



The Office of Innovation, Alignment, and Accountability  
Post-Release Outcomes for Clients Exiting Juvenile  
Rehabilitation, SFY15-19 Part III: Recidivism & Employment



Washington State Department of  
**CHILDREN, YOUTH & FAMILIES**

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POST-RELEASE OUTCOMES FOR CLIENTS EXITING JUVENILE REHABILITATION PART III:  
SFY15-19 RECIDIVISM & EMPLOYMENT



Washington State Department of  
**CHILDREN, YOUTH & FAMILIES**

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## Introduction

A key priority of the Department of Children, Youth, and Families (DCYF) is to create successful transitions to adulthood, including providing appropriate supports to promote client reentry into their communities after serving a period of confinement<sup>1</sup>. The purpose of this evaluation report is to build upon two previous reports that analyzed recidivism and post-release employment separately. This report is meant to analyze the relationship between post-release employment and recidivism rates in regards to a number of independent variables hypothesized to have some relationship to both outcomes. DCYF's Office of Innovation, Alignment, and Accountability (OIAA) identified these independent variables as: environmental adherence (EA) scores, reentry preparation, monthly room confinement/isolation (RC/I) rates, and employment in the year prior to release.<sup>2</sup> This analysis additionally explored the relationship between post-release employment and recidivism, for those who had employment in the six quarters post-release.

## Executive Summary

### Previous Report Findings

#### Recidivism: All Ages at Release<sup>3</sup>

- Increases in a client's average EA score during their time in JR significantly decreased their likelihood of recidivism, specifically violent, felony recidivism.
- Clients who experienced a monthly RC/I rate of two or more hours per month were significantly more likely to have any recidivism, and also violent felony recidivism.
- There were no significant differences in the likelihood of recidivism by a client's degree of reentry preparation, or their employment status in the year prior to release.
- Clients who experienced higher average EA scores were less likely to experience RC/I.

#### Post-Release Employment: Clients 18 or Older at Release<sup>4</sup>

- Clients who had both a Reentry Plan and Release Reentry Team Meeting (RTM) had significantly higher odds of post-release employment than clients who had neither.
- Clients who experienced a monthly RC/I rate of more than two hours had significantly lower odds of post-release employment than clients who did not have any RC/I.
- Clients who were employed in the year prior to release had significantly higher odds of post-release employment than those who did not.

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<sup>1</sup> See page 1 of [The Department of Children, Youth, and Families Strategic Priorities 2021-2026](#) for more information on the agency's Strategic Plan.

<sup>2</sup> See Technical Appendix for additional information on independent variable creation and definitions.

<sup>3</sup> Goins, A.M., & Fox, A.M. (2023). Post-Release Outcomes for Clients Exiting Juvenile Rehabilitation Part I, SFY15-19: Recidivism. *Department of Children, Youth, and Families, Office of Innovation, Alignment, and Accountability*, Olympia, WA

<sup>4</sup> Goins, A.M. & Fox, A.M. (2023). Post-Release Outcomes for Clients Exiting Juvenile Rehabilitation Part II: SFY15-19 Employment, *Department of Children, Youth, and Families, Office of Innovation, Alignment & Accountability*, Olympia, WA

## Key Findings: The Current Analysis

The current analysis used a different model from the previous two reports to examine the odds of having one of four different outcome types related to employment and recidivism. Specifically, this analysis examines employment and recidivism in combination with each other, as one outcome. The colored matrix below shows the outcome types measured in the current analysis and how various outcomes were interpreted. The relationship between employment and recidivism is complicated and this analysis starts to untangle that relationship and how a client’s experience in JR is related to those outcomes.

- For clients under age 18 at release, increases in EA were related to decreases in recidivism but was not related to outcomes that included employment.
- For clients age 18 or older at release, EA was not significantly related to any of the post-release outcomes. Also, missing a reentry plan or reentry team meeting was related to a reduction in the odds of employment (but only among those who ended up recidivating).
- As a client’s monthly room confinement and isolation (RC/I) rate increased, the odds of a successful outcome (one with no recidivism) decreased, regardless of age at release. Clients who experienced two or more hours per month of RC/I also had the lowest odds for positive outcomes (employment with no recidivism), compared to clients who did not experience RC/I.
- Having employment in the year prior to release increased the odds of having an outcome that included employment after release, regardless of age at release.

		Recidivism	
		Yes (-)	No (+)
Post-Release Employment	Yes (+)	Both Recidivism and Employment	Employment and NOT Recidivism
	No (-)	Recidivism and NO Employment (Reference group)	Neither Recidivism nor Employment

## About the Study Population

The current analysis examined all residential obligations that ended during SFY2015-2019. During SFY15-19, there were 2,727 total obligations that ended, of which 2,602 obligations were included in the current analysis. Obligations that were excluded from analysis include clients who transferred directly to the Department of Corrections (DOC) upon their release from JR, or they began another obligation at JR within two days of their release, considered a consecutive obligation (*N* = 69). Clients were also removed from multivariate analysis if they were missing EA score information or if their race or ethnicity were unknown (*N* = 56). If a client had multiple obligations during SFY15-19, each obligation was included separately in analysis. A client was considered to have recidivated if they committed a new offense within 18 months post-release, and were adjudicated for that offense within 30 months post-release. A client was considered to have had employment if any work hours or wages were reported to WA Employment Security Department (ESD) in the six calendar quarters post-release.

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Table 1 below shows the percentage of releases during SFY15-19 by various demographic or sentence characteristics. The table is further disaggregated by the client’s age at release, either under 18 at the time of release or 18 or older at the time of release. Since the outcome variable in this analysis includes employment, we examine the data in two groups, those over 18 at the time of release and those under 18 at the time of release.

There were some substantial differences in the factors of interest for clients released during SFY15-19 based on their age at release. A substantially larger portion of clients under 18 experienced a weighted EA score of 2.5 or higher<sup>5</sup>, and a substantially lower percentage were employed in the year prior to release. Figure 1 below shows the percentage of release by factor of interest and age at release.

**Table 1:**  
*Client Demographics by SFY Release and Age at Release, SFY15-19*  
(N=2602)

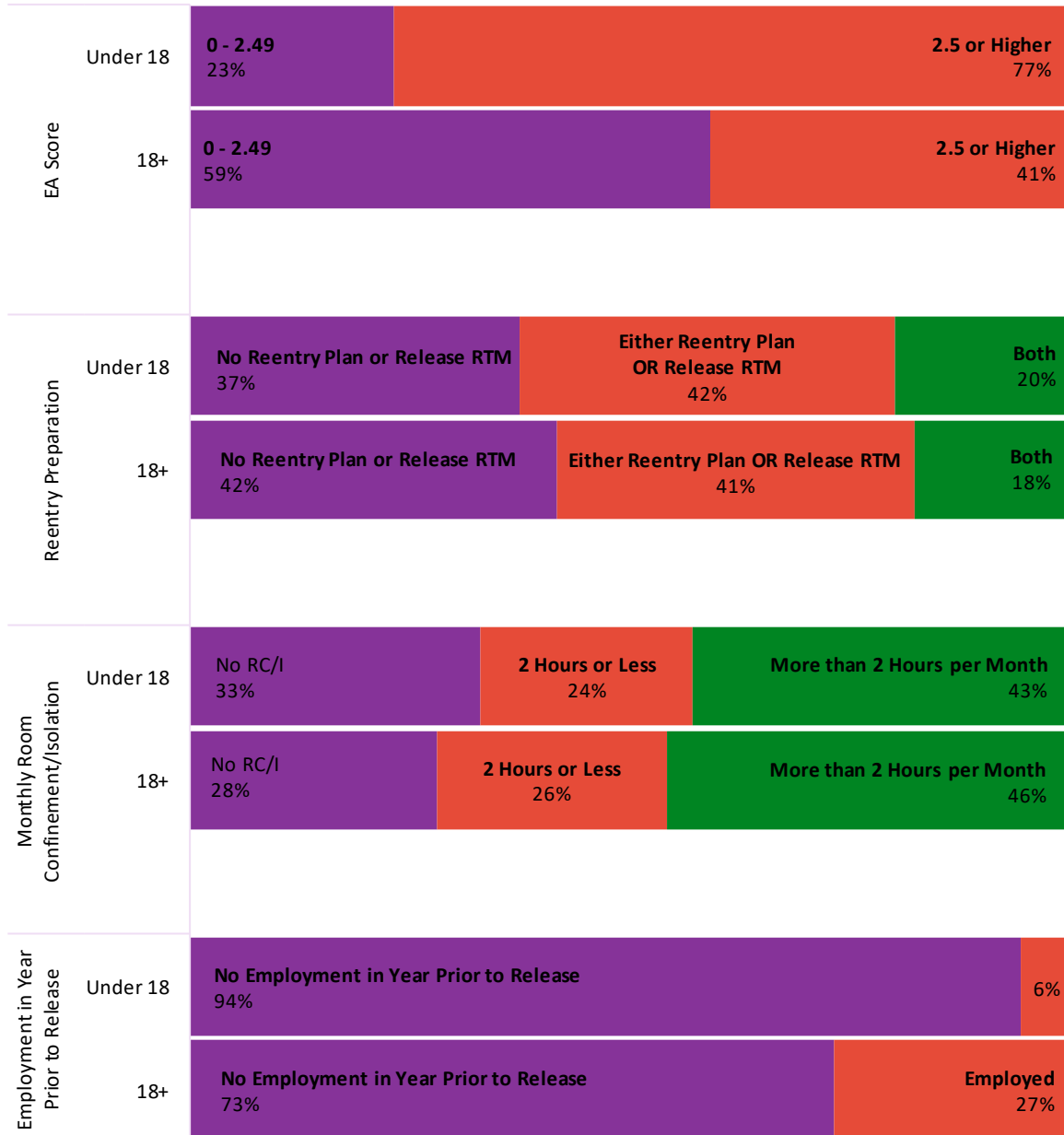
Client Demographic	Under 18 at Release	18 or Older at Release
Racial Category		
American Indian/Alaskan Native	9%	11%
Asian/Pacific Islander	3%	3%
Black/African American	20%	26%
Hispanic	22%	22%
White	45%	38%
Offense Type		
Person	39%	43%
Other (Including all Sex Offenses)	62%	57%
Gender		
Male	87%	92%
Female	13%	8%
Went to a CF		
Yes	31%	57%
No	69%	43%
Follow-up during COVID		
Yes	30%	35%
No	70%	65%
Parole Aftercare		
Had Parole	54%	51%
Did not receive Parole Aftercare	46%	49%
Total	1722	880

Data Source: DCYF Juvenile Rehabilitation. (November 2022). Automated Client Tracking (ACT)[2008-2019].

<sup>5</sup> This EA score cut point was taken from a former standard implemented at Echo Glen Children’s Center which set a goal of consistently obtaining an EA score of 2.5 or higher.

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**Figure 1:**  
*Percent of Release Population by Factors of Interest and Client Age at Release, SFY15-19 (2,602)*



Data Source: DCYF Juvenile Rehabilitation. (November 2022). Automated Client Tracking (ACT)[2008-2019]. Employment data obtained from Employment Security Department (October 2022). [1993-2019].

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## Summary of Findings

This analysis examined the relationship between various JR action points or processes and is intended to help with better understanding how clients are transitioning back to their communities post-release, utilizing available data. The technical details of the current analysis are provided in the appendix, however given the complexity of the models (multinomial logistic regression), we are summarizing the findings here. The current analysis built on the two reports that focus on recidivism and employment individually by examining both outcomes in combination. That is, every client achieves a combination of recidivism and employment, giving us the four possible outcomes shown in the grid on the first page of this report. Overall, this analysis shows that the relationship between recidivism and employment can be complicated, and it is not always straightforward how a client's experience in JR is related to these outcomes. Based on the data analyzed however, there is evidence that EA is related to reductions in recidivism, particularly for younger youth. Additionally, completed reentry planning is related to employment for those over 18 at time of release, but does not seem related to reductions in recidivism. The amount of RC/I a youth experiences was significantly related to their outcomes. Put simply, more RC/I is related to a reduction in the odds of positive outcomes for clients when they leave JR.

The three reports that have been released provide significant findings related to both recidivism and employment for clients who release from JR. These reports also reveal that further investigation is required to more specifically and accurately target available resources to support improvement. These reports provide some basic understanding of the relationships between the selected independent variables included in this analysis (i.e. EA score, reentry preparation, monthly RC/I rates, and employment in the year prior to release), and two outcomes of interest (recidivism and employment).

### Environmental Adherence Findings

In previous analyses, increases in weighted EA scores were significantly related to an overall reduction in recidivism.<sup>6,7</sup> Findings from the current analysis suggest that this finding may only be significant for clients who release under age 18. One reason that this effect is not as pronounced for clients over 18 is that older clients, on average, are experiencing lower levels of EA. In order to establish the effect of high EA on older clients, more older clients need to experience high EA scores. There are other possible explanations for this effect as well. One possible driver of this could be the amount of time clients are spending in the areas where EA is being conducted. For example, additional analysis should consider the amount of time clients, by age group, are spending in their residential units compared to other buildings where EA is not monitored (school, cultural programs, etc.). There is overwhelming evidence in the literature that has found that individuals have better outcomes when their environment is structured and when they feel supported by those around them, which the EA scoring tool and score is intended specifically to measure. Because of the support found in the literature, and the findings from these reports, *JR should continue to provide support to residential units to*

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<sup>6</sup> Goins, A.M., & Fox, A.M. (2023). Post-Release Outcomes, SFY15-19: Recidivism. *Department of Children, Youth, and Families, Office of Innovation, Alignment, and Accountability*. Olympia: WA.

<sup>7</sup> Fox, A. M., Miksicek, D., and Veele, S. (2019). An evaluation of Dialectical Behavior Therapy in Washington State's Juvenile Rehabilitation. Olympia, WA: Department of Children, Youth, and Families, Office of Innovation, Alignment, and Accountability



*improve or maintain high EA scores and consider exploring how to measure EA more comprehensively in residential facilities.*

#### Reentry Preparation Findings

Reentry preparation was significantly and positively related to having both employment but also recidivism in the period post-release for clients who were age 18 or older at the time of release, meaning that clients who had both a reentry plan and a release RTM were significantly more likely to have employment, but only among the groups of youth who also recidivated. Previous analysis found that reentry preparation was significantly positively related to employment,<sup>8</sup> and the current findings suggest that this increase in employment does not directly relate to a reduction in recidivism. Although the goal is to reduce recidivism universally, increasing employment is critical for clients who will be living independently post-release. *If employment training and support resources are limited, then resources should initially target clients who are anticipated to be living independently upon release.*

#### Room Confinement and Isolation Findings

Room confinement and isolation has a significant effect on post-release outcomes. For both age groups, clients who had a monthly RC/I rate of more than two hours per month had significantly lower odds of positive outcomes during the 18 months post-release. Previous analysis established that higher rates of RC/I were related to higher recidivism rates, but also that clients who experienced two or more hours of RC/I committed new offenses in substantially fewer days than clients with lower RC/I rates. In utilizing only RC/I rates, there are additional limitations in determining a direct causal relationship between RC/I and outcome types. Although current and previous findings do indicate that higher RC/I rates are strongly and significantly related to worse client outcomes, it is unclear the extent to which RC/I is responding to client behavior which may already indicate an increased risk to recidivate. Nevertheless, *knowing that high rates of RC/I per month increase the risk for recidivism can allow the agency to target resources and supports to clients who regularly experience RC/I.*

#### Employment while in JR Findings

Clients who had employment in the year prior to release, regardless of age at release, were significantly more likely to have post-release employment, whether or not they also recidivated. Previous analysis indicated that having employment in the year prior increased a client's odds of both beginning employment in the first quarter post-release, and working four or more quarters post-release. The current analysis finds that for both age-at-release groups, an increase in the number of post-release quarters worked is associated with a reduced likelihood of recidivism. *As employment in the year prior to release had a consistent positive effect on the odds of post-release employment, JR should seek to explore or create additional employment opportunities for clients during their obligations.*

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<sup>8</sup> Goins, A.M., & Fox, A.M. (2023). Post-Release Outcomes, SFY15-19: Recidivism. *Department of Children, Youth, and Families, Office of Innovation, Alignment, and Accountability*. Olympia: WA.

### Final Thoughts

Findings from the current analysis may help to allocate resources to meet the needs of clients and also provide information about how the current system is working in relation to JR's goals for clients, post-release.

Interestingly, both monthly RC/I rates and employment in the year prior to release had significant effects on the odds of clients having both recidivism and employment in the period post-release. Further analysis should seek to investigate this group to better understand the events that are occurring for this group—are they gaining employment and then recidivating, or vice versa, for example? In order to most effectively target an increase to post-release employment and a decrease to recidivism, a better understanding of this group is needed.

This analysis also could benefit greatly from the inclusion of education data, an important post-release outcome to better understand the JR population. For clients who had neither outcome type in particular, including this data may help JR to improve outcomes geared towards education engagement or re-engagement, post-release.

The current analysis explores the relationship between weighted EA scores, reentry preparation, monthly RC/I rate, employment in the year prior to release, and post-release outcomes. Additionally, the relationship between the post-release outcomes was explored. Understanding the effectiveness of JR's actions or processes to support a successful transition for clients back to their communities can help to target resources and improve processes.

## Appendix A: Variable Definitions

### Independent Variable Definitions

#### Environmental Adherence (EA) Scores

Environmental Adherence (EA) Scoring was developed as a Quality Assurance (QA) tool that provides a score, based on observation conducted by QA staff, for how well staff are adhering to the Dialectical Behavioral Therapy model (DBT), JR's current residential treatment model. Prior to April 2021, one EA observation was expected to occur twice a year, but after an evaluation of JR's implementation of DBT in JR<sup>9</sup>, the rate of observation was reduced to once per year, per a recommendation in the report based on available resources at that time.<sup>10</sup> Scores range from 0 to 3, with higher scores indicating greater adherence to the treatment model.

The weighted EA score per obligation, or client, was calculated first by determining the average EA score for each living unit, as scores reflect living unit, not individual client or staff scores. Then we examined the total number of days a client spent at each location and the average EA score that they received every day. In order to get the weighted EA score, we then divided that by all of the days a client was housed in a location with an EA score. Doing so adjusted the EA score based on the number of days a client was in each location to produce a more accurate representation of the average EA score that a client experienced during their obligation. If a living unit was missing an observation, then an average of the prior and post observations were utilized.

$$\frac{\text{Average EA Score} \times \text{Number of days in specific location}}{\text{Total Number of Days in an EA scored location during obligation}} = \text{Weighted EA Score per client}$$

#### Reentry Preparation – Reentry Plans and Release Reentry Team Meetings (RTMs)

The reentry preparation category is intended to explore the degree to which Release Reentry Team Meetings (RTM) or Reentry Plans have an impact on post-release outcomes. Both RTMs and Reentry Plans were developed as a way to formalize, document, and communicate with clients and their supports about their transition plans. A Release RTM is a meeting that the client, case manager, and other identified supports in the client's life attend to discuss and plan for the client's transition back to their community upon their release from residential care. These meetings are documented in case notes. A client was considered to have received a Release RTM if there was a Release RTM case note that was submitted within 60 days prior to their residential release.

The Reentry Plan is a document that a case manager or RTM facilitator prepares that includes information about a client's housing, employment, program referrals, etc. This document is a summary of domains discussed during the Release RTM and is provided to the clients upon their release.

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<sup>9</sup> Fox, A. M., Miksicek, D., and Veele, S. (2019). An evaluation of Dialectical Behavior Therapy in Washington State's Juvenile Rehabilitation. Olympia, WA: Department of Children, Youth, and Families, Office of Innovation, Alignment, and Accountability.

<sup>10</sup> Fox, A. (2021) Residential Treatment Quality: Update on the 2019 Dialectical Behavior Therapy Recommendations.

A client was considered to have a Reentry Plan if a Reentry Plan had been submitted within 60 days prior to the client's release from residential care.

### Room Confinement & Isolation (RC/I)

Room Confinement and Isolation records were included in analysis if they were submitted and were at least one minute in length. To get the monthly rate of room confinement and isolation, evaluators first determined the total number of hours a client spent on RC/I, then divided it by the number of days the client was in a JR Institution in order to get a daily rate. This was then multiplied by 30 to obtain the monthly rate. Days spent in a CF were not included in this calculation because clients are not placed on RC/I in the CFs, so the rate is based only on days where a client could have been placed on room confinement.

### Employment in the Year Prior to Release

Clients in JR are able to obtain employment during their obligation, and are encouraged to do so where possible. As clients transition to less restrictive environments in the JR continuum of care, namely CFs, clients' ability to gain employment increases, as they may be allotted time away from the facility to attend work. This metric identifies clients who obtained some sort of employment that was reported to WA Employment Security Department (ESD) sometime in the year prior to their release. If a client worked at all in the year prior to their release, they were considered in this analysis to have had employment during their obligation. Clients' quarter of release was not included in their indication of employment in the year prior to their release, as we cannot determine if the employment began during or after the obligation end.

## Post-Release Outcome Definitions

### Recidivism

To determine recidivism rates, OIAA Evaluators identified in administrative records all clients whose residential obligation ended during SFY15-19. They obtained all conviction data from the Washington State Center for Court Research. Recidivism in this analysis is defined as an offense that occurred within 18 months of release from a residential facility, which resulted in a conviction or an adjudication. Twelve months were then allowed for the offense to go through the court process to determine if a conviction, diversion, or deferred adjudication would occur.

Recidivism types include any recidivism, misdemeanor, non-violent felony, and violent felony. All clients with any type of recidivism are included in this evaluation. Evaluators identified the most serious offense that occurred in the 18-month follow up period to determine the type of recidivism event, and utilized the first offense date post-release to determine the number of days from release to offense.

### Post-Release Employment

Post-release employment data was provided by ESD to OIAA and was then matched to SFY15-19 residential releases. Clients were considered to have had post-release employment if any hours were reported to ESD in the six calendar quarters post-release (18 months). Evaluators also determined the total number of quarters worked, and the first quarter of employment post-release for clients. Clients' quarter of release is not included in post-release employment rates, as we cannot determine if the employment began during or after the obligation end.

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### Combining Recidivism and Employment

The two prior reports used recidivism and employment as separate outcomes, however, the current study combined them in to one outcome so that we could examine the unique combinations of the two. The outcome included four mutually exclusive categories that are depicted in the graphic on the first page of this report. The categories include: yes recidivism/no employment, yes recidivism/yes employment, no recidivism/no employment, and no recidivism/yes employment. These are also ordered in terms of least to most desirable. The most positive outcome is for the youth client to not recidivate and to obtain employment while the least desirable is for the client to recidivate and not have employment. This combined outcome with four categories was used for the current analysis.

## Appendix A: Technical Findings

### Post-Release Outcomes by Factors of Interest

Multinomial logistic regression was used to analyze the relationship between Environmental Adherence (EA) scores, reentry preparation, monthly RC/I rates, employment in the year prior to release and post-release outcome type. Client outcomes were categorized as: Employment only, Recidivism only (reference category), Both [recidivism and post-release employment], and Neither [neither recidivism nor post-release employment]. Only the relationships with significant effects are shown in the graphics below. The model included client race/ethnicity, committing offense, age at release, parole aftercare assignment, and having spent one or more days in a CF during their obligation as control variables<sup>11</sup>. The State of Emergency declared in Washington state in response to COVID-19 was also included as a control in the model<sup>12</sup>. One model was completed for clients who were under 18 at the time of their release, and an identical model was completed for clients who were age 18 or older at release as client post-release employment outcomes seem to vary substantially by age at release.

#### Weighted EA Scores

The odds of having no recidivism and no employment in the period post-release increased significantly as a client's weighted EA score increased, for clients who were under 18 at the time of their release. For each one point increase in a client's weighted EA score, their odds of having neither recidivism nor post-release employment increased 58% ( $p < .05$ , CI 95% [1.16, 2.14]). Weighted EA score did not have an impact on outcome type for clients who released at age 18 or older. Figure 2 below shows the predicted rates of having recidivism and no employment, or neither recidivism nor employment in the period post-release, for clients who were under age 18 at release, by their weighted EA score. For clients with an average weighted EA score of 1, the predicted rate of only recidivism and not employment was 46%, and the predicted rate of having neither recidivism nor employment was 17%. As EA score increases, the predicted rate of recidivism only and not employment decreases, as does the predicted rate of having neither outcome for clients under 18 at release.

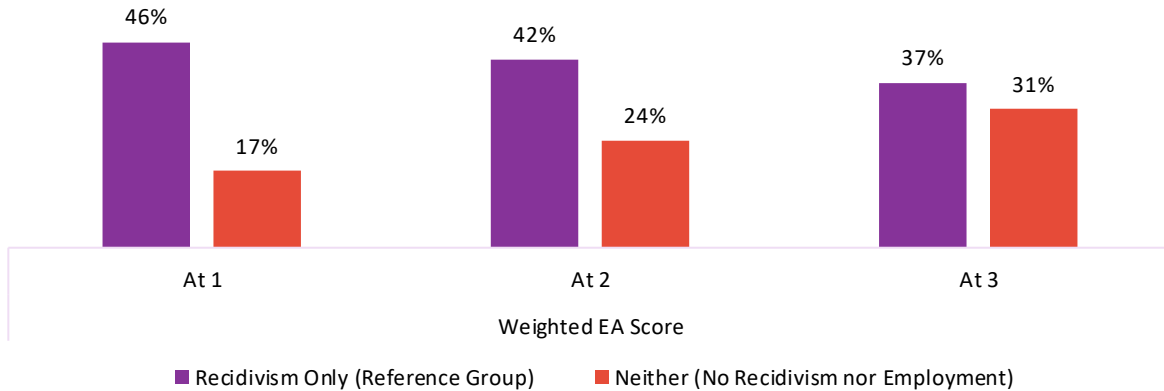
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<sup>11</sup> Client risk assessment scores were considered for inclusion in the model, however, these assessments are currently under significant revision and therefore were not included in the analysis.

<sup>12</sup> Clients were indicated as having the COVID-19 State of Emergency in their post-release follow-up period if any of those follow-up days occurred between or during March 2020 through October 2022. These dates were determined by the start and end dates of the State of Emergency.

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**Figure 2:**  
*Predicted Rates of Outcome Types Significantly Effected by Weighted EA Score for Clients Under 18 at Release, SFY15-19 (N = 1,722)*

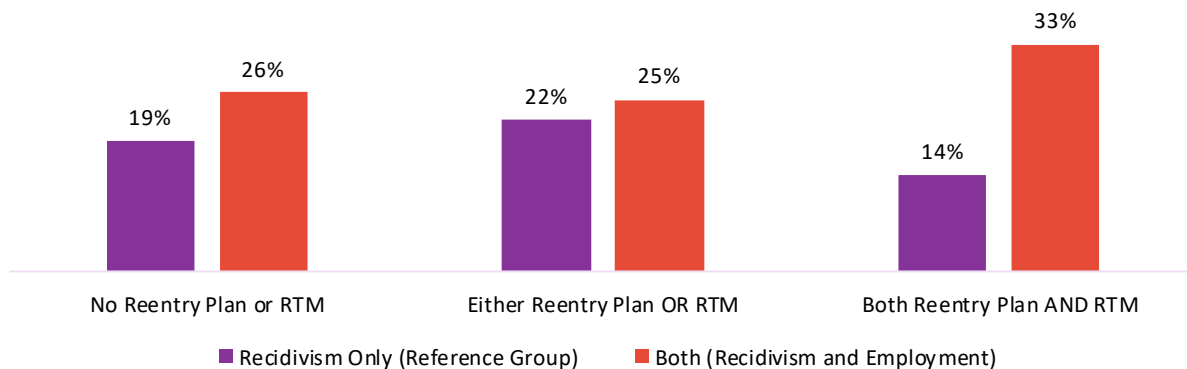


Data Source: DCYF Juvenile Rehabilitation. (November 2022). Automated Client Tracking (ACT)[2008-2019]. Conviction data provided by Washington State Center for Court Research (April 2022)[2008-2019]. Employment data obtained from Employment Security Department (October 2022)[1993-2019].

**Reentry Preparation**

Clients who released at age 18 or older and had either a reentry plan or release RTM had 51% lower odds of having both recidivism and employment in the period post-release than clients who had both a reentry plan and release RTM ( $p < .05$ , CI 95% [.26, .93]), compared to youth who recidivated and did not have employment. Figure 3 shows the predicted outcome rate of having only recidivism and not employment, or both recidivism and employment in the period post-release for clients who were 18 or older at the time of release.

**Figure 3:**  
*Predicted Rates of Outcome Types Significantly Effected by Reentry Preparation for Clients Age 18 or Older at Release, SFY15-19 (N = 880)*



Data Source: DCYF Juvenile Rehabilitation. (November 2022). Automated Client Tracking (ACT)[2008-2019]. Conviction data provided by Washington State Center for Court Research (April 2022)[2008-2019]. Employment data obtained from Employment Security Department (October 2022)[1993-2019].

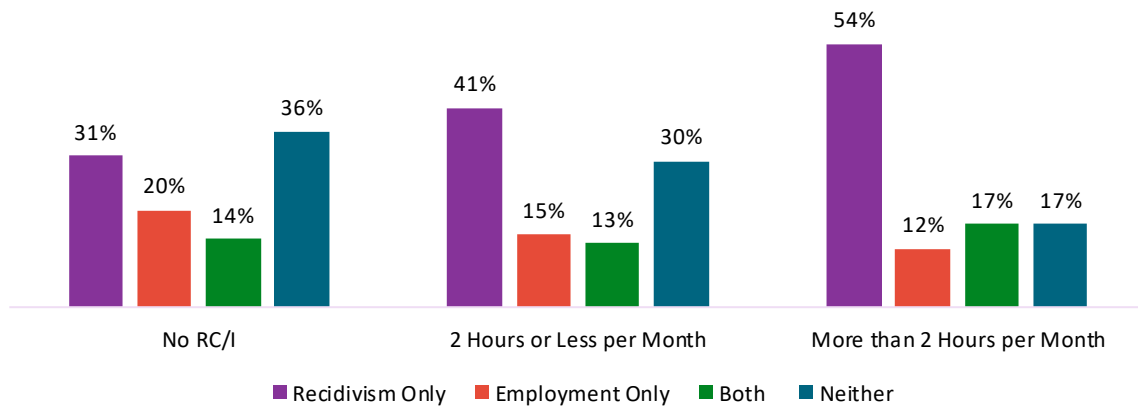
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Monthly Room Confinement/Isolation Rates

Clients, regardless of age at release, who experienced any RC/I during their obligation had significantly lower odds of having only post-release employment and no recidivism than clients who did not experience RC/I. Clients under 18 years old at the time of release who experienced a monthly RC/I rate of more than two hours had 64% lower odds of having employment and not recidivism than clients who did not experience RC/I and significantly increased the odds of having only recidivism and not employment ( $p < .05$ , CI 95% [.25, .51]). Clients age 18 or older at release who experienced more than two hours of RC/I per month were 71% less likely than clients who did not experience RC/I to have employment and not recidivism in the period post-release ( $p < .05$ , CI 95% [.17, .48]). Clients under age 18 at the time of release who experienced a monthly RC/I rate of more than two hours per month had 75% lower odds of having neither outcome type than clients who did not experience RC/I ( $p < .05$ , CI 95% [.20, .36]), compared to those who recidivated and did not have employment. Clients age 18 or older at release who experienced a monthly RC/I rate of more than two hours per month were 76% less likely than clients who did not experience RC/I to have neither recidivism nor employment. That same group also had 53% lower odds of having both recidivism and employment ( $p < .05$ , CI 95% [.27, .82]). Figure 4 shows the predicted rates of all four outcome types for clients under age 18 at release by monthly RC/I rates. The predicted rates of having recidivism only in the period post-release increased substantially as clients experienced higher monthly RC/I rates for clients under age 18 at release.

**Figure 4:**  
*Predicted Rates of Outcome Types Significantly Effected by Monthly RC/I Rates for Clients Under 18 at Release, SFY15-19 (N = 1,722)*



Data Source: DCYF Juvenile Rehabilitation. (November 2022). Automated Client Tracking (ACT)[2008-2019]. Conviction data provided by Washington State Center for Court Research (April 2022)[2008-2019]. Employment data obtained from Employment Security Department (October 2022)[1993-2019].

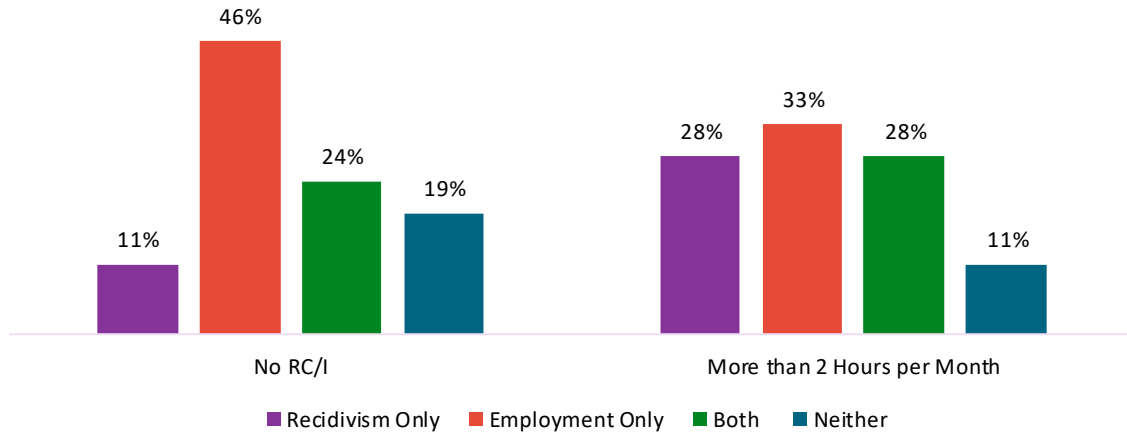
Figure 5 shows the predicted rates of all outcome types for clients who were over age 18 at release and had either not experienced RC/I, or experienced RC/I at a monthly rate of more than two hours.



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For clients over age 18 at release, experiencing more than two hours of RC/I per month substantially increased the predicted rates of having recidivism and not employment or both employment and recidivism in the period post-release, and decreased the predicted rates of having employment and not recidivism or neither outcome compared to clients who did not experience RC/I.

**Figure 5:**  
*Predicted Rates of Outcome Types Significantly Effected by Monthly RC/I Rate for Clients Age 18 or Older at Release, SFY15-19 (N = 880)*



Data Source: DCYF Juvenile Rehabilitation. (November 2022). Automated Client Tracking (ACT)[2008-2019]. Conviction data provided by Washington State Center for Court Research (April 2022)[2008-2019]. Employment data obtained from Employment Security Department (October 2022)[1993-2019].

**Employment in Year Prior to Release**

Clients who had employment in the year prior to release, for both age groups, had significantly higher odds of having only employment and not recidivism in the period post release than clients who did not have employment. Clients, regardless of age at release, also had significantly higher odds of having both recidivism and employment if they were employed in the year prior to release, compared to clients who weren't, and were significantly more likely to have only recidivism and not employment. Clients who released under age 18 and were employed in the year prior to release were 253% more likely than clients who were not employed to have employment and not recidivism in the period post-release (p<.05, CI 95% [1.89, 6.58]). Clients under 18 at release and who had employment in the year prior to release were 248% more likely to have both recidivism and employment in the period post-release than clients who did not (p<.05, CI 95% [1.84, 6.58]). Clients age 18 or older at release who had employment in the year prior to release were 211% more likely than clients who were not employed to have employment and not recidivism post-release, and were significantly less likely to have only recidivism and no employment (p<.05 CI 95% [1.76, 5.52]). Clients age 18 or older at release who had employment in the year prior to release were 346% more likely than clients who were not employed to have both recidivism and employment (p<.05, CI 95% [1.90, 6.29]), compared to those who recidivated and did not have employment.

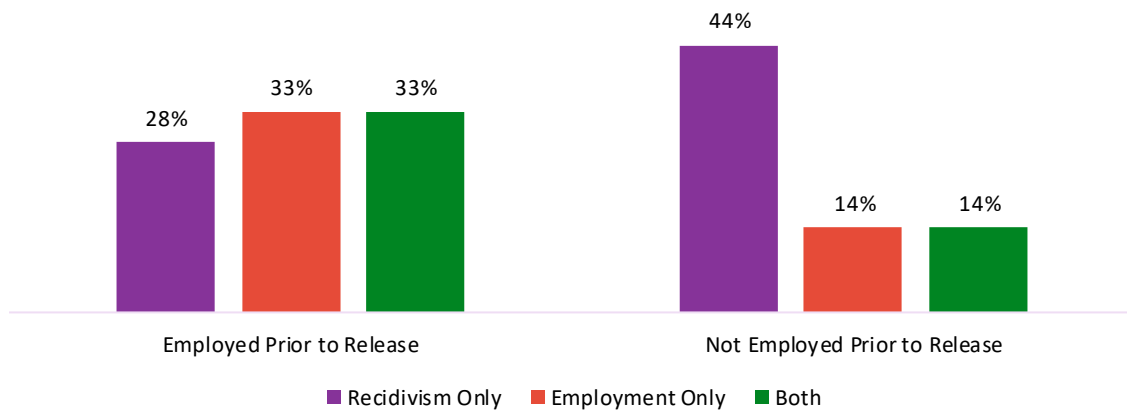
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Figure 6 below shows the predicted rates of employment and no recidivism, recidivism and no employment, or both recidivism and employment for clients who were under age 18 at the time of their release by their employment status in the year prior to release. For clients under 18 at release, having employment in the year prior to release substantially decreased the predicted rates of having recidivism and not employment, and substantially increased the predicted rates of employment and no recidivism, or having both employment and recidivism in the period post-release.

**Figure 6:**  
*Predicted Rates of Outcome Types Significantly Effected by Employment in the Year Prior to Release for Clients Under 18 at Release, SFY15-19 (N = 1,722)*

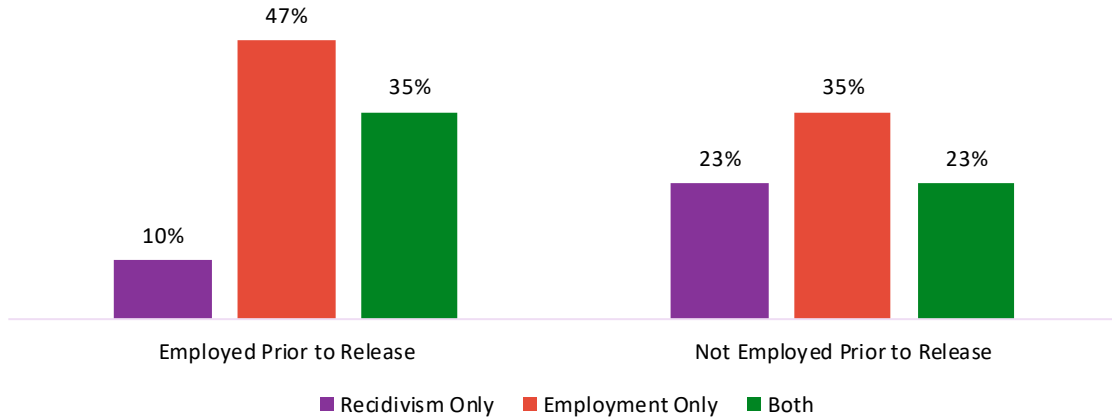


Data Source: DCYF Juvenile Rehabilitation. (November 2022). Automated Client Tracking (ACT)[2008-2019]. Conviction data provided by Washington State Center for Court Research (April 2022)[2008-2019]. Employment data obtained from Employment Security Department (October 2022)[1993-2019].

Figure 7 below shows the predicted rates of recidivism and no employment, employment and no recidivism, or both employment and recidivism in the period post-release for clients under age 18 at release. For clients over 18 at release, having employment in the year prior to release substantially decreased the predicted rates of recidivism and no employment, and substantially increased the predicted rate of employment and no recidivism.

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**Figure 7:**  
*Predicted Rates of Outcome Types Significantly Effected by Employment in the Year Prior to Release for Clients Age 18 or Older at Release, SFY15-19 (N = 880)*



Data Source: DCYF Juvenile Rehabilitation. (November 2022). Automated Client Tracking (ACT)[2008-2019]. Conviction data provided by Washington State Center for Court Research (April 2022)[2008-2019]. Employment data obtained from Employment Security Department (October 2022)[1993-2019].

## Post-Release Outcomes: Significant Associations

### Client Demographic

In the under 18 at release model, Native American clients had 56% lower odds of having employment and not recidivism in the period post-release compared to white clients ( $p < .05$ , CI 95% [.24, .80]). Additionally, in this model, Black and Hispanic clients had significantly lower odds of having neither employment nor recidivism in the period post-release than white clients, and had significantly higher odds of having only recidivism and not employment. Client race was not significantly associated with outcome type for clients age 18 or older at release.

For clients under 18 at release, age had a positive and significant effect on the odds of a client having only employment and not recidivism or having both recidivism and employment in the period post release. As clients' age increased (to a maximum of 17 for the under 18 model), their odds of having employment only increased 122% and their odds of recidivism and not employment significantly reduced ( $p < .05$ , 95% CI [1.83, 2.70]). Client odds of having both recidivism and post-release employment increased 62% as their age increased by one year ( $p < .05$ , 95% CI [1.35, 1.94]).

Client age was also significant in the model examining clients who were 18 or older at the time of release. As client age increased (to a maximum of 24 in the over 18 model) the odds of having employment and not recidivism increased 63% ( $p < .05$  CI 95% [1.19, 2.23]). Additionally, as age increased, the odds of having neither employment nor recidivism increased 90%, and significantly reduced the odds of recidivism and not employment ( $p < .05$ , CI 95% [1.34, 2.72]).

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### Sentence Characteristics

Client offense types were not significantly related to outcome types for clients under age 18 at release, however, for clients over 18 at release, those with other offense types had 41% lower odds of having employment and not recidivism in the period post-release than clients with person type offenses ( $p < .05$ , CI 95% [.39, .91]).

Spending one or more days in a CF during their obligation was significantly related to outcome types for clients under 18 at release. Clients who spent a day or more in a CF during their obligation had significantly higher odds of having employment and not recidivism, or having both employment and recidivism in the period post-release. Spending one or more days in a CF was not significantly related to outcomes for clients over 18 at release.

Clients under 18 at release who were assigned parole aftercare had 29% lower odds of having employment and not recidivism than clients who were not assigned parole aftercare ( $p < .05$ , CI 95% [.52, .96]). These clients also had significantly lower odds of having both employment and recidivism, and had significantly higher odds of having recidivism and not employment than clients who were not assigned parole aftercare. These findings, at least in part, may be explained by parole assignment practices, where clients who were considered the highest risk for recidivism were assigned parole aftercare. Parole aftercare assignment was not significantly related to differences in outcome types for clients over 18 at release.

Having any portion of their follow-up period during the COVID-19 pandemic<sup>13</sup> did not have significant effects on outcome types for either age at release group.

### Relationship between Post-Release Employment and Recidivism

To further examine the relationship between recidivism and post-release employment, two additional logistic regression models were used, and only included clients who had some employment in the period post-release. These clients may have had only employment, or a combination of employment and recidivism in the period post-release ( $N = 1,118$ ). These models included all previous control variables, and also included the number of quarters worked and the quarter employment started.

The likelihood of having recidivism in the period post-release decreased as the number of quarters worked increased for all ages at release. Figures 8 and 9 below show the predicted recidivism rates for clients, by the number of quarters worked and the quarter their post-release employment started.

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<sup>13</sup> Clients were indicated as having the COVID-19 State of Emergency in their post-release follow-up period if any of those follow-up days occurred between or during March 2020 through October 2022. These dates were determined by the start and end dates of the State of Emergency.

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**Figure 8**

*Predicted Recidivism Rates by Quarters Worked and Quarter Employment Started Post-Release for Clients Under Age 18 at Release, SFY15-19*

		Number of Quarters Worked Post-Release					
		6	5	4	3	2	1
Quarter Employment Started Post-Release	1	34%	39%	44%	50%	55%	60%
	2		36%	42%	48%	53%	58%
	3			40%	45%	51%	56%
	4				43%	48%	54%
	5					46%	51%
	6						49%

Data Source: DCYF Juvenile Rehabilitation. (November 2022). Automated Client Tracking (ACT)[2008-2019]. Conviction data provided by Washington State Center for Court Research (April 2022)[2008-2019]. Employment data obtained from Employment Security Department (October 2022)[1993-2019].

**Figure 9**

*Predicted Recidivism Rates by Quarters Worked and Quarter Employment Started Post-Release for Clients Age 18 or Older at Release, SFY15-19*

		Number of Quarters Worked Post-Release					
		6	5	4	3	2	1
Quarter Employment Started Post-Release	1	23%	30%	35%	43%	51%	60%
	2		28%	34%	42%	50%	59%
	3			33%	41%	49%	58%
	4				40%	48%	57%
	5					47%	55%
	6						54%

Data Source: DCYF Juvenile Rehabilitation. (November 2022). Automated Client Tracking (ACT)[2008-2019]. Conviction data provided by Washington State Center for Court Research (April 2022)[2008-2019]. Employment data obtained from Employment Security Department (October 2022)[1993-2019].

## Appendix B: Multinomial Logistic Regression Model Tables

**Table 2A:**

*Multinomial Logistic Regression Model Predicting Outcome Types for Clients Under 18 at Release, SFY15-19*

	Employment Only		Both		Neither	
	RRR		RRR		RRR	SE
<i>Independent Variables</i>						
Weighted EA Score	1.29	(0.220)	0.83	(0.139)	1.58*	(0.245)
Reentry Preparation	(reference)					
Both Reentry Plan and RTM	0.91	(0.222)	0.91	(0.221)	1.15	(0.248)
No Reentry Plan or RTM	0.86	(0.189)	0.71	(0.156)	1.14	(0.221)
Room Confinement/Isolation	(reference)					
No RC/I	0.57*	(0.113)	0.69	(0.149)	0.62*	(0.101)
2 Hours or Less per Month	0.36**	(0.064)	0.68*	(0.125)	0.27**	(0.042)
More than 2 Hours per Month	3.53**	(1.121)	3.48**	(1.131)	0.33	(0.187)
Employment in Year Prior to Release						
<i>Control Variables</i>						
Age at Release	2.22**	(0.218)	1.61**	(0.150)	1.00	(0.062)
Racial Category						
American Indian/Alaska Native	0.44*	(0.134)	0.99	(0.272)	0.76	(0.168)
Asian/Pacific Islander	0.57	(0.369)	1.36	(0.560)	0.72	(0.258)
Black/African American	0.72	(0.143)	1.24	(0.249)	0.61*	(0.107)
Hispanic	0.83	(0.158)	1.41	(0.270)	0.66*	(0.111)
White	(reference)					
Offense Type (Other)	0.76	(0.123)	1.30	(0.215)	1.22	(0.172)
Went to CF	1.39*	(0.231)	1.50*	(0.251)	0.96	(0.146)
Had Parole	0.71*	(0.112)	0.69*	(0.111)	0.82	(0.111)
Follow-up period during COVID	1.08	(0.204)	1.04	(0.201)	1.14	(0.188)
N	1,722					
Log pseudo-likelihood	-2,037.27					
LR Chi Square	454.17**					
Pseudo R-square	0.1003					

\*p<.05, \*\*p<.001

Data Source: DCYF Juvenile Rehabilitation. (November 2022). Automated Client Tracking (ACT)[2008-2019]. Conviction data provided by Washington State Center for Court Research (April 2022)[2008-2019]. Employment data obtained from Employment Security Department (October 2022)[1993-2019].

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**Table 2B:**

*Multinomial Logistic Regression Model Predicting Outcome Type for Clients 18 or Older at Release, SFY15-19*

	Employment Only		Both		Neither	
	RRR	SE	RRR	SE	RRR	SE
<i>Independent Variables</i>						
Weighted EA Score	1.02	(0.244)	0.75	(0.190)	1.61	(0.456)
Reentry Preparation						
Both Reentry Plan and RTM	(reference)					
No Reentry Plan or RTM	0.62	(0.209)	0.60	(0.213)	1.59	(0.653)
Either Reentry Plan or RTM	0.68	(0.207)	0.49*	(0.161)	0.73	(0.283)
Room Confinement/Isolation						
No RC/I	(reference)					
2 Hours or Less per Month	0.58	(0.174)	0.71	(0.227)	0.66	(0.220)
More than 2 Hours per Month	0.29**	(0.076)	0.47*	(0.132)	0.24**	(0.075)
Employment in Year Prior to Release	3.11**	(0.909)	3.46**	(1.055)	0.94	(0.356)
<i>Control Variables</i>						
Age at Release	1.63*	(0.261)	1.18	(0.202)	1.91**	(0.346)
Racial Category						
American Indian/Alaska Native	0.58	(0.186)	0.82	(0.278)	0.52	(0.203)
Asian/Pacific Islander	1.88	(1.541)	3.45	(2.822)	1.90	(1.700)
Black/African American	0.67	(0.167)	1.00	(0.263)	0.62	(0.190)
Hispanic	1.11	(0.302)	1.26	(0.364)	1.20	(0.371)
White	(reference)					
Offense Type (Other)	0.59*	(0.128)	0.73	(0.166)	0.76	(0.194)
Went to CF	1.08	(0.236)	1.01	(0.231)	0.64	(0.162)
Had Parole	0.85	(0.179)	0.97	(0.216)	1.13	(0.284)
Follow-up period during COVID	1.10	(0.264)	0.69	(0.179)	1.08	(0.314)
N			880			
Log pseudo-likelihood			-1,089.96			
LR Chi Square			184.75			
Pseudo R-square			0.0781			

\*p<.05, \*\*p<.001

Data Source: DCYF Juvenile Rehabilitation. (November 2022). Automated Client Tracking (ACT)[2008-2019]. Conviction data provided by Washington State Center for Court Research (April 2022)[2008-2019]. Employment data obtained from Employment Security Department (October 2022)[1993-2019].

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