criminal Apprehension files to determine whether or not the "lost" cases had committed offenses in their first year post-release. Consequently although they constitute "missing" subjects for many of the variables under study, their data are included in tallies of new offenses and days spent outside correctional facilities.

There was considerable variation in the proportions of the groups which had been released for periods long enough to be included in the follow-up, from a low of 57.1 percent of the Free Venture inmates at Stillwater to 100 percent of the women in the Lino Lakes samples. However the proportions of persons "lost" fell in a much smaller range, with the exception of the MCF-LL female state service group. Both sets of figures should be kept in mind in considering the follow-up findings. Each table included in the report notes three N's: the original group size, the number of cases who had been released for the period in question, and the number on whom the data were available.

The Three Month Findings

Release Status: The large majority of individuals who could be followed during their first three months on the outside were released on parole. Table 2 presents the specific release status of those studied. None of the within institution differences were significant; however there was significant variation across facilities. ($\chi_{(5)}2 = 44.17$, p. < .001) Inmates from Stillwater were much more likely to be paroled on a conditional rather than a general basis compared to those from Lino Lakes. This was especially true for the Free Venture groups. The St. Cloud inmates fell in between the two extremes.

Residence: Information regarding the county of residence of the inmates during the major portion of their first three months outside an institution was coded and is presented in summary form in Table 2. Among the men, the majority of ex-inmates in all groups except that from St. Cloud lived in the 7 county metropolitan area surrounding Minneapolis and St. Paul. A much larger portion of the releasees from the reformatory returned to out-state areas ($\chi_{(5)}2 = 18.75$, $p < .005$). There were no significant differences among the female groups.

Marital Status: Table 3 presents information concerning the marital status of the men and women during their first three months post-release. Each individual was classified in terms of his or her status for the major part of that period. While there were no significant group differences within institutions, the inmates from St. Cloud were much more likely than those at Stillwater to have not been married, with the Lino Lakes groups falling in between the two extremes. The women showed little variation in marital status as a function of group membership.

Dependent Children: Table 3 also indicates the numbers of dependent children within each group. For the purposes of these tallies, a dependent child was defined as one under age 18 living with the ex-offender or being financially supported by him or her. Once again, there were no within institution differences however, the ex-offenders from St. Cloud were more likely to be childless than any group except the state service workers from Lino Lakes. Their mean number of children differed significantly only from that of the Stillwater traditional industry group. The apparent differences among the females were not statistically significant.

Special Programs: Certain individuals participated in programs geared to aid their transition to the free world either before or after their release. Information concerning the percentage of each group involved in the specific programs

Table 2: Percentages of Each Group Involved in Various Types of Release and Percentages Living in Various Locales at the Three Month Follow-up

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	61	207	273	188	48	50	12	18	22
Number included in these measures	55	193	246	175	43	46	9	16	18
Release Status									
General Parole	67.1	76.6	56.1	45.7	45.2	63.0	77.8	56.3	88.9
Modified Parole	-	0.5	-	1.1	-	-	-	-	-
Conditional Parole	32.9	20.7	41.5	49.7	54.8	37.0	22.2	43.8	11.1
Detainer	-	0.5	0.8	2.9	-	-	-	-	-
Expiration	-	1.5	1.6	0.6	-	-	-	-	-
Residence									
Mpls./St. Paul Area	76.8	64.1	61.1	68.9	72.1	47.8	44.4	75.0	72.2
Different Locale within Minnesota	16.2	24.6	20.6	13.6	16.3	41.4	33.3	18.7	27.8
Out-of-state	-	7.2	8.5	5.1	2.3	4.3	-	6.3	-
Unknown because absconded	7.1	2.6	4.9	9.0	7.0	-	22.2	-	-
Returned to prison	-	1.5	4.9	3.4	2.3	6.5	-	-	-

Table 3: Marital and Dependent Status During First Three Months Post-Release*

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	61	207	273	188	48	50	12	18	22
Number included in these measures	55	195	246	176	43	46	9	16	18
Marital Status									
Single	58.2	61.0	43.7	49.1	32.6	84.8	33.3	25.0	33.3
Married	10.9	13.3	14.3	8.6	18.6	6.5	11.1	6.3	11.1
Common-law	1.8	1.5	2.9	4.0	4.7	-	11.1	6.3	-
Separated	7.3	4.1	4.1	9.7	11.6	2.2	11.1	6.3	-
Divorced	20.0	17.4	29.0	26.3	23.3	4.3	22.2	43.8	38.9
Widowed	1.8	-	0.4	0.6	7.0	-	-	6.3	11.1
Divorced/ Remarried	-	2.6	5.7	1.7	2.3	2.2	11.1	6.3	5.6
Widowed/ Remarried	-	-	-	-	-	-	-	-	-
Dependent Children									
0	85.5	73.8	69.2	78.5	72.1	89.1	22.2	56.3	61.1
1	1.8	12.6	14.6	10.7	9.3	6.5	66.7	18.8	22.2
2	7.3	8.7	7.7	6.8	14.0	4.3	-	18.8	16.7
3	3.6	3.1	5.3	2.8	2.3	-	-	6.3	-
4	1.8	0.5	1.6	-	2.3	-	-	-	-
5	-	0.5	1.6	1.1	-	-	-	-	-
6	-	0.5	-	-	-	-	11.1	-	-
Group Mean	.35	.47	.60	.38	.54	.15	1.33	.75	.56
S.D.	.91	.97	1.11	.88	.98	.47	1.80	1.00	.78

*Numbers represent group percentages unless specified otherwise

described below is given in Table 4. Work Release refers to a program run independently of any institution for inmates who are still legally incarcerated but who work in outside jobs and spend their non-working hours in any of a variety of correctional settings. It is intended to assist high risk offenders in adjusting to the world of employment. Similarly, Pre-release functions to prepare inmates for living and working on the outside. It is a shorter term program and is housed at the Lino Lakes facility. Some inmates are permitted to lease cars at very reasonable terms through a Control Data program known as Wheels. This was developed to ensure that transportation problems not interfere with an ex-offender's ability to obtain employment or training. The Inmate Referral Service at MCF-STW is essentially a job placement office for inmates being released from that institution. It began its operations in October, 1978 and now provides assistance for inmates at other facilities as well. The Comprehensive Employment and Training Act (CETA) program is a federal program which both trains and places unskilled laborers in a variety of settings. The Division of Vocational Rehabilitation (DVR) is a state agency which performs similar functions.

Relatively few inmates were served by any of these programs, and there were few group differences. At MCF-LL compared to their Free Venture counterparts significantly fewer state service workers were involved in Pre-Release ($\chi^2 = 6.74$, $p < .01$). The group from St. Cloud was also somewhat less likely to have participated in either Work Release or Pre-Release.

Activity: The ex-inmates were classified in terms of how they were occupied during the first three months on the outside. These figures are given in Table 5. If an individual was involved in two or more activities, he or she was credited for that which involved the greatest amount of time unless one of those activities was a job in which case "working" was always checked. Participation in "other programs"

Table 4: Percentages of Inmates in Each Group Participating in Special Programs Either Before Release or During the First Three Months Post-Release

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	61	207	273	188	48	50	12	18	22
Number included in these measures	56	195	246	177	43	46	9	16	18
Work Release									
Yes	10.9	20.5	18.3	21.5	23.3	6.5	-	6.3	22.2
No	89.1	79.5	81.7	78.5	76.7	93.5	100.0	93.8	77.8
Pre-Release									
Yes	9.1	24.6	18.3	22.0	20.9	8.7	-	-	11.1
No	90.9	75.4	81.7	78.0	79.1	91.3	100.0	100.0	88.9
Wheels									
Yes	8.9	8.7	12.0	15.0	19.0	4.4			
No	91.1	91.3	88.0	85.0	81.0	95.6	-- NOT AVAILABLE --		
Inmate Referral Service									
Yes			0.8	0.6	2.3				
No	NOT AVAILABLE		99.2	99.4	97.7	-- NOT AVAILABLE --			
CETA									
Yes	5.5	6.2	4.9	4.0	2.4	4.3	-	-	11.1
No	94.5	93.8	95.1	96.0	97.6	95.7	100.0	100.0	88.9
DVR									
Yes	5.5	8.2	0.8	-	-	2.2	-	6.3	-
No	94.5	91.8	99.2	100.0	100.0	97.8	100.0	93.8	100.0
Other Program									
Yes	1.8	1.0	1.2	0.6	7.0	2.2	-	-	-
No	98.2	99.0	98.8	99.4	93.0	97.8	100.0	100.0	100.0

Table 5: Percentages of Inmates in Each Group Engaging in Various Activities During the First Three Months Post-Release

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	61	207	273	188	48	50	12	18	22
Number included in these measures	56	194	246	176	43	46	9	16	18
Working	55.4	60.3	53.3	46.6	55.8	52.2	44.4	31.3	55.6
Vocational Training	7.1	2.6	3.7	2.8	-	11.1	-	-	11.1
Academic Education	10.7	6.7	1.6	1.7	-	5.6	-	-	5.6
Other Program	8.9	6.7	21.1	23.8	32.5	5.6	-	37.5	5.6
Nothing	17.9	23.2	17.5	22.2	9.3	22.2	55.6	31.3	22.2
Returned	-	0.5	2.8	2.8	2.3	-	-	-	-

as indicated in the Table generally refers to a full-time involvement in a therapeutic regimen. To be classified as doing "nothing" an individual had to have been engaged in none of the coded activities for even a single day during the first three months. Several individuals were returned to a correctional institution almost immediately upon release; they are included in the "returned" category.

There were no group differences in the proportion of individuals engaged in the various activities. This was the case even when the activities were collapsed into "productive" (working, vocational training, academic education, other program) and non-productive (nothing, returned) categories.

Table 6 documents the average number of days each group engaged in the activities described above. Although there was a tendency for the Free Venture workers at MCF-LL to have been employed for more days, the group difference missed statistical significance ($p = .065$). The Stillwater groups were comparable to one another in terms of the length of employment; however the state service workers there worked significantly less than the Free Venture workers at Lino Lakes ($F_{(5,754)} = 2.809$, $p = .016$, Tukey $p < .05$). There were no significant differences among the women.

Relatively few individuals were involved in vocational training or academic education and consequently the average number of days of involvement in these activities was consistently low. No group differences emerged in the mean number of days of vocational training; however the MCF-LL state service group spent significantly more days in academic programs post-release than either the state service or traditional industry groups at MCF-STW ($F_{(5,756)} = 4.109$, $p = .0011$, Tukey p's $< .05$).

The male groups did vary considerably in the number of days of involvement in other programs. The Free Venture workers from MCF-STW spent significantly more time at such compared to the other Stillwater groups ($F_{(2,462)} = 4.376$ $p = .0131$,

Table 6: Numbers of Days Each Group Engaged in Various Activities During the First Three Months Post-Release

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	60	207	273	188	48	50	12	18	22
Number included in these measures	56	195	246	176	43	46	9	16	18
Days Employed									
Group Mean*	33.09	44.03	35.05	30.41	38.70	30.50	23.44	22.06	43.72
Group S.D.*	37.67	39.29	37.91	37.66	40.14	35.39	31.17	36.96	43.59
Number Involved	31	121	133	84	24	25	4	5	10
Their Mean	59.78	73.01	65.82	65.27	69.34	58.46	52.74	70.59	78.70
Days in Vocational Training									
Group Mean*	7.43	5.64	3.68	3.77	2.05	6.96	0	0	10.22
Group S.D.*	24.52	20.91	16.97	17.20	-	23.62	-	-	29.75
Number Involved	5	15	12	9	1	4	0	0	2
Their Mean	83.22	73.32	75.44	73.72	88.0	80.04	-	-	92.0
Days in Academic Program									
Group Mean*	10.39	5.65	1.24	1.64	2.05	3.09	0	0.69	10.22
Group S.D.*	28.81	21.48	10.27	11.47	-	15.29	-	-	29.75
Number Involved	7	14	4	4	1	2	0	1	2
Their Mean	83.12	78.70	76.26	72.16	88.0	71.07	-	11.0	92.0
Days in Other Program									
Group Mean*	6.14	5.50	16.26	16.79	31.91	9.76	0	19.44	0.89
Group S.D.*	19.44	18.35	31.70	31.51	41.53	24.49	-	35.65	3.53
Number Involved	7	21	66	49	19	9	0	6	2
Their Mean	49.12	51.07	60.61	60.31	72.22	49.88	-	51.84	8.00
"Good" Days									
Group Mean	57.05	58.80	56.90	52.68	69.19	50.22	27.44	42.50	59.94
Group S.D.	38.01	37.49	36.13	37.81	33.22	38.46	34.66	40.88	41.95

*These figures include everyone on whom data were available, many of whom scored "0"

Tukey p's < ,05) and compared to the groups from the Lino Lakes and St. Cloud ($F_{(5,756)} = 8.62$, p = .0000, Tukey p's < .05). Because of the small number of females studied, the apparent differences among their groups failed to reach statistical significance.

Record was also made concerning the number of days each individual was unable to work because of major illness. There were never more than one or two cases within a group who were disabled for reasons of health; group differences were minor.

The number of days of "productive" activities plus "sick" days were calculated for each individual. The group data are presented as number of "good" days in Table 6. The only statistically significant group differences which emerged were among the three MCF-STW groups wherein the state service workers fared less well than either their traditional industry or Free Venture peers ($F_{(2,460)} = 3.572$, p = .0289, Tukey p's < .05).

Specific Job Information: We had been concerned initially with obtaining detailed information concerning each job held. Specifically we were interested in the source of the job, the beginning wage, number and size of pay raises, number of hours, skill level, and in the case of termination, the reason for such. Unfortunately the parole agents were often unable to supply such information so the summary figures are often incomplete. There were no differences in the number of jobs held. The range in the males was zero to four with the large majority of ex-offenders who worked holding only one job during their first three months on the outside. The employed women were more likely to have had a second position, however none of them had worked at more than two jobs during the initial follow-up period. Table 7 presents what is known about the first jobs. The groups did not differ in terms of how they obtained their jobs, the length of time between release and employment, beginning wage, or skill level required by the

Table 7: Information Concerning the First Job Held During the First Three Months Post-Release

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	61	207	273	188	48	50	12	18	22
Number who worked during first 3 mths	31	121	133	84	24	25	4	5	10
Number of days between release and employment									
Number for whom info. available	31	121	133	84	24	25	4	5	10
Mean	21.94	13.32	16.40	14.55	15.38	23.12	17.00	3.60	23.12
S.D.	29.03	19.76	23.39	22.26	22.96	24.52	20.15	5.13	24.52
Range	0-90	0-87	0-82	0-80	0-82	0-82	0-45	0-12	0-43
Beginning hourly wage									
Number for whom info. available	15	53	70	41	17	13	1	1	4
Mean	4.78	4.32	4.63	4.39	4.79	4.84	3.50	3.00	3.28
S.D.	2.15	1.61	1.72	1.37	1.37	1.92	-	-	0.56
Range	2.60-9.45	2.38-9.86	2.50-10.46	2.25-8.10	2.20-8.00	3.00-10.00	-	-	2.71-4.00
Skill Level									
Number for whom info. available	30	117	131	83	23	24	4	5	10
% in skilled job	10.0	16.2	15.3	10.8	17.4	12.5	-	-	20.0
% in semi-skilled job	40.0	39.3	35.9	43.4	43.5	29.2	25.0	-	20.0
% in unskilled job	50.0	44.4	48.9	45.8	39.1	58.3	75.0	100.00	60.0
Source of job									
Number for whom info. available	7	43	50	34	10	5	0	2	3
% who previously held same position	-	22.7	22.0	11.8	10.0	-	-	-	-
% who obtained position via acquaintance	14.3	13.6	18.0	17.6	-	20.0	-	50.0	-
% who obtained job via placement service	85.7	61.4	60.0	70.5	90.0	80.0	-	50.0	100.0

Table 7: Cont.

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	61	207	273	188	48	50	12	18	22
Number who worked during first 3 mths	31	121	133	84	24	25	4	5	10
Number of days on job									
Number for whom info. available	30	117	129	82	24	24	4	5	10
Mean	50.40	63.73	57.37	56.90	64.00	46.42	49.50	63.60	74.50
S.D.	33.66	28.52	30.25	30.15	29.09	30.30	27.26	28.94	24.92
Range	1-92	1-92	1-92	5-92	1-92	6-92	20-86	28-91	30-92
Reason for leaving									
Number for whom info. available	30	118	131	78	24	24	4	5	10
% fired	3.3	5.9	6.9	9.6	4.2	20.8	25.0	40.0	10.0
% laid off	6.7	3.4	3.8	7.2	-	4.2	50.0	20.0	-
% quit	16.7	16.1	19.8	19.3	12.5	29.2	-	-	-
% went to better opportunity	20.0	11.0	12.2	15.7	20.8	12.5	-	20.0	40.0
% still there	53.3	63.6	57.3	48.2	62.5	33.3	25.0	20.0	50.0

position. There were almost statistically significant differences in the length of time the first jobs were held. At Lino Lakes the Free Venture workers tended to have spent more days on their first job than had the state service workers ($t_{(40.32)} = 1.99$, $p = .053$) and compared to the other male groups, the St. Cloud inmates tended to have worked fewer days on their first jobs ($F_{(5,400)} = 2.176$, $p = .0560$, Tukey p's < .05). Looking at the final section of Table 7, we can see that the latter group was much less likely to have been fired or quit for no apparent reason than were the other groups. Similar data were collected for each job held during the first three months, these were however too scanty to warrant statistical analyses.

In order to assess the relative status of each individual at the three month period, information was coded concerning jobs held at that time. In some cases the job involved was the individual's first while in others it was a subsequent position. The findings are presented in Table 8. None of the statistical analyses yielded significant group differences.

Tallies were recorded concerning the reasons those who were employed during the first three months left jobs. These are summarized in Table 9. Although none of the group differences were significant, it did appear, as we suggested earlier, that the St. Cloud group was more likely than the others to be fired or to quit for no good reason; on a similar note, they were less likely to leave one position for another offering a better opportunity.

Changes in Parole Status: The parole agents were asked to indicate whether or not the cases assigned to them had experienced any legal difficulties and the outcomes of such. Table 10 presents these results. Technical violations were considered separately from more major offenses; nevertheless within the latter category all kinds of crimes were grouped together. In the table "returned" means that a hearing

Table 8: Information Concerning the Jobs Held at Three Months Post-Release

Institution	MALES						FEMALES		
	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	61	207	273	188	48	50	12	18	22
Number working at three months	27	100	99	51	19	12	1	3	9
Beginning Hourly Wage									
Number for whom info.available	11	49	54	26	13	8	1	0	3
Mean	5.15	4.50	4.57	4.77	4.74	4.26	3.50	-	3.42
S.D.	1.90	1.73	1.71	1.91	1.53	1.20	-	-	.93
Range	2.60-8.50	2.30-9.86	2.60-10.46	2.75-10.46	2.20-7.25	3.00-6.60	-	-	2.50-4.35
Current Hourly Wage									
Number for whom info.available	11	49	54	26	13	8	1	0	3
Mean	5.15	4.52	4.57	4.78	4.74	4.26	3.50	-	3.42
S.D.	1.90	1.75	1.71	1.91	1.53	1.20	-	-	.93
Range	2.60-8.50	2.30-9.86	2.60-10.46	2.75-10.46	2.20-7.25	3.00-6.60	-	-	2.50-4.35
Skill Level									
Number for whom info.available	27	100	99	51	18	12	1	3	9
% in skilled job	14.3	17.0	14.1	15.7	11.1	8.3	-	-	22.2
% in semi-skilled job	57.1	44.0	40.4	47.1	55.6	33.3	100.0	-	11.1
% in unskilled job	28.6	39.0	45.5	37.3	33.3	58.3	-	100.0	66.7
Number of Days on Job									
Number for whom info.available	22	97	97	51	19	12	1	3	9
Mean	56.86	68.60	62.88	67.47	64.05	62.83	47.00	37.00	54.89
S.D.	32.89	27.24	30.11	28.98	31.46	25.66	-	46.94	42.67
Range	2-92	2-92	2-92	2-92	6-92	10-92	-	6-91	6-92

Table 9: Percentages of Inmates in Each Group Leaving Jobs for Various Reasons During the First Three Months Post-Release

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	61	207	273	188	48	50	12	18	12
Number who worked during 3 months	31	121	133	84	24	25	4	5	10
Number of Times Fired									
0	96.8	93.4	89.5	88.2	95.8	80.8	75.0	60.0	90.0
1	3.2	5.8	8.3	9.4	4.2	11.5	25.0	40.0	10.0
2	-	0.8	1.5	2.4	-	7.7	-	-	-
3	-	-	0.8	-	-	-	-	-	-
Number of Times Laid-Off									
0	90.3	96.7	96.2	91.8	100.0	96.2	50.0	80.0	100.0
1	9.7	3.3	3.8	7.1	-	3.8	25.0	20.0	-
2	-	-	-	1.2	-	-	25.0	-	-
Number of Times Quit									
0	77.4	84.3	80.5	78.8	87.5	65.4	100.0	60.0	100.0
1	19.4	14.0	17.3	21.2	12.5	30.8	-	40.0	-
2	3.2	0.8	2.3	-	-	3.8	-	-	-
3	-	0.8	-	-	-	-	-	-	-
Number of Times Left for Better Opportunity									
0	80.6	89.3	87.2	84.7	79.2	88.5	100.0	80.0	60.0
1	19.4	10.1	12.8	14.1	16.7	7.7	-	20.0	40.0
2	-	-	-	1.2	4.2	3.8	-	-	-

Table 10: Percentages of Inmates in Each Group Classified in Terms of Changes in Parole Status During the First Three Months Post-Release

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	61	207	273	188	48	50	12	18	22
No. for whom info. available	56	195	247	177	43	46	9	16	18
Technical Violation	1.8	0.5	3.2	5.7	4.7	2.2	11.1	12.6	-
Returned	(1.8)	(0.5)	(2.8)	(2.3)	(4.7)	-	(11.1)	-	-
Not returned	-	-	(0.4)	(1.7)	-	-	-	(6.3)	-
Unresolved	-	-	-	(1.7)	-	(2.2)	-	(6.3)	-
New Offense	3.6	8.2	9.2	11.2	2.3	13.0	11.1	25.0	5.6
Returned with additional sentence	-	(1.5)	(3.2)	(2.8)	(2.3)	(2.2)	-	-	-
Returned without additional sentence	-	-	(0.4)	-	-	-	-	-	-
Not Returned	(1.8)	(2.1)	(1.6)	(2.8)	-	(4.3)	-	(12.5)	-
Unresolved	(1.8)	(4.6)	(4.0)	(5.6)	-	(6.5)	(11.1)	(12.5)	(5.6)
Absconded	7.1	2.6	8.5	10.2	7.0	2.2	-	-	5.6
No Change	87.5	88.7	78.9	72.3	86.0	82.6	77.8	62.5	88.9
Returned for any reason	1.8	2.0	6.4	5.1	7.0	2.2	11.1	0.0	0.0

was held and the individual was returned to prison. "Not returned" means a hearing was held but the individual was not returned. Charges which were still pending at the three month follow-up are classified as "unresolved". Individuals who were returned after having been convicted of a new offense may or may not have received an additional sentence, as noted in the Table. Individuals who were released at expiration are included in the "no change" category unless they committed a new offense in which case they were coded accordingly. Because of limited cell size, the categories had to be collapsed into "returned", "absconded" "other trouble" and "no change" categories for statistical analyses. Although there were no within institution differences, the chi-square test on all of the 6 male groups produced a significant value ($\chi_{(15)}^2 = 33.87$, $p < .005$). It seems that the Free Venture workers at Stillwater and both groups from Lino Lakes fared better than their peers. The chi-square analysis of the MCF-STW data alone just missed statistical significance ($\chi_{(6)}^2 = 10.88$, $.05 < p < .1$).

Table 11 provides information concerning the number and type of new offenses for which individuals were arrested during their first three months following release. These figures do not necessarily represent convictions although in most instances guilty pleas or verdicts followed. If it was later determined that the individual was innocent, his or her record was erased. Only felonies and gross misdemeanors were counted. There were no differences between the various groups. Nor were there group differences in the number of days during the first three month period which individuals spent outside of correctional facilities (see Table 12).

The Six Month Findings

Marital and Family Status: The second three months post-release saw relatively little change in either the marital or dependent status of the groups followed.

Table 11: Number and Type of New Offenses for Which Arrests Were Made During the First Three Months Post-Release

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	61	207	273	188	48	50	12	18	22
Number for whom info. available	56	195	246	177	43	49	9	16	18
Property Offenses									
% Committing 0	94.6	95.9	92.3	93.3	100.0	93.5	88.9	75.0	94.4
% Committing 1	5.4	3.6	6.1	4.5	-	6.5	11.1	18.8	5.6
% Committing 2	-	0.5	1.2	1.7	-	-	-	6.3	-
% Committing 3	-	-	0.4	0.6	-	-	-	-	-
Person Offenses									
% Committing 0	100.0	99.0	98.4	98.3	100.0	95.7	100.0	100.0	100.0
% Committing 1	-	1.0	1.6	1.7	-	4.3	-	-	-
% Committing 2	-	-	-	0.6	-	-	-	-	-
Other Offenses									
% Committing 0	98.2	95.9	96.3	96.6	97.7	95.7	100.0	100.0	100.0
% Committing 1	1.8	3.6	3.3	2.3	-	4.3	-	-	-
% Committing 2	-	0.5	0.4	1.1	2.3	-	-	-	-
Total Number of Offenses									
Mean	.07	.10	.15	.18	.05	.15	.11	.31	.06
S.D.	.26	.37	.51	.54	.31	.42	.33	.60	.24

Table 12: Number of Days Spent Outside of Any Correctional Facility During the First Three Months Post-Release

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	61	207	273	188	48	50	12	18	22
Number for whom info. available	56	195	246	177	43	46	9	16	18
Number of Days									
% out less than 7	-	-	1.2	0.6	-	-	-	-	-
% out 7-30	-	1.0	2.4	3.4	4.7	4.3	-	-	-
% out 31-60	3.6	1.5	5.3	3.4	-	-	11.1	6.3	5.6
% out 61-92	96.4	97.5	91.1	92.6	95.3	95.7	88.9	93.7	94.4
Mean	89.52	90.28	86.63	86.67	88.79	87.54	85.78	89.56	90.22
S.D.	10.23	9.18	17.45	16.10	13.58	15.85	12.51	7.98	7.54
Range	33-92	17-92	1-92	5-92	27-92	11-92	60-92	60-92	60-92

As Table 13 indicates, the pattern of findings is very similar to that for the 3 month period.

Special Programs: Nor were there many changes in the proportions within the various groups of individuals who received assistance from programs such as CETA or DVR. Once again (see Table 14) very few individuals were served.

Activity: Table 15 presents information concerning how the ex-offenders were occupied for at least a portion of their second three months post-release. As before, each individual was classified in the basis of which activity occupied the greatest number of days, with the category "working" taking precedence over all others. "Nothing", once more, meant that no other activity was carried out over the three month period. There were no significant group differences for either sex. It should be noted that a higher proportion of each of the male groups had worked during this period than during the first three months; however this was not true for the females. While fewer of the ex-offenders from Lino Lakes were doing "nothing" now than before, more of those from the other mens' institutions were idle during the later period.

Summary findings concerning the numbers of days of involvement in various activities are provided in Table 16. While there were no group differences on any of the variables for the women, the male groups showed considerable variation. The Stillwater state service workers and the St. Cloud inmates tended to be employed for fewer days than were the men in the other groups ($F_{(5,733)} = 3.045$, $p = .0099$). The within institution comparisons did not yield significant results. Although significant F-values were generated in each analysis comparing the 6 male groups, on the remaining variables listed in Table 16, the limited number of individuals involved suggests that such tests have little meaning. These figures may be more useful for the purpose of description. We can report nevertheless that in each case

Table 13: Marital and Dependent Status During the Second Three Months Post-Release*

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	61	204	269	185	47	50	12	18	21
Number for whom info. available	54	188	237	174	41	46	9	16	17
Marital Status									
Single	61.1	60.1	41.4	48.3	31.7	82.6	33.3	18.8	35.3
Married	7.4	14.9	19.0	11.0	22.0	6.5	11.1	12.5	11.8
Common-law	3.7	2.1	0.8	2.3	2.4	-	11.1	6.3	-
Separated	7.4	3.7	3.8	7.0	9.8	2.2	11.1	6.3	-
Divorced	16.7	16.0	28.7	27.9	22.0	4.3	22.2	37.5	29.4
Widowed	-	-	0.4	1.2	4.9	-	-	6.3	11.8
Divorced/ Remarried	3.7	3.2	5.9	2.3	7.3	4.3	11.1	12.5	11.8
Widowed/ Remarried	-	-	-	-	-	-	-	-	-
Dependent Children									
0	83.3	72.9	69.0	78.2	70.7	89.1	22.2	50.0	64.7
1	1.9	13.3	14.2	10.9	9.8	8.7	66.7	25.0	23.5
2	9.3	9.0	7.9	6.9	12.2	2.2	-	18.8	11.8
3	3.7	3.2	5.4	2.9	4.9	-	-	6.3	-
4	1.9	0.5	1.7	-	2.4	-	-	-	-
5	-	0.5	1.7	1.1	-	-	-	-	-
6	-	0.5	-	-	-	-	11.1	-	-
Group Mean	.39	.49	.62	.39	.59	.13	1.33	.81	.47
S.D.	.94	.98	1.12	.89	1.05	.40	1.8	.98	.72

*Numbers represent group percentages unless specified otherwise

Table 14: Percentages of Inmates in Each Group Participating in Special Programs During the Second Three Months Post-Release

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	61	204	269	185	47	50	12	18	21
Number for whom info available	54	187	237	173	41	46	9	16	17
CETA									
Yes	-	6.0	3.0	4.6	2.4	-	11.1	-	11.8
No	100.0	94.0	97.0	95.4	97.6	100.0	88.9	100.0	88.2
DVR									
Yes	5.6	3.9	2.1	0.6	-	2.2	-	6.3	-
No	94.4	96.1	97.9	99.4	100.0	97.8	100.0	93.7	100.0
Other program									
Yes	5.6	-	0.4	-	-	2.2	-	-	-
No	94.4	100.0	99.6	100.0	100.0	97.8	100.0	100.0	100.0

Table 15: Percentages of Inmates in Each Group Engaging in Various Activities During the Second Three Months Post-Release

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	61	204	269	185	47	50	12	18	21
Number included in measure	54	188	237	173	41	46	9	16	17
Working	59.3	64.5	57.1	49.2	59.3	53.2	33.3	31.3	41.2
Vocational Training	9.3	3.3	3.1	1.3	2.6	8.9	-	-	11.8
Academic Education	11.1	5.4	0.9	2.4	2.6	-	-	6.3	15.9
Other Program	-	2.2	7.7	4.7	10.0	4.5	-	18.8	5.9
Nothing	13.0	17.7	18.7	30.7	17.7	24.3	44.4	37.5	35.3
Returned	7.4	7.0	12.3	11.7	7.6	8.9	22.2	6.3	-

Table 16: Numbers of Days Each Group Engaged in Various Activities During the Second Three Months Post-Release

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	61	204	269	185	47	50	12	18	21
Number included in these measures	54	188	237	173	41	46	9	16	17
Days Employed									
Group Mean*	43.57	47.47	40.27	32.20	44.93	33.20	20.22	21.56	33.24
Group S.D.*	40.65	41.05	40.98	38.61	41.35	39.44	33.95	37.72	44.18
Number Involved	33	124	135	85	26	24	3	5	8
Their Mean	71.30	71.97	70.70	65.54	70.85	63.63	60.66	68.99	70.64
Days in Vocational Training									
Group Mean*	9.30	4.78	2.28	2.42	.07	6.61	0	0	10.71
Group S.D.*	26.79	19.60	13.20	12.89	-	22.11	-	-	30.22
Number Involved	7	12	9	7	1	4	0	0	2
Their Mean	71.74	74.89	60.04	59.81	3.00	76.02	-	-	91.00
Days in Academic Program									
Group Mean*	10.19	4.55	1.39	2.09	2.29	2.11	5.63	5.69	13.65
Group S.D.*	27.96	18.41	10.15	12.68	14.21	13.43	-	-	31.52
Number Involved	7	14	6	5	2	2	1	1	3
Their Mean	78.61	61.10	54.91	72.31	46.95	48.53	50.67	91.00	77.35
Days in Other Program									
Group Mean*	1.83	2.23	7.02	5.78	12.20	5.13	0	8.44	5.35
Group S.D.*	11.46	12.78	21.87	19.47	26.09	20.15	-	18.44	-
Number Involved	2	8	31	19	11	3	0	5	1
Their Mean	49.41	52.4'	53.67	52.63	45.47	78.66	-	27.01	91.00
"Good" Days									
Group Mean	64.89	56.84	51.72	42.69	61.29	45.07	28.38	35.69	57.59
Group S.D.	35.28	39.40	40.48	40.68	37.78	39.95	39.98	40.78	44.06

*These figures include everyone on whom data were available, many of whom scored "0"

the largest and smallest means were significantly different (Tukey p's < .05).

The figures given for number of "good days" in Table 16 reveal that the groups did vary in the extent of productive use of their time. The state service and Free Venture group from Lino Lakes were comparable; however the state service workers from Stillwater averaged significantly fewer "good days" during their second three months post-release than either the traditional industry or Free Venture workers from that facility ($F_{(2,444)} = 4.545$, p = .0111, Tukey p's < .05). There were also significant differences across institutions ($F_{(5,728)} = 4.316$, p = .0007) with the state service workers from MCF-LL faring better than their counterparts from MCF-STW while the converse was true for the Free Venture groups from those facilities (Tukey p's < .05).

Specific Job Information: Detailed information was sought concerning jobs held at the six month follow-up. This is summarized in Table 17. While there are no striking group differences in the skill level of the positions held, it is interesting to consider that in every case for the males, a higher percentage of the individuals were in skilled jobs and a lower percentage in unskilled jobs than was true at the three month follow-up. Lest this be seen as absolute progress, it must be noted as well that proportionately fewer men were working at six months than at three. This was true even though as we have seen more had worked during the second follow-up period than during the first.

Although the differences missed statistical significance, there were tendencies among the male ex-offenders who had been Free Venture workers at Lino Lakes and Stillwater to have worked at their six month job for longer periods than had the other groups at the respective institutions. The small numbers of women involved preclude meaningful comparison of their group data.

Table 18 presents summary statistics concerning the reasons individuals who worked during the second three months following their release left jobs. There

Table 17: Information Concerning the Jobs Held at Six Months Post-Release

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	61	204	269	185	47	50	12	18	21
Number working at 6 months	24	93	105	63	16	16	2	3	6
Beginning Hourly Wage									
Number for whom info.available	17	53	70	37	13	10	0	0	0
Mean	4.56	4.83	5.09	4.83	5.64	4.55	-	-	-
S.D.	1.70	1.94	2.02	1.78	2.74	1.43	-	-	-
Range	2.60-7.00	2.60-12.00	1.00-11.00	3.00-11.00	2.65-11.76	3.00-7.00	-	-	-
Current Hourly Wage									
Number for whom info.available	17	53	70	37	13	10	0	0	0
Mean	4.56	4.83	5.09	4.83	5.64	4.71	-	-	-
S.D.	1.70	1.94	2.02	1.78	2.74	1.35	-	-	-
Range	2.60-7.00	2.60-12.00	1.00-11.00	3.00-11.00	2.65-11.76	3.25-7.00	-	-	-
Skill Level									
Number for whom info.available	24	92	105	63	16	16	2	3	6
% in skilled job	20.0	23.9	20.0	12.7	23.5	12.5	-	-	33.3
% in semi-skilled job	36.0	39.1	42.9	49.2	41.2	37.5	50.0	-	-
% in unskilled job	44.0	37.0	37.1	38.1	35.3	50.0	50.0	100.0	66.6
Number of Days on job									
Number for whom info.available	24	93	105	63	16	16	2	3	6
Mean	85.67	110.31	93.63	100.38	125.38	99.63	79.00	69.33	141.50
S.D.	62.80	64.28	60.08	62.33	60.51	52.99	83.44	32.87	68.75
Range	8-183	9-183	8-183	2-183	23-183	24-183	20-138	33-97	20-183

Table 18: Percentages of Inmates in Each Group Leaving Jobs for Various Reasons During the Second Three Months Post-Release

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	61	204	269	185	47	50	12	18	21
Number who worked between 3 & 6 mths.	33	124	135	85	26	24	3	5	8
Number of Times Fired									
0	100.0	96.7	94.7	96.4	92.0	83.3	100.0	80.0	100.0
1	-	3.3	5.3	2.4	8.0	16.7	-	20.0	-
2	-	-	-	1.2	-	-	-	-	-
Number of Times Laid-Off									
0	93.8	92.6	91.7	90.5	88.0	95.8	66.7	100.0	100.0
1	6.2	7.4	8.3	8.3	12.0	4.2	33.3	-	-
2	-	-	-	1.2	-	-	-	-	-
Number of Times Quit									
0	71.9	81.1	82.0	82.1	88.0	79.2	66.7	80.0	87.5
1	25.0	18.0	15.8	15.5	8.0	16.7	-	20.0	12.5
2	3.1	-	2.3	2.4	4.0	4.2	33.3	-	-
3	-	-	-	-	-	-	-	-	-
4	-	.9	-	-	-	-	-	-	-
Number of Times Left for Better Opportunity									
0	81.3	81.1	79.7	90.5	84.0	91.7	100.0	80.0	75.0
1	15.6	18.0	18.0	8.3	12.0	8.3	-	20.0	25.0
2	3.1	.9	2.3	1.2	4.0	-	-	-	-

was little variation across the groups on these variables.

Changes in Parole Status: The percentages of workers in each group who experienced changes in their status during their second three months on the outside are indicated in Table 19. For the purposes of analysis, the categories were collapsed into "returned", "absconded", "other trouble" and "no change". Although the frequencies were similar between the two MCF-LL groups, there was significant variation across the 6 groups of males ($\chi_{(15)}^2 = 33.25$, $p = .005$) and a strong trend towards such among the Stillwater groups ($\chi_{(6)}^2 = 10.42$, $p = .1$). The ex-inmates from St. Cloud and the state service group from Stillwater appear to have had the greatest trouble with both Lino Lakes groups and the Free Venture workers from Stillwater having been the best. Once again the female groups did not differ from one another.

Although slightly higher percentages of those released from St. Cloud had been arrested for various types of offenses during their second three months of freedom compared to the other groups (see Table 20), the differences were minor. Except for one Free Venture worker, the women had clean records during this period.

Finally, as Table 21 suggests, there were no differences found in the number of days the groups managed to stay outside of correctional facilities during the second three months that they were followed.

The Twelve Month Findings

Marital and Family Status: Table 22 presents summary information concerning the marital status and number of dependent children of the groups studied during their second half year following release. As before, there were no major differences except for the men from St. Cloud who had been married less and had fewer children than had the others. There was little change in either variable since the earlier follow-ups.

Table 19: Percentages of Inmates in Each Group Classified in Terms of Change in Parole Status During the Second Three Months Post-Release

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	61	204	269	185	47	50	12	18	21
Number for whom info. available	56	195	243	174	41	46	9	16	17
Technical Violation*	1.8	1.0	6.5	5.6	-	4.4	-	17.9	-
Returned	(1.8)	(0.5)	(5.3)	(3.4)	-	(2.2)	-	(12.6)	-
Not returned	-	-	(0.4)	(1.1)	-	(2.2)	-	(5.3)	-
Unresolved	-	(0.5)	(0.8)	(1.1)	-	-	-	-	-
New Offense*	6.7	12.0	15.6	17.2	9.7	26.1	11.1	6.3	-
Returned with additional sentence	-	(3.1)	(5.4)	(5.2)	(2.4)	(2.2)	(11.1)	(6.3)	-
Returned without additional sentence	(1.8)	(0.5)	(0.4)	(0.6)	-	(2.2)	-	-	-
Not returned	(1.8)	(3.7)	(4.1)	(4.0)	(2.4)	(6.5)	-	-	-
Unresolved	(3.1)	(4.7)	(5.7)	(7.4)	(4.9)	(15.2)	-	-	-
Absconded	5.4	3.7	7.0	10.3	9.8	4.3	-	6.3	5.9
No Change	85.7	83.2	70.8	66.7	80.5	65.2	88.9	68.8	94.1
Returned for any reason	3.6	4.1	11.1	8.2	2.4	6.6	11.1	18.9	-

*These categories include cases which occurred during the first three months but which were resolved during this time period

Table 20: Number and Type of New Offenses for Which Arrests Were Made During the Second Three Months Post-Release

Institution	MALES						FEMALES		
	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	61	204	269	185	47	50	12	18	21
Number for whom info. available	56	195	243	174	41	46	9	16	17
Property Offense									
% Committing 0	98.2	95.8	92.9	94.8	97.6	89.1	100.0	93.8	100.0
% Committing 1	-	3.7	5.8	4.6	2.4	10.9	-	6.3	-
% Committing 2	1.8	.5	1.2	0.6	-	-	-	-	-
Person Offense									
% Committing 0	98.2	99.0	97.1	97.1	95.1	93.5	100.0	100.0	100.0
% Committing 1	1.8	1.0	2.5	2.3	2.4	4.3	-	-	-
% Committing 2	-	-	-	0.6	-	2.2	-	-	-
% Committing 3	-	-	-	-	2.4	-	-	-	-
% Committing 4	-	-	-	-	-	-	-	-	-
% Committing 5	-	-	0.4	-	-	-	-	-	-
Other Offenses									
% Committing 0	94.6	95.8	96.3	93.7	95.1	91.3	100.0	100.0	100.0
% Committing 1	3.6	3.7	2.9	6.3	2.4	8.7	-	-	-
% Committing 2	1.8	0.5	0.8	-	2.4	-	-	-	-
Total Number of Offenses									
Mean	.13	.11	.17	.16	.20	.28	0	.06	0
S.D.	.47	.36	.67	.41	.64	.66	-	.25	-

CONTINUED

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Table 21: Number of Days Spent Outside of Any Correctional Facility During the Second Three Months Post-Release

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	61	204	269	185	47	60	12	18	21
Number for whom info. available	56	191	241	173	41	46	9	16	17
Number of Days									
% out less than 1	1.8	6.3	7.5	8.1	4.9	6.5	11.1	-	-
% out 1-6	-	-	-	-	-	2.2	-	-	-
% out 7-30	-	1.0	2.5	3.5	4.9	-	-	6.3	-
% out 31-60	7.1	3.1	6.2	5.2	2.4	4.3	11.1	6.3	-
% out 61-91	91.1	89.5	83.8	83.2	87.8	87.0	77.8	87.5	100.0
Mean	86.23	83.15	78.31	78.36	81.68	78.02	75.56	81.88	91.00
S.D.	16.60	24.00	27.44	28.02	25.63	27.47	32.48	22.16	-
Range	0-91	0-91	0-91	0-91	0-91	0-91	0-91	10-91	-

Table 22: Marital and Dependent Status During the Second Six Months Post-Release*

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	60	198	251	161	40	46	12	18	19
Number for whom info. available	53	184	213	141	32	40	9	15	15
Marital Status									
Single	56.6	59.5	40.4	46.8	34.4	82.5	33.3	20.2	33.3
Married	5.7	14.1	18.8	12.8	15.6	10.0	11.1	20.0	13.3
Common-law	5.7	2.2	2.3	4.3	3.1	-	11.1	6.7	-
Separated	11.3	7.1	4.7	6.4	9.4	2.5	11.1	6.7	-
Divorced	15.1	13.6	26.8	27.0	25.0	2.5	22.2	33.3	26.7
Widowed	1.9	-	0.5	1.4	6.3	-	-	-	13.3
Divorced/ Remarried	3.8	3.8	6.6	1.4	6.3	2.5	11.1	13.3	13.3
Widowed/ Remarried	-	-	-	-	-	-	-	-	-
Dependent Children									
0	83.0	72.3	69.2	76.1	78.1	92.5	22.2	53.3	60.0
1	1.9	13.0	14.5	13.4	3.1	7.5	55.6	26.7	26.7
2	9.4	10.9	8.4	6.3	9.4	-	11.1	6.7	13.3
3	3.8	2.2	4.7	-	6.3	-	-	13.3	-
4	1.9	0.5	1.9	2.8	1.3	-	-	-	-
5	-	0.5	1.4	1.4	-	-	-	-	-
6	-	0.5	-	-	-	-	11.1	-	-
Group Mean	.40	.50	.60	.42	.53	.08	1.44	.80	.53
S.D.	.95	.97	1.10	.91	1.11	.27	1.81	1.08	.74

*Numbers represent group percentages unless otherwise specified

Special Programs: Participation in programs geared to providing vocational assistance was again minimal during this period (see Table 23). Variation amongst the groups was also limited.

Activity: The percentages of individuals within each group who were engaged in various activities during the second six months post-release are provided in Table 24. There were no significant differences among the male groups although some variation in the shifts over time was suggested. Both Lino Lakes groups, that from St. Cloud, and the traditional industry works from Stillwater had proportionately more members who had worked during the final period compared to the earlier follow-ups. In addition with the exception of the MCF-LL state service workers, these groups had fewer members who had remained idle during this period than before. On the other hand the state service and Free Venture workers from MCF-STW were less likely to have worked between six and twelve months than between zero and six months post-release, and in the latter case more likely to have been idle.

Table 25 shows the average number of days individuals engaged in various activities during the final follow-up period. While within institution differences were minimal, there was significant variation across facilities in the number of days of employment ($F_{(5,650)} = 3.458$, $p = .0043$). The individuals who had been at St. Cloud worked fewer days than the others while those from MCF-LL were at the other extreme. As indicated in an earlier section, the data on the involvement in other activities are based on too limited samples to allow for meaningful statistical comparison.

The "good" days tabulations for the second six months reflect in large part those for the days of employment, although there was significant variation among the three MCF-STW groups ($F_{(2,373)} = 4.184$, $p = .0160$) wherein the state service

Table 23: Percentages of Inmates Participating in Special Programs During the Second Six Months Post-Release

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	60	198	251	161	40	46	12	18	19
Number for whom info.available	52	183	211	139	32	40	9	15	15
CETA									
Yes	3.8	6.8	2.8	8.2	3.1	2.5	11.1	-	13.3
No	96.2	93.2	97.2	91.8	96.9	97.5	88.9	100.0	86.7
DVR									
Yes	1.9	5.2	1.4	1.0	-	-	-	-	-
No	98.1	94.8	98.6	99.0	100.0	100.0	100.0	100.0	100.0
Other Program									
Yes	1.9	-	1.4	1.0	-	-	-	-	-
No	98.1	100.0	98.6	99.0	100.0	100.0	100.0	100.0	100.0

Table 24: Percentages of Inmates Engaging in Various Activities During the Second Six Months Post-Release

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	60	198	251	161	40	46	12	18	19
Number included in these measures	51	184	211	141	32	40	9	15	15
Working	68.6	70.1	60.1	46.5	51.6	55.0	33.3	33.3	46.7
Vocational Training	3.9	2.3	2.0	-	-	5.0	-	-	6.7
Academic Education	3.9	2.3	-	0.8	-	-	-	-	13.3
Other Program	-	-	2.0	2.3	3.1	2.5	-	6.7	6.7
Nothing	19.6	13.1	16.3	25.9	22.6	22.5	55.6	46.7	26.7
Returned	3.9	12.1	19.6	24.4	22.6	15.0	11.1	13.3	-

Table 25: Number of Days Each Group Engaged in Various Activities During the Second Six Months Post-Release

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	60	198	251	161	40	46	12	18	19
Number included in these measures	51	183	210	140	32	40	9	15	15
Days Employed									
Group Mean*	95.26	94.19	80.27	62.14	69.44	64.18	18.56	48.95	65.13
Group S.D.*	81.44	78.49	79.11	76.82	79.16	79.27	41.18	77.65	84.30
Number Involved	35	131	128	66	16	22	3	5	7
Their Mean	138.81	131.58	131.69	131.81	138.88	116.69	55.68	146.85	139.56
Days in Vocational Training									
Group Mean*	8.08	7.18	5.07	2.60	0	7.63	0	0	16.80
Group S.D.*	30.21	32.41	25.87	21.68	-	34.32	-	-	45.04
Number Involved	5	9	10	2	0	2	0	0	2
Their Mean	82.42	145.99	106.47	182.00	-	152.60	-	-	126.00
Days in Academic Program									
Group Mean*	13.00	4.76	0.55	1.92	0	0	0	0	33.80
Group S.D.*	42.35	27.13	7.72	17.00	-	-	-	-	70.49
Number Involved	5	9	2	2	0	0	0	0	3
Their Mean	132.60	96.79	57.75	134.40	-	-	-	-	169.00
Days in Other Program									
Group Mean*	1.59	1.99	6.84	5.32	4.59	3.98	0	3.67	12.07
Group S.D.*	18.02	13.10	27.66	25.11	14.57	24.34	-	11.19	-
Number Involved	2	6	18	9	3	2	0	3	1
Their Mean	40.55	60.70	79.8	82.76	48.96	65.60	-	18.39	181.00
"Good" Days									
Group Mean	118.22	108.04	96.88	72.11	80.19	75.76	21.89	54.87	120.80
Group S.D.	75.03	77.61	78.61	79.12	80.41	80.41	40.80	79.71	82.63

*These figures include everyone on whom data were available, many of whom scored "0"

workers had fewer "productive" days than either of the other groups there (Tukey p's < .05). Comparison of the six male samples revealed that the ex-offenders from St. Cloud and the former state service at Stillwater averaged fewer "good" days than did the others ($F_{(5,643)} = 4.997$, p = .0002, Tukey p's < .05).

The female groups also demonstrated significant variation as a function of number of "good" days during the second six months post-release ($F_{(2,36)} = 5.706$, p = .007). The state service workers fared the worst (Tukey p's < .05) of the three. While other differences were not significant, it was the case that the women released from Shakopee were more involved in every kind of activity than were their counterparts from Lino Lakes.

Specific Job Information: Summary data concerning jobs held at one year post-release are contained in Table 26. Of the variables reported there the only one for which there were significant group differences was the number of days on the job. Comparison of the two male Lino Lakes groups indicated that the state service workers there had held their 12 month jobs for significantly shorter periods than had the Free Venture workers ($t_{(122)} = 2.16$, p = .033).

Table 27 summarizes the reasons why those who left jobs during the second half year post-release did so. None of the differences were statistically significant.

Changes in Parole Status: Information relevant to the status of the groups at their first year's end is presented in Table 28. The differences are not strong; it is interesting nevertheless to consider that while the Free Venture workers from Stillwater appear to look the best in the early follow-ups, they now appear to have fared the worst. The figures concerning new offenses given in Table 29 support this contention. Significantly more members of that group were arrested during their second six months of freedom for property crimes ($\chi_{(6)}^2 = 17.64$, p = .0072) than of the other two Stillwater groups. In addition they tended to have been involved in more crimes against persons. As one might expect, (see Table 30)

Table 26: Information Concerning the Jobs Held at Twelve Months Post-Release

Institution	MALES						FEMALES		
	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	60	198	251	161	40	46	12	18	19
No. working at 12 months	29	95	94	51	13	14	2	4	6
Beginning Hourly Wage									
Number for whom info.available	20	63	61	29	8	10	1	2	3
Mean	5.80	4.63	5.60	5.08	3.70	4.87	2.40	3.02	3.18
S.D.	2.36	1.51	2.60	2.40	0.66	1.49	-	-	0.25
Range	2.10-10.74	2.65-9.40	2.30-14.95	2.75-14.95	2.65-4.50	3.43-7.50	-	-	2.90-33.9
Current Hourly Wage									
Number for whom info.available	20	63	62	29	8	10	1	2	3
Mean	5.96	4.86	5.71	5.27	3.72	4.89	2.40	3.02	3.18
S.D.	2.41	1.55	2.56	2.49	0.63	1.47	-	-	0.25
Range	2.10-10.74	2.65-9.40	2.45-14.25	2.75-14.95	2.80-4.50	3.43-7.50	-	-	2.90-3.39
Skill Level									
Number for whom info.available	29	94	94	48	13	14	2	4	6
% in skilled job	24.1	25.5	28.7	18.8	15.4	14.3	-	50.0	66.7
% in semi-skilled job	37.3	41.5	47.9	50.0	53.8	50.0	-	-	-
% in unskilled job	37.9	33.0	23.4	31.0	30.8	35.7	100.0	50.0	33.3
Number of Days on job									
Number for whom info.available	29	95	94	51	13	14	2	4	6
Mean	136.10	187.82	163.84	167.00	174.08	171.21	61.00	147.50	185.00
S.D.	103.54	115.34	108.64	118.70	115.55	103.12	56.57	70.18	150.68
Range	11-348	15-365	11-365	7-365	9-365	30-335	21-101	50-215	15-365

Table 27: Percentages of Inmates in Each Group Leaving Jobs for Various Reasons During the Second Six Months Post-Release

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	60	198	251	161	40	46	12	18	19
No. who worked between 6-12 mths	35	129	127	66	17	22	3	5	7
Number of Times Fired									
0	88.6	87.0	90.6	95.5	100.0	86.4	100.0	100.0	100.0
1	11.4	13.0	9.4	3.0	-	13.6	-	-	-
2	-	-	-	1.5	-	-	-	-	-
Number of Times Laid-Off									
0	91.4	90.8	89.8	88.1	81.3	95.5	66.7	80.0	100.0
1	2.9	9.2	7.8	1.9	12.5	4.5	33.3	20.0	-
2	5.7	-	2.3	-	6.3	-	-	-	-
Number of Times Quit									
0	85.7	84.0	78.1	86.6	81.3	77.3	33.3	100.0	100.0
1	11.4	11.5	18.8	10.4	12.5	22.7	66.7	-	-
2	2.9	3.1	1.6	3.0	-	-	-	-	-
3	-	1.5	0.8	-	6.3	-	-	-	-
4	-	-	0.8	-	-	-	-	-	-
Number of Times Left for Better Opportunity									
0	60.0	78.6	75.8	73.1	87.5	86.4	100.0	80.0	57.1
1	28.6	18.3	18.0	22.4	12.5	9.1	-	20.0	28.6
2	11.4	2.3	6.3	3.0	-	4.5	-	-	14.3
3	-	0.8	-	1.5	-	-	-	-	-

Table 28: Percentages of Inmates in Each Group Classified in Terms of Change in Parole Status During the Second Six Months Post-Release

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	60	198	251	161	40	46	12	18	19
Number for whom info. available	54	186	224	151	33	42	9	16	15
Technical Violation*	-	3.7	7.0	10.1	3.0	4.8	-	6.3	6.7
Returned	-	(2.7)	(4.4)	(8.0)	(3.0)	(4.8)	-	-	(6.7)
Not returned	-	(0.5)	(2.2)	(1.4)	-	-	-	(6.3)	-
Unresolved	-	(0.5)	(0.4)	(0.7)	-	-	-	-	-
New Offense*	26.1	16.2	16.3	16.7	36.3	26.3	22.2	6.3	6.7
Returned w with additional sentence	(7.5)	(8.6)	(6.6)	(9.3)	(18.1)	(14.3)	-	-	(6.7)
Returned without additional sentence	(5.6)	(2.2)	(3.1)	(0.7)	(3.0)	-	-	(6.3)	-
Not returned	(5.6)	(3.2)	(3.1)	(2.7)	(6.1)	(2.4)	-	-	-
Unresolved	(7.4)	(2.2)	(3.5)	(4.0)	(9.1)	(9.6)	(22.2)	-	-
Absconded	7.4	3.8	7.6	8.0	9.1	-	-	18.8	13.3
No Change	66.7	76.3	68.8	65.3	51.5	69.1	77.8	68.8	73.3
Returned for any reason	13.1	13.5	14.1	18.0	24.1	19.1	-	6.3	13.4

*These categories include cases which occurred during the first six months but which were resolved during this time period

Table 29: Number and Type of New Offenses for Which Arrests were Made During the Second Six Months Post-Release

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	60	198	251	161	40	46	12	18	19
No. for whom info.available	55	191	235	151	33	42	9	16	15
Property Offenses									
%Committing 0	85.5	93.7	90.6	92.1	78.8	90.5	77.8	100.0	100.0
%Committing 1	12.7	5.8	8.1	5.3	12.1	9.5	11.1	-	-
%Committing 2	1.8	0.5	1.3	2.6	6.1	-	11.1	-	-
%Committing 3	-	-	-	-	-	-	-	-	-
%Committing 4	-	-	-	-	3.0	-	-	-	-
Person Offenses									
%Committing 0	96.4	95.8	97.4	96.7	90.9	100.0	100.0	100.0	100.0
%Committing 1	3.6	3.1	2.1	3.3	6.1	-	-	-	-
%Committing 2	-	0.5	-	-	-	-	-	-	-
%Committing 3	-	-	0.4	-	-	-	-	-	-
%Committing 4	-	0.5	-	-	3.0	-	-	-	-
Other Offenses									
%Committing 0	89.1	94.2	95.3	95.4	97.0	97.6	100.0	100.0	100.0
%Committing 1	7.3	4.2	2.6	4.6	-	2.4	-	-	-
%Committing 2	3.6	1.6	1.3	-	3.0	-	-	-	-
%Committing 3	-	-	0.4	-	-	-	-	-	-
%Committing 4	-	-	0.4	-	-	-	-	-	-
Total Number of Offenses									
Mean	.35	.20	.22	.19	.61	.12	.33	0	0
S.D.	.67	.55	.59	.50	1.50	.33	.71	-	-

Table 30: Number of Days Spent Outside of Any Correctional Facility During the Second Six Months Post-Release

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	60	198	251	161	40	46	12	18	19
No. for whom info.available	55	187	225	150	33	42	9	16	15
Number of Days									
% out less than 1	3.1	5 9	12.9	14.0	12.1	14.3	11.1	6.3	-
% out 1-6	-	0.5	-	-	-	-	-	-	-
% out 7-30	-	1.6	2.2	1.3	6.1	2.4	-	6.3	-
% out 31-60	5.5	4.3	0.9	4.7	6.1	2.4	-	-	6.7
% out 61-91	1.8	3.2	5.8	6.0	-	4.8	-	-	-
% out 92-121	1.8	2.7	4.4	2.7	6.1	4.8	-	-	-
% out 122-151	1.8	4.3	4.0	6.0	6.1	-	-	-	13.3
% out 152-182	85.5	77.5	69.8	65.3	63.6	71.4	88.9	87.5	80.0
Mean	163.73	154.33	141.82	136.31	133.36	138.71	161.44	159.38	168.00
S.D.	47.64	56.99	66.79	69.02	70.64	71.02	60.55	60.13	34.39
Range	0-182	0-182	0-182	0-182	0-182	0-182	0-182	0-182	55-182

they averaged fewer days as a group outside of correctional facilities during this final period than did the others ($F_{(5,686)}$ = 2.706, p = .0197, Tukey p's < .05).

The Year Long Picture

Activity: In order to present a more general overview of activities over the course of the first year, Tables 31 and 32 provide figures which summarize the three follow-up periods. As the first of these demonstrates, there were no major differences in the number of jobs held or in the proportions of the various groups who worked. There were however significant differences for the males (see Table 32) in the number of days of employment during the first year on the outside ($F_{(5,646)}$ = 4.679, p = .0003). The ex-offenders from Lino Lakes had worked more days than those from the other institutions with the state service workers from MCF-STW and the traditional industry group from MCF-SCL having been employed the least time. While there was no significant variation in days of vocational training during the first twelve months post-release, the MCF-LL state service workers did attend academic school programs more frequently than did the other groups ($F_{(5,642)}$ = 4.701, p = 0003, Tukey p's < .05). There were also major differences in the amount of involvement in other programs. The Free Venture workers from Stillwater tended to have spent more days in such than their other peers from that institution ($F_{(2,374)}$ = 2.780, p = .0633) and all three of these groups had significantly higher means on this variables than those from St. Cloud and Lino Lakes ($F_{(5,644)}$ = 6.196, p = .0000, Tukey p's < .05). None of these measures showed significant variation among the women.

In considering all productively spent days together, we see significant within and across institution differences for the males. Among those released from Stillwater, the state service workers fared worse than the others ($F_{(2,365)}$ = 4.055, p = .0181) while that institution as a whole fell midway between Lino

Table 31: Summary Data on Jobs Held During the First Year Post-Release

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	60	198	251	161	40	46	12	18	19
No. for whom info.available	51	182	206	139	32	40	9	15	15
Jobs Held									
% Holding 0	20.0	16.8	25.4	36.8	24.2	26.8	55.6	40.0	40.0
% Holding 1	32.7	40.8	32.4	27.8	33.3	31.7	22.2	26.7	33.3
% Holding 2	20.0	23.4	19.4	18.8	21.2	24.4	13.3	26.7	13.3
% Holding 3	7.3	9.2	13.5	9.0	15.2	12.2	6.7	6.7	6.7
% Holding 4	10.9	5.4	6.3	4.9	6.1	-	11.1	-	-
% Holding 5	7.3	1.6	1.4	.7	-	2.4	-	-	6.7
% Holding 6	1.8	1.6	-	-	-	-	11.1	-	-
% Holding 7	-	1.1	1.4	.7	-	2.4	-	-	-
% Holding 10	-	-	-	1.4	-	-	-	-	-
Mean	1.86	1.63	1.53	1.29	1.46	1.46	1.33	1.00	1.13
S.D.	1.62	1.39	1.41	1.49	1.20	1.45	2.18	1.00	1.41

Table 32: Summary Data on Activities During the First Year Post-Release

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	60	198	251	161	40	46	12	18	19
No. for whom info.available	51	182	206	139	32	40	8	15	15
Days Worked									
Group Mean	166.55	186.14	150.16	119.35	138.25	121.80	62.22	95.97	136.93
Group S.D.	135.61	132.12	135.56	132.24	131.79	127.35	78.75	132.01	156.08
Number who worked	40	154	154	86	24	29	4	9	9
Their Mean	212.35	219.98	200.86	191.29	184.33	168.00	124.44	159.12	228.22
Days in Vocational Training									
Group Mean	26.08	17.13	10.36	9.56	0	23.23	0	0	29.00
Group S.D.	75.53	63.95	43.27	47.37	-	75.96	-	-	81.04
Number in vocational training	8	19	17	9	0	4	0	0	2
Their Mean	166.26	164.08	125.54	147.65	-	232.30	-	-	217.50
Days in Academic Program									
Group Mean	35.20	15.20	3.64	6.64	2.94	2.45	5.63	0	61.53
Group S.D.	88.21	60.28	22.12	40.92	16.08	15.50	15.91	-	132.80
Number in academics	9	16	8	5	2	1	1	0	3
Their Mean	199.47	172.90	93.73	184.59	47.04	98.00	45.04	-	307.65
Days in Other Program									
Group Mean	9.65	9.98	30.75	27.40	56.75	18.83	0	33.40	19.20
Group S.D.	34.07	32.89	66.37	58.73	71.26	56.75	-	62.56	70.04
Number in programs	6	24	64	44	17	9	0	6	3
Their Mean	82.03	75.68	98.98	86.56	106.82	83.69	-	83.50	96.00

Table 32: Cont.

Institution	MALES MCF-LL		MCF-STW			MCF-SCL	FEMALES MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	60	198	251	161	40	46	12	18	19
Number for whom info. available	51	182	206	139	32	40	8	15	15
"Good" Days									
Mean	237.77	225.43	202.70	162.75	209.81	166.30	83.88	131.47	227.47
S.D.	124.22	134.16	134.77	133.85	130.99	135.31	98.84	138.67	162.79

Lakes at the favorable extreme and St. Cloud at the opposite end. The women's groups also showed almost significant variation with the Shakopee releasees averaging more "good" days in the first year post-release than those from Lino Lakes ($F_{(2,35)} = 3.132$, $p = .0560$).

Recidivism: Table 33 presents summary statistics concerning the number of property, person, and miscellaneous crimes for which individuals were arrested during their first twelve months of freedom. Although the individual categories did not differ greatly, differences in the combined rates approached statistical significance. For example, the ex-Free Venture inmates from Stillwater tended to commit more crimes than did the other groups from there ($F_{(2,405)} = 2.622$, $p = .0739$). They also stand out in this regard when compared with the ex-offenders from the other institutions ($F_{(5,686)} = 2.171$, $p = .0556$, Tukey p's < .05). Although the women from Shakopee appeared to fare better than their Lino Lakes peers, the group differences were not significant.

In terms of the numbers of days the groups remained outside of correctional facilities during that first year, we found that the Lino Lakes groups were free significantly longer than the men from the other institutions ($F_{(5,684)} = 2.878$, $p = .0140$, Tukey p's < .05). The female groups did not differ from one another.

Relationships Among Release Variables

Release Status and Activity: Chi-squares tests were carried out to determine whether or not there were significant relationships between type of parole (general versus conditional) and type of activity at the three follow-up periods in the males. At 3 months men on general parole were much more likely to be working and less likely to be involved in other programs than their counterparts on conditional parole ($\chi_{(3)}^2 = 112.99$, $p = .0000$). This was also true at six

Table 33: Summary Data on Criminal Activity During the First Year Post-Release

Institution	MALES						FEMALES		
	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
Released Number	60	198	251	161	40	46	12	18	19
No. for whom info.available	55	187	224	149	33	42	9	16	15
Property Crimes									
Mean	.26	.15	.28	.25	.39	.29	.44	.38	.07
S.D.	.58	.43	.59	.66	.86	.51	.73	.72	.26
Range	0-3	0-3	0-4	0-4	0-4	0-2	0-2	0-1	0-1
Person Crimes									
Mean	.06	.06	.08	.11	.30	.14	0	0	0
S.D.	.23	.27	.43	.40	.88	.47	-	-	-
Range	0-1	0-2	0-5	0-3	0-4	0-2	-	-	-
Other Crimes									
Mean	.24	.16	.14	.17	.21	.14	0	0	0
S.D.	.67	.48	.43	.44	.60	.35	-	-	-
Range	0-4	0-3	0-3	0-2	0-2	0-1	-	-	-
Combined Categories									
Mean	.55	.37	.49	.53	.91	.57	.44	.38	.07
S.D.	.94	.71	.94	.88	1.59	.83	.73	.72	.26
Range	0-5	0-4	0-8	0-5	0-8	0-3	0-2	0-1	0-1
Number of days Outside any Correctional Facility									
Mean	339.35	327.52	305.55	299.35	304.49	302.62	322.78	330.81	348.87
S.D.	64.36	80.48	100.02	101.42	94.84	105.32	189.17	75.44	34.46
Range	33-365	17-365	1-365	5-365	27-365	11-365	111-365	99-365	238-365

months, at which time more of the latter group had also been returned to prison ($\chi_{(3)}^2 = 41.06$, $p = .0000$). While the general parolees were working more frequently than those paroled on a conditional basis during the second six months, this latter group was no longer more active in other programs but was instead somewhat more likely to do nothing or to have been returned to an institution ($\chi_{(3)}^2 = 8.24$, $p < .05$).

Special Programs and Post-Release Activity: To test for associations between involvement in special offender programs and activity post-release, a number of chi-square analyses were done. It was determined that inmates who had obtained a car through the Wheels program were significantly more likely to be working and less likely to be idle compared to those who had not at both the three and six month follow-ups ($\chi_{(3)}^2 = 8.728$, $p = .0331$, and $\chi_{(3)}^2 = 8.392$, $p = .0386$ respectively.)

Work release experience also seemed to have a positive influence on success. For each period checked those men who had been in the program were significantly more likely to have worked and not to have done nothing than the others (3 month $\chi_{(3)}^2 = 19.973$, $p = .0002$; 6 month $\chi_{(3)}^2 = 19.973$, $p = .0002$; 12 month $\chi_{(3)}^2 = 10.205$, $p = .0169$). This was also true of the pre-release program (for which the respective analyses were $\chi_{(3)}^2 = = 39.787$, $p < .0000$; $\chi_{(3)}^2 = 10.401$, $p = 0.154$; $\chi_{(3)}^2 = 11.796$, $p = .0081$).

Marital and Family Status and Post-Release Activity: Marital status was examined in relationship to how ex-offenders were occupied during each of the follow-up periods. In each case there was a non-significant tendency for those men who were married to be more productively engaged (i.e. working) than were their single counterparts. Similarly there were strong trends towards a positive association between having dependent children and the likelihood of working at each interval.

Post-Release Activity and New Arrests: In order to determine whether or not employment had any positive effect on criminal activity, individuals were classified into "working" "doing another productive activity" and "doing nothing" categories. A chi-square analyses revealed that at 3 months post-release "working" was associated with a lower rate of new arrests than was "doing nothing" ($\chi_{(3)}^2 = 37.31$, $p < .000$). While less than 5 percent of those who had been employed during that period had been charged with an offense, over 20 percent of those who had been idle were. Although there were similar trends at six and twelve months, the differences were no longer significant.

Relationships Between Demographic Variables and Outcome Measures

Because there was variability across the groups studied on a number of background variables, it was deemed important to determine whether the latter bore any special relationship to the outcome measures. The remainder of this section will examine in turn the effects of a variety of demographic variables on post-release activity and recidivism.

Past Work History: Each individual was rated on the basis of his/her pre-incarceration work experience. Length or stability of the previous employment was scored in one of four categories: never worked, worked sporadically for any period or steadily for less than one year, worked at not more than three jobs for more than one year, worked regularly for more than three years. For those who had been employed the skill level typical of their positions was coded as unskilled, semi-skilled, or skilled. Military experience was considered as employment and generally coded as semi-skilled unless the record provided information that the activities carried out while in the service were of a skilled nature. Table 34 presents the summary data on each of the groups followed. Among the males, those incarcerated at MCF-LL did not differ in terms of either the extent or level of their previous employment.

Table 34: Pre-incarceration Work History*

	MALES						FEMALES		
Institution	MCF-LL		MCF-STW			MCF-SCL	MCF-LL		MCF-SHK
Group	State Service	Free Venture	Traditional	State Service	Free Venture	Traditional	State Service	Free Venture	Free Venture
Original Number	64	216	333	244	70	54	12	18	30
No. for whom info. available	46	182	304	219	59	41	5	9	22
Work Experience									
None	17.4	22.0	16.8	21.9	1.7	41.5	20.0	55.6	31.8
Less than 1 Year	58.7	52.7	50.0	47.9	61.0	48.8	60.0	33.3	40.9
1-3 Years	13.0	14.3	18.1	18.3	20.3	4.9	20.0	-	13.6
More than 3 Years	10.9	11.0	15.1	11.9	16.9	4.9	-	11.1	13.6
Skill Level Of Previous Jobs									
Number who had worked	38	142	253	171	58	24	4	4	15
Skilled	13.2	11.3	11.0	11.1	17.2	4.2	-	50.0	40.0
Semi-skilled	18.4	20.6	29.1	31.6	39.7	16.7	25.0	25.0	13.3
Unskilled	68.4	67.9	59.8	57.3	43.1	79.2	75.0	25.0	46.7

*Numbers represent group percentages

At Stillwater however there were significant differences among the groups. The Free Venture workers were much less likely to have never worked and slightly more likely to have worked for more than one year and more than three years than were the others ($\chi_{(6)}^2$ = 14.955, p = .0275). Although the former group tended to have held more skilled positions, this difference was not significant. As one might expect given the age of the St. Cloud group, they had much inferior work histories than their counterparts at the other institutions. Less than 10 percent had worked for more than one year, and almost 80% of their jobs fell into the unskilled category.

Because none of the differences among the women reached statistical significance, all of the analyses reported below include only the males. In order to test the association between previous employment and outcome measures, a number of chi-square tests were performed. While there was no relationship at the three month follow-up, the stability score was significantly predictive of activity for the six and 12 month periods ($\chi_{(9)}^2$ = 32.15, p = .0002 and $\chi_{(9)}^2$ = 35.92, p = .0000 respectively). Those men who had worked "some" fared better than those who had never worked in terms of working more, doing nothing less and being returned less frequently. Similarly those who had been employed for more than three years looked better than those whose employment had been shorter.

Although those with more extensive work histories did not go immediately to jobs upon release with a greater frequency than the other individuals, those among them who did work during the first three months on the outside were significantly more likely to start working within one month than were the other groups ($\chi_{(12)}^2$ = 24.86, p = .0155).

When the number of days of employment in the first three months post-release is coded as less than one week, one week to one month, one to two months, and two to three months, there is a strong tendency for those who had worked before being

incarcerated also to work more afterwards compared to those with no previous employment history ($\chi_{(9)}^2$ = 15.46, .1 > p > .05).

By six months post-release, the past work history was clearly related to the number of days of employment ($\chi_{(12)}^2$ = 28.78, p = .0042) as well as to number of days of productive activity ($\chi_{(12)}^2$ = 34.21, p = .0006) with the better earlier records being associated with a better current picture.

Similarly at the twelve month follow-up, there was a significant relationship between past employment and number of days employed ($\chi_{(18)}^2$ = 45.88, p < .001) and number of "good" days ($\chi_{(18)}^2$ = 50.27, p < .001). The summary figures for the entire year also (as one would expect) supported this picture ($\chi_{(39)}^2$ = 72.38, p = .0009 and $\chi_{(39)}^2$ = 57.63, p = .0276 respectively).

Tests of the association between previous job stability and other release activities did not reveal any significant results. The former was however related to the recidivism measures. Although none of the separate follow-up period data quite reached statistical significance, there was an overall association between pas. employment and number of crimes charged with during the first year on the outside ($\chi_{(6)}^2$ = 18.37, p < .01). Further examination of the results indicate that those who had not worked prior to their incarceration were arrested more frequently for property and other offenses than were these who had worked for less than three years who in turn were arrested more frequently on property charges than were their more experienced peers (property offense $\chi_{(6)}^2$ = 15.71, p < .025 and other offense $\chi_{(6)}^2$ = 13.56, p < .05).

The differences in recidivism are also reflected in the number of days spent outside correctional facilities, a variable which discriminated among the work history groups at the six month follow-up ($\chi_{(9)}^2$ = 29.45, p < .001), the 12 month follow-up ($\chi_{(18)}^2$ = 32.47, p < .025) and over the course of the first year post-

release($\chi_{(9)}^2 = 34.77$, $p < .001$).

The skill level of positions held prior to incarceration was also a good predictor of several outcome measures. What were trends at three and six months post-release, became a significant association at the twelve month follow-up ($\chi_{(6)}^2 = 13.61$, $p = .0343$) between skill level and activity. Individuals who had held skilled positions in the past were more likely to have worked and less likely to have done nothing or to have been returned during the second six month period. There was little difference between the unskilled and semi-skilled workers.

Consistent with this finding were the analyses of number of days of employment. At three months, six months, and 12 months and over the entire year the skilled workers were employed significantly more days than the others, with those who had held semi-skilled positions not faring much better than the unskilled group (3 month $\chi_{(6)}^2 = 13.92$, $p < .05$; 6 month $\chi_{(6)}^2 = 15.02$, $p < .025$; 12 month $\chi_{(22)}^2 = 35.08$, $p = .0380$; and year $\chi_{(8)}^2 = 16.69$, $p < .05$).

Previous job skill level was not related to recidivism.

Past Education: The number of years of schooling prior to incarceration (see Table 4, first interim report) was associated with involvement in other programs (typically therapeutic) at each follow-up period (3 month $\chi_{(5)}^2 = 14.78$, $p < .025$; 6 month $\chi_{(5)}^2 = 29.16$, $p < .001$; 12 month $\chi_{(5)}^2 = 17.18$, $p < .005$) with those who had less than a seventh grade education being much more likely to have participated in a special program than their more educated counterparts. It should be noted however that only 11 individuals fell into the sixth grade or less category.

The only other variable to which past education bore a significant relationship was the number of person offenses charged in the first year ($\chi_{(5)} = 12.77$, $p < .05$). Once again those who had only completed elementary school fared much worse than the others.

Age at Incarceration: No effort was made to code each individual's age at release. However it was determined that the men who were released were representative in terms of their ages to those in their large groups. By extrapolating from the age at incarceration (see Table 1, first interim report) and the average number of years served (see Table 19, first interim report) one can calculate distributions of age at release. The typical inmate was two to three years older at the end of his prison term than when most recently incarcerated, a fact to hold in mind in considering age and outcome analyses.

Activity between six and 12 months was shown to be associated with age at incarceration ($\chi_{(18)}^2 = 42.26$, $p = .001$). Men who had been 18 or younger or 51 and older were much less likely to be working and more likely to be doing nothing than were the men who fell between these extreme ages. This finding is also reflected in a similar pattern of results for the number of days employed ($\chi_{(12)}^2 = 35.36$, $p < .001$) and number of "good" days ($\chi_{(12)}^2 = 33.09$, $p < .001$) for that period. Analyses yielded similar findings for the entire year calculations (days employed $\chi_{(12)}^2 = 22.50$, $p < .05$ and "good" days $\chi_{(12)}^2 = 27.79$, $p < .01$)

Although there were no differences initially through six months post-release, the youngest group of ex-offenders later committed more crimes than their older counterparts ($\chi_{(6)}^2 = 15.01$, $p < .025$). Outnumbering the others in arrests for every category of offense, they were most likely, relative to the study norms to be charged with crimes against persons. By combining all offenses across the year it can be seen that over 53 percent of the very young group had been arrested within their first 12 months of freedom, a figure almost twice as high as those for the older ex-offenders ($\chi_{(6)}^2 = 11.89$, $p < .05$).

Criminal History: To examine the relationship between past criminal activity and our outcome measures, chi-square analyses were performed for both age at first adjudication and number of previous offenses (see Tables 6 and 7, first interim report).

Age at first offense was significantly related to activity at each follow-up. At three months those ex-offenders who had not been involved with the criminal justice system until after age 31 were more likely to be working and less likely to be doing nothing than the others ($\chi_{(15)}^2 = 28.58$, $p = .0182$). Interestingly, the 17 to 19 year olds at first adjudication looked second best. This was also the case at the six month follow-up ($\chi_{(15)}^2 = 36.42$, $p = .0015$) and at the 12 month period ($\chi_{(15)}^2 = 39.76$, $p = .0005$).

Age at first adjudication was also associated with the number of days of employment during the second six months post-release ($\chi_{(35)}^2 = 71.10$, $p = .0003$) and over the course of the first year out ($\chi_{(65)}^2 = 110.23$, $p = .0004$). In both cases increasing age was predictive of more work.

A positive relationship was also found between age at first adjudication and number of "good" days at six months ($\chi_{(20)}^2 = 40.23$, $p = .0047$) 12 months ($\chi_{(35)}^2 = 69.47$, $p = .0005$) and for the entire year ($\chi_{(65)}^2 = 95.90$, $p = .0076$). All of these relationships were re-confirmed in a series of one-way ANOVAS in which the outcome measures served as the independent variables.

Individuals who were 17 or younger when first involved in the criminal justice system were five times more likely to be arrested for a property offense in their first year of release than those who were 31 or older (25% versus 5%) and there was a consistent tendency for increasing age to be associated with fewer new property charges ($\chi_{(10)}^2 = 32.83$, $p < .001$). Age was not related to other categories of crimes.

The number of previously committed crimes bore much weaker associations with outcome measures compared to age at first adjudication. The former was found to be related to extent of involvement in other programs at three months ($\chi_{(9)}^2 = 20.05$, $p < .025$) and over the year ($\chi_{(6)}^2 = 14.11$, $p < .05$). Individuals with more extensive prior records spent more time participating in therapeutic programs

than those with less extensive histories. At six months the former group was more likely to be doing nothing and less likely to be working than the others.

Race: Because of the overrepresentation of blacks within the state service and Free Venture from Stillwater (see Table 3, first interim report) it was deemed necessary to examine the influence of race on outcome. Due to the limited number of Chicanos in the follow-up, only blacks, whites, and native Americans were included in the analyses.

While just missing at the three month period, race was associated with activity at six and 12 months post-release ($\chi_{(6)}^2 = 15.25$, $p < .025$ and $\chi_{(6)}^2 = 24.59$, $p < .001$ respectively). In both cases whites were the most likely to have been working and least likely to have been idle with blacks a very close second, far superior to the Indians. In considering those who worked during the first three months on the outside, the whites obtained positions much more quickly than did the native Americans with the blacks falling midway between the two groups ($\chi_{(4)}^2 = 18.35$, $p < .005$). Initially, the Indian ex-offenders were more likely to participate in other special programs however this was true for a rather limited period of time. (The three month $\chi_{(6)}^2$ was 37.56 ($p < .001$) and the year long $\chi_{(4)}^2$ was 30.99 ($p < .001$).

Although differences in "good" day tabulations just missed statistical significance for the three and 12 months periods, they were significant at six month follow-up ($\chi_{(6)}^2 = 13.31$, $p < .05$) and over the course of the year ($\chi_{(8)}^2 = 27.46$, $p < .001$). In each case the whites looked the best, followed by the blacks, and finally the Indians.

Criminal activity during the first year also varied with race. At 3 months ($\chi_{(2)}^2 = 11.97$, $p < .01$) and 12 months ($\chi_{(4)}^2 = 16.6$, $p < .005$) and consequently over the course of the year ($\chi_{(4)}^2 = 34.75$, $p < .001$) the Indians had committed

significantly more crimes than the others (66.7 persent versus 32 percent and 29.4 percent for the blacks and whites respectively over the entire 12 month period). While the Indians committed proportionately more or every type of offense, they were especially overrepresented in the person offense category ($\chi_{(2)}$ = 14.92, $p < .001$).

The racial differences in arrests resulted in additional differences in the number of days spent outside correctional facilities (3 month $\chi_{(2)}$ = 25.25, $p < .001$; 12 month $\chi_{(4)}^2$ = 18.47, $p < .001$; year long χ^2 = 30.27, $p < .001$). The Indians had fewer days of freedom than did the white and black ex-offenders during their first year post-release.

Disciplinary Reports While Incarcerated: To examine the question of whether behavior while in prison was predictive of success upon release, chi-square analyses were performed using the numbers of major and minor disciplinary infractions as the independent variables. None of the results were significant with the exception of the test of association between "good" days at three months and major infractions ($\chi_{(9)}$ = 17.5, $p < .05$). Those men who had been in the most trouble in prison were the least likely to be engaged in productive activities on the outside.

Savings at Release: Since the groups varied considerably in the average amounts of money held in institutional accounts at parole (see Tables 26 and 27, first interim report) and since financial resources would likely affect an individual's need to work at release, a number of analyses were carried out to examine the relationships between savings and outcome measures.

As expected, the final amount of money held in savings and spendings accounts was significantly associated with activity at the three ($\chi_{(12)}^2$ = 26.89, $p = .008$), six ($\chi_{(12)}^2$ = 30.84, $p = .0021$) and 12 month ($\chi_{(12)}^2$ = 25.53, $p = .0125$) follow-ups,

although interestingly, the relationships changed over time. During the first period individuals with 100 dollars or less and those with 500 dollars or more were less likely to work than those with amounts between these extremes. By six months however, only those initially with the smaller amount stood apart in this regard. This pattern continued for the final six months post-release. It was also the case the "poorer" group was returned with a very high frequency during the second three months post-release.

Consistent with these results are those concerning the number of days of employment for each period (3 month $\chi_{(12)}^2$ = 37.26, $p < .001$; 6 month $\chi_{(12)}^2$ = 40.15, $p < .001$; 12 month $\chi_{(24)}^2$ = 50.43, $p < .005$; year $\chi_{(16)}^2$ = 40.62, $p < .001$). In all cases having less money was associated with working fewer days.

Individuals with fewer funds at release did spent more time participating in other programs during the first three months ($\chi_{(12)}^2$ = 32.75, $p < .001$) and during the second three months ($\chi_{(8)}^2$ = 20.8, $p < .01$). The most well-to-do group was also more heavily involved in such programs between three and six months post-release.

Although the chi-square value for "good" days at six months just misses statistical significance, the association was stronger for the six to 12 month period ($\chi_{(8)}^2$ = 25.72, $p < .005$). Once again the poorest group fared the worst.

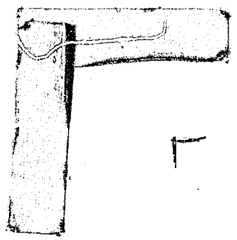
Interactions Among Variables

Because there were relationships for the males studied between the variables discussed above and various outcome measures and because the groups were not compariable in terms of many of these variables, it was deemed appropriate to examine the interactions among the numerous independent variables. Consequently a large number of 2 way ANOVA's were carried out. For the large part there were few significant interactions which were interprettable.

One variable which interacted with out initial group designation was the stability of pre-incarceration work history which affected the impact of group membership on the number of person offenses (p of interaction = .002) and number of total offenses (p of interaction = .021) committed during the first year post-release. The general finding of fewer new crimes being associated with superior work records did not hold for the Free Venture workers from Stillwater.

The only other background variable which interacted meaningfully with group membership was race. It seems that the Indians who had been Free Venture workers at Lino Lakes committed fewer crimes during the first year post-release (p = .029) and spent more days outside of correctional facilities (p = .003) than did those who worked elsewhere. This relationship did not hold for black and white ex-offenders.

The final significant interaction to emerge involved previous work history and race. It was determined that while past experience was predictive of number of productive days in the first year for white males, this was not true for blacks and only partly true for Indians (p of interaction = .028).



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