

**Returning to Work After Prison**  
**Final Results from the**  
**Transitional Jobs Reentry Demonstration**

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## Overview

More than 1.6 million people are incarcerated in prisons in the United States, and around 700,000 are released from prison each year. Those released from prison often face daunting obstacles as they seek to reintegrate into their communities, and rates of recidivism are high. Many experts believe that stable employment is critical to a successful transition from prison to the community.

The Joyce Foundation's Transitional Jobs Reentry Demonstration (TJRD), also funded by the JEHT Foundation and the U.S. Department of Labor, tested employment programs for former prisoners in Chicago, Detroit, Milwaukee, and St. Paul, using a rigorous random assignment design. MDRC led the evaluation, along with the Urban Institute and the University of Michigan. The project focused on transitional jobs programs that provide temporary subsidized jobs, support services, and job placement help. Transitional jobs are seen as a promising model for former prisoners and for other disadvantaged groups.

In 2007-2008, more than 1,800 men who had recently been released from prison were assigned, at random, to a transitional jobs program or to a program providing basic job search assistance but no subsidized jobs. The research team tracked both groups using state data on employment and recidivism. Because of the random assignment design, one can be confident that significant differences that emerged between the groups are attributable to the services each group received.

This is the final report in the TJRD project. It assesses how the transitional jobs programs affected employment and recidivism during the two years after people entered the study.

## Key Findings

- **The transitional jobs programs substantially increased employment early in the study period by providing jobs to many who would not otherwise have worked. However, the gains faded as men left the transitional jobs, and the programs did not increase regular (unsubsidized) employment either during or after the program period.** At the end of the second year, only about one-fifth of each group were employed in the formal labor market. Earnings impacts may have been somewhat larger when economic conditions were relatively poor and members of the job search group had more difficulty finding jobs.
- **The transitional jobs programs did not significantly affect key measures of recidivism over the two-year follow-up period.** About half each group were arrested, and a similar number returned to prison. Most of the prison admissions were for violations of parole rules, not new crimes.

Overall, these results point to the need to develop and test enhancements to the transitional jobs model. For example, future tests could include enhancements such as extending the period of the transitional job, including vocational training as a core program component, or focusing more on the transition to regular employment by offering stronger financial incentives for participants. (Findings from the TJRD evaluation suggest that these financial incentives may improve earnings impacts.) Researchers and practitioners should also test other strategies to improve employment and recidivism outcomes for reentering prisoners.



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## Preface

The rate of incarceration in the United States has reached historically unprecedented levels; at the end of 2010, more than 1.6 million people were incarcerated in prisons. Not surprisingly, this means that large numbers of people, about 700,000 per year, return from prisons to their communities. Former prisoners often have a difficult time during this transition and many commit new crimes or violate conditions of their parole.

Many experts believe that stable employment can help former prisoners make a more successful transition and reduce their likelihood of returning to prison. However, a criminal record and lack of recent work experience can make it difficult to find a job, and little is known about what program strategies are effective in helping former prisoners obtain work. Transitional jobs programs, which provide temporary, paid work, coupled with support services and job placement assistance, are one strategy for improving employment and recidivism outcomes.

The Joyce Foundation's Transitional Jobs Reentry Demonstration (TJRD) was designed to test transitional jobs programs using a rigorous, random assignment design. Participants in the study were assigned, at random, to either the transitional jobs group, which was offered a transitional jobs program, or the job search assistance group, which was offered basic job search assistance but no transitional jobs. The employment and recidivism outcomes for the two groups, measured over two years, were compared.

The results show that the transitional jobs programs succeeded in increasing employment and earnings in the short term. High rates of participation in the transitional jobs showed that these former prisoners wanted to work. However, the programs did not increase employment in regular jobs nor did they decrease recidivism. The TJRD findings are generally consistent with evidence from other recent studies of transitional jobs programs, which have not found that these programs, at least as currently designed and operated, improve long-term employment outcomes. However, the absence of effects on recidivism stands in contrast to results from another study, in which short-term employment effects were associated with modest reductions in recidivism. Future programs should take steps to develop stronger models that focus more on the transition to long-term employment. For example, programs might provide stronger financial incentives for participants who find regular employment.

Although the TJRD findings are disappointing in some respects, this evaluation can serve as a foundation for future research on approaches to improving outcomes among former prisoners and other vulnerable groups.

Gordon L. Berlin  
President



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Most of all, I am grateful to the men who participated in the Transitional Jobs Reentry Demonstration. I hope that the findings from this report can help to improve services for former prisoners in the demonstration cities and elsewhere.

The Author

## Introduction

More than 1.6 million people are incarcerated in state and federal prisons in the United States, and about 700,000 people are released from prison each year.<sup>1</sup> Men and women released from incarceration often face daunting obstacles as they seek to reintegrate into their communities; many end up returning to prison.

The prisoner reentry issue has attracted growing attention in recent years, as states seek ways to reduce recidivism as a means to control surging corrections costs and improve public safety. Many experts believe that stable work is critical to a successful transition from prison to the community, and most reentry initiatives include services to help former prisoners find employment. However, little is known about what strategies are effective in helping former prisoners find and hold jobs.

The Joyce Foundation's Transitional Jobs Reentry Demonstration (TJRD) was designed to help fill this gap in knowledge. Also funded by the JEHT Foundation and the U.S. Department of Labor, the TJRD project tested employment programs for former prisoners in four Midwestern cities using a rigorous random assignment design.<sup>2</sup> The project focused in particular on transitional jobs programs that provide temporary, subsidized jobs, support services, and job placement assistance. Transitional jobs are widely seen as a promising employment model, both for former prisoners and for other disadvantaged groups.

This is the final report of the TJRD project. It presents findings on the impacts of these programs in the two years after people entered the study, building on an earlier report, which presented results after one year.<sup>3</sup> Before presenting impact findings, this report gives an overview of the TJRD evaluation and briefly describes the implementation of the employment programs. More detailed information on these topics is included in Chapters 1 through 3 of the earlier report. The report was prepared by MDRC, which led the evaluation, along with the Urban Institute and the National Poverty Center at the University of Michigan.

## Background and Policy Relevance

The number of people incarcerated in the United States has more than quadrupled since the 1970s.<sup>4</sup> Today, more than 1.6 million people are incarcerated in federal and state prisons, and

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<sup>1</sup>Guerino, Harrison, and Sabol (2011).

<sup>2</sup>The JEHT Foundation ceased operating in January 2009.

<sup>3</sup>Redcross et al. (2010).

<sup>4</sup>Raphael and Stoll (2007).

about 700,000 people are released from prison each year. Corrections costs exceed \$70 billion per year, with most of this total borne by state and local governments.<sup>5</sup>

Prisoners returning to the community often have difficulty finding housing and reconnecting with their families and other social supports.<sup>6</sup> Finding steady work is often particularly daunting, since former prisoners often have low levels of education and skills and no recent work experience and because many employers are reluctant to hire people with criminal records.<sup>7</sup> Moreover, returning prisoners are heavily concentrated in a small number of struggling urban neighborhoods that lack resources to assist in the reentry process.<sup>8</sup> The most recent national statistics show that two-thirds of released prisoners are arrested and half return to prison within three years.<sup>9</sup>

Many states have developed multifaceted prisoner reentry initiatives in recent years. At the federal level, the Serious and Violent Offender Reentry Initiative, the Prisoner Reentry Initiative, and, most recently, the Second Chance Act of 2008 have supported these efforts. Many of these efforts have included a focus on employment services. However, while many experts believe that stable employment is critical to a successful transition from prison to the community,<sup>10</sup> there is not strong evidence that the relationship between employment and crime is causal.<sup>11</sup> Moreover, there is limited evidence about what kinds of program strategies are effective at increasing employment for former prisoners.

## **Transitional Jobs and Former Prisoners**

Transitional jobs programs provide temporary paid jobs, support services, and job placement help to individuals who have difficulty obtaining work on their own. The transitional jobs model emerged in the 1990s in the welfare system, but its roots stretch back to a number of different subsidized employment models that have been implemented or tested in the past.<sup>12</sup> The transitional jobs model is based on the assumption that some people have difficulty finding and holding jobs because they do not understand how to function in a work environment and that people are best able to learn to work by working. The model also assumes that program staff are best able to identify and address workplace problems — tardiness, difficulty taking direction,

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<sup>5</sup>Kyckelhahn (2011).

<sup>6</sup>Western, Lopoo, and McLanahan (2004); Uggen, Wakefield, and Western (2005); Roman and Travis (2006).

<sup>7</sup>Pager (2003); Holzer, Raphael, and Stoll (2004); Uggen, Wakefield, and Western (2005).

<sup>8</sup>Clear (2007).

<sup>9</sup>Langan and Levin (2002).

<sup>10</sup>See, for example, Uggen, Wakefield, and Western (2005); Bushway, Stoll, and Weiman (2007).

<sup>11</sup>Laub and Sampson (2001); National Research Council (2008).

<sup>12</sup>Bloom (2010).

and so on — by observing participants on the job and that employers will be more likely to hire someone who has a track record of successful employment.

In recent years, transitional jobs programs have increasingly targeted ex-prisoners. In a reentry context, transitional jobs provide a source of legitimate employment during the critical period following release from prison. The assumption is that former prisoners with steady jobs, income to meet their basic needs, and the daily structure of work will be less likely to commit crimes or violate the terms of parole supervision.

One recent study of transitional jobs for former prisoners provides a key point of reference for the TJRD findings. The Center for Employment Opportunities (CEO) Evaluation, which began in 2004, used a random assignment design that compared a transitional jobs program with job search assistance.<sup>13</sup> In CEO, the transitional jobs program uses a work crew model, in which participants are placed into small crews, supervised by CEO staff, and do maintenance and repair work under contract to city and state agencies. The results of the evaluation showed large, but short-lived increases in employment rates driven entirely by the transitional jobs; there were no significant increases in unsubsidized employment. Interestingly, however, there were reductions in several measures of recidivism that persisted over three years, well after the employment gains had disappeared. The impacts on recidivism were concentrated among sample members who had come to the program within 90 days of release.

## **The Transitional Jobs Reentry Demonstration**

The TJRD project was designed from the start as a rigorous evaluation. Like the CEO evaluation, it aims to learn whether transitional jobs programs are more effective than simpler, cheaper programs providing basic job search and referral services but no subsidized employment. To accomplish this goal, the Joyce Foundation used a competitive process to select and fund employment programs for former prisoners in four cities within its Midwestern grant-making area: Chicago, Detroit, Milwaukee, and St. Paul.<sup>14</sup> In three of the cities, two different organizations were identified, one to run a transitional jobs program and the second to run a job search program (in Chicago, the same organization provided both types of services). The transitional jobs programs were selected based on their experience with the model and the target population, their ability to raise funds to support the program, their linkages with state or local corrections agencies, and other factors.

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<sup>13</sup>To read more about CEO's findings see Redcross et al. (2009) and Redcross, Millenky, Rudd, and Levshin (2012).

<sup>14</sup>Initially, a fifth site was selected, but research there was discontinued in 2007.

The TJRD project targeted men who were age 18 or older and who had been released from state prison within 90 days before they enrolled in the study (this target was based on early lessons from the CEO study). Men with all types of criminal histories were accepted into the project, with no projectwide restrictions based on the number or type of previous offenses (there were some limitations in individual sites). There was also no eligibility screening based on risk of recidivism. However, eligible participants had to be willing to work full time and could not have worked in a transitional job within the past year.

The sites recruited men into the study from January 2007 through September 2008. Slightly more than 1,800 men entered the study in all, with the site totals ranging from about 375 to 500.<sup>15</sup> Former prisoners who were eligible and who agreed to be in the study were assigned at random to one of two groups:

- **The transitional jobs (TJ) group (n = 912).** Individuals who were randomly assigned to this group were referred to the TJRD transitional jobs program in their city and were offered a transitional job and other support services, such as preemployment classes, job coaching, job search assistance, job placement, and postplacement services.
- **The job search (JS) group (n = 901).** Individuals who were randomly assigned to this group were referred to the job search program in their city and were offered basic job search and placement assistance but were not offered a transitional job.

The research team has collected several kinds of data for all members of the research sample. Each sample member completed a brief form just before random assignment to provide information on their demographic characteristics, work history, and educational attainment. The transitional jobs and job search programs provided information on sample members' participation in program activities, and state agencies in all four states provided administrative records to measure sample members' employment and criminal justice involvement. The employment data show each sample member's quarterly earnings in jobs covered by unemployment insurance (UI), while the criminal justice administrative records show arrests, convictions, and state prison stays, both before and after people entered the study.

By tracking the two groups over time, the evaluation is able to assess whether the transitional jobs programs lead to different employment and recidivism outcomes than the job search assistance programs. Any differences that emerge between the two groups are considered "impacts" or "effects," of the transitional jobs programs because, owing to the random assign-

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<sup>15</sup>Total sample size by site: Chicago: 374; Detroit: 426; Milwaukee: 507; St. Paul: 506.



ment research design, the research groups were comparable on measured and unmeasured characteristics when the study began.

## Characteristics of the Study Participants

Table 1 presents selected background characteristics of the research sample. These characteristics are based on information collected from the form that all study participants completed just before random assignment, as well as on criminal justice administrative records. As expected in a random assignment design, there are very few significant differences in background characteristics between the two research groups.

Most of the sample members are African-American men in their 30s. Nationally, fewer than half of state prisoners are black,<sup>16</sup> but it is not surprising that the racial composition of the TJRD sample does not mirror national statistics because the TJRD sites were in urban areas, where a concentrated number of nonwhite former prisoners return home.

The sample members had relatively low levels of educational attainment, and many had weak employment histories. Only about one-quarter had graduated from high school, but about half had earned a General Educational Development (GED) certificate. Most had worked in the past, but only about half had worked six consecutive months for a single employer.

The process of obtaining affordable housing on release is complicated because most returning prisoners do not have jobs and are not eligible for many forms of public assistance. In addition, public housing authorities can deny housing to individuals with a history of drug use or criminal behavior.<sup>17</sup> Thus, many sample members were living with friends or relatives (48 percent) or in some type of transitional housing (30 percent); 5 percent reported living in a shelter or were homeless.

TJRD sample members had extensive histories with the criminal justice system, with an average of nine arrests, three felony convictions, and a total of six years in state prison. Almost all were under parole supervision when they entered the study. On average, sample members enrolled in the study 44 days after release (not shown in table); as noted earlier, the study targeted people who had been released fewer than 90 days earlier.

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<sup>16</sup>Guerino, Harrison, and Sabol (2011).

<sup>17</sup>Roman and Travis (2006).

## The Transitional Jobs Reentry Demonstration

### Table 1

#### Selected Characteristics of Sample Members at Baseline

Characteristic	Transitional Jobs Group	Job Search Group	Full Sample	Sig.
Average age (years)	34.8	34.5	34.6	
Race/ethnicity (%)				
White/non-Hispanic	9.8	10.6	10.2	
Black/non-Hispanic	82.3	79.0	80.7	
Hispanic	4.0	5.4	4.7	
Other	3.8	4.9	4.3	
Education (%)				
GED certificate	48.6	43.8	46.2	
High school diploma	21.3	24.5	22.9	
Associate's degree/2- or 4-year college/beyond	5.4	6.1	5.8	
None of the above	24.7	25.7	25.1	
Employment history (%)				
Ever employed	86.0	86.9	86.5	
Ever employed 6 consecutive months for one employer	49.5	55.7	52.6	***
Worked full time in the 6 months before incarceration	42.7	46.5	44.6	
Housing status (%)				
Owns/rents house or apartment	17.0	17.4	17.2	
Lives with friends or relatives	48.8	46.4	47.6	
Has transitional housing	30.1	30.3	30.2	
Lives in shelter/other	4.1	5.9	5.0	
Criminal justice history				
Average number of arrests <sup>a</sup>	9.1	9.3	9.2	
Average number of convictions <sup>b</sup>	4.0	4.1	4.1	
Number of felony convictions	2.6	2.7	2.6	
Number of misdemeanor convictions	1.0	0.9	1.0	
Lifetime number of months in state prison	73.6	69.2	71.4	
Under community supervision (parole/probation) (%)	96.8	97.9	97.4	
Sample size (total = 1,813)	912	901		

SOURCE: MDRC calculations using the Baseline Information Form and data from Michigan State Police, Minnesota Bureau of Criminal Apprehension, State of Wisconsin Department of Justice, Illinois Criminal Justice Information Authority, and the Department of Corrections in each state.

NOTES: In order to assess differences in characteristics across research groups, chi-square tests were used for categorical variables, and t-tests were used for continuous variables. Statistical significance levels are indicated as follows: \*\*\* = 1 percent; \*\* = 5 percent; \* = 10 percent.

<sup>a</sup>Each arrest date is counted only as a single event. If there are multiple crimes or charges on the same date, only the most serious charge is recorded in the analysis.

<sup>b</sup>Each conviction date is counted only as a single event. If there are multiple convictions on the same date, only the most serious conviction is recorded in the analysis. The total includes convictions for felony, misdemeanor, and other crime classes.

## Program Implementation

The TJRD transitional jobs programs in the four sites were all structured somewhat differently, but there were some basic similarities. All provided participants with temporary, minimum-wage jobs that offered 30 to 40 hours of paid work each week. The transitional jobs provided to participants were not focused on building skills in any particular occupation, but all aimed to identify and address behavior or performance issues that emerged at the work sites. All provided a range of ancillary services and supports to participants, and all helped participants look for unsubsidized jobs to follow the transitional jobs, often with the help of job developers who approached employers to identify job openings for participants. The Milwaukee and St. Paul transitional jobs programs also offered participants retention bonus payments for getting and holding unsubsidized jobs. The payments could total up to \$1,500 or so over six to nine months. Retention bonuses were not initially offered in St. Paul; they began in December 2007, 12 months into the enrollment period.

Table 2 shows the organizations that operated the transitional jobs and job search programs in each city. In three of the cities, separate organizations provided the two types of services, while in Chicago, the same organization provided both. The Detroit and St. Paul programs were operated by Goodwill Industries affiliates, and participants worked in jobs in existing Goodwill enterprises such as retail stores or a light manufacturing plant.<sup>18</sup> In Chicago, transitional jobs workers were employed by a staffing agency established by the Safer Foundation. The staffing agency contracted with a major waste management firm that in turn had contracts with the City of Chicago to operate garbage recycling plants; almost all program participants worked in those plants. Finally, the New Hope program in Milwaukee used a scattered site model; participants were placed in positions with local nonprofit organizations or small businesses but were employed by New Hope, which paid their wages.

The transitional jobs programs worked hard to place men into subsidized jobs quickly after they were randomly assigned; in three of the four sites, participants were usually at work within a few days. Thus, despite the instability in participants' lives, about 85 percent of the men assigned to the transitional jobs group actually worked in a transitional job. On average, those who were placed in transitional jobs worked for about 11 weeks.<sup>19</sup> Data gathered from other transitional jobs programs in the participating cities suggest that very few men in the job search group worked in transitional jobs.

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<sup>18</sup>In the Detroit site, the transitional jobs program was run by Goodwill Industries of Greater Detroit. In the St. Paul site, the transitional jobs program was run by Goodwill/Easter Seals Minnesota.

<sup>19</sup>Redcross et al. (2012).

## The Transitional Jobs Reentry Demonstration

**Table 2**

### Transitional Jobs and Job Search Organizations in the Demonstration Sites

Site	Transitional Jobs Program	Job Search Assistance Program
Chicago	Safer Foundation (through Pivotal Staffing Services)	Safer Foundation
Detroit	Goodwill Industries of Greater Detroit	JVS and Detroit Hispanic Development Corporation
Milwaukee	New Hope Project	Project RETURN
St. Paul	Goodwill/Easter Seals Minnesota	Amherst H. Wilder Foundation

SOURCE: MDRC field research.

The job search programs also used a variety of approaches but, at a minimum, all of them helped participants prepare a résumé, learn how to fill out job applications and interview for jobs (including how to answer questions about their convictions), and identify job leads. The job search programs were run by the Safer Foundation in Chicago, JVS and the Detroit Hispanic Development Corporation in Detroit, Project RETURN in Milwaukee, and the Amherst H. Wilder Foundation in St. Paul.

## Impacts on Employment and Earnings

This section presents the two-year impacts of TJRD’s transitional jobs programs on employment and earnings. Outcomes for transitional jobs (TJ) group members are compared with outcomes for job search (JS) group members, who were not offered transitional jobs. The difference between the two research groups on measures of employment and earnings represents the impact of the transitional jobs programs, over and above job search assistance alone, on those outcomes.

The analysis uses payroll data from each of the transitional jobs programs to measure TJRD transitional employment and earnings, and it uses unemployment insurance (UI) data to measure “unsubsidized” (that is, “regular”) employment and earnings.<sup>20</sup> The exhibits also show “total” employment, which includes both TJRD transitional jobs and regular employment. (See Box 1 for a detailed explanation of how to read the impact tables in this report.)

### Impacts for the Full Sample

Figure 1 shows quarterly employment rates over the two-year follow-up period. The top graph in the figure shows impacts on total employment, which includes both TJRD transitional jobs and unsubsidized employment, while the bottom graph shows quarterly rates of employment in unsubsidized jobs only. In each graph, the darker line represents the employment rate for the TJ group, and the lighter line represents the employment rate for the JS group. Differences that are statistically significant are indicated with asterisks next to the quarter number on the graph’s horizontal axis.

- **The TJRD transitional jobs led to a large increase in employment early in the follow-up period, driven entirely by the transitional jobs. However, this impact faded, and there were no significant impacts on employment after Quarter 5.**

As the top graph in the figure shows, the TJRD transitional jobs programs increased total employment early in the follow-up period, particularly in Quarters 1 and 2. In those two

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<sup>20</sup>Two of the four TJRD transitional jobs programs reported to UI and two did not. Therefore, payroll data were used to identify transitional employment for consistency across the four sites. The UI records in the two sites that reported to UI matched very closely to payroll data, so this analysis strategy does not affect the outcomes or impacts of the study. Because some subsidized or transitional employment is reported in UI records, it is possible that a small number of these “unsubsidized” jobs were transitional jobs provided by other organizations in the sites’ communities.

### Box 1

#### How to Read Impact Tables in this Report

Most tables in this report use a similar format, illustrated below. In this case, selected employment outcomes are shown for the transitional jobs group and the job search group. For example, the table shows that about 94 (94.3) percent of the transitional jobs group and about 65 (65.3) percent of the job search group were employed over the two-year follow-up period.

The “Difference” column in the table shows the differences between the two research groups’ employment rates — that is, the program’s estimated impact on employment. For example, the estimated impact on employment in Years 1 to 2 can be calculated by subtracting 65.3 percent from 94.3 percent, yielding a 29.0 percentage point difference.

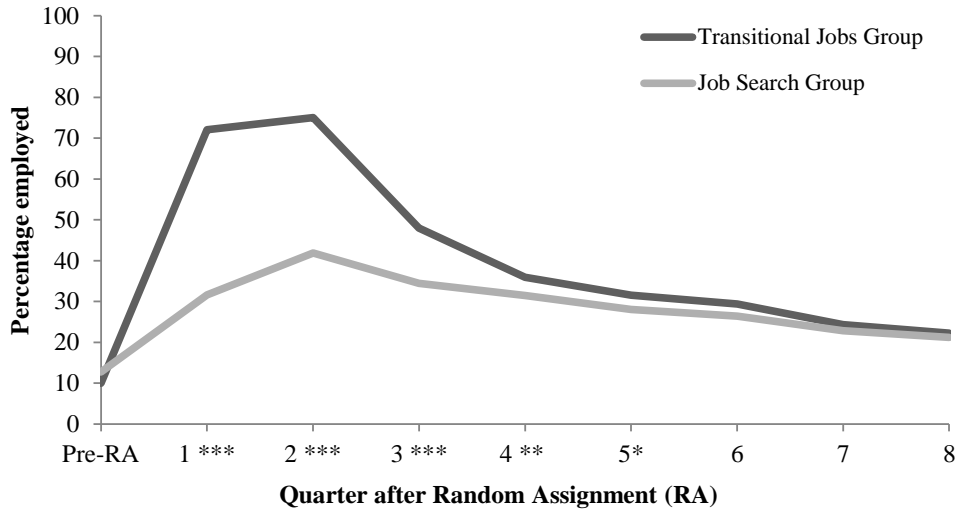
Differences marked with asterisks are “statistically significant,” meaning that it is quite unlikely that the differences arose by chance; that is, they are likely attributable to the program. The number of asterisks indicates whether the estimated impact is statistically significant at the 10 percent (one asterisk), 5 percent (two asterisks), or 1 percent (three asterisks) level — and the lower the level, the less likely that the impact is a result of chance. For example, as shown in the first row of data, the transitional jobs group model had a statistically significant impact of 29.0 percentage points on any employment over Years 1 and 2. This impact is statistically significant at the 1 percent level — meaning that there is a 1 percent chance that this impact occurred by chance rather than as a result of the program. The p-value shows the exact level of significance.

#### Two-Year Impacts on Employment

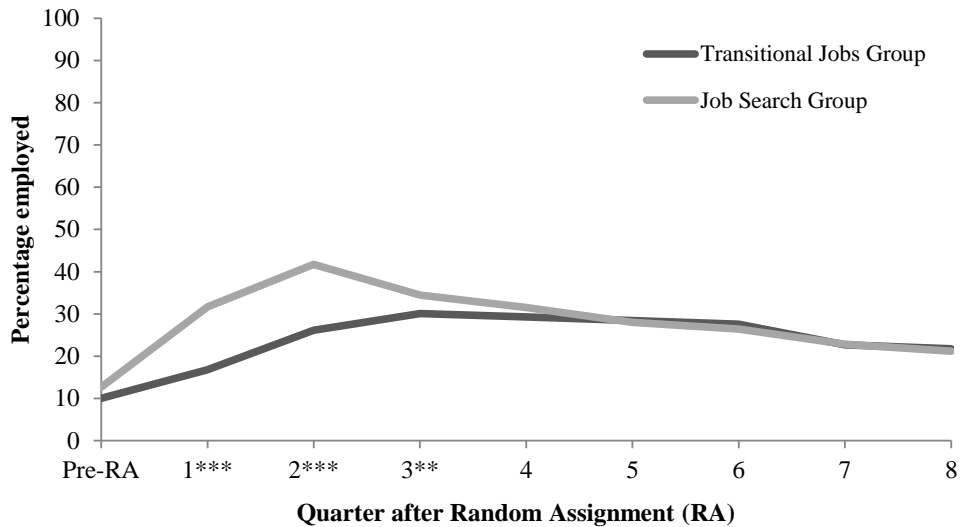
Outcome	Transitional Jobs Group	Job Search Group	Difference (Impact)		P-Value
<b><u>Employment (Years 1-2)%</u></b>					
Ever any employment	94.3	65.3	29.0	***	0.000
Ever worked in a TJRD transitional job	85.4	0 .0	85.4	***	0.000
<b><u>Unsubsidized employment and earnings in Year 2 (%)</u></b>					
Ever worked in an unsubsidized job	41.0	40.4	0.6		0.806

SOURCES: MDRC calculations using payroll data from each site and unemployment insurance (UI) wage records from each of the states in the demonstration (Illinois, Michigan, Minnesota, and Wisconsin).

**The Transitional Jobs Reentry Demonstration**  
**Figure 1**  
**Quarterly Impacts on Employment: Full Sample**  
**Overall Employment**



**Unsubsidized Employment**



SOURCES: MDRC calculations using payroll data from each site and unemployment insurance (UI) wage records from each of the states in the demonstration (Illinois, Michigan, Minnesota, and Wisconsin).

NOTES: Statistical significance levels are indicated as follows: \*\*\* = 1 percent; \*\* = 5 percent; \* = 10 percent.

Results in this table are regression-adjusted for pre-random assignment characteristics.

The pre-RA quarter includes only data for Illinois and Wisconsin because complete UI wage records were not available for Michigan and Minnesota.

Random assignment took place in Quarter 1.

quarters, TJ group members were 40 and 33 percentage points more likely, respectively, to be employed than the JS group. However, these impacts faded, and by Quarter 6, there were no significant differences in total employment.

The bottom graph in Figure 1 shows quarterly rates of employment in unsubsidized jobs only. A comparison between the two graphs shows that the early, positive impacts on employment were driven entirely by the transitional jobs, as there were no significant, positive impacts on unsubsidized employment. Early in the follow-up period, TJ group members were less likely to be employed in unsubsidized jobs than JS group members. As was discussed in detail in the earlier report,<sup>21</sup> this occurred because some TJ group members who would otherwise have been able to find regular employment instead worked in a transitional job. In other words, they temporarily substituted the transitional job for regular employment. This pattern was expected, given the ready availability of transitional jobs for TJ group members. A similar pattern of results, though to a smaller degree, was found in the CEO evaluation.

Ultimately, the transitional jobs programs aimed to affect employment after the program period when TJ group members were no longer working in transitional jobs. While participants worked in the transitional jobs, the programs worked to address workplace behaviors and performance issues that might affect later employment. They also provided job search and job placement assistance to move participants into unsubsidized employment after the transitional job. Through these services, the programs hoped to affect long-term, unsubsidized employment. However, even as the TJ group members moved out of the transitional jobs programs, they were no more likely than the JS group to work in regular employment. There were no significant differences in unsubsidized employment in any of the quarters in Year 2.

The top panel of Table 3 shows two-year impacts on total employment, transitional employment, and unsubsidized employment (see Appendix Table A.1 for quarterly impacts on employment and earnings). These measures summarize the impacts on employment over the two-year follow-up period as a whole. About 85 percent of the TJ group worked in a transitional job for at least one day. As expected given the program model, this employment took place mostly in Year 1, but a small number — 6 percent — worked in a transitional job in Year 2 (not shown in table). TJ group members were about 5 percentage points less likely to work in an unsubsidized job over the two-year follow-up period as a whole. This is due to the substitution of transitional jobs for regular employment that occurred early in the first year of follow-up, when impacts on transitional employment were largest.

The bottom panel of Table 3 shows impacts on unsubsidized employment and earnings in Year 2 only. These are key outcomes, as the transitional jobs programs were expected to

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<sup>21</sup>Redcross et al. (2010), Chapter 5.



**The Transitional Jobs Reentry Demonstration**

**Table 3**

**Impacts on Employment and Earnings by Year: Full Sample**

Outcome	Transitional Jobs Group	Job Search Group	Difference (Impact)	P-Value <sup>a</sup>
<b><u>Employment (Years 1-2) (%)</u></b>				
Ever any employment	94.3	65.3	29.0 ***	0.000
Ever worked in a TJRD transitional job	85.4	0.0	85.4 ***	0.000
Ever worked in an unsubsidized job	60.4	65.0	-4.6 **	0.040
<b><u>Unsubsidized employment and earnings in Year 2</u></b>				
Ever worked in an unsubsidized job (%)	41.0	40.4	0.6	0.806
Number of quarters with unsubsidized employment (%)				
None	59.0	59.6	-0.6	0.806
1 to 2	22.2	21.5	0.7	0.720
3 to 4	18.8	18.9	-0.2	0.934
Worked at least 3 consecutive quarters (%)	17.1	17.2	-0.1	0.951
Earnings from unsubsidized jobs (\$)	3,166	2,790	376	0.230
Sample size (total = 1,774)	893	881		

SOURCES: MDRC calculations using payroll data from each site and unemployment insurance (UI) wage records from each of the states in the demonstration (Illinois, Michigan, Minnesota, and Wisconsin).

NOTES: Statistical significance levels are indicated as follows: \*\*\* = 1 percent; \*\* = 5 percent; \* = 10 percent.

Results in this table are regression-adjusted for pre-random assignment characteristics.

<sup>a</sup>Standard errors are presented in this table for all impacts with a p-value of 0.000. Following are the standard errors for all impacts with a p-value of 0.000 (presented in the order in which they appear on the table): 1.750 and 1.173.

increase regular employment in Year 2 after TJ group members had left the transitional jobs. However, there was not a significant impact on unsubsidized employment in Year 2, when about 41 percent of both groups were ever employed in an unsubsidized job. The TJRD transitional jobs programs also did not lead to significant increases in the number of quarters employed or in employment stability in Year 2. About 22 percent of both groups worked one to two quarters, and about 19 percent of both groups worked three to four quarters in that year. Employment stability was similarly low for both groups; only 17 percent of sample members worked in three consecutive quarters during Year 2. Finally, there was not a significant difference in unsubsidized earnings in Year 2; TJ group members earned about \$3,200, on average, compared with about \$2,800 among control group members.

The employment outcomes for the JS group provide information about the outcomes that would be expected for this population in the absence of transitional jobs, but with basic job

search assistance. As Figure 1 shows, the rates of employment for the JS group were low; in nearly all quarters, less than one-third of JS group members were employed. In addition, after an initial increase in the employment rate just after random assignment (and release from prison), the rate of employment for the JS group gradually decreased over time. By the end of Year 2, only 21 percent of JS group members were employed. There are several possible reasons for this gradual decrease in the employment rate. A substantial number of sample members returned to prison over the two-year period and could therefore not be employed. In addition, some sample members may have moved out of state, so that their employment could not be measured by the available data. This pattern may also have been due to the recession in 2008 and 2009, in which unemployment rates rose dramatically and remained relatively high throughout the follow-up period (see Figure 2 on page 22 for trends in unemployment rates in the study cities over the follow-up period). Of note is that a similar decline in employment rates was not evident in the CEO evaluation, in which the JS group employment rate remained fairly steady at about 28 percent through the end of Year 2.<sup>22</sup>

## Impacts by Site

The Year 1 results showed that there was some variation across sites in employment impacts, particularly in the amount of substitution of transitional employment for unsubsidized jobs. For example, the substitution effect was largest in St. Paul, where a relatively high percentage of the control group was able to find unsubsidized work, but it was not evident in Detroit, where the control group had relatively low rates of unsubsidized employment. Although there was this variation in substitution, there were no significant, positive impacts on unsubsidized employment in any of the sites in Year 1.<sup>23</sup>

- **None of the TJRD transitional jobs programs produced significant impacts on unsubsidized employment in Year 2.**

Table 4 presents Year 2 unsubsidized employment and earnings impacts by site. As the table shows, the Year 2 results show a very similar pattern of employment results across sites. This indicates that that the Year 1 differences based on the amount of substitution in each site were temporary; as TJ group members moved out of the transitional jobs, the rates of employment for the two groups became similar. As expected given the lack of significant employment impacts in Year 2, the Chicago, Detroit, and St. Paul transitional jobs programs did not produce significant, positive impacts on unsubsidized earnings in Year 2. In contrast, in Milwaukee, the

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<sup>22</sup>Redcross et al. (2009), Chapter 4.

<sup>23</sup>Redcross et al. (2010).

**The Transitional Jobs Reentry Demonstration**

**Table 4**

**Impacts on Unsubsidized Employment and Earnings in Year 2, by Site**

Outcome	Transitional Jobs Group	Jobs Search Group	Difference (Impact)	P-Value	Diff. Between Site Impacts <sup>a</sup>
<b><u>Chicago</u></b>					
Ever worked in an unsubsidized job (%)	38.5	32.6	5.9	0.250	
Number of quarters worked					
None	61.5	67.4	-5.9	0.250	
1 to 2	22.5	17.0	5.6	0.199	
3 to 4	16.0	15.6	0.4	0.927	
Worked in three consecutive quarters (%)	14.4	13.9	0.5	0.882	
Earnings from unsubsidized jobs (\$)	2,537	2,321	216	0.707	
<b><u>Detroit</u></b>					
Ever worked in an unsubsidized job (%)	26.3	27.8	-1.5	0.754	
Number of quarters worked					
None	73.7	72.2	1.5	0.754	
1 to 2	15.0	17.0	-2.1	0.600	
3 to 4	11.4	10.8	0.6	0.861	
Worked in three consecutive quarters (%)	11.5	10.2	1.3	0.687	
Earnings from unsubsidized jobs (\$)	2,240	1,700	540	0.417	
<b><u>Milwaukee</u></b>					
Ever worked in an unsubsidized job (%)	45.8	43.1	2.7	0.550	
Number of quarters worked					
None	54.2	56.9	-2.7	0.550	
1 to 2	23.8	22.9	0.9	0.815	
3 to 4	22.0	20.3	1.8	0.630	
Worked in three consecutive quarters (%)	20.2	17.3	2.8	0.420	
Earnings from unsubsidized jobs (\$)	3,781	2,556	1,224 *	0.052	
<b><u>St. Paul</u></b>					
Ever worked in an unsubsidized job (%)	50.0	52.3	-2.3	0.605	
Number of quarters worked					
None	50.0	47.7	2.3	0.605	
1 to 2	25.7	27.3	-1.6	0.700	
3 to 4	24.3	25.1	-0.7	0.843	
Worked in three consecutive quarters (%)	21.5	23.5	-2.0	0.580	
Earnings from unsubsidized jobs (\$)	3,820	4,100	-281	0.668	

(continued)

**Table 4 (continued)**

SOURCES: MDRC calculations using payroll data from each site and unemployment insurance (UI) wage records from each of the states in the demonstration (Illinois, Michigan, Minnesota, and Wisconsin).

NOTES: Statistical significance levels are indicated as follows: \*\*\* = 1 percent; \*\* = 5 percent; \* = 10 percent.

Results in this table are regression-adjusted for pre-random assignment characteristics.

<sup>a</sup>The H-statistic is used to assess whether the difference in impacts between the sites is statistically significant.

Significance levels are indicated as follows: ††† = 1 percent; †† = 5 percent; † = 10 percent. There are no statistically significant differences in impacts between the sites on any measures in this table.

TJ group earned about \$1,200 more than the JS group from unsubsidized employment in Year 2. However, the impacts on this measure are not significantly *different* across sites (see the column farthest to the right in the table); as such, this is not strong evidence that the Milwaukee transitional jobs program had an impact on unsubsidized earnings that was larger than in the other sites.

While the *impacts* did not differ substantially across sites, the *levels* of employment did vary by site. For example, about 50 percent of sample members in St. Paul worked in a regular job during Year 2, while only about 27 percent of sample members in Detroit did so. These differences are consistent with the findings from Year 1. It is possible that the variation across sites in levels of employment is due to local labor market conditions; economic conditions in St. Paul over the follow-up period were relatively good, while Detroit experienced high unemployment rates (see Figure 2, described in detail below). Still, the difference in rates of employment could also be due to other factors, like differences in sample characteristics across sites.

### **Impacts by Exposure to Retention Bonuses in St. Paul**

In the St. Paul site, the transitional jobs program implemented an employment retention bonus component.<sup>24</sup> This aspect of the program provided monetary incentives to participants who worked in permanent jobs after working in a transitional job. Participants could receive up to \$1,400 in bonus payments over a six-month period. Since the program did not begin implementing this component until midway through the enrollment period, it is possible to compare the program's impacts for sample members who were eligible to receive the retention bonus with its impacts for those who were not offered the bonus. Therefore, a subgroup analysis was conducted that compares impacts among sample members randomly assigned between January 2007 and November 2007 (those not exposed to the retention bonus)

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<sup>24</sup>The Milwaukee site also offered retention bonuses throughout the follow-up period. However, because the bonus was offered to all program group members, it is not possible to separate the effect of the bonus from the effects of other program services and local context.

with impacts among those randomly assigned between December 2007 and May 2008 (those exposed to the retention bonus).

The one-year findings showed that exposure to the retention bonus had promising effects, as the impacts of the transitional jobs program on employment and earnings appeared more positive for the bonus-eligible sample. In Year 1, there were fewer, less-persistent reductions in unsubsidized employment, a much larger impact on being employed in all four quarters, and a positive impact on total earnings in Quarter 4 in the bonus-eligible sample compared with the bonus-ineligible sample.

The Year 2 results continue to support the conclusion that the retention bonuses show promising effects, though the magnitude of those effects appears to decrease over time, and these results should continue to be considered with caution. Table 5 shows impacts on employment and earnings, by bonus exposure, over the two-year follow-up period (quarterly measures are shown in Appendix Table A.6). The top panel of the table shows impacts on total employment, TJRD transitional employment, and unsubsidized employment for the full two-year follow-up period. These impacts are very similar between the two subgroups.

The bottom panel of Table 5 shows Year 2 impacts on unsubsidized employment only. Although there were no significant differences between groups in ever working in an unsubsidized job or in the number of quarters worked, there is some evidence that the impact on employment stability — working in three consecutive quarters — was more positive in the retention bonus group. However, while the impacts on this measure are significantly different between subgroups, these impacts are not significant within either group.<sup>25</sup>

The pattern is stronger when looking at earnings impacts. In the retention bonus group, the program group earned about \$2,000 more than the control group from unsubsidized employment in Year 2, while the impact was negative in the nonbonus group; these impacts are significantly different from each other. It may be that the greater amount of employment stability and smaller amount of substitution in Year 1 for the bonus-eligible group led to persistent differences between groups in earnings in Year 2. Still, these results are not as strong as those for Year 1. It is surprising that the earnings impact for the nonbonus group is negative; it is possible that for this group, the substitution effects for Year 1 persisted to some degree into Year 2 or led to lower earnings later in the follow-up period.

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<sup>25</sup>The results of three different statistical tests are being presented in the subgroup table. First, the table reports whether the impact estimate for each subgroup is significantly different from zero. In addition, the table reports whether the impact estimates are significantly different from each other. When one subgroup impact estimate is negative, it is possible the difference between the two subgroups is statistically significant, even when each subgroup impact is not significantly different from zero.

The Transitional Jobs Reentry Demonstration

Table 5

Impacts on Employment and Earnings by Year and Exposure to Retention Bonuses

St. Paul

Outcome	Exposure to Retention Bonuses								Difference Between Subgroup Impacts <sup>b</sup>	
	Not Exposed to Retention Bonuses				Exposed to Retention Bonuses					
	TJ Group	JS Group	Difference (Impact)	P-Value <sup>a</sup>	TJ Group	JS Group	Difference (Impact)	P-Value <sup>a</sup>		
<b><u>Employment (Years 1-2) (%)</u></b>										
Ever any employment	99.4	82.0	17.4 ***	0.000	99.1	75.3	23.8 ***	0.000		
Ever worked in a TJRD transitional job	96.2	0.0	96.2 ***	0.000	98.9	0.0	98.9 ***	0.000		
Ever worked in an unsubsidized job	72.1	83.0	-10.9 **	0.021	66.3	75.5	-9.2	0.224		
<b><u>Unsubsidized employment (Year 2)</u></b>										
Ever worked in an unsubsidized job (%)	53.2	57.6	-4.3	0.436	43.5	42.5	1.0	0.904		
Number of quarters worked (%)										
None	46.8	42.4	4.3	0.436	56.5	57.5	-1.0	0.904		
1 to 2	29.9	28.7	1.2	0.818	17.8	24.0	-6.2	0.367		
3 to 4	23.3	28.8	-5.5	0.244	25.7	18.5	7.2	0.280		
Worked in 3 consecutive quarters (%)	20.0	27.3	-7.4	0.109	23.5	17.2	6.4	0.322	†	
Earnings from unsubsidized job (\$)	3,505	4,912	-1,407 *	0.089	4,478	2,479	1,999 *	0.081	††	
Sample size (total = 506)	167	167			86	86				

(continued)

### Table 5 (continued)

SOURCES: MDRC calculations using payroll data from St. Paul and unemployment insurance data from Minnesota.

NOTES: Statistical significance levels are indicated as follows: \*\*\* = 1 percent; \*\* = 5 percent; \* = 10 percent.

Results in this table are regression-adjusted for pre-random assignment characteristics.

<sup>a</sup>Standard errors are presented in this table for all impacts with a p-value of 0.000. Following are the standard errors for all impacts with a p-value of 0.000 (presented in the order in which they appear in the table beginning with the "Not exposed" group): 3.135, 1.540, 5.189, and 1.172.

<sup>b</sup>The H-statistic is used to assess whether the difference in impacts between the subgroups is statistically significant. Significance levels are indicated as follows: ††† = 1 percent; †† = 5 percent; † = 10 percent.

There are several reasons to be cautious about these results. This analysis is not an experimental comparison, as the research design did not include three groups (that is, a JS group, a TJ group, and a TJ plus retention bonus group). As a result, other factors besides the retention bonuses could also have led to the differences observed in the impacts for these subgroups. One alternative explanation for these results is that program group members in the bonus group were placed in relatively higher-paying jobs, because the job development and placement services in the transitional jobs program improved over time. Implementation research suggests that this aspect of the program in St. Paul did get stronger later in the program period. Also, the fact that earnings impacts were significantly better for the bonus-eligible group, but that there were not strong differences in rates of employment, provides some evidence for this explanation. Retention bonuses were given to participants based on obtaining and retaining employment, and therefore they were expected to increase rates of employment and employment stability rather than earnings alone.

There are also other possible explanations for these results. About 25 percent of the bonus sample overlaps with the late cohort that experienced much more of the economic downturn during their follow-up period than the nonbonus sample (see the cohort analysis below). It is possible that the differences in impacts between the bonus and nonbonus groups actually reflected the differing effects of the transitional jobs program in a relatively better compared with a relatively worse economy. Also, there were some differences in the characteristics of the two samples. For example, criminal history data show that the bonus subgroup had a higher proportion of people under Intensive Supervised Release than the nonbonus subgroup.<sup>26</sup> Finally, caution should be used when interpreting these findings, because the sample size is small, with only 172 people in the bonus-eligible subgroup; it is possible that differences between subgroups were the result of chance.

Nevertheless, these results are promising, and they are consistent with other studies of earnings supplements, which have found impacts on employment and employment stability.<sup>27</sup> However, it is also important to keep in mind that these results are not necessarily connected to the transitional jobs; earlier earnings supplement studies provided financial incentives without transitional jobs. It is possible that had the job search program also offered a retention bonus, similar effects would have been found for that program.

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<sup>26</sup>Intensive Supervised Release is a parole status assigned to parolees identified as high risk. Parolees in this status are more closely monitored than those on standard supervised release, have stricter parole conditions, and face more stringent penalties when those conditions are broken. See Minnesota Department of Corrections (2010, 2009).

<sup>27</sup>Michalopoulos (2005); Martinson and Hendra (2006).



## Impacts by Enrollment Cohort

As a result of a national recession, all of the TJRD cities experienced a steep rise in unemployment rates beginning in mid-2008. Figure 2 shows employment rates for the four cities in the evaluation from the start of the study period through the end of the two-year follow-up period.<sup>28</sup> The figure shows some variation across the cities in rates of unemployment. In particular, unemployment rates in Detroit, which ranged from 13 to 28 percent, were particularly high throughout the study, while the unemployment rate in St. Paul was low relative to the other cities. Still, in 2008 and 2009, each city experienced higher unemployment relative to its 2007 levels.

Economic conditions are expected to have implications for the *levels* of employment found in the sample. However, because these conditions exist equally for both TJ and JS group members, it is unclear whether and how economic conditions would affect the *impacts* of the TJRD transitional jobs programs. Most studies, at least of welfare populations, have found modest effects of economic conditions on the impacts of policies and programs aimed at improving employment outcomes.<sup>29</sup> However, the recession that took hold during the study's follow-up period is unusual and much more severe than any recession in decades. Since all of the sites experienced a dramatic increase in unemployment rates at roughly the same time, there is an unusual opportunity to assess the effects of the recession on the impacts of the transitional jobs programs, while controlling (at least to some extent) for variations in implementation of the model. However, it is important to note that there may have been other changes over the course of the study that could have also affected impacts. For example, the programs may have improved their job development functions over time.<sup>30</sup>

The one-year report compared the impacts for an “early” and “late” cohort of participants, defined by the timing of enrollment into the study.<sup>31</sup> The early cohort was randomly assigned between January 2007 and March 2008, while the late cohort includes individuals who were randomly assigned between April 2008 and September 2008. During the one-year follow-

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<sup>28</sup>The one-year report showed unemployment rates for the metropolitan statistical areas (MSAs). This figure shows unemployment rates within each city.

<sup>29</sup>Some studies have found that programs and policies are more effective when economic conditions are favorable; see, for example, Herbst (2008); Bloom, Hill, and Riccio (2001); Greenberg, Michalopoulos, and Robbins (2001).

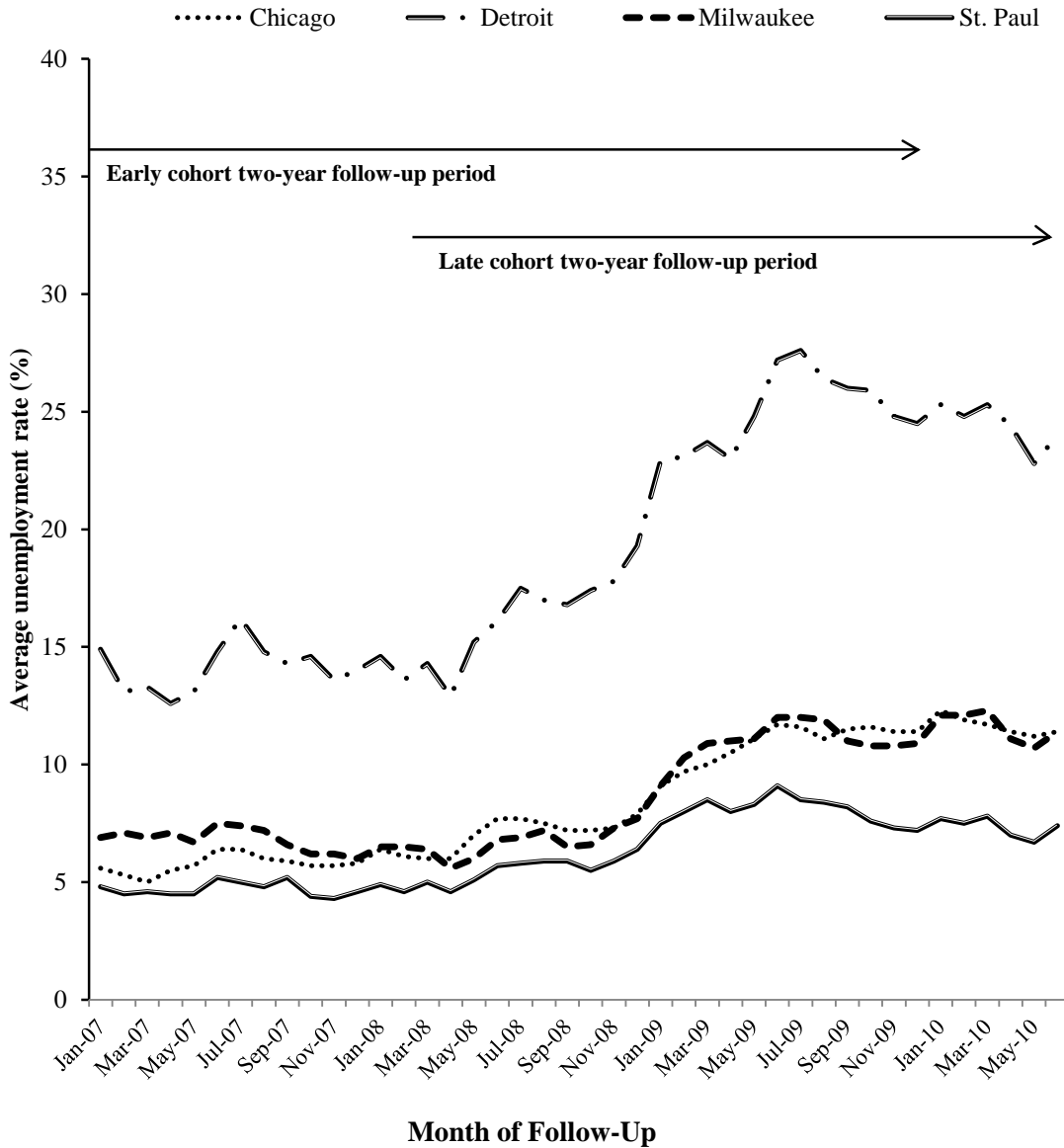
<sup>30</sup>It is also possible that differences in characteristics between the early and late cohorts could drive differences in impacts. However, a comparison of baseline characteristics by cohort shows that there were few statistically significant differences between the two groups.

<sup>31</sup>The one-year report also presented impacts for four other subgroup analyses: by educational attainment, by employment history, by age, and by number of convictions. The results showed that the impacts among these subgroups were generally similar to those among the full sample. See Redcross et al. (2010), Chapters 5 and 6. These subgroup analyses were not conducted for the two-year impacts.

The Transitional Jobs Reentry Demonstration

Figure 2

Average Monthly Unemployment Rates in the Study's Cities: Full Sample



SOURCE: Based on data from the U.S. Bureau of Labor Statistics.

NOTE: Average unemployment rate in each of the cities. Rates are not seasonally adjusted.

up period, the early cohort experienced relatively good and stable economic conditions, while the late cohort experienced the worst part of the economic downturn. The results showed that the unsubsidized employment impacts were similar in the two cohorts, but there were more positive impacts on unsubsidized earnings in Quarters 3 and 4 for the late cohort.

During the second year of follow-up, all members of the early cohort began to experience the declining economic conditions, and members of the late cohort continued to experience poor economic conditions. This is illustrated in Figure 2; the arrows above the figure represent the follow-up periods for the two groups, which can be viewed in the context of the changing economic conditions in the cities shown in the figure. An analysis examining the impacts by cohort, using the same cohort definitions as before, was conducted to determine whether the patterns of impacts found earlier persisted into the second year.

Table 6 presents the impacts of the TJRD transitional jobs programs on employment over the two-year follow-up period and on unsubsidized employment and earnings in Year 2. As expected, Year 2 levels of employment in unsubsidized jobs were lower for both research groups in the late cohort compared with the early cohort. For example, in the early cohort, 43 percent of control group members were ever employed in an unsubsidized job in Year 2, compared with 32 percent of control group members in the late cohort. As in Year 1, in Year 2, the impacts of the transitional jobs programs on employment outcomes were similar in both cohorts and similar to the full sample results.

There is some evidence that earnings impacts were more positive among the late cohort. Among the late cohort, there was a positive impact on unsubsidized earnings in Year 2, with the program group earning about \$1,200 more than the control group. However, this impact is not significantly different from the impact among the early cohort. Still, the impact on unsubsidized earnings over the entire two-year follow-up period is significantly more positive among the late cohort (not shown in table). This impact was about \$1,600 for the late cohort and was not significant for the early cohort.

These results suggest that transitional jobs programs may be more effective when labor market conditions are less favorable, such as during the 2008 and 2009 recession. It is notable, though, that the impacts for the early cohort did not improve late in the follow-up period when that group experienced poor economic conditions; however, given that the early cohort JS group earnings levels were still not as low by Quarter 8 as they were for the late cohort by Quarter 3 (see Appendix Table A.7), it is possible that this group did not experience enough of the economic downturn to produce impacts. Alternatively, it may be that these results are not related to changing economic conditions; for example, the programs may have improved their job development functions over time, which could have made the transitional jobs programs more effective for the late cohort.

The Transitional Jobs Reentry Demonstration

Table 6

Impacts on Employment and Earnings by Year and Cohort

Outcome	Cohort								Difference Between Subgroup Impacts <sup>b</sup>	
	Early				Late					
	TJ Group	JS Group	Difference (Impact)	P-Value <sup>a</sup>	TJ Group	JS Group	Difference (Impact)	P-Value <sup>a</sup>		
<b>Employment (Years 1-2) (%)</b>										
Ever any employment	94.4	68.1	26.3 ***	0.000	93.5	55.5	38.1 ***	0.000	†††	
Ever worked in a TJRD transitional job	84.9	0.0	84.9 ***	0.000	87.9	0.0	87.9 ***	0.000		
Ever worked in an unsubsidized job	62.3	67.8	-5.6 **	0.024	53.0	54.8	-1.8	0.733		
<b>Unsubsidized employment (Year 2)</b>										
Ever worked in an unsubsidized job (%)	42.0	43.1	-1.0	0.685	35.9	31.6	4.3	0.397		
Number of quarters worked (%)										
None	58.0	56.9	1.0	0.685	64.1	68.4	-4.3	0.397		
1 to 2	22.7	22.5	0.2	0.925	19.4	18.7	0.7	0.872		
3 to 4	19.3	20.5	-1.3	0.552	16.6	12.9	3.6	0.328		
Worked in 3 consecutive quarters (%)	17.6	18.7	-1.1	0.597	15.0	11.8	3.2	0.374		
Earnings from unsubsidized job (\$)	3,298	3,122	176	0.638	2,721	1,496	1,226 **	0.021		
Sample size (total = 1,774)	706	695			187	186				

(continued)

**Table 6 (continued)**

SOURCES: MDRC calculations using payroll data from each site and unemployment insurance data from each of the states in the demonstration (Illinois, Michigan, Wisconsin, and Minnesota).

NOTES: Statistical significance levels are indicated as follows: \*\*\* = 1 percent; \*\* = 5 percent; \* = 10 percent.

Results in this table are regression-adjusted for pre-random assignment characteristics.

The early cohort includes sample members randomly assigned before April 1, 2008 (N = 1,401). The late cohort includes those randomly assigned on and after that date (N = 373).

<sup>a</sup>Standard errors are presented in this table for all impacts with a p-value of 0.000. Following are the standard errors for all impacts with a p-value of 0.000 (presented in the order in which they appear on the table starting with the "Early" cohort): 1.931, 1.346, 4.139, and 2.437.

<sup>b</sup>The H-statistic was used to test for statistically significant differences in impact estimates across subgroups. Statistical significance levels are indicated as follows: ††† = 1 percent; †† = 5 percent; † = 10 percent.



## Impacts on Recidivism

This section presents the impacts of the transitional jobs programs, over and above job search assistance alone, on key measures of recidivism, including arrest, conviction, and prison incarceration. Table 7 shows these impacts for the two-year follow-up period as a whole and separately for Year 2. As the one-year report showed, the TJRD transitional jobs programs had little impact on key measures of recidivism in the year following random assignment. With the additional year of follow-up, the results show little change in the recidivism impacts for the full sample.

- **For the full sample, the TJRD transitional jobs programs did not significantly affect key measures of recidivism in Year 2 or over the two-year follow-up period as a whole.**

The top panel of Table 7 shows recidivism results for the two-year follow-up period as a whole. There were no significant impacts on key measures over this time period. About 55 percent of the TJ group and 52 percent of the JS group were arrested, and about 29 percent of the TJ group and 27 percent of the JS group were ever convicted of a crime during the two-year follow-up period. Neither of these differences is statistically significant. Finally, about half of the sample members were admitted to prison. Most of the prison admissions were technical parole violations, which occur when a parolee violates a condition of his release, such as abstaining from drugs, reporting to a parole officer, or being home by a specified curfew. About 31 percent of the sample were admitted for a technical parole violation, while about 14 percent of the TJ group and 12 percent of the JS group were admitted for a new crime (not significantly different). These recidivism rates are a little lower than the most recently calculated national recidivism rates, which show that two years after prison release, 60 percent were rearrested, 36 percent were convicted of a new crime, and 19 percent were returned to prison with a new sentence.<sup>32</sup>

The bottom panel of Table 7 shows that there were no significant impacts on the percentage of sample members who were arrested, convicted, or admitted to prison, or on the average number of days spent in prison in Year 2. About one-third of both the TJ and JS groups were arrested, and about one-sixth were convicted of a crime during this time; there was not a significant difference between groups in either outcome. The transitional jobs programs also did not reduce admissions to prison in Year 2; about one-quarter of both groups were admitted to

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<sup>32</sup>Langan and Levin (2002).

**The Transitional Jobs Reentry Demonstration**

**Table 7**

**Two-Year Impacts on Recidivism: Full Sample**

Outcome	Transitional Jobs Group	Job Search Group	Difference (Impact)	P-Value
<b><u>Recidivism Impacts (Years 1-2)</u></b>				
Arrested (%)	55.2	51.8	3.4	0.131
Convicted of a crime <sup>a</sup> (%)	29.0	26.5	2.4	0.243
Admitted to prison (%)	49.9	49.9	0.0	0.995
Admitted to prison for a new crime	13.7	12.0	1.7	0.265
Admitted to prison for a parole/probation violation	31.0	31.1	-0.1	0.980
Admitted to prison for other reason	12.7	12.9	-0.2	0.886
Total days spent in prison	116	123	-7	0.403
Arrested, convicted, or admitted to prison (%)	69.9	70.5	-0.6	0.768
<b><u>Recidivism Impacts (Year 2)</u></b>				
Arrested (%)	33.3	33.5	-0.2	0.933
Convicted of a crime <sup>a</sup> (%)	17.6	16.0	1.7	0.340
Admitted to prison (%)	23.7	25.7	-2.0	0.325
Admitted to prison for a new crime	7.7	7.7	0.1	0.961
Admitted to prison for a parole/probation violation	11.1	11.7	-0.6	0.697
Admitted to prison for other reason	5.9	7.0	-1.1	0.292
Total days spent in prison	76	75	1	0.894
Arrested, convicted, or admitted to prison (%)	47.2	48.2	-1.1	0.649
Sample size (total = 1,809)	910	899		

SOURCES: Calculations based on data from Michigan State Police, Minnesota Bureau of Criminal Apprehension, State of Wisconsin Department of Justice, Illinois Criminal Justice Information Authority, and the Department of Corrections in each state.

NOTES: Statistical significance levels are indicated as follows: \*\*\* = 1 percent; \*\* = 5 percent; \* = 10 percent.

Results in this table are regression-adjusted for pre-random assignment characteristics.

Subcategories may sum to more than the total due to multiple prison admissions per person during the follow-up period.

<sup>a</sup>Some convictions may have been associated with an arrest that occurred prior to random assignment. These convictions are counted in the analysis as occurring after random assignment.



prison during that time. About 11 percent of both groups were returned to prison after a parole violation, and about 8 percent were admitted to prison on a new sentence after being convicted of a new crime.<sup>33</sup> Despite a small reduction in time spent in prison in Year 1 (driven by St. Paul, as discussed below), there was no significant impact on days incarcerated in prison in Year 2, which averaged about 75 days for both groups. Overall, close to 50 percent of both the TJ and JS groups experienced at least one criminal justice event in Year 2.

## Impacts by Site

Table 8 shows Year 2 impacts on selected recidivism measures by site. (Tables with Year 1 and two-year impacts, by site, are available in Appendix B.) As the table shows, there are some differences across sites in recidivism impacts. While there were no significant impacts in Milwaukee, there were some impacts in Chicago, St. Paul, and Detroit that were significantly different from the impacts in other sites.

- **There were some differences across sites in recidivism impacts in Year 2.**

The one-year results showed only two differences in impacts across sites in recidivism results — a reduction in admissions to prison for a parole violation (as well as time spent in prison) in St. Paul, compared with no significant impacts in the other three sites. The two-year results show some new patterns of differences in recidivism impacts across sites.

There is some variation in the impacts on three highly related measures — admissions to prison, admissions to prison for parole violations, and time spent in prison in Year 2. As Table 8 shows, there was a 7 percentage point reduction in admissions to prison in Chicago that was nearly significant, but an increase of 8 percentage points in admissions to prison in Detroit, driven by an increase in admissions for a parole violation. These impacts correspond with impacts (a reduction in Chicago and an increase in Detroit) on time spent in prison. Finally, in St. Paul, as in Year 1, there was a reduction in admissions to prison for a parole violation. The impacts on these measures are significantly different across sites.

In the Chicago and Detroit sites, it is not clear what is driving these impacts, particularly since there were no significant impacts on these measures in these sites in Year 1. While it is

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<sup>33</sup>A little more than 6 percent of the sample members were admitted to prison for another reason. This category mostly includes admissions in Milwaukee for Temporary Parole and Probation Holds, which do not occur in state prison in the other three study sites. These holds, which typically last only a few days but may be as long as 90 days, are not technically parole revocations; they may be used as a warning to a parolee who has broken a technical rule, to investigate a possible violation, or as a precursor to a revocation. Temporary holds, which can also occur in jail, frequently occurred in state prison in Milwaukee because the nearby Milwaukee Detention Facility was used for this purpose (State of Wisconsin Department of Corrections, 2003).

**The Transitional Jobs Reentry Demonstration**

**Table 8**

**Impacts on Recidivism in Year 2, by Site**

Outcome	Transitional Jobs Group	Job Search Group	Difference (Impact)	P-Value	Diff. Between Site Impacts <sup>a</sup>
<b><u>Chicago</u></b>					
Arrested (%)	37.2	42.3	-5.1	0.337	
Convicted of a crime <sup>b</sup> (%)	21.2	25.3	-4.1	0.368	
Admitted to prison (%)	19.9	27.3	-7.4	0.100	††
Admitted to prison for a new crime	12.0	17.5	-5.5	0.137	
Admitted to prison for a parole/probation violation	7.9	9.7	-1.8	0.544	††
Total days spent in prison	49.9	69.9	-20.0 *	0.066	††
Arrested, convicted, or admitted to prison (%)	43.8	53.6	-9.7 *	0.069	
<b><u>Detroit</u></b>					
Arrested (%)	29.2	29.2	0.0	0.994	
Convicted of a crime <sup>b</sup> (%)	16.9	11.3	5.7	0.102	
Admitted to prison (%)	17.8	9.9	7.9 **	0.019	††
Admitted to prison for a new crime	7.5	5.7	1.8	0.458	
Admitted to prison for a parole/probation violation	10.3	4.2	6.1 **	0.020	††
Total days spent in prison	64.1	39.3	24.9 **	0.023	††
Arrested, convicted, or admitted to prison (%)	39.8	35.9	3.9	0.417	
<b><u>Milwaukee</u></b>					
Arrested (%)	19.8	23.3	-3.5	0.349	
Convicted of a crime <sup>b</sup> (%)	13.4	11.1	2.3	0.430	
Admitted to prison (%)	32.4	39.1	-6.7	0.130	††
Admitted to prison for a new crime	2.6	3.0	-0.4	0.791	
Admitted to prison for a parole/probation violation	11.9	13.8	-1.9	0.540	††
Total days spent in prison	108.7	109.8	-1.1	0.928	††
Arrested, convicted, or admitted to prison (%)	46.8	48.5	-1.7	0.706	
<b><u>St. Paul</u></b>					
Arrested (%)	48.0	40.5	7.4 *	0.084	
Convicted of a crime <sup>b</sup> (%)	19.6	18.1	1.6	0.658	
Admitted to prison (%)	22.0	25.4	-3.4	0.380	††
Admitted to prison for a new crime	9.4	7.3	2.1	0.408	
Admitted to prison for a parole/probation violation	12.6	18.1	-5.5 *	0.091	††
Total days spent in prison	65.8	79.6	-13.8	0.191	††
Arrested, convicted, or admitted to prison (%)	56.8	53.9	2.9	0.504	

(continued)

**Table 8 (continued)**

SOURCES: Calculations based on data from Michigan State Police, Minnesota Bureau of Criminal Apprehension, State of Wisconsin Department of Justice, Illinois Criminal Justice Information Authority, and the Department of Corrections in each state.

NOTES: Statistical significance levels are indicated as follows: \*\*\* = 1 percent; \*\* = 5 percent; \* = 10 percent.

Results in this table are regression-adjusted for pre-random assignment characteristics.

Subcategories may sum to more than the total due to multiple prison admissions per person during the follow-up period.

<sup>a</sup>The H-statistic was used to test for statistically significant differences in impact estimates across sites.

Statistical significance levels are indicated as follows: ††† = 1 percent; †† = 5 percent; † = 10 percent.

<sup>b</sup>Some convictions may have been associated with an arrest that occurred prior to random assignment. These convictions are counted in the analysis as occurring after random assignment.

possible that these results indicate that the transitional jobs program in Chicago was relatively effective, it is not clear why the impacts would not appear until Year 2, when there were no longer any statistically significant impacts on employment. In contrast, in the CEO evaluation, recidivism impacts appeared among the recently released group in Year 1 and continued through Year 3.<sup>34</sup> In addition, there was no evidence from the implementation study that led the research team to hypothesize larger impacts for the Chicago site.

For Detroit, the increase in prison admissions is also unexpected. It may be that the increase in admissions for a parole violation is related to the fact that, in the Detroit site, there were designated TJRD parole officers. However, it is not clear how it would produce this effect. In the end, it is not clear what led to these differences in impacts across sites for Chicago and Detroit. Since the samples within sites are small, and the differences in impacts are on one set of related outcomes, it may be that these results are due to random variation and do not reflect the true impacts of the programs.

In contrast, the impact on admissions for a parole violation in St. Paul was consistent with the findings from Year 1, which showed a reduction of 11 percentage points in these admissions. As was discussed in the one-year report, this impact may have been related to the large number of parolees in the St. Paul site who were on Intensive Supervised Release (ISR). Those on ISR are subject to relatively close monitoring and have more stringent parole conditions than typical parolees. As a result, they may be at relatively high risk of violating parole. The fact that there continued to be an impact in Year 2 may indicate that, if the transitional jobs program led to behavioral changes that affect parole violations, these behaviors continued to be affected into Year 2 for some individuals. It may also be that early admissions for parole violations, which were more likely to occur in the JS group, led to later parole revocations by extending the period of time during which some sample members were under relatively intensive supervision. A sample member who remained violation-free in Year 1 may not have been

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<sup>34</sup>Redcross et al. (2009); Redcross et al. (2012).

supervised as closely in Year 2, reducing his likelihood of revocation. However, a sample member who had his parole revoked early in the follow-up period may have been returned to intensive supervision on a later release. In this way, the impact on revocations in Year 1 may have led to the impact on revocations in Year 2. This possibility is supported by the fact that there is some overlap in the individuals who violated parole in Year 1 and in Year 2. Of those who violated parole in Year 2, 60 percent had also done so in Year 1 (not shown in table).

The results for the St. Paul site also show an increase in arrests in Year 2 (though this impact is not significantly different from the impacts in other sites). This increase may be related to the decrease in parole violations in Year 1. It is possible that some JS group members who had their parole revoked in Year 1 would have otherwise been arrested in Year 2; in other words, they may have been correctly identified as being at risk of recidivism when their parole was revoked. Their TJ group counterparts, whose parole was not revoked in Year 1, were eventually arrested later in the follow-up period. Overall, with the decrease in parole revocations and the increase in arrests, there was not a significant impact on whether sample members in St. Paul experienced any recidivism event (arrest, conviction, or admission to prison) over the two-year follow-up period. Close to 80 percent of the members of both groups experienced such an event.

### **Impacts of the Retention Bonus in St. Paul**

As described above, using the St. Paul sample, a subgroup analysis was conducted to compare impacts among those in the “nonbonus” sample, who were randomly assigned before the bonuses were offered, with impacts among those in the “bonus” sample, who were randomly assigned when the bonuses were offered. Table 9 shows impacts on key measures of recidivism for Year 2 by bonus group. In general, there was not a strong pattern of differences in impacts between the two groups.

### **Impacts by Enrollment Cohort**

As with the employment impacts, in order to determine whether the impacts of TJRD differed depending on the strength of the economy, a subgroup analysis was conducted that compared impacts by random assignment cohort. The results, presented in Table 10, show that there were no significant differences in Year 2 impacts between cohorts. This finding is consistent with the one-year findings.

**The Transitional Jobs Reentry Demonstration**  
**Table 9**  
**Year 2 Impacts on Recidivism, by Exposure to Retention Bonuses**  
**St. Paul**

Outcome (Year 2)	Exposure to Retention Bonuses								Difference Between Subgroup Impacts <sup>a</sup>
	Not Exposed to Retention Bonuses				Exposed to Retention Bonuses				
	Transitional Jobs Group	Job Search Group	Difference (Impact)	P-Value	Transitional Jobs Group	Job Search Group	Difference (Impact)	P-Value	
Arrested (%)	48.6	42.9	5.7	0.295	45.7	36.8	8.9	0.245	
Convicted of a crime <sup>b</sup> (%)	16.8	18.7	-1.9	0.649	22.8	19.1	3.7	0.574	
Admitted to prison (%)	19.6	28.2	-8.6 *	0.081	27.1	19.4	7.7	0.283	†
Admitted to prison for a new crime	9.0	8.0	1.0	0.744	9.6	6.7	2.8	0.522	
Admitted to prison for parole/probation violation	10.6	20.3	-9.6 **	0.020	17.5	12.7	4.8	0.422	††
Total days spent in prison	62.4	76.7	-14.3	0.258	73.6	83.7	-10.1	0.621	
Arrested, convicted, or admitted to prison (%)	56.5	55.6	0.8	0.880	57.7	50.5	7.2	0.361	
Sample size (total = 504)	167	165			86	86			

SOURCES: Calculations based on data from the Minnesota Bureau of Criminal Apprehension and the Minnesota Department of Corrections.

NOTES: Statistical significance levels are indicated as follows: \*\*\* = 1 percent; \*\* = 5 percent; \* = 10 percent.

Subcategories may sum to more than the total due to multiple prison admissions per person during the follow-up period.

<sup>a</sup>The H-statistic is used to assess whether the difference in impacts between the subgroups is statistically significant. Significance levels are indicated as follows: ††† = 1 percent; †† = 5 percent; † = 10 percent.

<sup>b</sup>Some convictions may have been associated with an arrest that occurred prior to random assignment. These convictions are counted in the analysis as occurring after random assignment.

**The Transitional Jobs Reentry Demonstration**

**Table 10**

**Year 2 Impacts on Recidivism, by Cohort**

Outcome (Year 2)	Cohort								Difference Between Subgroup Impacts <sup>a</sup>
	Early				Late				
	Transitional Jobs Group	Job Search Group	Difference (Impact)	P-Value	Transitional Jobs Group	Job Search Group	Difference (Impact)	P-Value	
Arrested (%)	34.3	34.2	0.1	0.973	29.6	31.6	-1.9	0.674	
Convicted of a crime <sup>b</sup> (%)	18.0	16.2	1.8	0.368	16.3	14.7	1.6	0.673	
Admitted to prison (%)	23.3	26.0	-2.7	0.246	25.5	24.3	1.2	0.783	
Admitted to prison for a new crime	7.9	7.7	0.2	0.885	7.7	6.7	1.0	0.696	
Admitted to prison for parole/probation violation	11.0	11.6	-0.6	0.711	11.4	12.0	-0.6	0.857	
Total days spent in prison	79.7	73.9	5.7	0.381	63.0	77.4	-14.4	0.242	
Arrested, convicted, or admitted to prison (%)	47.0	48.9	-1.9	0.475	47.4	46.3	1.1	0.832	
Sample size (total = 1,809)	708	699			202	200			

SOURCES: Calculations based on data from Michigan State Police, Minnesota Bureau of Criminal Apprehension, State of Wisconsin Department of Justice, Illinois Criminal Justice Information Authority, and the Department of Corrections in each state.

NOTES: Statistical significance levels are indicated as follows: \*\*\* = 1 percent; \*\* = 5 percent; \* = 10 percent.

Results in this table are regression-adjusted for pre-random assignment characteristics.

Subcategories may sum to more than the total due to multiple prison admissions per person during the follow-up period.

The early cohort includes sample members randomly assigned before April 1, 2008 (N = 1,407). The late cohort includes those randomly assigned on and after that date (N = 401).

<sup>a</sup>The H-statistic is used to assess whether the difference in impacts between the subgroups is statistically significant. Significance levels are indicated as follows: ††† = 1 percent; †† = 5 percent; † = 10 percent. There are no statistically significant differences in impacts between the sites on any measures in this table.

<sup>b</sup>Some convictions may have been associated with an arrest that occurred prior to random assignment. These convictions are counted in the analysis as occurring after random assignment.

## Conclusions

The findings from this study show that offering transitional jobs can increase the overall rate of employment for former prisoners after their release. In the TJRD sample, some individuals who would not otherwise have worked took transitional jobs when they were offered. However, these increases in employment were due solely to the transitional jobs; there is little evidence that the transitional jobs programs, as implemented, led to better unsubsidized employment outcomes over a two-year period. These results are consistent with the findings of other evaluations of transitional jobs programs.

The findings for the retention bonus in the St. Paul site, which appeared to be promising after one year of follow-up, continue to be promising with an additional year of data. However, the effects appear to fade over time. In addition, these findings should be viewed with caution; because the retention bonus was not tested experimentally, these results may have been produced for reasons other than the retention bonuses. For example, they may be due to changes in program implementation over time. It is also important to keep in mind that these results are not necessarily connected to the transitional jobs. It is possible that had the JS program also offered a retention bonus, similar effects would have been found for that program.

The employment findings suggest that transitional jobs may be more effective when general levels of employment and earnings are particularly low. For example, there was less substitution of transitional jobs for regular employment in Detroit in Year 1 and better earnings effects for the late cohort that experienced more of the recent recession during their follow-up period. In both situations the job search group had extraordinarily low rates of employment.

The TJRD transitional jobs programs had almost no significant impacts on key measures of recidivism in the two years following random assignment. For the full sample, there were no significant impacts on arrest or conviction. In Year 1, there was a small reduction in days spent in prison, which was driven by impacts early in the follow-up period in the St. Paul site, but this impact did not continue into Year 2.

In Year 2, there was some variation in recidivism impacts across sites. There was a reduction in admissions to prison in Chicago, but an increase in admissions to prison in Detroit. It is not clear what led to either impact. In St. Paul, there was a decrease in admissions to prison for a parole violation, which was consistent with, though smaller than the impact on this measure in Year 1. However, there was also an increase in arrests in Year 2, which may have been related to these impacts on prison admissions.

The recidivism results from TJRD differ from those of the CEO evaluation, which found reductions in recidivism, concentrated among those recently released from prison. It is

not clear why these results differ; it may be due to differences in the time and place in which these programs were implemented, differences in the particular types of transitional jobs models used (CEO used a work crew model, which was not used in any of the TJRD sites), CEO's more extensive experience providing transitional jobs for this population, or some other factor.

Given the evidence so far about transitional jobs programs for former prisoners, policy makers and researchers may need to consider testing more enhanced versions of the transitional jobs model. Future tests could include enhancements such as extending the period of the transitional job, including vocational training as a core program component, or focusing more on the transition to regular employment by offering stronger financial incentives for participants or by subsidizing jobs in the private sector.

TJRD, along with CEO, serves as a strong foundation for future research on strategies to improve employment outcomes for former prisoners. The U.S. Department of Labor and the U.S. Department of Health and Human Services are currently conducting two new demonstrations that are designed to build on the lessons from the existing body of evidence by testing enhanced versions of transitional jobs. MDRC is leading both of these evaluations, one of which, the Enhanced Transitional Jobs Demonstration, includes three sites that target former prisoners.



**Appendix A**

**Additional Impacts on Employment**



The Transitional Jobs Reentry Demonstration

Appendix Table A.1

Quarterly Impacts on Employment and Earnings: Full Sample

Outcome	Transitional Jobs Group	Job Search Group	Difference (Impact)	P-Value <sup>a</sup>
<b><u>Employment (%)</u></b>				
Transitional employment <sup>b</sup>				
Quarter 1	66.1	0.0	66.1 ***	0.000
Quarter 2	65.2	0.0	65.2 ***	0.000
Quarter 3	25.5	0.0	25.5 ***	0.000
Quarter 4	9.1	0.0	9.1 ***	0.000
Quarter 5	4.0	0.0	4.0 ***	0.000
Quarter 6	2.4	0.0	2.4 ***	0.000
Quarter 7	2.0	0.0	2.0 ***	0.000
Quarter 8	1.0	0.0	1.0 ***	0.001
Unsubsidized employment				
Quarter 1	16.8	31.7	-14.9 ***	0.000
Quarter 2	26.1	41.7	-15.6 ***	0.000
Quarter 3	30.1	34.5	-4.4 **	0.044
Quarter 4	29.3	31.5	-2.2	0.306
Quarter 5	28.5	28.0	0.4	0.838
Quarter 6	27.6	26.4	1.2	0.566
Quarter 7	22.7	22.8	-0.1	0.952
Quarter 8	21.7	21.2	0.5	0.777
Total employment				
Quarter 1	72.0	31.6	40.4 ***	0.000
Quarter 2	75.0	41.9	33.1 ***	0.000
Quarter 3	48.0	34.5	13.5 ***	0.000
Quarter 4	36.0	31.4	4.5 **	0.040
Quarter 5	31.6	28.1	3.5 *	0.099
Quarter 6	29.4	26.4	2.9	0.157
Quarter 7	24.3	22.8	1.5	0.455
Quarter 8	22.2	21.2	1.0	0.605

(continued)

**Appendix Table A.1 (continued)**

Outcome	Transitional Jobs Group	Job Search Group	Difference (Impact)	P-Value <sup>a</sup>
<b><u>Earnings (\$)</u></b>				
Transitional job earnings <sup>b</sup>				
Quarter 1	592	0	592 ***	0.000
Quarter 2	987	0	987 ***	0.000
Quarter 3	344	0	344 ***	0.000
Quarter 4	121	0	121 ***	0.000
Quarter 5	57	0	57 ***	0.000
Quarter 6	34	0	34 ***	0.000
Quarter 7	30	0	30 ***	0.000
Quarter 8	20	0	20 ***	0.003
Unsubsidized earnings				
Quarter 1	218	307	-89 *	0.074
Quarter 2	484	840	-356 ***	0.000
Quarter 3	760	909	-149 *	0.092
Quarter 4	865	850	15	0.874
Quarter 5	849	751	98	0.271
Quarter 6	852	747	105	0.237
Quarter 7	752	673	79	0.365
Quarter 8	713	619	94	0.295
Total earnings <sup>c</sup>				
Quarter 1	810	307	503 ***	0.000
Quarter 2	1,470	842	628 ***	0.000
Quarter 3	1,104	907	197 **	0.028
Quarter 4	987	849	138	0.149
Quarter 5	906	751	155 *	0.084
Quarter 6	886	747	139	0.119
Quarter 7	782	672	109	0.213
Quarter 8	732	618	114	0.202
Sample size (total =1,774)	893	881		

SOURCES: MDRC calculations using payroll data from each site and unemployment insurance (UI) wage records from each of the states in the demonstration (Illinois, Michigan, Minnesota, and Wisconsin).

NOTES: Statistical significance levels are indicated as follows: \*\*\* = 1 percent; \*\* = 5 percent; \* = 10 percent.

Results in this table are regression-adjusted for pre-random assignment characteristics.

<sup>a</sup>Standard errors are presented in this table for all impacts with a p-value of 0.000. Following are the standard errors for all impacts with a p-value of 0.000 (presented in the order in which they appear on the table). Employment: 1.545, 1.610, 1.468, 0.970, 0.673, 0.529, 0.477, 1.974, 2.192, 2.111, 2.180, and 2.269. Earnings: 21.744, 35.946, 26.869, 17.054, 12.299, 9.060, 8.134, 6.902, 73.275, 54.076, and 77.493.

<sup>b</sup>Earnings and employment from transitional jobs are based on payroll data from each of the sites.

<sup>c</sup>Total earnings may not be equal to the sum of transitional job earnings plus unsubsidized job earnings due to rounding.

**The Transitional Jobs Reentry Demonstration**  
**Appendix Table A.2**  
**Quarterly Impacts on Employment and Earnings**  
**Chicago**

Outcome	Transitional Jobs Group	Job Search Group	Difference (Impact)	P-Value <sup>a</sup>
<b><u>Employment (%)</u></b>				
Transitional employment <sup>b</sup>				
Quarter 1	65.3	0.0	65.3 ***	0.000
Quarter 2	60.2	0.0	60.2 ***	0.000
Quarter 3	22.1	0.0	22.1 ***	0.000
Quarter 4	10.6	0.0	10.6 ***	0.000
Quarter 5	6.4	0.0	6.4 ***	0.001
Quarter 6	3.1	0.0	3.1 **	0.027
Quarter 7	1.7	0.0	1.7 **	0.042
Quarter 8	1.2	0.0	1.2	0.111
Unsubsidized employment				
Quarter 1	14.9	24.8	-9.9 **	0.020
Quarter 2	18.1	37.2	-19.1 ***	0.000
Quarter 3	24.9	30.8	-5.9	0.221
Quarter 4	22.6	27.8	-5.2	0.261
Quarter 5	23.9	22.1	1.8	0.696
Quarter 6	24.1	21.8	2.3	0.605
Quarter 7	19.8	17.6	2.1	0.611
Quarter 8	24.2	19.1	5.1	0.246
Total employment				
Quarter 1	71.7	24.6	47.2 ***	0.000
Quarter 2	68.5	37.0	31.5 ***	0.000
Quarter 3	44.0	30.7	13.3 ***	0.010
Quarter 4	31.3	28.0	3.3	0.497
Quarter 5	29.2	22.1	7.1	0.129
Quarter 6	26.8	21.9	4.9	0.280
Quarter 7	20.9	17.6	3.3	0.434
Quarter 8	24.7	19.1	5.7	0.199

(continued)

**Appendix Table A.2 (continued)**

Outcome	Transitional Jobs Group	Job Search Group	Difference (Impact)	P-Value <sup>a</sup>
<b><u>Earnings (\$)</u></b>				
Transitional job earnings <sup>b</sup>				
Quarter 1	657	0	657 ***	0.000
Quarter 2	1,072	0	1,072 ***	0.000
Quarter 3	493	0	493 ***	0.000
Quarter 4	248	0	248 ***	0.000
Quarter 5	145	0	145 ***	0.002
Quarter 6	72	0	72 **	0.029
Quarter 7	37	0	37 *	0.083
Quarter 8	27	0	27	0.112
Unsubsidized earnings				
Quarter 1	116	175	-59	0.297
Quarter 2	306	637	-331 ***	0.006
Quarter 3	652	766	-114	0.535
Quarter 4	756	798	-42	0.841
Quarter 5	614	631	-17	0.920
Quarter 6	677	672	5	0.977
Quarter 7	619	507	112	0.478
Quarter 8	628	512	116	0.465
Total earnings <sup>c</sup>				
Quarter 1	773	174	599 ***	0.000
Quarter 2	1,378	653	725 ***	0.000
Quarter 3	1,145	770	375 *	0.056
Quarter 4	1,005	795	210	0.326
Quarter 5	760	630	129	0.444
Quarter 6	749	672	78	0.660
Quarter 7	656	504	152	0.340
Quarter 8	655	509	146	0.362
Sample size (total = 374)	189	185		

SOURCES: MDRC calculations using payroll data from the Chicago site and unemployment insurance (UI) wage records from the state of Illinois.

NOTES: Statistical significance levels are indicated as follows: \*\*\* = 1 percent; \*\* = 5 percent; \* = 10 percent.

Results in this table are regression-adjusted for pre-random assignment characteristics.

<sup>a</sup>Standard errors are presented in this table for all impacts with a p-value of 0.000. Following are the standard errors for all impacts with a p-value of 0.000 (presented in the order in which they appear on the table). Employment: 3.667, 3.716, 3.211, 2.378, 4.689, 4.761, and 5.052. Earnings: 58.808, 96.814, 86.525, 61.935, 77.195, and 142.501.

<sup>b</sup>Earnings and employment from transitional jobs are based on payroll data from each of the sites.

<sup>c</sup>Total earnings may not be equal to the sum of transitional job earnings plus unsubsidized job earnings due to rounding.

**The Transitional Jobs Reentry Demonstration**  
**Appendix Table A.3**  
**Quarterly Impacts on Employment and Earnings**

**Detroit**

Outcome	Transitional Jobs Group	Job Search Group	Difference (Impact)	P-Value <sup>a,b</sup>
<b><u>Employment (%)</u></b>				
Transitional employment <sup>c</sup>				
Quarter 1	66.7	0.0	66.7 ***	0.000
Quarter 2	73.0	0.0	73.0 ***	0.000
Quarter 3	12.8	0.0	12.8 ***	0.000
Quarter 4	3.2	0.0	3.2 **	0.011
Quarter 5	3.2	0.0	3.2 **	0.015
Quarter 6	2.0	0.0	2.0 *	0.095
Quarter 7	0.5	0.0	0.5	0.297
Quarter 8	0.0	0.0	0.0	N/A
Unsubsidized employment				
Quarter 1	11.8	7.2	4.6	0.147
Quarter 2	22.1	22.2	-0.1	0.979
Quarter 3	20.7	19.5	1.2	0.781
Quarter 4	19.9	19.8	0.1	0.990
Quarter 5	17.5	18.6	-1.0	0.799
Quarter 6	17.4	17.7	-0.3	0.930
Quarter 7	15.7	14.2	1.5	0.696
Quarter 8	13.6	15.8	-2.3	0.545
Total employment				
Quarter 1	70.1	6.4	63.7 ***	0.000
Quarter 2	77.7	23.1	54.6 ***	0.000
Quarter 3	32.0	20.0	12.0 ***	0.009
Quarter 4	22.6	19.7	2.9	0.504
Quarter 5	20.7	18.5	2.2	0.592
Quarter 6	18.4	17.6	0.8	0.843
Quarter 7	16.2	14.2	2.0	0.595
Quarter 8	13.6	15.8	-2.3	0.545

(continued)

**Appendix Table A.3 (continued)**

Outcome	Transitional Jobs Group	Job Search Group	Difference (Impact)	P-Value <sup>a,b</sup>
<b><u>Earnings (\$)</u></b>				
Transitional job earnings <sup>c</sup>				
Quarter 1	514	0	514 ***	0.000
Quarter 2	831	0	831 ***	0.000
Quarter 3	81	0	81 ***	0.008
Quarter 4	32	0	32 *	0.074
Quarter 5	40	0	40 *	0.071
Quarter 6	28	0	28	0.145
Quarter 7	2	0	2	0.297
Quarter 8	0	0	0	N/A
Unsubsidized earnings				
Quarter 1	272	105	167	0.252
Quarter 2	531	314	217	0.162
Quarter 3	496	388	108	0.428
Quarter 4	520	364	156	0.366
Quarter 5	490	431	59	0.736
Quarter 6	571	401	170	0.317
Quarter 7	601	399	202	0.277
Quarter 8	578	469	108	0.567
Total earnings <sup>d</sup>				
Quarter 1	786	99	687 ***	0.000
Quarter 2	1,362	318	1,044 ***	0.000
Quarter 3	576	389	187	0.175
Quarter 4	552	362	191	0.272
Quarter 5	530	428	102	0.563
Quarter 6	599	400	200	0.244
Quarter 7	603	399	204	0.272
Quarter 8	578	469	108	0.567
Sample size (total = 388)	195	193		

SOURCES: MDRC calculations using payroll data from the Detroit site and unemployment insurance (UI) wage records from the state of Michigan.

NOTES: Statistical significance levels are indicated as follows: \*\*\* = 1 percent; \*\* = 5 percent; \* = 10 percent.

Results in this table are regression-adjusted for pre-random assignment characteristics.

<sup>a</sup>Standard errors are presented in this table for all impacts with a p-value of 0.000. Following are the standard errors for all impacts with a p-value of 0.000 (presented in the order in which they appear on the table). Employment: 3.610, 3.371, 2.573, 4.058, and 4.435. Earnings: 41.487, 60.170, 159.412, and 160.611.

<sup>b</sup>P-values listed as N/A indicate that a p-value could not be calculated for this impact. This occurred because there was no variation in the outcome in the sample; as a result, it is not possible to calculate the probability of a difference in means between the two groups.

<sup>c</sup>Earnings and employment from transitional jobs are based on payroll data from each of the sites.

<sup>d</sup>Total earnings may not be equal to the sum of transitional job earnings plus unsubsidized job earnings due to rounding.



**The Transitional Jobs Reentry Demonstration**  
**Appendix Table A.4**  
**Quarterly Impacts on Employment and Earnings**  
**Milwaukee**

Outcome	Transitional Jobs Group	Job Search Group	Difference (Impact)	P-Value <sup>a</sup>
<b><u>Employment (%)</u></b>				
Transitional employment <sup>b</sup>				
Quarter 1	41.6	0.0	41.6 ***	0.000
Quarter 2	56.1	0.0	56.1 ***	0.000
Quarter 3	28.9	0.0	28.9 ***	0.000
Quarter 4	9.5	0.0	9.5 ***	0.000
Quarter 5	1.9	0.0	1.9 **	0.047
Quarter 6	0.8	0.0	0.8	0.143
Quarter 7	1.5	0.0	1.5 *	0.083
Quarter 8	1.2	0.0	1.2 *	0.072
Unsubsidized employment				
Quarter 1	22.5	37.0	-14.5 ***	0.001
Quarter 2	34.9	45.9	-11.0 **	0.013
Quarter 3	36.7	38.0	-1.3	0.768
Quarter 4	35.5	34.5	1.0	0.823
Quarter 5	32.1	29.5	2.7	0.522
Quarter 6	30.3	27.8	2.5	0.538
Quarter 7	26.9	24.0	2.9	0.461
Quarter 8	23.5	22.3	1.2	0.740
Total employment				
Quarter 1	55.1	37.1	18.0 ***	0.000
Quarter 2	73.1	45.9	27.3 ***	0.000
Quarter 3	55.5	38.3	17.2 ***	0.000
Quarter 4	42.1	34.5	7.6 *	0.080
Quarter 5	33.3	29.5	3.8	0.361
Quarter 6	30.7	27.8	2.9	0.474
Quarter 7	28.4	24.1	4.3	0.278
Quarter 8	23.9	22.3	1.7	0.660

(continued)

**Appendix Table A.4 (continued)**

Outcome	Transitional Jobs Group	Job Search Group	Difference (Impact)	P-Value <sup>a</sup>
<b><u>Earnings (\$)</u></b>				
Transitional job earnings <sup>b</sup>				
Quarter 1	406	0	406 ***	0.000
Quarter 2	972	0	972 ***	0.000
Quarter 3	362	0	362 ***	0.000
Quarter 4	91	0	91 ***	0.000
Quarter 5	11	0	11	0.166
Quarter 6	8	0	8	0.164
Quarter 7	20	0	20 *	0.089
Quarter 8	18	0	18	0.137
Unsubsidized earnings				
Quarter 1	355	318	38	0.725
Quarter 2	625	837	-211	0.160
Quarter 3	906	961	-56	0.761
Quarter 4	1,032	878	155	0.431
Quarter 5	1,076	652	423 **	0.022
Quarter 6	1,048	667	381 **	0.033
Quarter 7	868	639	229	0.181
Quarter 8	789	599	191	0.272
Total earnings <sup>c</sup>				
Quarter 1	761	314	447 ***	0.000
Quarter 2	1,597	827	770 ***	0.000
Quarter 3	1,267	959	308 *	0.096
Quarter 4	1,123	876	247	0.207
Quarter 5	1,087	653	435 **	0.019
Quarter 6	1,056	666	390 **	0.030
Quarter 7	888	639	249	0.146
Quarter 8	807	598	209	0.228
Sample size (total = 506)	256	250		

SOURCES: MDRC calculations using payroll data from the Milwaukee site and unemployment insurance (UI) wage records from the state of Wisconsin.

NOTES: Statistical significance levels are indicated as follows: \*\*\* = 1 percent; \*\* = 5 percent; \* = 10 percent.

Results in this table are regression-adjusted for pre-random assignment characteristics.

<sup>a</sup>Standard errors are presented in this table for all impacts with a p-value of 0.000. Following are the standard errors for all impacts with a p-value of 0.000 (presented in the order in which they appear on the table). Employment: 3.180, 3.253, 2.991, 1.912, 4.453, 4.286, and 4.490. Earnings: 40.633, 73.913, 49.859, 23.446, 110.799, and 157.572.

<sup>b</sup>Earnings and employment from transitional jobs are based on payroll data from each of the sites.

<sup>c</sup>Total earnings may not be equal to the sum of transitional job earnings plus unsubsidized job earnings due to rounding.

**The Transitional Jobs Reentry Demonstration**  
**Appendix Table A.5**  
**Quarterly Impacts on Employment and Earnings**  
**St. Paul**

Outcome	Transitional Jobs Group	Job Search Group	Difference (Impact)	P-Value <sup>a</sup>
<b><u>Employment (%)</u></b>				
Transitional employment <sup>b</sup>				
Quarter 1	92.1	0.0	92.1 ***	0.000
Quarter 2	72.5	0.0	72.5 ***	0.000
Quarter 3	34.2	0.0	34.2 ***	0.000
Quarter 4	12.1	0.0	12.1 ***	0.000
Quarter 5	5.1	0.0	5.1 ***	0.000
Quarter 6	3.9	0.0	3.9 ***	0.003
Quarter 7	3.6	0.0	3.6 ***	0.006
Quarter 8	1.6	0.0	1.6 **	0.031
Unsubsidized employment				
Quarter 1	15.8	50.6	-34.9 ***	0.000
Quarter 2	27.7	54.5	-26.7 ***	0.000
Quarter 3	35.7	43.8	-8.1 *	0.067
Quarter 4	36.3	39.2	-2.8	0.514
Quarter 5	37.3	37.4	-0.1	0.984
Quarter 6	36.5	33.8	2.7	0.527
Quarter 7	27.2	30.9	-3.7	0.352
Quarter 8	25.2	25.0	0.2	0.962
Total employment				
Quarter 1	92.1	49.4	42.7 ***	0.000
Quarter 2	81.3	54.3	27.0 ***	0.000
Quarter 3	56.4	43.6	12.8 ***	0.004
Quarter 4	44.4	39.0	5.4	0.221
Quarter 5	40.8	37.4	3.4	0.442
Quarter 6	39.6	33.9	5.7	0.181
Quarter 7	29.7	31.2	-1.5	0.716
Quarter 8	26.0	25.0	1.1	0.786

(continued)

**Appendix Table A.5 (continued)**

Outcome	Transitional Jobs Group	Job Search Group	Difference (Impact)	P-Value <sup>a</sup>
<b><u>Earnings (\$)</u></b>				
Transitional job earnings <sup>b</sup>				
Quarter 1	807	0	807 ***	0.000
Quarter 2	1,057	0	1,057 ***	0.000
Quarter 3	414	0	414 ***	0.000
Quarter 4	132	0	132 ***	0.000
Quarter 5	52	0	52 ***	0.008
Quarter 6	36	0	36 ***	0.010
Quarter 7	52	0	52 **	0.017
Quarter 8	33	0	33 **	0.034
Unsubsidized earnings				
Quarter 1	100	562	-462 ***	0.000
Quarter 2	467	1,363	-896 ***	0.000
Quarter 3	944	1,311	-367 *	0.060
Quarter 4	1,082	1,193	-111	0.559
Quarter 5	1,082	1,169	-87	0.648
Quarter 6	1,031	1,115	-84	0.658
Quarter 7	869	1,021	-152	0.424
Quarter 8	838	796	42	0.828
Total earnings <sup>c</sup>				
Quarter 1	907	555	352 ***	0.000
Quarter 2	1,523	1,367	156	0.325
Quarter 3	1,358	1,309	50	0.799
Quarter 4	1,213	1,191	22	0.907
Quarter 5	1,134	1,170	-36	0.849
Quarter 6	1,067	1,116	-49	0.797
Quarter 7	921	1,024	-103	0.588
Quarter 8	871	793	78	0.691
Sample size (total = 506)	253	253		

SOURCES: MDRC calculations using payroll data from the St. Paul site and unemployment insurance (UI) wage records from the state of Minnesota.

NOTES: Statistical significance levels are indicated as follows: \*\*\* = 1 percent; \*\* = 5 percent; \* = 10 percent.

Results in this table are regression-adjusted for pre-random assignment characteristics.

<sup>a</sup>Standard errors are presented in this table for all impacts with a p-value of 0.000. Following are the standard errors for all impacts with a p-value of 0.000 (presented in the order in which they appear on the table). Employment: 1.731, 2.852, 2.986, 2.091, 1.462, 3.948, 4.300, 3.624, and 4.010. Earnings: 37.298, 63.587, 46.412, 30.014, 81.541, 153.019, and 88.796.

<sup>b</sup>Earnings and employment from transitional jobs are based on payroll data from each of the sites.

<sup>c</sup>Total earnings may not be equal to the sum of transitional job earnings plus unsubsidized job earnings due to rounding.

**The Transitional Jobs Reentry Demonstration  
Appendix Table A.6  
Quarterly Impacts on Employment and Earnings, by Exposure to Retention Bonuses  
St. Paul**

Outcome	Exposure to Retention Bonuses										Difference Between Subgroup Impacts <sup>c</sup>
	Not Exposed to Retention Bonuses					Exposed to Retention Bonuses					
	Transitional Jobs Group	Job Search Group	(Impact)	P-Value <sup>a</sup>	Jobs Group	Transitional Job Search Group	Job Search Group	(Impact)	P-Value <sup>a,b</sup>	Impacts <sup>c</sup>	
<b>Employment (%)</b>											
Transitional employment <sup>d</sup>											
Quarter 1	88.7	0.0	88.7 ***	0.000	98.9	0.0	98.9 ***	0.000	0.000	†††	
Quarter 2	76.5	0.0	76.5 ***	0.000	65.2	0.0	65.2 ***	0.000	0.000	††	
Quarter 3	34.5	0.0	34.5 ***	0.000	34.5	0.0	34.5 ***	0.000	0.000		
Quarter 4	12.1	0.0	12.1 ***	0.000	13.0	0.0	13.0 ***	0.000	0.000		
Quarter 5	6.0	0.0	6.0 ***	0.003	4.0	0.0	4.0 **	0.039	0.039		
Quarter 6	4.2	0.0	4.2 **	0.012	3.4	0.0	3.4	0.144	0.144		
Quarter 7	4.3	0.0	4.3 **	0.020	2.0	0.0	2.0	0.361	0.361		
Quarter 8	2.4	0.0	2.4 *	0.052	0.0	0.0	0.0	N/A	N/A		
Unsubsidized employment											
Quarter 1	15.8	51.3	-35.4 ***	0.000	15.3	49.9	-34.6 ***	0.000	0.000	††	
Quarter 2	24.7	60.9	-36.2 ***	0.000	29.5	46.0	-16.5 **	0.035	0.035	††	
Quarter 3	31.5	48.8	-17.3 ***	0.002	41.6	36.3	5.4	0.508	0.508	†	
Quarter 4	34.8	41.8	-7.0	0.201	41.3	31.9	9.4	0.227	0.227	†	
Quarter 5	37.4	42.8	-5.4	0.323	37.3	26.6	10.7	0.146	0.146	†	
Quarter 6	36.2	39.2	-3.0	0.582	34.7	25.7	9.0	0.233	0.233		
Quarter 7	26.8	33.7	-6.9	0.159	27.3	26.2	1.1	0.879	0.879		
Quarter 8	24.6	26.9	-2.2	0.651	26.3	21.4	5.0	0.467	0.467		
Total employment											
Quarter 1	88.4	49.9	38.5 ***	0.000	97.6	50.1	47.5 ***	0.000	0.000	††	
Quarter 2	83.0	59.6	23.4 ***	0.000	75.8	46.3	29.6 ***	0.000	0.000	†	
Quarter 3	52.6	48.0	4.6	0.405	62.8	36.0	26.8 ***	0.001	0.001	†	
Quarter 4	43.1	42.0	1.1	0.846	48.9	31.4	17.5 **	0.023	0.023	†	
Quarter 5	41.6	42.9	-1.3	0.812	40.0	26.3	13.7 *	0.060	0.060	†	
Quarter 6	39.2	39.2	0.0	0.996	38.1	25.9	12.2	0.105	0.105		
Quarter 7	29.5	34.0	-4.5	0.362	29.3	26.5	2.7	0.704	0.704		
Quarter 8	25.9	26.8	-0.8	0.868	26.3	21.4	5.0	0.467	0.467		

(continued)

**Appendix Table A.6 (continued)**

Outcome	Exposure to Retention Bonuses								Difference Between Subgroup Impacts <sup>c</sup>
	Not Exposed to Retention Bonuses				Exposed to Retention Bonuses				
	Jobs Group	Group	(Impact)	P-Value <sup>a</sup>	Jobs Group	Group	(Impact)	P-Value <sup>a,b</sup>	
<b>Earnings (\$)</b>									
Transitional job earnings <sup>d</sup>									
Quarter 1	757	0	757 ***	0.000	928	0	928 ***	0.000	††
Quarter 2	1,054	0	1,054 ***	0.000	1,073	0	1,073 ***	0.000	
Quarter 3	398	0	398 ***	0.000	465	0	465 ***	0.000	
Quarter 4	136	0	136 ***	0.000	138	0	138 ***	0.005	
Quarter 5	66	0	66 **	0.020	30	0	30	0.107	
Quarter 6	35	0	35 **	0.039	39	0	39	0.141	
Quarter 7	61	0	61 **	0.033	34	0	34	0.378	
Quarter 8	50	0	50 **	0.040	0	0	0	N/A	N/A
Unsubsidized earnings									
Quarter 1	104	599	-495 ***	0.000	34	550	-516 ***	0.000	
Quarter 2	352	1,485	-1,133 ***	0.000	561	1,254	-692 ***	0.008	
Quarter 3	803	1,441	-638 ***	0.007	1,148	1,130	18	0.961	
Quarter 4	899	1,297	-398 *	0.087	1,440	986	454	0.214	††
Quarter 5	948	1,356	-408 *	0.094	1,393	756	637 *	0.051	†††
Quarter 6	945	1,394	-448 *	0.071	1,190	580	610 *	0.051	†††
Quarter 7	809	1,232	-423 *	0.089	966	629	337	0.281	†
Quarter 8	803	930	-127	0.584	928	513	415	0.277	
Total earnings <sup>e</sup>									
Quarter 1	861	587	274 **	0.022	962	528	434 ***	0.001	
Quarter 2	1,406	1,471	-65	0.747	1,635	1,280	355	0.188	
Quarter 3	1,201	1,424	-223	0.344	1,613	1,134	479	0.193	
Quarter 4	1,035	1,295	-260	0.264	1,578	969	610 *	0.094	††
Quarter 5	1,014	1,357	-343	0.158	1,424	752	671 **	0.039	††
Quarter 6	981	1,394	-414 *	0.094	1,229	579	650 **	0.037	†††
Quarter 7	870	1,235	-365	0.143	1,000	633	367	0.239	†
Quarter 8	852	927	-74	0.750	928	513	415	0.277	
Sample size (total = 506)	167	167			86	86			(continued)

**Table A.6 (continued)**

SOURCES: MDRC calculations using payroll data from the St. Paul site and unemployment insurance data from Minnesota.

NOTES: Statistical significance levels are indicated as follows: \*\*\* = 1 percent; \*\* = 5 percent; \* = 10 percent. Results in this table are regression-adjusted for pre-random assignment characteristics.

<sup>a</sup>Standard errors are presented in this table for all impacts with a p-value of 0.000. Following are the standard errors for all impacts with a p-value of 0.000 (presented in the order in which they appear in the table beginning with the "Not exposed" group). Employment: 2.601, 3.441, 3.689, 2.654, 4.925, 5.278, 4.773, 4.927, 1.172, 5.336, 5.330, 3.546, 7.288, 5.992, and 7.481. Earnings: 46,956, 74.11, 54,243, 37,283, 111.126, 194.145, 59,606, 124,655, 90,608, and 112.126.

<sup>b</sup>P-values listed as N/A indicate that a p-value could not be calculated for this impact. This occurred because there was no variation in the outcome in the sample; as a result, it is not possible to calculate the probability of a difference in means between the two groups.

<sup>c</sup>The H-statistic is used to assess whether the difference in impacts between the subgroups is statistically significant. Significance levels are indicated as follows: ††† = 1 percent; †† = 5 percent; † = 10 percent. H-statistics listed as N/A indicate that a p-value could not be calculated for this impact for at least one subgroup. This occurred because there was no variation in the outcome in the subgroup; as a result, it is not possible to calculate the probability of a difference in means between the two groups.

<sup>d</sup>Earnings and employment from transitional jobs are based on payroll data from each of the sites.

<sup>e</sup>Total earnings may not be equal to the sum of transitional job earnings plus unsubsidized job earnings due to rounding.

The Transitional Jobs Reentry Demonstration  
Appendix Table A.7

Quarterly Impacts on Employment and Earnings, by Cohort

Outcome	Cohort										Difference Between Subgroup Impacts <sup>c</sup>
	Early					Late					
	Transitional Jobs Group	Job Search Group	Difference (Impact)	P-Value <sup>a</sup>	Transitional Jobs Group	Job Search Group	Difference (Impact)	P-Value <sup>ab</sup>			
<b>Employment (%)</b>											
Transitional employment <sup>d</sup>											
Quarter 1	66.2	0.0	66.2 ***	0.000	67.4	0.0	67.4 ***	0.000			
Quarter 2	64.8	0.0	64.8 ***	0.000	66.8	0.0	66.8 ***	0.000			†††
Quarter 3	28.3	0.0	28.3 ***	0.000	15.1	0.0	15.1 ***	0.000			†††
Quarter 4	10.9	0.0	10.9 ***	0.000	2.1	0.0	2.1 *	0.069			†††
Quarter 5	4.6	0.0	4.6 ***	0.000	2.1	0.0	2.1 *	0.089			†
Quarter 6	3.0	0.0	3.0 ***	0.000	0.5	0.0	0.5	0.389			†††
Quarter 7	2.6	0.0	2.6 ***	0.000	0.0	0.0	0.0	N/A			N/A
Quarter 8	1.3	0.0	1.3 ***	0.001	0.0	0.0	0.0	N/A			N/A
Unsubsidized employment											
Quarter 1	16.9	32.5	-15.6 ***	0.000	15.2	29.9	-14.7 ***	0.001			
Quarter 2	26.9	43.4	-16.5 ***	0.000	24.3	34.7	-10.4 **	0.031			
Quarter 3	30.5	36.1	-5.6 **	0.025	29.0	27.8	1.2	0.805			
Quarter 4	30.9	34.3	-3.4	0.172	22.7	21.8	0.8	0.857			
Quarter 5	29.6	30.7	-1.1	0.656	24.4	17.9	6.5	0.136			
Quarter 6	28.1	28.4	-0.3	0.910	24.6	19.8	4.8	0.276			
Quarter 7	23.6	24.4	-0.8	0.732	18.9	17.5	1.4	0.726			
Quarter 8	22.1	22.3	-0.1	0.950	19.8	17.7	2.1	0.609			
Total employment											
Quarter 1	72.1	32.2	39.9 ***	0.000	71.7	29.6	42.1 ***	0.000			†
Quarter 2	74.8	43.5	31.3 ***	0.000	76.3	35.1	41.2 ***	0.000			
Quarter 3	50.5	36.0	14.5 ***	0.000	39.3	27.7	11.6 **	0.018			
Quarter 4	38.7	34.2	4.5 *	0.075	24.8	21.9	2.9	0.524			
Quarter 5	33.1	30.7	2.5	0.312	26.1	17.9	8.2 *	0.065			
Quarter 6	30.4	28.4	2.1	0.389	24.6	19.8	4.8	0.276			
Quarter 7	25.6	24.4	1.2	0.587	18.9	17.5	1.4	0.726			
Quarter 8	22.7	22.3	0.5	0.838	19.8	17.7	2.1	0.609			

(continued)



Appendix Table A.7 (continued)

Outcome	Cohort								Difference Between Subgroup Impacts <sup>c</sup>
	Early				Late				
	Jobs Group	Job Search Group	(Impact)	P-Value <sup>a</sup>	Jobs Group	Job Search Group	(Impact)	P-Value <sup>a,b</sup>	
<b>Earnings (\$)</b>									
Transitional job earnings <sup>d</sup>									
Quarter 1	556	0	556 ***	0.000	748	0	748 ***	0.000	†††
Quarter 2	985	0	985 ***	0.000	995	0	995 ***	0.000	†††
Quarter 3	384	0	384 ***	0.000	195	0	195 ***	0.000	†††
Quarter 4	145	0	145 ***	0.000	32	0	32	0.116	†
Quarter 5	66	0	66 ***	0.000	24	0	24	0.224	†
Quarter 6	41	0	41 ***	0.000	9	0	9	0.389	††
Quarter 7	37	0	37 ***	0.000	0	0	0	N/A	N/A
Quarter 8	25	0	25 ***	0.002	0	0	0	N/A	N/A
Unsubsidized earnings									
Quarter 1	210	301	-91 *	0.096	237	343	-106	0.410	†††
Quarter 2	466	874	-408 ***	0.000	568	693	-125	0.415	†††
Quarter 3	747	1,003	-256 **	0.014	836	529	307 *	0.064	†
Quarter 4	889	953	-64	0.568	783	459	325 *	0.059	†
Quarter 5	866	857	10	0.928	808	332	476 ***	0.005	††
Quarter 6	881	835	47	0.660	746	414	332 **	0.034	†
Quarter 7	802	743	59	0.576	573	401	171	0.232	†
Quarter 8	748	687	61	0.571	595	348	246 *	0.076	†
Total earnings <sup>e</sup>									
Quarter 1	766	298	468 ***	0.000	984	333	651 ***	0.000	†
Quarter 2	1,451	875	576 ***	0.000	1,563	698	866 ***	0.000	†
Quarter 3	1,131	1,001	129	0.222	1,031	529	503 ***	0.003	†
Quarter 4	1,033	952	81	0.472	815	458	356 **	0.039	†
Quarter 5	933	856	76	0.470	831	332	500 ***	0.004	†
Quarter 6	922	834	88	0.407	755	414	341 **	0.031	†
Quarter 7	839	743	97	0.358	573	401	171	0.232	†
Quarter 8	773	685	88	0.415	595	348	246 *	0.076	†
Sample size (total = 1,774)	706	695	187	186	187	186			(continued)

### Appendix Table A.7 (continued)

SOURCES: MDRC calculations using payroll data from each site and unemployment insurance data from each of the states in the demonstration (Illinois, Michigan, Wisconsin, and Minnesota).

NOTES: Statistical significance levels are indicated as follows: \*\*\* = 1 percent; \*\* = 5 percent; \* = 10 percent.

Results in this table are regression-adjusted for pre-random assignment characteristics.

The early cohort includes sample members randomly assigned before April 1, 2008 (N = 1,401). The late cohort includes those randomly assigned on and after that date (N = 373).

<sup>a</sup>Standard errors are presented in this table for all impacts with a p-value of 0.000. Following are the standard errors for all impacts with a p-value of 0.000 (presented in the order in which they appear on the table starting with the "Early" cohort). Employment: 1.731, 1.820, 1.722, 1.194, 0.807, 0.657, 0.606, 4.421, 4.811, 2.376, 2.472, 2.597, 3.606, 3.651, 2.715, 4.871, and 4.903. Earnings: 23.496, 41.209, 31.977, 20.995, 14.854, 11.260, 10.351, 8.786, 84.387, 59.916, 78.227, 45.555, 135.384, and 155.01.

<sup>b</sup>p-values listed as N/A indicate that a p-value could not be calculated for this impact. This occurred because there was no variation in the outcome in the sample; as a result, it is not possible to calculate the probability of a difference in means between the two groups.

<sup>c</sup>The H-statistic was used to test for statistically significant differences in impact estimates across subgroups. Statistical significance levels are indicated as follows: ††† = 1 percent; †† = 5 percent; † = 10 percent. H-statistics listed as N/A indicate that a p-value could not be calculated for this impact for at least one subgroup. This occurred because there was no variation in the outcome in the subgroup; as a result, it is not possible to calculate the probability of a difference in means between the two groups.

<sup>d</sup>Earnings and employment from transitional jobs are based on payroll data from each of the sites.

<sup>e</sup>Total earnings may not be equal to the sum of transitional job earnings plus unsubsidized job earnings due to rounding.

**Appendix B**

**Additional Impacts on Recidivism**



**The Transitional Jobs Reentry Demonstration**

**Table B.1**

**Impacts on Recidivism, by Year**

**Chicago**

Outcome	Transitional Jobs Group	Job Search Group	Difference (Impact)	P-Value	Difference Between Site Impacts <sup>a</sup>
<b>Arrested (%)</b>					
Year 1	45.7	44.1	1.6	0.753	
Year 2	37.2	42.3	-5.1	0.337	
Years 1-2	59.8	61.9	-2.1	0.677	
<b>Convicted of a crime<sup>b</sup> (%)</b>					
Year 1	17.7	14.7	2.9	0.445	
Year 2	21.2	25.3	-4.1	0.368	
Years 1-2	34.8	36.0	-1.3	0.800	
<b>Admitted to prison<sup>c</sup> (%)</b>					
Year 1	22.9	20.4	2.5	0.559	
Year 2	19.9	27.3	-7.4	0.100	††
Years 1-2	36.6	41.0	-4.5	0.373	†
<b>Admitted to prison for a new crime (%)</b>					
Year 1	7.9	8.7	-0.8	0.795	
Year 2	12.0	17.5	-5.5	0.137	
Years 1-2	19.5	23.9	-4.4	0.303	
<b>Admitted to prison for a parole/probation violation (%)</b>					
Year 1	15.4	12.3	3.1	0.402	††
Year 2	7.9	9.7	-1.8	0.544	††
Years 1-2	20.6	20.6	0.0	0.998	†
<b>Total days incarcerated in prison</b>					
Year 1	22.3	24.7	-2.4	0.709	†
Year 2	49.9	69.9	-20.0 *	0.066	††
Years 1-2	72.2	94.6	-22.4	0.120	††
<b>Arrested, convicted, or admitted to prison (%)</b>					
Year 1	50.4	47.9	2.5	0.627	
Year 2	43.8	53.6	-9.7 *	0.069	
Years 1-2	64.4	66.4	-2.0	0.683	
<b>Sample size (total =374)</b>					
	189	185			

SOURCES: Calculations based on data from Illinois Criminal Justice Information Authority and the Illinois Department of Corrections.

NOTES: Statistical significance levels are indicated as follows: \*\*\* = 1 percent; \*\* = 5 percent; \* = 10 percent.

Results in this table are regression-adjusted for pre-random assignment characteristics.

<sup>a</sup>The H-statistic was used to test for statistically significant differences in impact estimates across sites.

Statistical significance levels are indicated as follows: ††† = 1 percent; †† = 5 percent; † = 10 percent.

<sup>b</sup>Some convictions may have been associated with an arrest that occurred prior to random assignment.

These convictions are counted in the analysis as occurring after random assignment.

<sup>c</sup>Total admissions to prison include admissions for new crimes, admissions for parole or probation violations, and admissions for other reasons (not shown separately).

**The Transitional Jobs Reentry Demonstration**

**Table B.2**

**Impacts on Recidivism, by Year**

**Detroit**

Outcome	Transitional Jobs Group	Job Search Group	Difference (Impact)	P-Value	Difference Between Site Impacts <sup>a</sup>
Arrested (%)					
Year 1	38.5	33.0	5.4	0.247	
Year 2	29.2	29.2	0.0	0.994	
Years 1-2	53.0	48.6	4.4	0.375	
Convicted of a crime <sup>b</sup> (%)					
Year 1	14.6	18.4	-3.9	0.288	
Year 2	16.9	11.3	5.7	0.102	
Years 1-2	28.5	25.6	3.0	0.494	
Admitted to prison <sup>c</sup> (%)					
Year 1	15.4	12.3	3.0	0.381	
Year 2	17.8	9.9	7.9 **	0.019	††
Years 1-2	32.3	22.1	10.2 **	0.019	†
Admitted to prison for a new crime (%)					
Year 1	7.1	5.1	2.1	0.392	
Year 2	7.5	5.7	1.8	0.458	
Years 1-2	14.6	10.7	3.9	0.234	
Admitted to prison for a parole/probation violation (%)					
Year 1	7.8	7.2	0.6	0.831	††
Year 2	10.3	4.2	6.1 **	0.020	††
Years 1-2	17.7	11.4	6.3 *	0.079	†
Total days incarcerated in prison					
Year 1	18.3	16.4	1.9	0.720	†
Year 2	64.1	39.3	24.9 **	0.023	††
Years 1-2	82.4	55.7	26.7 *	0.069	††
Arrested, convicted, or admitted to prison (%)					
Year 1	42.3	41.5	0.8	0.867	
Year 2	39.8	35.9	3.9	0.417	
Years 1-2	60.3	57.3	3.0	0.529	
Sample size (total =426)	214	212			

SOURCES: Calculations based on data from Michigan State Police and the Michigan Department of Corrections.

NOTES: Statistical significance levels are indicated as follows: \*\*\* = 1 percent; \*\* = 5 percent; \* = 10 percent. Results in this table are regression-adjusted for pre-random assignment characteristics.

<sup>a</sup>The H-statistic was used to test for statistically significant differences in impact estimates across sites.

Statistical significance levels are indicated as follows: ††† = 1 percent; †† = 5 percent; † = 10 percent.

<sup>b</sup>Some convictions may have been associated with an arrest that occurred prior to random assignment.

These convictions are counted in the analysis as occurring after random assignment.

<sup>c</sup>Total admissions to prison include admissions for new crimes, admissions for parole or probation violations, and admissions for other reasons (not shown separately).

**The Transitional Jobs Reentry Demonstration**

**Table B.3**

**Impacts on Recidivism, by Year**

**St. Paul**

Outcome	Transitional Jobs Group	Job Search Group	Difference (Impact)	P-Value	Difference Between Site Impacts <sup>a</sup>
Arrested (%)					
Year 1	37.7	35.7	2.0	0.638	
Year 2	48.0	40.5	7.4 *	0.084	
Years 1-2	62.9	55.3	7.6 *	0.075	
Convicted of a crime <sup>b</sup> (%)					
Year 1	15.0	11.6	3.4	0.269	
Year 2	19.6	18.1	1.6	0.658	
Years 1-2	29.9	26.0	3.9	0.327	
Admitted to prison <sup>c</sup> (%)					
Year 1	44.5	53.1	-8.7 **	0.047	
Year 2	22.0	25.4	-3.4	0.380	††
Years 1-2	56.8	61.5	-4.7	0.282	†
Admitted to prison for a new crime (%)					
Year 1	6.4	3.9	2.5	0.198	
Year 2	9.4	7.3	2.1	0.408	
Years 1-2	15.9	11.2	4.6	0.132	
Admitted to prison for a parole/probation violation (%)					
Year 1	38.9	50.3	-11.4 ***	0.008	††
Year 2	12.6	18.1	-5.5 *	0.091	††
Years 1-2	46.3	55.3	-9.0 **	0.038	†
Total days incarcerated in prison					
Year 1	60.4	83.3	-22.8 ***	0.005	†
Year 2	65.8	79.6	-13.8	0.191	††
Years 1-2	126.2	162.8	-36.6 **	0.019	††
Arrested, convicted, or admitted to prison (%)					
Year 1	59.3	68.2	-9.0 **	0.034	
Year 2	56.8	53.9	2.9	0.504	
Years 1-2	76.4	79.7	-3.3	0.364	
Sample size (total =504)	253	251			

SOURCES: Calculations based on data from Minnesota Bureau of Criminal Apprehension and the Minnesota Department of Corrections.

NOTES: Statistical significance levels are indicated as follows: \*\*\* = 1 percent; \*\* = 5 percent; \* = 10 percent.

Results in this table are regression-adjusted for pre-random assignment characteristics.

<sup>a</sup>The H-statistic was used to test for statistically significant differences in impact estimates across sites.

Statistical significance levels are indicated as follows: ††† = 1 percent; †† = 5 percent; † = 10 percent.

<sup>b</sup>Some convictions may have been associated with an arrest that occurred prior to random assignment. These convictions are counted in the analysis as occurring after random assignment.

<sup>c</sup>Total admissions to prison include admissions for new crimes, admissions for parole or probation violations, and admissions for other reasons (not shown separately).

**The Transitional Jobs Reentry Demonstration**

**Table B.4**

**Impacts on Recidivism, by Year**

**Milwaukee**

Outcome	Transitional Jobs Group	Job Search Group	Difference (Impact)	P-Value	Difference Between Site Impacts <sup>a</sup>
Arrested (%)					
Year 1	34.0	30.8	3.2	0.442	
Year 2	19.8	23.3	-3.5	0.349	
Years 1-2	46.1	43.6	2.4	0.573	
Convicted of a crime <sup>b</sup> (%)					
Year 1	11.7	12.8	-1.1	0.710	
Year 2	13.4	11.1	2.3	0.430	
Years 1-2	24.0	21.0	3.0	0.413	
Admitted to prison <sup>c</sup> (%)					
Year 1	50.8	52.2	-1.4	0.764	
Year 2	32.4	39.1	-6.7	0.130	††
Years 1-2	67.3	68.8	-1.6	0.707	†
Admitted to prison for a new crime (%)					
Year 1	3.1	3.2	0.0	0.983	
Year 2	2.6	3.0	-0.4	0.791	
Years 1-2	5.7	6.1	-0.4	0.839	
Admitted to prison for a parole/probation violation (%)					
Year 1	22.9	21.2	1.7	0.650	††
Year 2	11.9	13.8	-1.9	0.540	††
Years 1-2	33.8	32.5	1.3	0.757	†
Total days incarcerated in prison					
Year 1	49.7	57.1	-7.4	0.336	†
Year 2	108.7	109.8	-1.1	0.928	††
Years 1-2	158.4	167.0	-8.6	0.631	††
Arrested, convicted, or admitted to prison (%)					
Year 1	59.5	62.2	-2.7	0.539	
Year 2	46.8	48.5	-1.7	0.706	
Years 1-2	75.3	75.7	-0.4	0.916	
Sample size (total =507)	256	251			

SOURCES: Calculations based on data from State of Wisconsin Department of Justice and the Wisconsin Department of Corrections.

NOTES: Statistical significance levels are indicated as follows: \*\*\* = 1 percent; \*\* = 5 percent; \* = 10 percent.

Results in this table are regression-adjusted for pre-random assignment characteristics.

<sup>a</sup>The H-statistic was used to test for statistically significant differences in impact estimates across sites. Statistical significance levels are indicated as follows: ††† = 1 percent; †† = 5 percent; † = 10 percent.

<sup>b</sup>Some convictions may have been associated with an arrest that occurred prior to random assignment. These convictions are counted in the analysis as occurring after random assignment.

<sup>c</sup>Total admissions to prison include admissions for new crimes, admissions for parole or probation violations, and admissions for other reasons (not shown separately).



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## **MDRC Publications on the Transitional Jobs Reentry Demonstration**

*Work After Prison*

*One-Year Findings from the Transitional Jobs Reentry Demonstration*

2010. Cindy Redcross, Dan Bloom, Erin Jacobs, Michelle Manno, Sara Muller-Ravett, Kristin Seefeldt, Jennifer Yahner, Alford A. Young, Jr., and Janine Zweig.

*The Joyce Foundation's Transitional Jobs Reentry Demonstration*

*Testing Strategies to Help Former Prisoners Find and Keep Jobs and Stay Out of Prison*

2009. Dan Bloom.



## About MDRC

MDRC is a nonprofit, nonpartisan social and education policy research organization dedicated to learning what works to improve the well-being of low-income people. Through its research and the active communication of its findings, MDRC seeks to enhance the effectiveness of social and education policies and programs.

Founded in 1974 and located in New York City and Oakland, California, MDRC is best known for mounting rigorous, large-scale, real-world tests of new and existing policies and programs. Its projects are a mix of demonstrations (field tests of promising new program approaches) and evaluations of ongoing government and community initiatives. MDRC's staff bring an unusual combination of research and organizational experience to their work, providing expertise on the latest in qualitative and quantitative methods and on program design, development, implementation, and management. MDRC seeks to learn not just whether a program is effective but also how and why the program's effects occur. In addition, it tries to place each project's findings in the broader context of related research — in order to build knowledge about what works across the social and education policy fields. MDRC's findings, lessons, and best practices are proactively shared with a broad audience in the policy and practitioner community as well as with the general public and the media.

Over the years, MDRC has brought its unique approach to an ever-growing range of policy areas and target populations. Once known primarily for evaluations of state welfare-to-work programs, today MDRC is also studying public school reforms, employment programs for ex-offenders and people with disabilities, and programs to help low-income students succeed in college. MDRC's projects are organized into five areas:

- Promoting Family Well-Being and Children's Development
- Improving Public Education
- Raising Academic Achievement and Persistence in College
- Supporting Low-Wage Workers and Communities
- Overcoming Barriers to Employment

Working in almost every state, all of the nation's largest cities, and Canada and the United Kingdom, MDRC conducts its projects in partnership with national, state, and local governments, public school systems, community organizations, and numerous private philanthropies.

