

EMPLOYMENT RETENTION INVENTORY

BACKGROUND AND RATIONALE

The primary purpose of the Employment Retention Inventory (ERI) is to provide HVRP employment counselors with a tool for quickly identifying offender's beliefs or behaviors that put them at high risk for job loss. The secondary purpose of the ERI is to guide the direction of interaction strategies toward specific indicators of job loss.

Development of the ERI

There are two general areas assessed by the ERI:

- ◇ Risk factors for job loss
- ◇ Strengths/resources

Items were based on previously identified risk factors and identified strategies for identifying strengths and resources.

ERI Features

Important features of the ERI include:

- ◇ The instrument emphasizes dynamic risk factors that could be targeted for change by Employment Retentions Specialists.
- ◇ There are several items for each factor (category).
- ◇ The numerical variability for each item allows for computation of item scores, factor scores, and total sum scores.
- ◇ Items are worded for easy understanding by most readers.
- ◇ Answering the items is not intended to place offenders at risk of violating parole terms.
- ◇ The instrument is relatively quick to administer and score.

Intended Uses

The ERI is intended as a tool for quickly gathering pertinent information about employment retention from offenders. It allows the Work 4 Success counselor to focus the content of meetings on addressing risk factors by utilizing offender's strengths. A review of offender responses can be used as a springboard to generate further discussions about efforts toward employment retention.

Generally, the ERI is administered at the beginning of scheduled counseling sessions/meetings. The tool can be completed independently by offenders or can be completed as a collaborative activity by the offender and Work 4 \$uccess counselor, especially if literacy issues or language barriers are present.

W4\$Cs should repeat administration of the ERI at frequent intervals to observe and discuss changes in scores.

Employment Retention Inventory

Instructions: Please circle a response for each of the items. If you do not understand an item, leave it blank and discuss it with your Work 4 \$uccess counselor. None of the possible response choices are illegal or place you at risk for violating probation or parole. Please answer honestly.

IN THE PAST MONTH...		Does Not Apply	Applies A Little	Applies Somewhat	Definitely Applies
Barriers					
1	.....Family issues make it hard for me to get to work.	0	1	2	3
2	.....I have transportation problems getting to my job.	0	1	2	3
3	.....I don't have a stable place to live.	0	1	2	3
4	.....My injuries or health problems interfere with work.	0	1	2	3
5	.....My race affects me negatively in my workplace.	0	1	2	3
6	.....My age is a serious barrier at my job.	0	1	2	3
7	.....My gender affects me negatively in my workplace.	0	1	2	3
8	.....Other problems in life are more important than my job.	0	1	2	3
Stress					
9	.....My supervisor does not like me.	0	1	2	3
10	.....I am not getting the respect I deserve at my job.	0	1	2	3
11	.....I am angry or upset a lot while at my job.	0	1	2	3
12	.....I wonder if my job is worth the trouble.	0	1	2	3
13	.....My life is too stressful because of my job.	0	1	2	3
Time Management					
14	.....I tend to be late for the start of my job.	0	1	2	3
15	.....I forget when I have to be at work.	0	1	2	3
16	.....I find that at times I come back late from breaks.	0	1	2	3
17	.....I leave my job early sometimes.	0	1	2	3
18	.....I got a written or verbal warning for being late.	0	1	2	3
Family and Friends					
19	.....My friends and family do not have jobs.	0	1	2	3
20	.....I feel like I'm the only one who has to work.	0	1	2	3
21	.....People I hang out with don't care about a job.	0	1	2	3
22	.....My friends don't understand why I go to work.	0	1	2	3
23	.....My friends pull me away from my job.	0	1	2	3

Employment Retention Inventory (cont.)

IN THE PAST MONTH...

Does Not Apply
Applies A Little
Applies Somewhat
Definitely Applies

Substance Use

24	.....I have cravings to drink or use drugs.	0	1	2	3
25	.....I have dreams about drinking or using drugs.	0	1	2	3
26	.....I miss the lifestyle of drinking or using drugs.	0	1	2	3
27	.....I am around others who are drinking or using drugs.	0	1	2	3
28	.....I am bothered by memories of using alcohol or drugs.	0	1	2	3

Mental Health

29	.....I've been feeling so down that it's been hard to work.	0	1	2	3
30	.....My sleep has been poor lately.	0	1	2	3
31	.....I have not taken my mental health medications on time.	0	1	2	3
32	.....My unstable mood has affected my work.	0	1	2	3
33	.....I can't seem to wake up on time even if I try.	0	1	2	3

Possible Job Loss

34	.....I'm thinking of quitting my job.	0	1	2	3
35	.....I think I may get fired soon.	0	1	2	3
36	.....I feel like I will get laid off soon.	0	1	2	3
37	.....My job may get cut.	0	1	2	3

38 Right now, how important is it for you to keep your job?

Not at All	0	1	2	3	4	5	6	7	8	9	Extremely	10
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39 If you really try, how confident are you that you could keep your job for the next month?

Not at All	0	1	2	3	4	5	6	7	8	9	Extremely	10
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40 What other things would YOU like to talk about with your counselor?

Thank you for completing the questionnaire!