

## **Appendix G: Employment Factors Outline**

### **DRAFT**

Each facility's employment opportunities/ process from which our sample is taken will be assigned values for the purpose of controlling for hiring differences.

1. Number of PIECP jobs at this facility
2. Number of TI jobs at this facility

The hiring process for PIECP and then for TI:

3. Must be Disciplinary Report free (yes, no)
4. If yes, for how long?
5. Required security level for PIECP workers
6. Required education level
7. Where in the sentence is PIECP intended
8. Who must approve the inmate for potential hire (DOC)
9. Restrictions on type of crime?
10. Medical restrictions?
11. Psychological restrictions?
12. Application required?
13. Conduct interviews?
14. Factors that may influence the decision to hire:
  - Prior work experience
  - Referrals from current inmate employees
  - Referrals from current staff/ CO's
15. Who makes the final decision on the industry side?