New Hampshire

DEPARTMENT OF CORRECTIONS

REINTEGRATION STUDY

PART 2: ECONOMIC SUPPORT

The goal of this study is to better understand the impact of programs and services that will strengthen a person's ability to financially care for themselves and their family upon their re-entry into the community.

July 2016 – June 2017

Contents

90 Day Study 2
Introduction 2
Industries 2
Population Measured: Industries 3
Rate of Reintegration: Industries 4
Education 5
Population Measured: Education 5
Rate of Reintegration: Education 6
Career & Technical Education Center 7
Population Measured: Career & Technical Education Center 8
Rate of Reintegration: Career & Technical Education Center 9
Appendix A: Baseline Population Study 10
Appendix B: Works Cited 10

90 Day Study

Introduction

This section of the Reintegration Study will focus on areas within NHDOC that may impact economic and educational supports for individuals. Based on a review of independently published research papers, there were findings which demonstrate that strengthening skills and providing education will assist in an individual's reintegration into society. A sample of this type of research was published by the Urban Institute's Justice Police Center in an article which states that "preparation may include achieving a certain level of education before release, developing trades and employment skills to be applied after release, or developing "work-ready" skills that will help an offender look for, secure, and maintain employment" (Lawrence, 12). Further research published in the Journal of Business & Economics Research concludes that offering economic-related skills and programming to incarcerated individuals who desire to participate in them yield results that "consistently indicate a significant reduction in the odds of recidivism" over a three-year period (Hopper, 8).

This study does not attempt to recreate established research results, but to identify NHDOC programs and services that fall within those researched areas and to measure the impact of programs/services offered against the established baseline of individuals released. While there are many factors that impact an individual's ability to stay within the community, this study will focus on areas that are within the Department's ability to influence. This report will look at programs and services based on available NHDOC data.

This study will review the first 90 days post-release for the most recent 12-month period where re-entry and return data is available[1]. This will allow for a more-rapid identification of trends and let NHDOC evaluate the impact of changes within a service or program that may have occurred. The baseline reintegration rates[2] will be used as the basis of comparison for the duration of this study. Each period's baseline rate will be compared against the reintegration rates for:

- Those who completed at least 26 weeks of employment in an Industries job while incarcerated
  - Weeks of employment do not need to be contiguous
  - May have occurred at any point during incarceration
- Individuals who participated in Education programming:
  - Received Earned Time Credit for completing approved Education programming, or;
  - Marked as actively assigned to an Education job in the offender management system for at least 12 weeks
- Individuals who participated in CTEC programming:
  - Received Earned Time Credit for completing approved CTEC programming, or;
  - Marked as having a record of being in a CTEC job/program for at least 12 weeks

Industries

The primary question this section seeks to address is whether the rates of reintegration differ between offenders that worked a minimum of 26 weeks (six months) in a NHDOC Industries job. Industries is a NHDOC program that "creates revenue-generating work environments that provide [individuals] with the work experience, job skills, and the confident attitude they will need in order to obtain and hold jobs once released (NHDOC)." Research conducted out of Washington State University goes on to "indicate that correctional industries significantly reduces recidivism [and] works in coordination with other offender change programs to influence positive outcomes" (Lutze et.al., 9). The Industries work programs are limited to individuals who are authorized per NHDOC PPD to be in the designated work areas within the respective facility a person is incarcerated in. (7.15)

The primary question this section seeks to address is whether the rates of reintegration differ between individuals who held a job within the NHDOC Industries program for a minimum 26 weeks[3] during their incarceration and the baseline rate of

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[1] Re-Entry and return data for a month is not available until 90 days later. Ex: Complete re-entry data for January is available beginning in April.

[2] Established in **Reintegration Study: Baseline Rates & Overall Findings** report. See Appendix A for these tables

[3] The 26 weeks do not need to occur in a row.

reintegration. Due to the ability of individuals to change jobs, the focus of this study is on pay history data that shows participation in the program in terms of the number of weeks one received pay for working.

Population Measured: Industries

Being cleared by NHDOC Security staff at each facility to be authorized to enter designated work areas is the primary prerequisite for participation in Industries programming (7.15). To be considered for a job in Industries, an individual must attend one of the quarterly job fairs held within each facility and apply for a position. Based on the interest, experience and disciplinary history of the applicant, personnel in the Classifications division will assign applicants to open jobs within Industries. A start date for work is then given. Once an individual begins working, a pay history record is created in the offender management system for each week an individual works at their particular job. It is this data that was targeted for inclusion in this study.

A number of data points from the offender management system may related to an individual's participation in Industries programming and work opportunities. For this study, the only data pertinent for review based upon the research question developed involved isolating any individuals who had at least 26 weeks (six months) of pay history data in one or more industries positions. For clarity while working, the total weeks worked were divided into four (4) different categories:

- Weeks worked within 12 months of one's release date
- Weeks worked between 12 to 24 months prior to one's release date
- Weeks worked any time prior to 24 months before one's release date
- Total number of weeks worked while in a NHDOC facility

Based on the data extracted according to the above guidelines, 5.7% (84) of the 1,480 individuals identified as valid re-entries to the community were determined to have worked at an Industries job for at least 26 weeks during their period of incarceration. This means that there are an additional 94.3% of people to whom Industries programming could be extended should they qualify and choose to participate.

Given the size of the subset of individuals from the overall baseline group who participated in Industries programming and work opportunities, it should be noted that small changes in any given month would result in more dramatic changes in the overall reintegration rates. The numbers of re-entries and the subset of individuals who participated in Industries programming can be seen below:

Table 1:

	Valid Re-Entries to the Community	Employment in an Industries position	Percentage of Overall Re-Entries Each Month
Jul '16	138	12	8.7%
Aug '16	136	6	4.4%
Sep '16	136	8	5.9%
Oct '16	121	6	5.0%
Nov '16	124	5	4.0%
Dec '16	118	6	5.1%
Jan '17	129	11	8.5%
Feb '17	81	7	8.6%
Mar '17	126	2	1.6%
Apr '17	122	4	3.3%
May '17	123	12	9.8%
Jun '17	126	5	4.0%
Totals & Averages	1480	84	5.7%

Rate of Reintegration: Industries

In most instances the rates of reintegration were higher among those who had worked in an Industries job than the baseline population. Only three months had reintegration rates below the baseline after 90 days. Rates of reintegration were between 2 – 7% higher than the baseline rates on average. This represents a substantial level of success among the 5.7% of those who, after having had a job in the Industries program, re-entered the community during the period assessed.

CHART 1: 0-30 DAY RETURNS

On average, 1.9% higher than baseline

A total of 98.8% of the individuals who participated in Industries programming remained in the community compared to the 96.9% of the baseline group

Eleven months had 100% reintegration rates

Trending shows higher rates of reintegration during earlier months

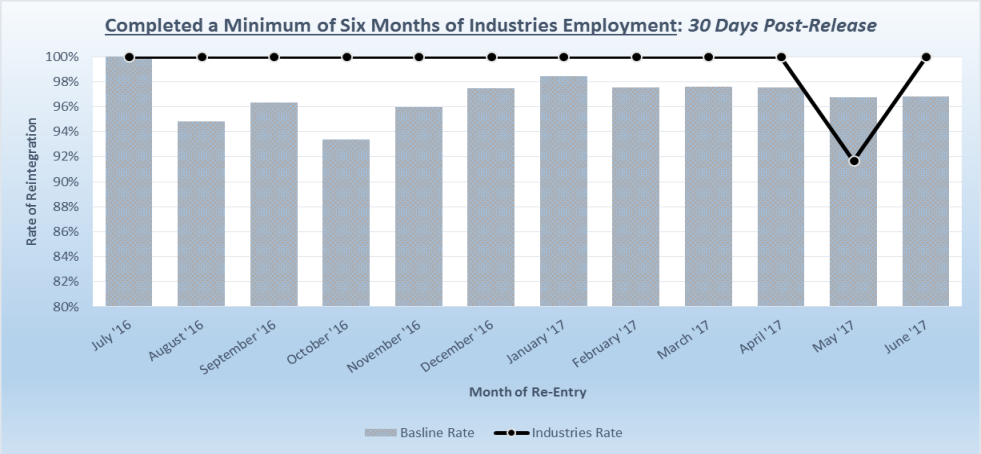


CHART 2: 31-60 DAY RETURNS

On average, 4.9% higher than baseline

A total of 97.6% of the individuals who participated in Industries programming remained in the community compared to the 92.7% of the baseline group

Ten months still had a 100% reintegration rate

Trending shows higher rates of reintegration during earlier months

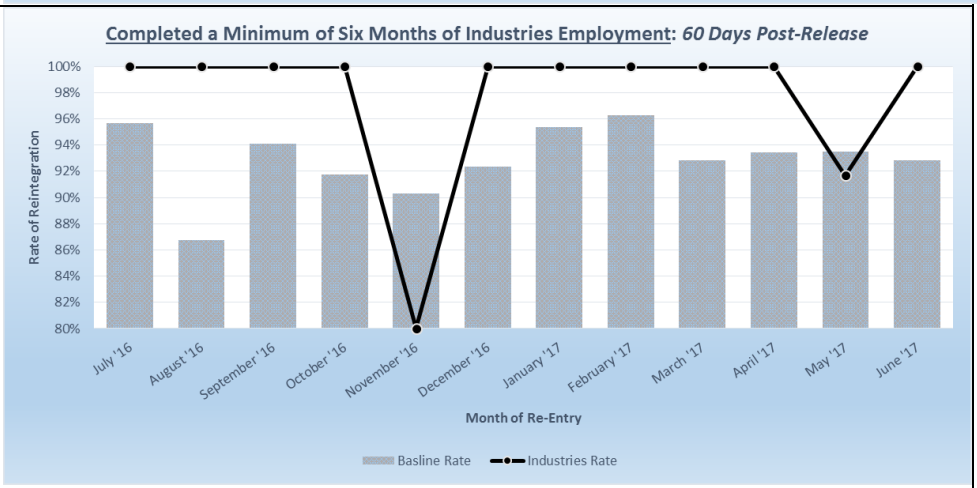


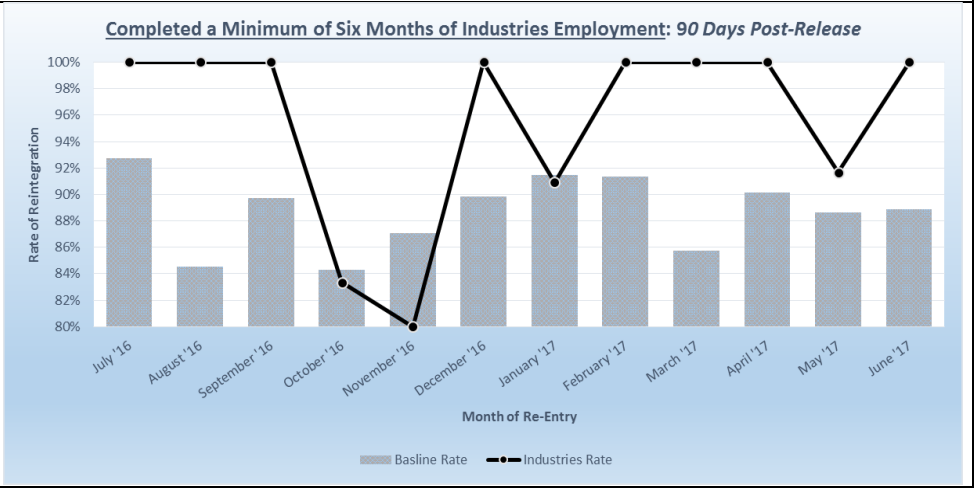
CHART 3: 61-90 DAYS

On average, 7% higher than baseline

A total of 95.2% of the individuals who participated in Industries programming remained in the community compared to the 88.2% of the baseline group

Eight months still had a reintegration rate of 100%

Trending shows higher overall rates in the latter months reviewed



Education

The primary question this section seeks to address is whether the rates of reintegration differ between offenders that have participated in education programming and those who have not. Within the NHDOC, the Corrections Special School District organizes and conducts all educational programming. CSSD is also identified as Granite State High School (GSHS). GSHS offers individuals the opportunity to earn a high school diploma, general education diploma (GED), or to attend continuing education classes through various outside college and technical schools (Program).

Research conducted by the Bureau of Justice Assistance and the RAND Corporation indicates that based upon the "reduction in the risk of reincarceration three years following release, correctional education programs appear to far exceed the break-even point in reducing the risk of reincarceration" (Davis, 3). Put another way: participation in Educational programming in a Correctional setting is an effective way to improve a person's chances of successfully reintegrating into their community.

The primary question this section seeks to address is whether the rates of reintegration differ between the baseline and individuals who met any or all of the following criteria:

- Were actively assigned to an Education job in the offender management system for at least 12 weeks
    - This designation means that an individual was enrolled in at least two (2) courses
- Received Earned Time Credit for Education programming

As a result of the lack of attendance data the differences in program attendance cannot be measured; instead the focus is on the overall data that shows participation in the program.

Population Measured: Education

Like Industries, being cleared by NHDOC Security staff at each facility to be authorized to enter designated work areas is the primary prerequisite for participation in Education programming (7.15). Once interest in Education has been expressed by an individual and they are approved for participation in an Education program, an individual's record is updated in the offender management system to indicate their participation. Education programming is tracked in the offender management system as a job. Each of the three Education "job" listings has an enrollment cap of 100 individuals. It is this job and programming data that was targeted for inclusion in this study.

A number of data points from the offender management system are related to an individual's participation in Education programming and work opportunities. For this study, the only data pertinent for review based upon the research question developed was whether or not an individual was, at any time, recorded in the offender management system as having been enrolled/employed in an Education position. Data on what specific courses were taken during an individual's time in Education is not currently available. Data includes:

- Any person who had a record of being in an Education job for at least 12 weeks
    - Pay data for Education jobs is utilized for this metric
    - Total number of paid weeks were tracked and totaled
- Any person who applied for and received Earned Time Credit (ETC) for completion of an Education program (5.11)

Based on the data extracted according to the above guidelines, 89 (6%) of the 1,480 individuals identified as valid re-entries to the community were determined to have participated in or completed an Education program at some point during their period of incarceration. This shows that there are an additional 94% of people to whom Education programming could be extended should they qualify and choose to participate.

Given the size of the subset of individuals from the overall baseline group who participated in Education programming opportunities, it should be noted that small changes in any given month would result in more dramatic changes in the overall reintegration rates. The numbers of re-entries and the subset of individuals who participated in Education programming can be seen below:

Table 2:

	Valid Re-Entries to the Community	Participation in Education Programming	Percentage of Overall Re-Entries Each Month
Jul '16	138	8	5.8%
Aug '16	136	9	6.6%
Sep '16	136	8	5.9%
Oct '16	121	9	7.4%
Nov '16	124	6	4.8%
Dec '16	118	3	2.5%
Jan '17	129	12	9.3%
Feb '17	81	4	4.9%
Mar '17	126	5	4.0%
Apr '17	122	8	6.6%
May '17	123	9	7.3%
Jun '17	126	8	6.3%
Totals & Averages	1480	89	6.0%

Rate of Reintegration: Education

The rates of reintegration were lower among those individuals who participated in Education programming when compared to the baseline rates. Seven months had reintegration rates below the baseline after 90 days. On average, rates of reintegration are 0.7% lower than the baseline. Trending does indicate that those individuals released during the latter months reviewed experienced lower rates of reintegration than those in the earlier months by the end of 90 days.

Chart 4: 0-30 Day Returns

On average, 0.9% higher than baseline

A total of 97.8% of the individuals who participated in Education programming still remained in the community, compared to the 96.9% of the overall group

Rates of reintegration of 100% were observed in ten months

Trending shows that rates were lower toward the end of the period reviewed

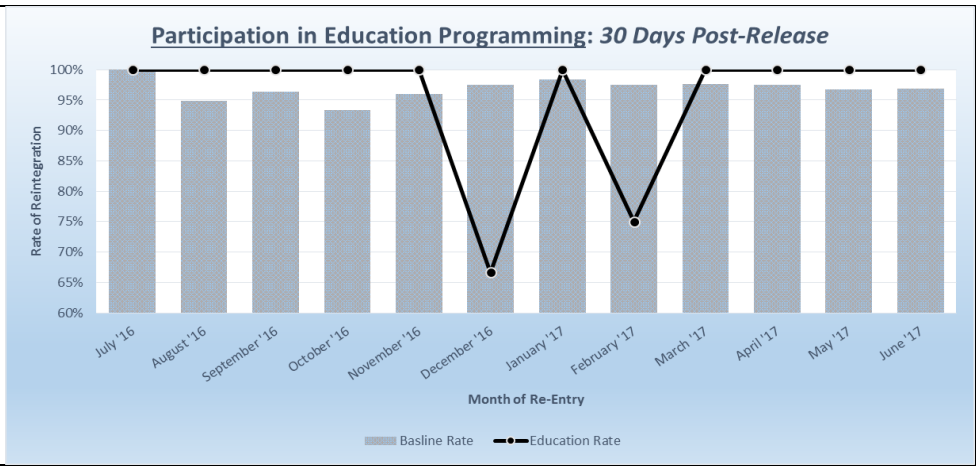
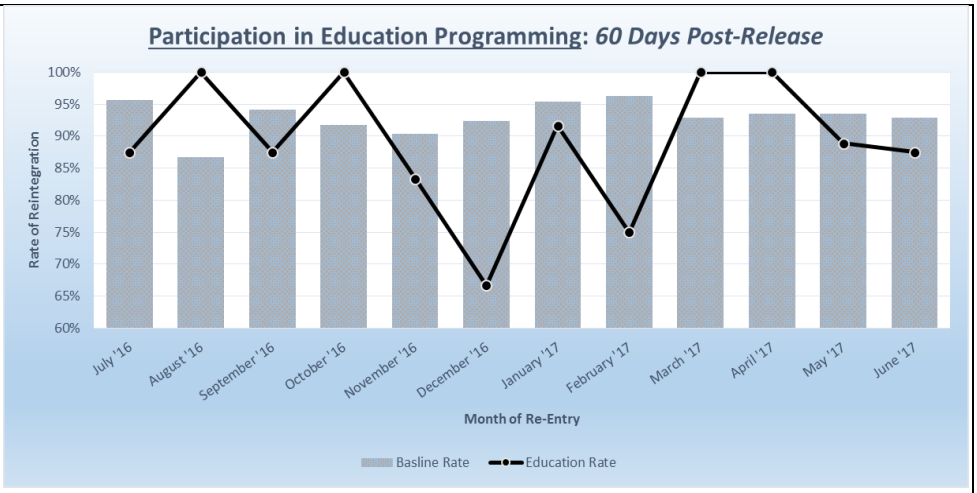
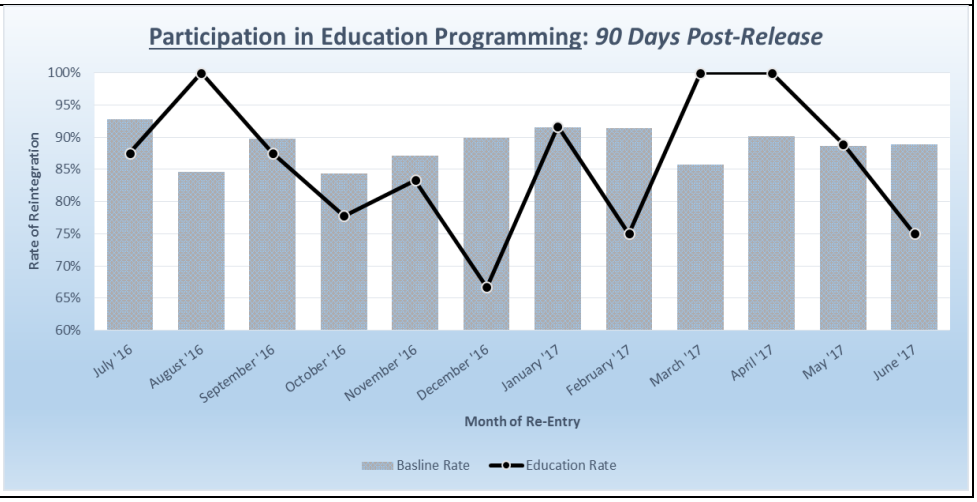


Chart 5: 31-60 Day Returns On average, 1.9% lower than baseline A total of 90.9% of the individuals who participated in Education programming still remained in the community, compared to the 92.7% of the baseline group overall Four months still had a reintegration rate of 100% Trending shows that rates were still lower toward the end of the period reviewed	
Chart 6: 61-90 Days On average, 1% lower than baseline A total of 87.2% of the individuals who participated in Education programming still remained in the community, compared to the 88.2% of the baseline group overall Three months still had a reintegration rate of 100% Trending shows that rates were still lower toward the end of the period reviewed	

Career & Technical Education Center

The primary question this section seeks to address is whether the rates of reintegration differ between offenders that have participated in technical education programming and those who have not. Within the NHDOC, the Career & Technical Education Center (CTEC) provides individuals with both career and technical hands-on education in a number of certificate programs (Program). This program falls under the same Divisional oversight as the Education programming.

Research presented in the *Journal of Correctional Education* indicates that "participation of the incarcerated in correctional education programs appears to reduce recidivism" (Gordon, 1). The article also states that the "combination of career and technical education along with incarceration for the qualified inmate may help to increase the safety of society when the offender is released" (Gordon, 1). This research supports the claim that technical and vocational education has been found to help a person to be more likely to successfully reintegrate into their community upon release.

The primary question this section seeks to address is whether the rates of reintegration differ between the baseline and individuals who met any or all of the following criteria:

- Any person who had a record of being in a CTEC job/program for at least 12 weeks
    - Pay data for CTEC jobs is utilized for this metric
    - Total number of paid weeks were tracked and totaled
- Any person who applied for and received Earned Time Credit (ETC) for completion of a Vocational program (5.11)

Due to the lack of attendance data, the differences in program attendance cannot be measured; instead the focus is on the overall data that shows participation in the program.

Population Measured: Career & Technical Education Center

Those individual who are accepted and enrolled into the CTEC programming are, like those in Education, updated in the offender management system to indicate their participation. CTEC programming is also tracked in the offender management system as a job. Each of the three CTEC "job" listings has an enrollment cap of 100 individuals. It is this job and programming data that was targeted for inclusion in this study.

A number of data points from the offender management system may be related to an individual's participation in CTEC programming and work opportunities. For this study, the only data pertinent for review based upon the research question developed was whether or not an individual was, at any time, recorded in the offender management system as having been enrolled/employed in a CTEC position. This included:

- Any person who had a record of being enrolled in a CTEC program or position
- Any person who applied for and received Earned Time Credit (ETC) for completion of an CTEC program

Based on the data extracted according to the above guidelines, 88 (5.9%) of the 1,480 individuals identified as valid re-entries to the community were determined to have participated in CTEC programming during their period of incarceration. This shows that, in the population reviewed, there are an additional 94.1% of people to whom CTEC programming could be extended should they qualify and choose to participate.

Given the small size of the subset in some months of number of individuals from the overall baseline group who participated in CTEC programming, it should be noted that small changes in any returns in a given month would result in more dramatic changes in the overall reintegration rates. The numbers of re-entries and the subset of individuals who participated in CTEC programming can be seen below:

Table 3:

	Valid Re-Entries to the Community	Participation in CTEC Programming	Percentage of Overall Re-Entries Each Month
Jul '16	138	11	8.0%
Aug '16	136	10	7.4%
Sep '16	136	5	3.7%
Oct '16	121	8	6.6%
Nov '16	124	14	11.3%
Dec '16	118	5	4.2%
Jan '17	129	4	3.1%
Feb '17	81	2	2.5%
Mar '17	126	7	5.6%
Apr '17	122	2	1.6%
May '17	123	9	7.3%
Jun '17	126	11	8.7%
Totals & Averages	1480	88	5.9%

Rate of Reintegration: Career & Technical Education Center

Rates of reintegration were lower in two of the three periods reviewed among those individuals who participated in CTEC programming when compared against the baseline rates. Six months had reintegration rates below the baseline after 90 days. Overall rates of reintegration are 0.3% lower than the baseline in any given period. Trending does indicate that those individuals released during the latter months reviewed in this study experienced lower rates of reintegration than those in the earlier months by the end of 90 days.

Chart 7: 0-30 Day Returns

On average, 0.3% lower than baseline

A total of 96.6% of the individuals who participated in CTEC programming still remained in the community, compared to the 96.9% of the overall group

Rates of reintegration of 100% were observed in nine months

Trending shows that rates were slightly higher toward the end of the period reviewed

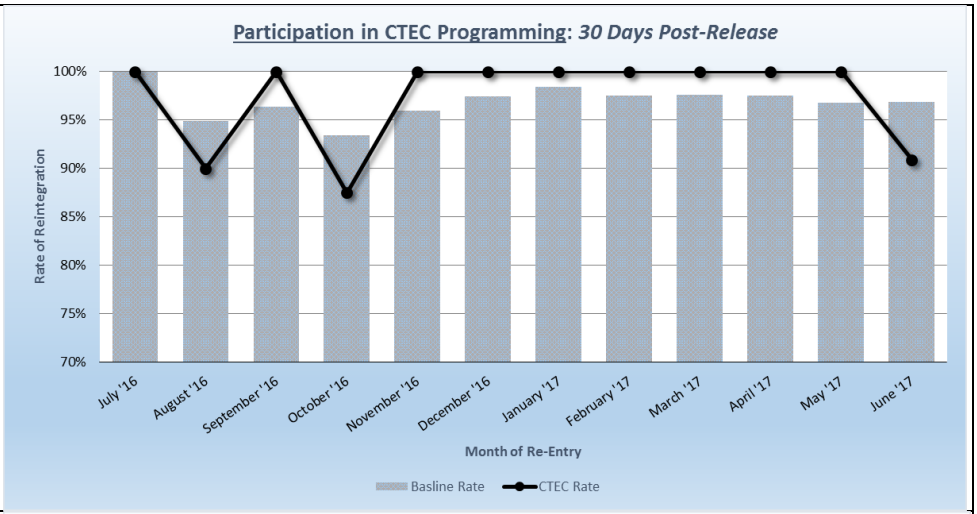


Chart 8: 31-60 Day Returns

On average, 2% lower than baseline

A total of 90.7% of the individuals who participated in CTEC programming still remained in the community, lower than the 92.7% of the baseline group overall

Six months still had rates lower than the baseline rate

Trending shows that rates were higher during the last months in the period reviewed

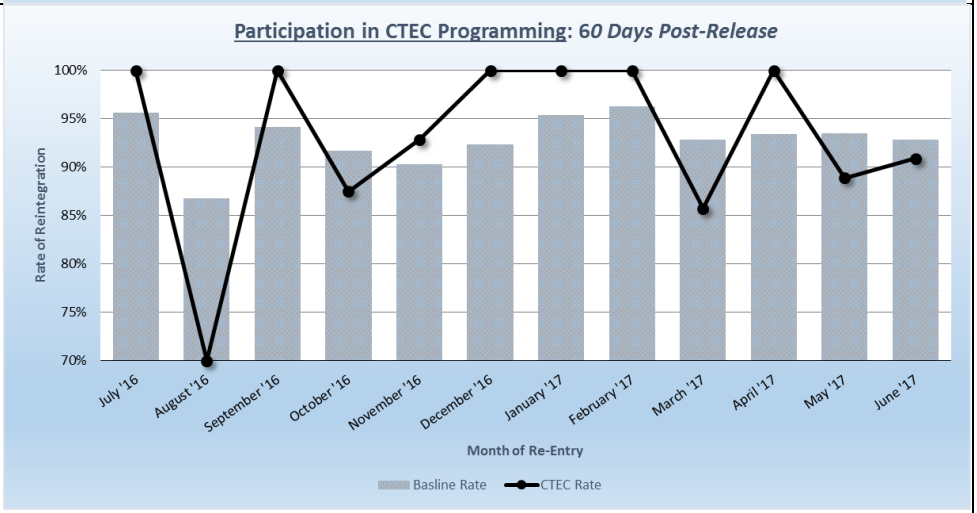


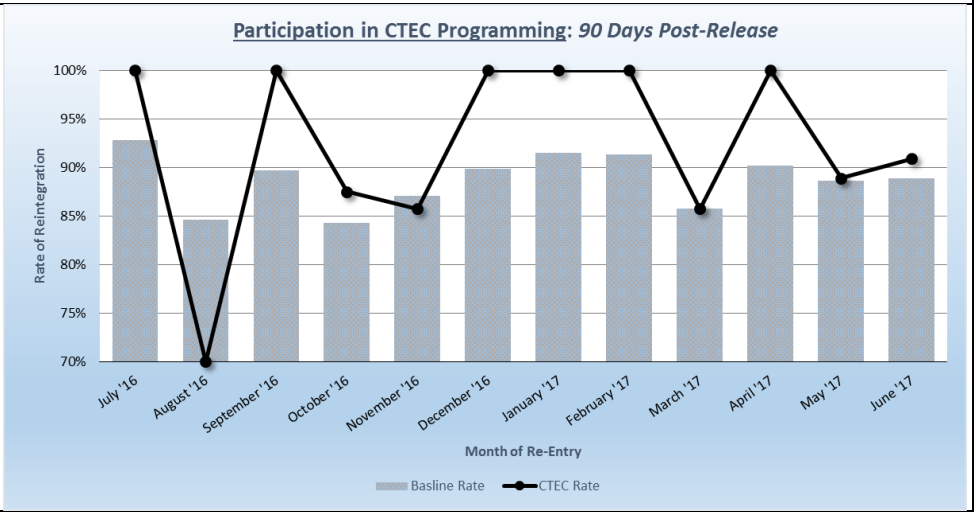
Chart 9: 61-90 Days

On average, 1.3% higher than baseline

A total of 89.5% of the individuals who participated in CTEC programming still remained in the community, lower than the 88.2% of the baseline group overall

Six months still had rates lower than the baseline rate

Trending shows that rates were higher toward the end of the period reviewed



Appendix A: Baseline Population Study

The baseline for this period (July 2016 – June 2017) is as follows:

	Total Monthly Re-Entries	Excluded Re-Entries	Valid Re-Entries	30-Day Rate	Individuals Returned to Facility	60-Day Rate	Individuals Returned to Facility	90-Day Rate	Individuals Returned to Facility
Jul '16	141	3	138	100.0%	0	95.7%	6	92.8%	4
Aug '16	140	4	136	94.9%	7	86.8%	11	84.6%	3
Sep '16	141	5	136	96.3%	5	94.1%	3	89.7%	6
Oct '16	126	5	121	93.4%	8	91.7%	2	84.3%	9
Nov '16	125	1	124	96.0%	5	90.3%	7	87.1%	4
Dec '16	118	0	118	97.5%	3	92.4%	6	89.8%	3
Jan '17	132	3	129	98.4%	2	95.3%	4	91.5%	5
Feb '17	83	2	81	97.5%	2	96.3%	1	91.4%	4
Mar '17	134	8	126	97.6%	3	92.9%	6	85.7%	9
Apr '17	127	5	122	97.5%	3	93.4%	5	90.2%	4
May '17	126	3	123	96.7%	4	93.5%	4	88.6%	6
Jun '17	128	2	126	96.8%	4	92.9%	5	88.9%	5
Total & Averages	1521	41	1480	96.9%	46	92.9%	60	88.7%	62

Appendix B: Works Cited

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