
Employment Retention Inventory Validation

Seeking Probation/Parole Offices for 2014 Study

What is the study?

This study is an evaluation of the **Employment Retention Inventory (ERI)**, an instrument focused on keeping offenders in the workforce. The ERI was designed to help correctional staff and stakeholders identify individual offenders' barriers to long-term employment, so that resources can be targeted to those at highest risk of job loss.

The ERI was developed by the National Institute of Corrections (NIC), an agency within the US Department of Justice, Federal Bureau of Prisons. NIC selected the Urban Institute, a non-profit research organization in Washington, DC, to evaluate the ERI's effectiveness at predicting offender job loss. This study will also examine the relationship between offender employment retention and recidivism, so as to increase the body of knowledge specific to offender workforce development and recidivism.

For more information about the study, see: <http://urban.is/ERValidation>

For information about the Employment Retention Initiative, see: <http://nicic.gov/oeretentionresearch>

What is required of study sites?

We are looking for two probation/parole offices to test the ERI (one urban and one rural/suburban). At each office, the Urban Institute will administer a short online survey to 200 newly released offenders, following their regularly scheduled appointments. To minimize the burden on staff, we only need probation/parole officers to direct eligible offenders to the survey once. The survey will inform offenders about the study and ask for their consent.

Study sites should meet the following criteria:

- Have sufficient case flows to support a survey of 125 employed and 75 unemployed offenders during a 3-month time frame (ideally, March to May 2014);
- Have at least 2 computers with Internet access located in somewhat private locations;
- Not have previously participated in NIC's Offender Employment Retention Specialist training; and
- Be able and willing to provide, upon offenders' consent, access to probation/parole administrative data on recidivism and employment verifications, as available.

Why participate in the study?

Participating ERI validation sites will receive:

- National recognition from NIC and the Urban Institute as an organization critical to the validation of the ERI;
- Use of the final, computerized ERI assessment tool, which may support further NIC evaluations at their site;
- Selection preference for NIC's national Offender Employment Retention Specialist training, see <http://nicic.gov/Training/13C2302>; and
- Copies of all research findings regarding the ERI validation study, which will also be shared nationally.

How can my office become a study site?

Please email **Jennifer Yahner (Urban Institute)** at jyahner@urban.org, if you are interested in becoming a study site or to request more information about the study.

In addition, you may register for an online information session scheduled for **Monday, January 13, 2014 at 1:30 pm EST** by clicking on this link: <https://nic.webex.com/mw03071/mywebex/default.do?siteurl=nic> (search for "ERI Research") Attendance at the information session is encouraged but not required for site selection.
