



State of New York  
Department of Correctional Services

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**FOLLOW-UP STUDY OF  
INDUSTRIAL TRAINING  
PROGRAM PARTICIPANTS  
1993**



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**U.S. Department of Justice  
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## Introduction

This paper provides a follow-up study of inmates who have participated in the Corcraft Industrial Training Program. Inmates who have participated in the program are tracked after their release from the Department to determine their likelihood of returning to the Department's custody. The probability of inmate return is presented for successful program participants, unsuccessful participants, and all other releases during the relevant time period. This study was prepared at the request of the Director of Correctional Industries.

## Program Overview

The Industrial Training Program is operated by Corcraft, a division of the New York State Department of Correctional Services. Corcraft is an industry which manufactures and distributes items such as office equipment, road signs, clothing, and maintenance products to New York State governmental agencies.

The Industrial Training Program is operated in the Corcraft office and warehouse in Menands, New York. Through this program inmates are given the opportunity to work in an industrial and business environment.

There are several types of inmate jobs associated with the Program. Inmates may work in the warehouse where inventory is stored and where all shipping and receiving occurs. Inmates working in the warehouse move the materials for shipping using hand carts and fork lifts, and load the materials on trailers for distribution. To illustrate the size of the operation, Corcraft maintains a fleet of 100 trailers which are used to distribute merchandise.

Other jobs in the Training Program include working in a unit responsible for the installation and repair of merchandise. Some inmates are employed as porters who are responsible cleaning the building, warehouse, and grounds maintenance. Inmates may also be employed as drafting aides who assist designers and engineers drafting parts and products utilizing Computer Aided Design programs.

Additionally, inmates may work as office assistants working with Corcraft staff in such areas as sales, marketing, accounting, auditing, production, and customer service. Office assistants are trained to use computers, fax machines, and photo copiers in addition to performing tasks such as filing and answering phones.

As shown, the Industrial Training Program (ITP) offers several types of job experience. Regardless of the specific job titles, the Program Coordinator stresses that all participants are learning to work in a realistic employment atmosphere. This includes learning about employee to employer relationships, working with other individuals, working for a supervisor, as well as having their job performance evaluated at regular intervals prior to pay increases. In summary, the ITP provides inmates with the opportunity to function in a business environment while acquiring job skills.

### **Participant Selection**

To be eligible to participate in ITP, inmates must be male, be at least six months prior to release, have a high school education or General Equivalency Diploma, be able to speak and read English, and have approval for participation in Temporary Release. Eligible inmates must complete an application which includes employment history and submit the application to Corcraft.

If approved for the program, inmates are moved to the Mt. McGregor Correctional Facility, located approximately 40 miles north of the Corcraft location in Menands, NY. Inmates are transported daily from Mt. McGregor to the Corcraft offices to participate in the program.

### **Follow-up Study Sample Selection**

The participant sample was identified using a database (maintained by the Program Coordinator) of all inmates who had participated in the Industrial Training Program from April 1988 through August 1993. The follow-up sample was limited to inmates who had subsequently left the program. This population was then categorized into three groups: successful participants, unsuccessful participants, and administrative removals. Successful participants were typically released from the program or from another work release program. Unsuccessful participants were usually removed from the program for disciplinary infractions. Administrative removals included inmates who were removed from the program for reasons such as movement to another facility, medical removals, and injuries.

The participant sample population was compared to Department release files to identify those cases who had been released from custody after participating in the program. These cases comprised the follow-up population. The follow-up population included :

|       |                           |
|-------|---------------------------|
| 302   | Successful participants   |
| 79    | Unsuccessful participants |
| 7     | Administrative removals   |
| ----- |                           |
| 388   | Total                     |

Due to the small number of administrative removals, these cases were not included in the follow-up analysis.

### Cases With a Minimum of 12 Month Exposure

Consistent with previous Department recidivism studies, the sample population for follow-up purposes was required to have a minimum of 12 months potential exposure following release from the Department. This condition helps to alleviate random fluctuations in return rates for the first few months following release.

|                                  | 12 months or more since release | Less than 12 months since release | Total |
|----------------------------------|---------------------------------|-----------------------------------|-------|
| <b>Successful Participants</b>   | 249                             | 53                                | 302   |
| <b>Unsuccessful Participants</b> | 56                              | 23                                | 79    |
| <b>Total</b>                     | 305                             | 76                                | 381   |

Eighty-two percent of the successful program participants had been released for a minimum of twelve months as of August 31, 1993. Seventy-one percent of the unsuccessful participants had the same minimum period of exposure.

## Comparison Population of Non-Program Releases

To provide a point of reference, information was also collected on male inmates released from the Department who had not participated in the Industrial Training Program. The comparison group was based on the first release from the Department for individuals released in the corresponding release years as the program participants. For the five year period, an individual's first release from the Department into the community was tracked to determine if they were subsequently returned to the Department.

It is important to note that individuals (instead of total releases from the Department) were used for comparison purposes since the program participants were only tracked on the first release after participating in Industrial Training Program. This eliminates multiple releases and returns for the comparison population over the extended follow-up period.

Consistent with the sample release population, the comparison population also had a minimum of 12 months potential exposure in the community as of August 31, 1993. Based on these requirements, a total of 82,600 male inmates were tracked from the time of release through August 31, 1993 to provide a comparison rate of return.

## Follow-up Methodology

As with previous Department research, recidivism is defined as a return to the Department's custody. Time to return and likelihood of recidivism was evaluated using the analytic technique of Survival Analysis. This method was used to determine the cumulative rate of return, based on the number of cases remaining at risk, according to the number of months since release. This method controls for different exposure periods and allows for a comparison of the cumulative rates of return between the two populations.

## Findings

The following table provides a summary distribution of the cumulative return rates for successful Industrial Training Program Participants, unsuccessful participants, and for the comparison population of all other releases. These results are presented according to cumulative months since release in 12 month increments. For the interested reader, Appendix 1 provides a more detailed analysis of the data.

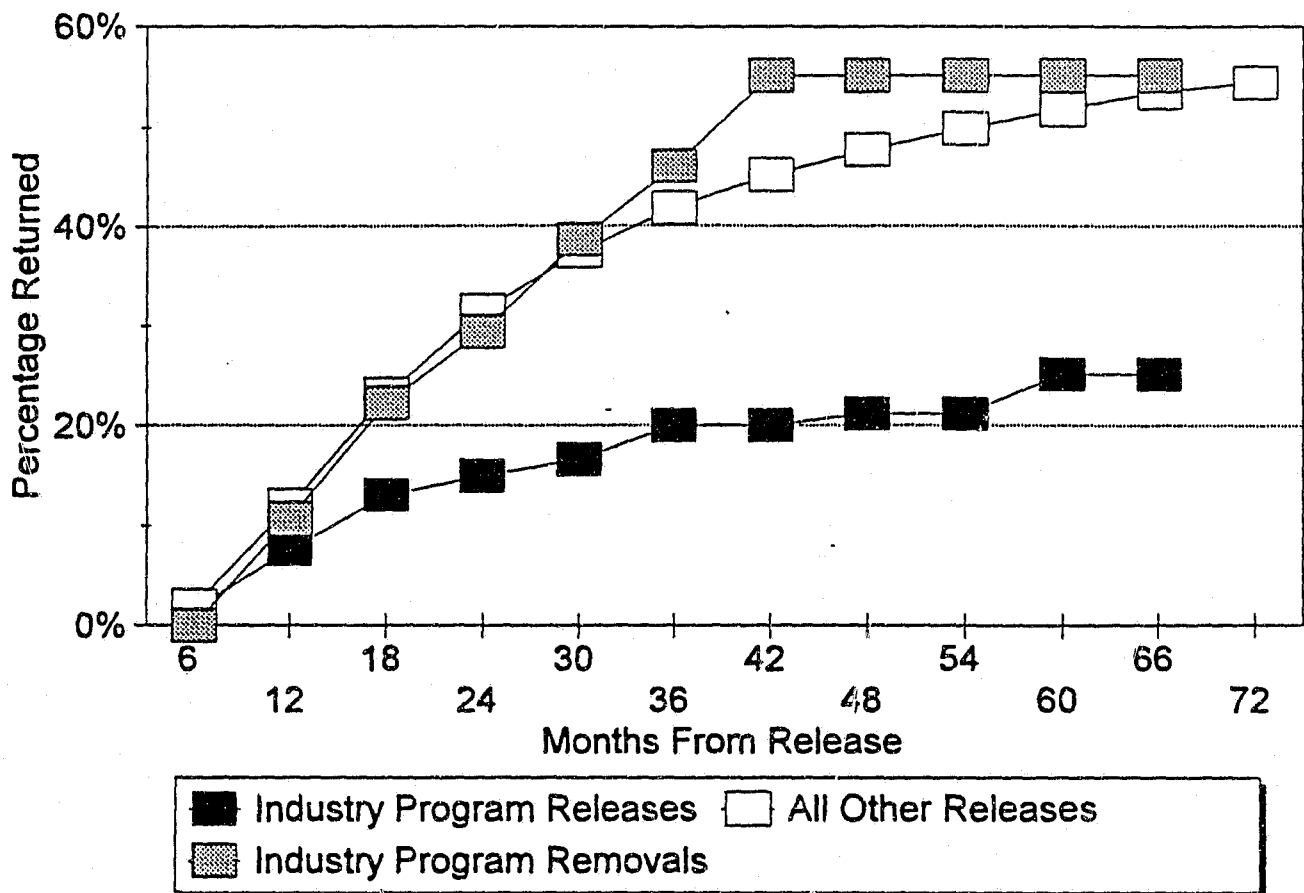
**Cumulative Percent Return**

| <u>Months<br/>Since<br/>Release</u> | <u>Successful<br/>Program<br/>Participants</u> | <u>Unsuccessful<br/>Program<br/>Participants</u> | <u>All<br/>Other<br/>Releases</u> |
|-------------------------------------|--|--|-----------------------------------|
| 12 Months                           | 7.63%  | 10.71%   | 12.01%                            |
| 24 Months                           | 14.93%   | 29.41%   | 31.43%                            |
| 36 Months                           | 19.98%   | 38.62%   | 41.79%                            |
| 48 Months                           | 21.16%   | 55.05%   | 47.72%                            |
| 60 Months                           | 25.10%   | 55.05%   | 51.69%                            |

As shown in the preceding table, successful participants in the Industrial Training Program have a substantially lower probability of return than unsuccessful participants and the total release comparison population. After 12 months of follow-up, approximately 8% of the successful program participants had returned to custody compared to about 11% of the unsuccessful participants and 12% of the overall release group. After 60 months of follow-up, the successful program participants had a 25% probability of returning to the Department. Both comparison groups, unsuccessful participants and all other releases, were twice as likely to have returned to the Department (55 and 52 percent respectively).

The following graph presents the cumulative rates of return for each group according to month since release.

## Industrial Training Program Follow-up





## Statistical Differences In Rates of Return

The observed difference in probability of return to the Department was tested for statistical significance using the standard significance test calculated by the SPSS Survival Analysis procedure.

The rate of return was significantly lower at the  $p < .01$  for the successful ITP participants when compared to unsuccessful participants and all other releases in the comparison population.

## Conclusion

In summary, this study found that the probability of returning to the Department's custody was significantly lower for the successful ITP program participants compared to the probability of return for unsuccessful participants and all other releases in the comparison population.

It should be noted that when trying to determine program impact other factors such as self-motivation, personal characteristics, and participation in other program areas may contribute to a lower rate of return. These findings suggest however, that the skills and experience in a business environment acquired through successful participation in the Industrial Training Program contributes to a lower probability of return to the Department.

# Appendix 1

## Industrial Training Program Releases

| months | number   |           |         | exposed | percent   | percent  | cumulativ | cumulative |
|--------|----------|-----------|---------|---------|-----------|----------|-----------|------------|
|        | entering | withdrawl | returns |         | terminate | survival | survival  | returns    |
| 6      | 249      | 0         | 4       | 249     | 1.61%     | 98.39%   | 98.39%    | 1.61%      |
| 12     | 245      | 0         | 15      | 245     | 6.12%     | 93.88%   | 92.37%    | 7.63%      |
| 18     | 230      | 18        | 13      | 221     | 5.88%     | 94.12%   | 86.94%    | 13.06%     |
| 24     | 199      | 26        | 4       | 186     | 2.15%     | 97.85%   | 85.07%    | 14.93%     |
| 30     | 169      | 29        | 3       | 154.5   | 1.94%     | 98.06%   | 83.41%    | 16.59%     |
| 36     | 137      | 28        | 5       | 123     | 4.07%     | 95.93%   | 80.02%    | 19.98%     |
| 42     | 104      | 22        | 0       | 93      | 0.00%     | 100.00%  | 80.02%    | 19.98%     |
| 48     | 82       | 29        | 1       | 67.5    | 1.48%     | 98.52%   | 78.84%    | 21.16%     |
| 54     | 52       | 24        | 0       | 40      | 0.00%     | 100.00%  | 78.84%    | 21.16%     |
| 60     | 28       | 16        | 1       | 20      | 5.00%     | 95.00%   | 74.90%    | 25.10%     |
| 66     | 11       | 11        | 0       | 5.5     | 0.00%     | 100.00%  | 74.90%    | 25.10%     |

## Industrial Training Program Removals

| months | number   |           |         | exposed | percent   | percent  | cumulativ | cumulative |
|--------|----------|-----------|---------|---------|-----------|----------|-----------|------------|
|        | entering | withdrawl | returns |         | terminate | survival | survival  | returns    |
| 6      | 56       | 0         | 0       | 56      | 0.00%     | 100.00%  | 100.00%   | 0.00%      |
| 12     | 56       | 0         | 6       | 56      | 10.71%    | 89.29%   | 89.29%    | 10.71%     |
| 18     | 50       | 7         | 6       | 46.5    | 12.90%    | 87.10%   | 77.76%    | 22.24%     |
| 24     | 37       | 9         | 3       | 32.5    | 9.23%     | 90.77%   | 70.59%    | 29.41%     |
| 30     | 25       | 4         | 3       | 23      | 13.04%    | 86.96%   | 61.38%    | 38.62%     |
| 36     | 18       | 3         | 2       | 16.5    | 12.12%    | 87.88%   | 53.94%    | 46.06%     |
| 42     | 13       | 2         | 2       | 12      | 16.67%    | 83.33%   | 44.95%    | 55.05%     |
| 48     | 9        | 5         | 0       | 6.5     | 0.00%     | 100.00%  | 44.95%    | 55.05%     |
| 54     | 4        | 1         | 0       | 3.5     | 0.00%     | 100.00%  | 44.95%    | 55.05%     |
| 60     | 3        | 2         | 0       | 2       | 0.00%     | 100.00%  | 44.95%    | 55.05%     |
| 66     | 1        | 1         | 0       | 0.5     | 0.00%     | 100.00%  | 44.95%    | 55.05%     |

### Definitions:

**Number Entering-** The number of cases that survived to the beginning of the current interval.

**Withdrawals-** The number of cases that entered in the interval but whose follow-up ends somewhere in the interval. These cases have not returned during there period of exposure.

**Returns-**Cases returned to the Department during the current interval.

**Exposed-** The number of cases entering the interval minus one half of those withdrawn during the interval.

**Percent Terminated-** Proportion of cases returning in a given interval based on the number of cases at risk.

**Percent Survival-** Proportion surviving is 1 minus the percent terminated for a given interval.

**Cumulative Survival-** An estimate of the cumulative probabily of surviving to the end of an interval.

**Cumulative Returns-** An estimate of the cumulative probability of returning to the Department to the end of an interval.

## Non-Industrial Training Program Releases

| months | number entering | withdrawl | returns | exposed | percent terminate | percent survival | cumulativ survival | cumulative returns |
|--------|-----------------|-----------|---------|---------|-------------------|------------------|--------------------|--------------------|
| 6      | 82600           | 0         | 1649    | 82600   | 2.00%             | 98.00%           | 98.00%             | 2.00%              |
| 12     | 80951           | 0         | 8268    | 80951   | 10.21%            | 89.79%           | 87.99%             | 12.01%             |
| 18     | 72683           | 7853      | 8647    | 68756.5 | 12.58%            | 87.42%           | 76.93%             | 23.07%             |
| 24     | 56183           | 6938      | 5729    | 52714   | 10.87%            | 89.13%           | 68.57%             | 31.43%             |
| 30     | 43516           | 6097      | 3541    | 40467.5 | 8.75%             | 91.25%           | 62.57%             | 37.43%             |
| 36     | 33878           | 5690      | 2163    | 31033   | 6.97%             | 93.03%           | 58.21%             | 41.79%             |
| 42     | 26025           | 5372      | 1343    | 23339   | 5.75%             | 94.25%           | 54.86%             | 45.14%             |
| 48     | 19310           | 4728      | 795     | 16946   | 4.69%             | 95.31%           | 52.28%             | 47.72%             |
| 54     | 13787           | 4052      | 475     | 11761   | 4.04%             | 95.96%           | 50.17%             | 49.83%             |
| 60     | 9260            | 3919      | 271     | 7300.5  | 3.71%             | 96.29%           | 48.31%             | 51.69%             |
| 66     | 5070            | 3696      | 114     | 3222    | 3.54%             | 96.46%           | 46.60%             | 53.40%             |
| 72     | 1260            | 1247      | 13      | 636.5   | 2.04%             | 97.96%           | 45.65%             | 54.35%             |

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