Prison Labor and State Use in New Jersey

Address of State Commissioner
of Institutions and Agencies of New Jersey

BEFORE THE

Annual Convention of the
International Association of Garment
Manufacturers

BY

Burdette G. Lewis, A. B., Sc. D.

Awarded 1925 Gold Medal by National Committee on Prisons and Prison Labor for Coordination of Classification and Industrial Systems at New Jersey State Prison

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DELIVERED AT

Hotel LaSalle, Chicago, Illinois
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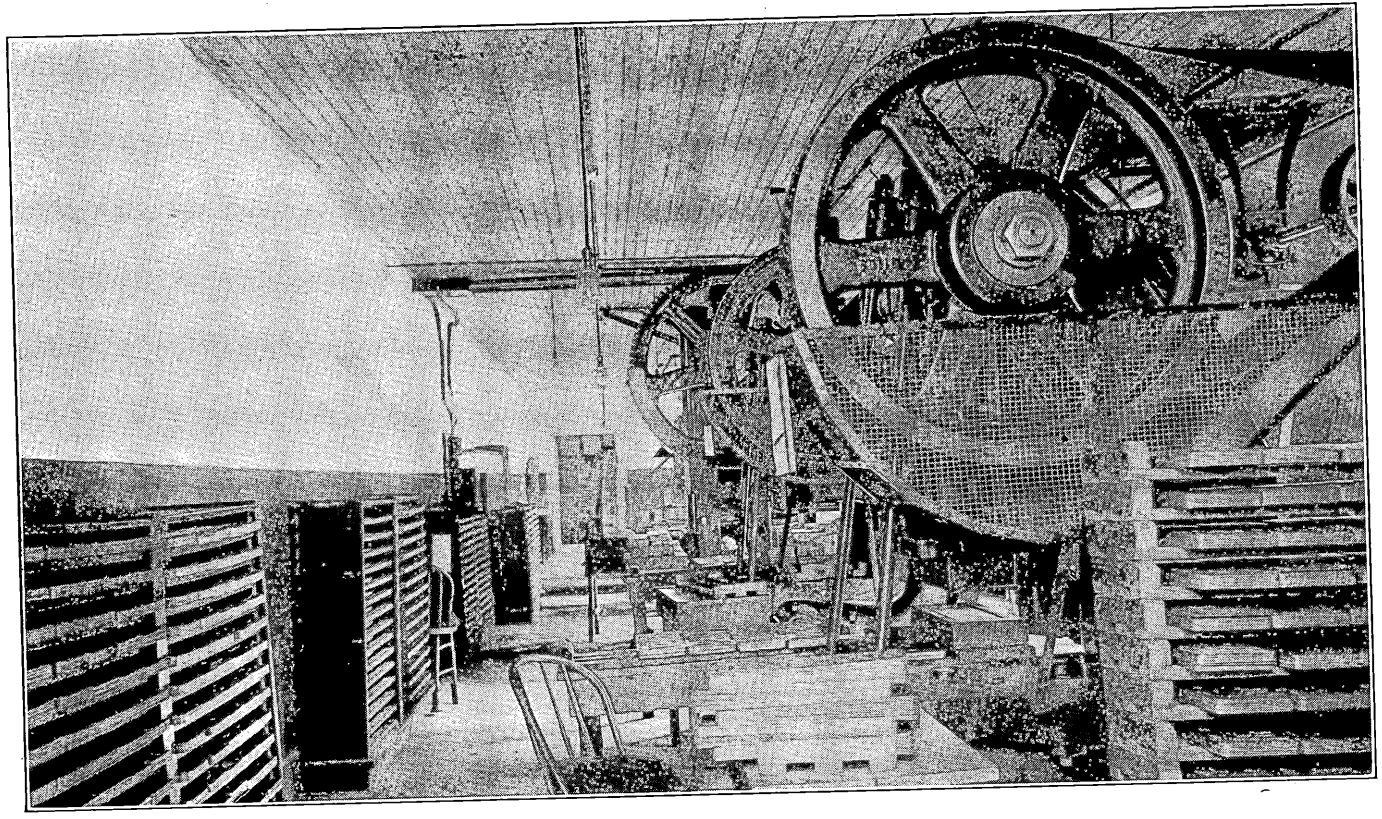


PRESSES—TAG SHOP

PRISON LABOR AND STATE USE IN NEW JERSEY

By

Burdette G. Lewis, A. B., Sc. D.

A Practical Prison Program for Industry

Industry is heavily indebted to prisons and institutions, including technical schools, for its personnel, welfare and training programs. The United States Army is not far behind. The cost of a thoroughly modern scientific prison administration could be supported by industry with profit to itself as a part of its research and training program.

Industry through appropriate committees and representation of proper industrial groups in each of the States, should co-operate with enlightened public officials in those States in providing diversified employment for the different groups of prisoners, in prisons and reformatories, selected with reference to special abilities, trainability and previous experience. They should exert continuous pressure upon institutions, upon the Legislatures of the various States and upon the Congress of the United States in favor of the whole modern prison program of classification and medical treatment of prisoners, their industrial employment and the absorption of the released prisoner by industry.

Each such State Committee should unite with those who are developing a State Use Employment System, which is the name given to the plan which reserves the markets of the States, counties and municipalities and of the Federal Government for the products of prison labor. The system is dependent upon the extension of diversified training and employment of each person, both in the prison and after he leaves prison. To be effective immediately, there should be comprehensive co-operation with national organizations which are promoting the interchange of prison-made goods within the general governmental field. The Associates for Government Service is one organization devoting all its time and energy to this purpose. The Association of State Purchasing Agents is also a possibility.

Industry should help, by reasonable regulations and sympathetic assistance, to provide a responsible system of marketing, for at least a transitional period, of the surplus products of prison labor in such States as Minnesota, which is operating a binder twine and harvester machine manufacturing plant upon the State account plan. In the

meantime, any incidental surplus in the other States operating upon the State Use plan could also be marketed without serious injury to any particular industry.

Committees of industrial organizations could also assist with the speedy and comprehensive standardization of products of prison labor in order to reduce the cost of manufacture, improve the quality of goods and insure "fair" competition in the sale of any incidental surplus.

Industry would benefit directly, by co-operating through appropriate committee or otherwise, with the special Hoover Commission and with the Chamber of Commerce of the United States in establishing the facts and the proper next steps concerning prison labor and prison conditions.

This co-operation might include assistance to Attorney General Sargent and his aides, especially, Director of Federal Prisons, Luther C. White, a capable and effective business executive, in obtaining from Congress proper legislation for the employment of federal prisoners and adequate appropriations to end the serious handicap federal prisons now place upon the whole correctional problem in the United States. Wide diversification of employment will even the industrial load which each industry will be called upon to carry.

Industry should aid the fight against crime by securing further congressional consent to the development of the National Bureau of Criminal Identification and effective action through treaties and otherwise for the regulation and control of the international criminal who finds America a "Happy Hunting Ground." It should insist upon the same study of the vocational aspects of prison labor as was made by the Honorable Simeon D. Fess, Chairman of the Congressional Committee, of vocational training provided under the Smith-Hughes Law.

The Importance of Prison Labor

Adequate police work, efficiently administered criminal courts, proper medical treatment of delinquents and diversified employment of prisoners are all equally of increasing importance. No one of these factors can be neglected without harm to the others, as crime is rapidly increasing. Every proper resource which society may command is needed to stem the tide.

In seven years there have been nearly 2,000 murders in the City of New York alone. New York City is hardly exceptional. Chicago has been the center of criminal activities which seem to indicate serious maladjustments in modern society. There are many times as many murders and serious crimes in the average American city annually as there are in all England, Scotland and Wales. The cost of crime to the people of the United States is $3,500,000,000. annually, which

is about the present cost of the whole Federal Government. Of this sum business frauds cost $1,600,000,000.; the other $1,900,000,000. is paid in tax bills. Crime continues to increase because the people of the country have not united seriously to reduce it.

As a people, we have been largely indifferent. Idleness in prison is traditionally the breeder of much crime. Sweatshop methods and the exploitation of prisoners have added to the problem and yet we have not been able to agree even to furnish wholesome work for each prisoner. This lack of unity is an unnecessary handicap, as labor and capital should and could unite upon a common program of rational prison employment.

Bad Employment Conditions

Manufacturers have a right to object to the employment of nearly all prisoners in only one or two lines, since prison-made goods have congested one or two of the basic industries of the country such as the garment industry. The special Department of Labor reports on prison industries for 1923 shows a total sales of articles produced of $73,688,879., of which 61% or $44,826,662. of this was sold upon the open or competitive markets of the country, and of this $18,556,686. represented clothing manufactured in competition with one industry.

Since 1881, the American Federation of Labor has made war upon this same evil, largely through its fight upon private prison contract labor, which has concentrated for most part upon the manufacture of wearing apparel of the cheaper grades. Labor has made this fight primarily to protect workman from the unfair competition of prison-made goods, sold in the open market in competition with free labor. Incidentally, they have been given support or had support from manufacturers in that same line. During recent years, labor has turned its attention to those States which have substituted for the private exploitation of the prisoners, public exploitation of the prisoner in various forms. Some of the larger manufacturers in competing lines have been making the same fight, but usually the bases of their opposition has appeared too narrow and immediately selfish to win the support of the people of the country. These evils, therefore, have been allowed to grow or at least have not been eliminated.

Better Systems of Employment—State Use

The States of New Jersey, New York, Ohio, Pennsylvania and Massachusetts have employed prisoners under a State Use system, which has for its primary purpose the training and development of the prisoner through employment rather than merely the production of

goods. For eight years in the City of New York and for seven years in the State of New Jersey, we have put forward an employment program combining training and production, which is part of a plan of rehabilitating the prisoner and restoring him as a useful economic unit. The cornerstones of this work are:

1. Classification.
2. Medical treatment.
3. Diversified employment of a training type, and
4. The absorption of the released prisoner as a part of the working community.

The purpose of classification is to study the prisoner, so as to understand the man as well as the crime he has committed. It is as necessary to analyze the prisoner as it is for the manufacturer to analyze his costs or the chemical qualities of his raw materials. Neglect of this step may mean failure or ruin.

The purpose of medical treatment is to get the man functioning physically and mentally as nearly normal as possible. The experts in the treatment of various individuals are just as necessary in prison as are the plant engineers and mechanics in the factory.

The reason for diversified employment is that the first two studies always divide the prison population into small groups who, if they are to be employed intelligently, must be employed at work for which they are suited and at which they can produce the best results for the State as well as for themselves.

The economic and social reason for planning to re-absorb the prisoner back into the community is to free society from the necessity of spending an enormous sum to protect itself from him and another large sum for maintaining him in prison.

Crime Prevention Pays Business

This program of classification, medical treatment, diversified employment and re-absorption into the community is the best possible investment for both capital and labor. Both with entire safety and with the loftiest motives may we support it. In my judgment, the business enterprises of America could well afford to pay from their funds already set aside for research and experiment, the total cost of the proper development of this program in State prisons and reformatories. In fact, such an investment would be strictly in keeping with the advanced methods of handling the personnel, employment, research, training and adjustment program which have been sponsored successfully by some of the largest of the garment manufacturers in this country.

SHOP FOR MANUFACTURE OF SHOES

Since 1911 I have presented this proposition to various national conferences for consideration. Finally in 1921, in more complete form, I presented it at the joint meeting of Employment Officers and the Forty-first Annual Meeting of the Academy of Political Science of the City of New York, which has been published under the general title: "Job Analysis in Prisons and State Institutions."

As I pointed out at that time, business enterprises and labor leaders were daily subject to vitriolic attacks by unprincipled political demagogues or by narrow-minded persons, because they are attempting to better the lot of our every-day citizen. I named as targets for this abuse, Rockefeller, Carnegie, Morgan, Brandeis, John Mitchell, Samuel Gompers and Frank Morrison. I said:

"I venture to predict that these great men, who are now so roughly abused, will in the next generation or so stand out among the greatest public benefactors known to mankind.

"A very similar situation exists today in the administration of our correctional institutions. If the prisoner is worked with the idea alone of getting everything out of him that is possible from a productive standpoint, the prison administrator is quickly dubbed a brute and a slave-driver of the worst sort. If on the other hand, opportunities for education, training, and welfare are afforded in our institutions to improve the physical, social and moral conditions of the offender and to prepare him properly for his eventual return to society, the prison administrator is soon berated as a faddist, a mollycoddler and soft-brained."

Advantages of this Program for Industry

Industry is already indebted to public institutions, including our colleges and technical schools, for most of its personnel methods, hospital, medical and welfare programs and for its training plans. Moreover, when our country entered the great war, our War Department turned to the special institutions for studying and training the defective, the insane and the delinquent, rather than business, for methods to be used in classifying, assigning and training the raw recruits who were drafted to form our over-seas armies. In supporting the proper extension of these same programs, in the State prisons and reformatories of the United States, business will be paying part of the debt it owes to the self-sacrificing men and women who have, year in and year out, built up the all-important methods of training and treating the abnormal prisoner.

The Duty of Business in Re-making Prisoners

Seven years ago we inherited an old antiquated, dingy prison plant situated at Trenton, much of which was nearly one hundred years old.

It was inadequate, dingy and disgraceful in almost every particular and had to be converted into a modern industrial reformatory. Surely no business executive ever faced a more discouraging outlook than we when we began. Our success thus far leads us to believe that in job analysis, in training and in placement, we are on the right track.

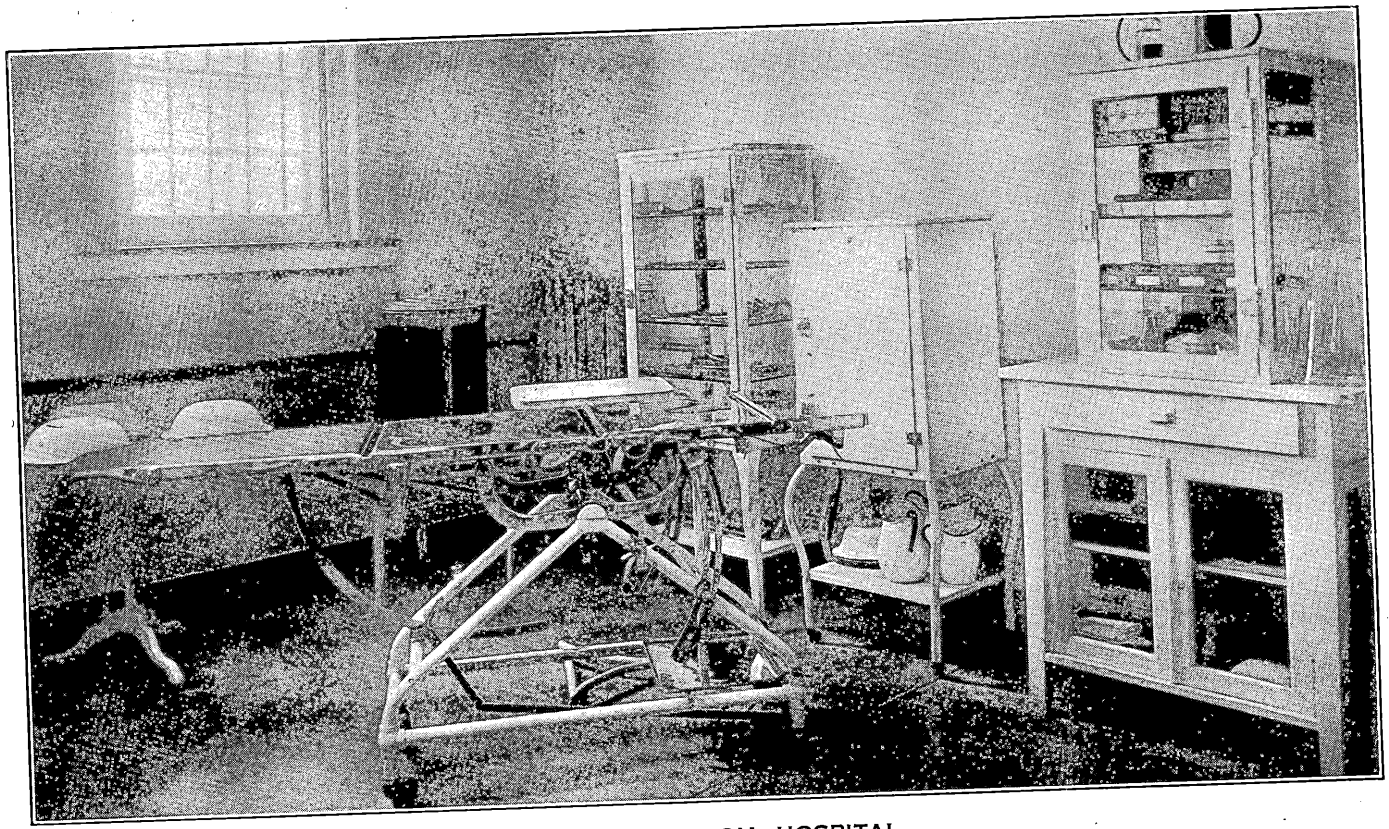
How the Prisoner is Handled in New Jersey Institutions

Upon arrival at a State institution in New Jersey, the prisoner is placed in a reception company and held under conditions of quarantine for at least two weeks, which is the period of incubation of any ordinary contagious disease. During this time he is given a complete medical, physical and mental examination at the hands of the best specialists available. He is also interviewed by the head of the book school and of the vocational school and by the chief disciplinary officer of the institution, who bring their reports together in brief, compact form for discussion at a joint conference, presided over by the Superintendent and one of my own personal representatives, in order to determine what the prisoner should do and what should be required of him. The prisoner may be brought into the group and questioned.

He is then assigned to a definite place to work for definite training and for definite medical treatment, if he requires it. The time is noted when his whole subject will be brought before this classification committee conference for re-consideration. If he is not brought into the conference at an earlier date, he will be brought up at this time automatically, which is rarely set more than six months beyond the first classification meeting. He is then tried out in these various places and observed carefully; reports are made of observations to the Superintendent or works manager. If he does not make good, he may be shifted to some other line and tried there until he finds his proper place of training, of work and of treatment.

In order to make such assignment possible, all of the work of the prison has been analyzed into the groups of jobs or places of employment. Each of these jobs has been analyzed to determine the most effective way to perform the work and the personal qualifications required of the worker for each stage. As examples of the latter, we have cases where the requirements, for instance in the printing industry, would call for educational experience equivalent at least to two years in high school. There are other jobs in printing where the only requirement is that of the ordinary fifth grade grammar school education.

This continuous analysis of the prisoners coming into the institution and the analysis of the work to be performed in existing industries in and about the prison, naturally led to the division of our prisoners



OPERATING ROOM—HOSPITAL

into five general groups, arranged in the order of their experience qualifications. In like manner, the work to be performed at the prison was divided into five general classes with various sub-divisions. The constant study of each individual gives us a constant inventory of the human end of our problem. The constant fitting of the right man to the right job leads to a constant analysis of the sufficiency and adequacy of our industries. It has naturally forced us to expand our industries and to add industries in order to provide training better suited to the particular inmates of the smaller numbers in each group. Examples of the analysis of our population and of our industries are shown in the analyses and charts attached to this address as addenda.

Occupational Division and Expansion

There are numerous cases of occupational division and expansion. Here are few examples: .

The enlargement of the printing industry from a few hand-fed presses and hand-setting equipment naturally led first to the introduction of mechanical type-setting machines, then to highly developed ruling machines, then to more highly specialized printing presses, then to modern folding machines, then to a binding department and finally to the introduction of a thoroughly modern up-to-date vestibule school for the training and development of men in this line.

The development of the building trade training has grown from carpenter and steam fitting work of the simplest kind until today we have one of the most modern wood-working plants for the production of different grades of office furniture, sashes, doors, interior wood trim and exterior wood cornice for buildings.

We also have a modern cement products training school and industry, producing concrete back-up blocks and cinder concrete blocks for partitions in State buildings.

Out of this work has also grown the most modern program of building thoroughly modern up-to-date concrete highways, using the most modern machinery to the utmost. In this field, we differ from other governmental bodies with which we are acquainted, in that we have been able to train prisoners and to employ engineers, so that we have been able to compete with the best modern highway contractors in building modern highways in record time at fair competitive prices, where the men get a training at work at which they can be employed successfully afterward, pay their own board and keep, receive wages which are set aside for the benefit of themselves and families, and go out of the prison upon a self-supporting basis.

In like manner, in our tailoring school and industry, in our foundry school and industry, in our shoe manufacturing school and industry,

in our shoe repairing school, as well as in our plant for manufacture of automobile markers and other tags, we have been able to carry out this same scheme of training, development, expansion and placement. Our mechanical school and industry is doing machine design and mechanical work second to none.

In the balmiest days of contract labor in New Jersey, only a part of the prison population was employed and the gross earnings to the State were $148,000. The State permitted the contractor to use shops, power, heat, light, etc., without cost to him, so that the real income to the tax-payers was considerably less than $148,000.

In the first year of State Use, the earnings of the industries reached $153,000. Prisoners were paid a wage consistent with their efforts. The Prison was rid of the detrimental influences of some of the representatives of the contractors. Both free labor and private capital, as well as the prisoners themselves and the State benefited by the change. For the year ending June 30, 1924, the State Use sales for all State Use industries amounted to $536,000. Inventory of stock, goods in process and manufactured reached $452,000, which represented an increase of $63,000. for the year. The increase of sales for the year was $34,000.

The total number employed in State Use industries, including highway construction and farm work has reached 1050.

How is This Possible

All of this work has been possible because of the fact that organized labor and organized capital, our Governor, Legislature, State House Commission, State Purchasing Agent, State Officials, County Officials and every one in all political parties, groups and professions have been unitedly in support of the program.

Organized labor wrote the five year course of study used in our printing school and industry in our various institutions. They give apprenticeship credit year by year to those in the industry who successfully complete their year's work in their course of study and finally a journeyman's card to those who complete all of the five year course. Recently, we have had men leave the prison and go into the profession at wages as high as $55. per week. Organized labor has not only visited and co-operated with us in this Department but also is extending its work in the woodworking school and industry.

The State Educational Department, especially in its vocational education department, has given our institutions the benefit of constant constructive criticism, foremen training and job practice training,

with the result that our Rahway Reformatory is said to have the best set of vocational shops of any vocational school in New Jersey.

The Market Problem

This kind of development of institutional work keeps state production of products as incidental to the training program. It reduces the number of products in any particular line to a minimum. It calls upon the State, county and municipal government to furnish the market for the supplies. If there is any incidental surplus, it can be sold in the open market only under fair prices. It is readily apparent that the amount of products to be absorbed in any one direction would be small indeed. If this program were made general throughout the United States, the situation would be very different from that reported by the Bureau of Labor report on prison industries referred to above.

An adequate program such as we have outlined, would be entirely feasible, would be entirely possible, and is the one the business men of the country as a whole can afford to support as a part of an intelligent, humane, progressive development of prison which converts them from insanitary dens of vice and idleness into modern effective analyzing, treatment, training and rehabilitating stations.

ADDENDA

In the following pages will be found material illustrating the analysis of prisoners and the basic information on which diversified industries have been developed under the State Use system in New Jersey.

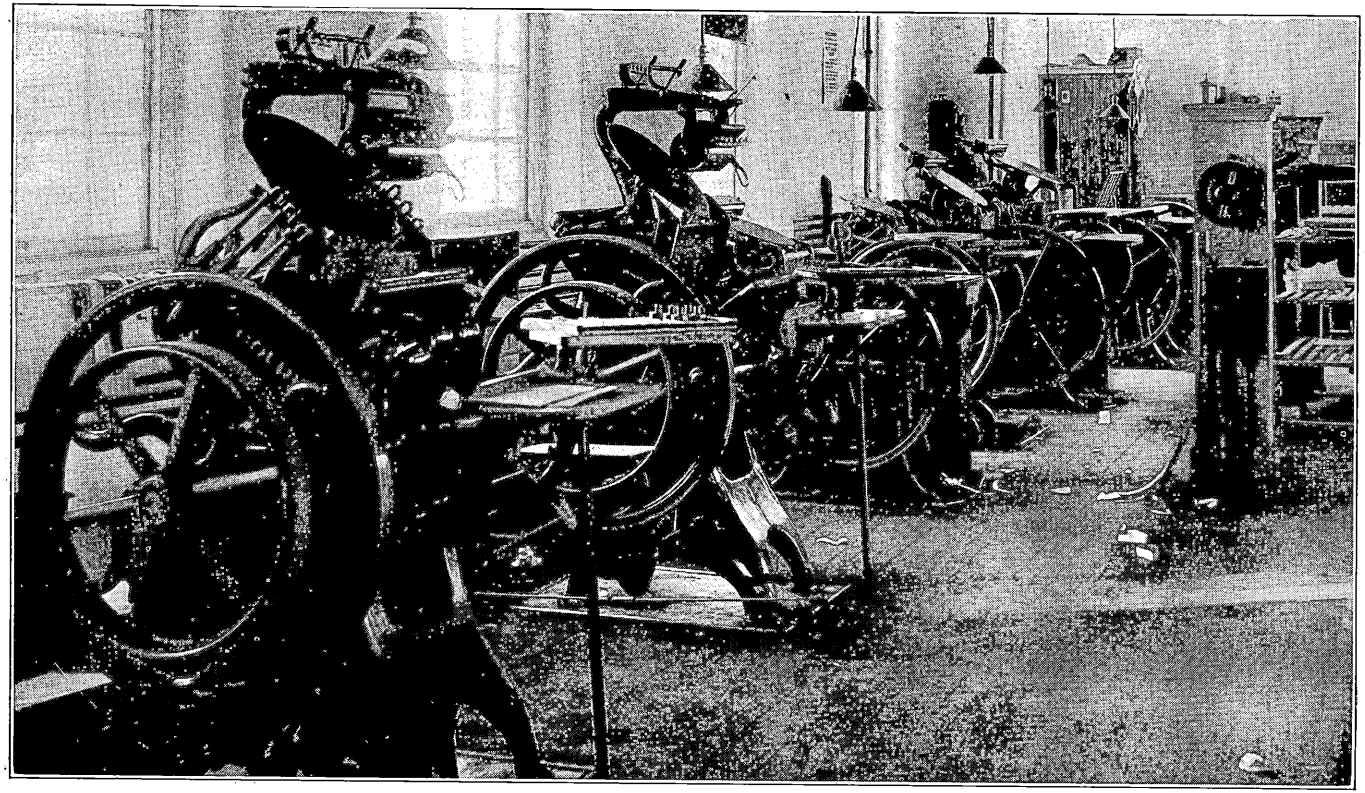
The first section illustrates the classification of occupations at the New Jersey State Prison into five grades, taking into account the educational, intellectual, temperamental and other classifications required.

Other tables illustrate the actual assignment recommendations for all prisoners admitted to the State Prison for a single year.

The industrial vocational qualification card is prepared in the case of every prisoner received at the New Jersey State Prison and gives at a glance a survey of his physical, intellectual and temperamental qualities, as well as his employment and experience.

The job specification card is used in analysing each job in the Institution.

The pictures, tabulations and tables used to supplement this address were originally printed in the annual reports of the New Jersey State Prison for the year 1920-1921. This booklet was printed under State Use in the Printing School and Industry as part of the vocational training plan.



PRESSES—PRINT SHOP

Following the rating of each shop it has been necessary to rate the work processes within each shop. Consequently, all of the operations performed were studied in detail. The educational, intellectual, and temperamental qualifications needed for each work process were determined for the men now successfully following these jobs. These work processes were then grouped for the Prison as a whole into five grades, and rated as very superior, superior, average, inferior, and very inferior, according to the degree of education, intelligence, responsibility and skill demanded in each job. This rating of jobs for the Prison as a whole, regardless of the shop organization, is as follows. The work processes at the road camps and the farm are not included in this classification.

CLASSIFICATION OF OCCUPATIONS AT NEW JERSEY STATE PRISON

GRADE 5—VERY SUPERIOR	No. Empl'd
Teachers	4
Compositors, Print Shop	6
Stoneman, Print Shop	1
Head Librarian	1
Head Tinsmith	1
Head Painter	1
Electricians	3
Head Tailor and Cutter	1
Head Machinist	1
Machinist—Tag Shop	1
Operators, Refrigerator Plant	2
Clerical assistance assigned to:	
School	2
Hospital	1
Print Shop	1
Tag Shop	1
Commissary	2
Repair Department	2
Industrial Department	5
Chief Deputy's Office	1
Chaplin's Office	1
Parole Office	1
Warden's Secretary's Office	1
Fiscal Agent's Office	4
Prison Clerk's Office	1
Bertillon Office	1

GRADE 4—SUPERIOR	No. Empl'd
Pressman Print Shop	6
Head Salvageman	1
Blacksmith	1
Head Glazier	1
Locksmith	1
Auto Repairmen	2
Head Cabinetmaker	1
Number Embosser—Tag Shop	1
Nurses	3
Assistant Machinists	2
Assistant Tailor and Cutter	1
Operatives Shoe Manufacturing Shop—Assigned as follows:	
Bed Laster	1
Heeler	1
Welter	1
Stitcher	1
Vampers	2
Cutters	3
Stock Fitting	1

Following the rating of each shop it has been necessary to rate the work processes within each shop. Consequently, all of the operations performed were studied in detail. The educational, intellectual, and temperamental qualifications needed for each work process were determined for the men now successfully following these jobs. These work processes were then grouped for the Prison as a whole into five grades, and rated as very superior, superior, average, inferior, and very inferior, according to the degree of education, intelligence, responsibility and skill demanded in each job. This rating of jobs for the Prison as a whole, regardless of the shop organization, is as follows. The work processes at the road camps and the farm are not included in this classification.

CLASSIFICATION OF OCCUPATIONS AT NEW JERSEY STATE PRISON

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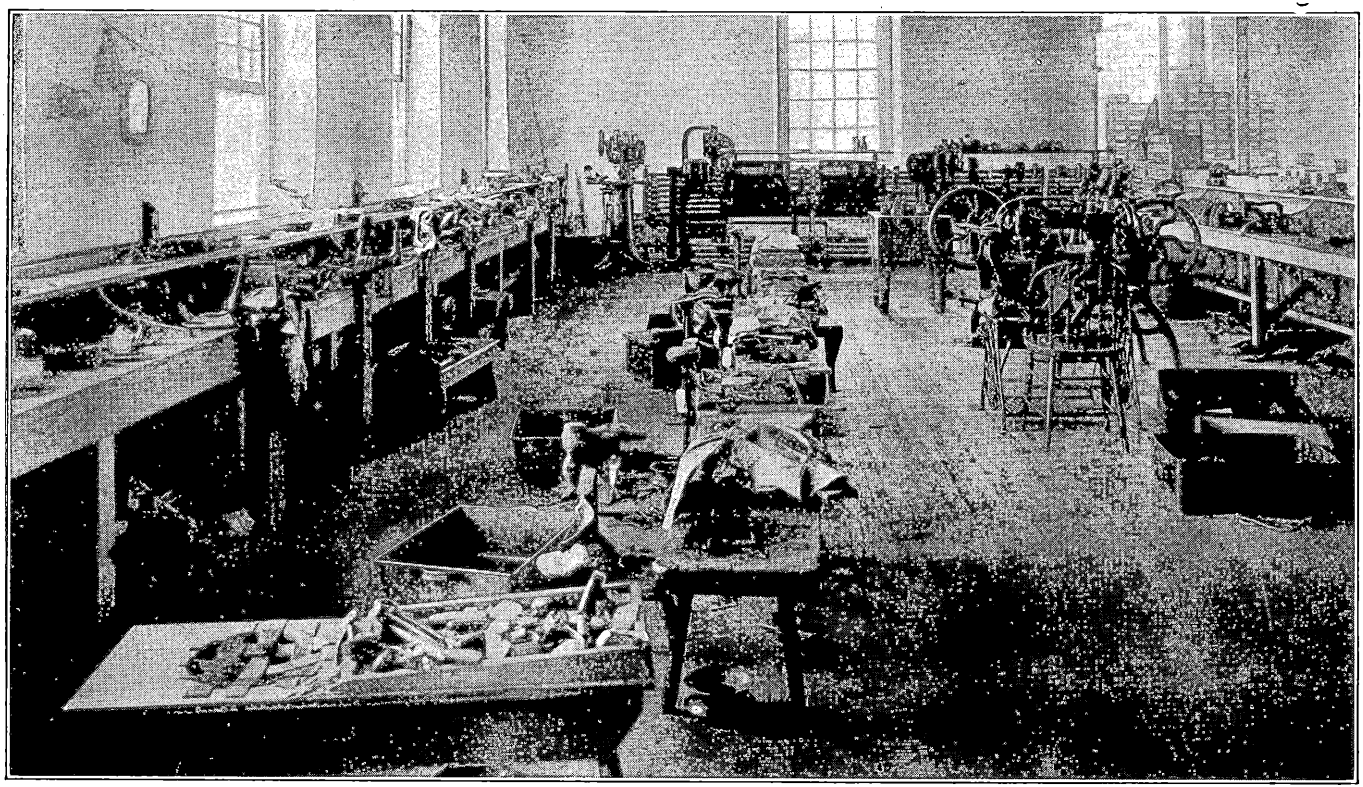
Stoneman, Print Shop	1
Head Librarian	1
Head Tinsmith	1
Head Painter	1
Electricians	3
Head Tailor and Cutter	1
Head Machinist	1
Machinist—Tag Shop	1
Operators, Refrigerator Plant	2
Clerical assistance assigned to:	
School	2
Hospital	1
Print Shop	1
Tag Shop	1
Commissary	2
Repair Department	2
Industrial Department	5
Chief Deputy's Office	1
Chaplin's Office	1
Parole Office	1
Warden's Secretary's Office	1
Fiscal Agent's Office	4
Prison Clerk's Office	1
Bertillon Office	1

GRADE 4—SUPERIOR	No. Empl'd
Pressman Print Shop	6
Head Salvageman	1
Blacksmith	1
Head Glazier	1
Locksmith	1
Auto Repairmen	2
Head Cabinetmaker	1
Number Embosser—Tag Shop	1
Nurses	3
Assistant Machinists	2
Assistant Tailor and Cutter	1
Operatives Shoe Manufacturing Shop—Assigned as follows:	
Bed Laster	1
Heeler	1
Welter	1
Stitcher	1
Vampers	2
Cutters	3
Stock Fitting	1

Clerical Assistants—Assigned as:	
Stock Clerk, Repair Department	1
Stock Clerk, Industrial Department	2
Shipping Clerk, Tag Shop	1
Assistant Clerk, Repair Department	1
Clerk, Shoe Manufacturing Shop	1
Clerk, Shoe Repair Shop	1

GRADE 3—AVERAGE	No. Empl'd
Bookbinder	1
Assistant Librarians	4
Utility Men, Print Shop	3
Carpenters	5
Tinsmith's Helpers	2
Masons	3
Electrician's Helpers	3
Chauffeurs	3
Assistant Glazier	1
Plumbers	4
Assistant Painters	4
Bakers	4
Cooks	2
Butchers	2
Cooks, Hospital	2
Head Carpenter, Post shop	1
Barbers	8
Button Holer, Tailor Shop	1
Carpenters, Cabinet Shop	2
Markers, Laundry	2
Tailors	6
Sawyer, Tag Shop	1
Telephone Operator	1
Machine Sewer, Shoe Repair	1
Stitchers, Shoe Repair	1
Center Runners	7
Washer, Laundry	1
Wringer, Laundry	1
Utility Men, Laundry	1
Operatives, Shoe Manufacturing Shop—assigned as follows:	
Side Lasters	4
Sole Layer	1
Slasher and Beater	1
Rough Rounder	1
Eyeleter	1
Tip Stitcher	1
Toe Liner	1
Heel Trimmer	1
Edge Trimmer	1
Closer	1
Lining Maker	1
Bagger	1
Loose Nailer	1
Edge Setter	1
Leveller	1
Packer	1
Stayers	2



SHOE REPAIR SHOP

Grade 2—Inferior	No. Empl'd
Blacksmith's Helper	1
Torchman, Repair Dep't	1
Plumber's Helpers	2
Presser, Tailor Shop	1
Fireman, Engine Room	11
Laundryman, Hospital	1
Bench Hands, Shoe Repair	13
Finisher, Shoe Repair	1
Asst. Cooks	2
Baker's Helpers	8
Concrete Mixers	3
Mangle Operators, Laundry	2
Operatives, Tag Shop—assigned to:	
Shears Machine	1
Numeral Coating Machine	4
Numeral Embosser's Helper	1
Round Corner Machine	1
Slot and Hole Machine	1
Character Embossing Machine	1
Rimming Machine	1
Utility Man	1
Operatives, Shoe Manufacturing Shop—assigned to:	
Heel Scouring Machine	1
Finshing Machine	1
Finshing Shaft	1
Bottom Filler	1

Grade 1—Very Inferior	No. Empl'd
Cook's Helper, Hospital	1
Salvagemen	4
Hod Carrier	1
Coal Passers	5
Mangle Helper, Laundry	2
Dryer, Laundry	1
Cook's Helpers	28
Potato Sorters	2
Yard Detail	30
Receiving Platform	5
Operatives, Tag Shop—assigned as:	
Helpers, Shears Machine	2
Feeder Paint Oven	4
Helper, Paint Oven	2
Helper, Varnish Oven	1
Feeder, Varnish Oven	4
Hook Cleaner	1
Helper Shipping Department	4
Packer, Shipping Department	2
Box Maker	2
Runners (Helpers, Janitors)—assigned to:	
Wings	89
Hospital	2
Print Shop	1
Shoe Manufacturing Shop	1
Laundry	1
Repair Department	1
Engine Room	1
Commissary	2
Shoe Repair Shop	1
Tag Shop	2

TABLE 4.

SHOWING FREQUENCY OF TOTAL RECOMMENDATIONS AND FIRST RECOMMENDATIONS FOR VOCATIONAL INDUSTRIAL ASSIGNMENTS

Recommended for	Choices* Total	Choices First
Tag Shop	161	46
School	93	73
Repair Department	81	41
Shoe Manufacturing Shop	71	22
Wings	68	9
Yard	60	8
Laundry	37	4
Kitchen	34	14
Print Shop	27	9
Clerical	24	12
Boiler Room	20	11
Shoe Repair Shop	17	9
Machine Shop	16	9
Tailor Shop	15	6
Road	13	2

All others less than ten.

*The sum of first, second and third recommendations.

TABLE 5.

SHOWING RELATION OF NUMBER OF FIRST RECOMMENDATIONS TO NUMBER OF MEN NOW SO OCCUPIED

Recommended for first choice to	Number recommended	No. per 1,000 recommended*	Number now provided for
School	73	250	240
Tag Shop	46	158	40
Repair Department	41	140	66
Shoe Manufacturing Shop	22	75	36
Kitchen	14	48	37
Clerical Work	12	41	25
Boiler Room	11	38	11
Wings	9	31**	72
Print Shop	9	31	30
Shoe Repair Shop	9	31	18
Machine Shop	9	31	6
Yard	8	27	37
Tailor Shop	6	21	10

*The usual population is approximately 1,000 men, but this year numbers about 1,150.

**The low number of men recommended as first choice for Wings in relation to the number now provided for is due to the low vocational value of this work and is made up on second and third choices (See Tables 3 and 4).

***Since these tables were completed the State use division has developed the following industries—Woodworking, Concrete Products, Highway Construction.

TABLE 3.

ASSIGNMENTS RECOMMENDED FOR 294 NEW PRISONERS.

N. J. STATE PRISON, JANUARY TO JUNE 1921.

	Suitable for Outside				Unsuitable for Outside				Total Recommendations			
	1	2	3	T	1	2	3	T	1	2	3	T
Bakery	....	1	...	1	1	5	1	7	1	6	1	8
Barber	1	...	...	1	....	...	1	1	1	...	1	2
Boiler Room	....	...	...	....	11	6	3	20	11	6	3	20
Cabinet Shop	....	2	...	2	....	2	...	2	....	4	...	4
Carpenter	....	...	1	1	....	...	...	....	....	...	1	1
Clerical Work	5	4	...	9	7	6	2	15	12	10	2	24
Concrete Post Shop	....	1	1	2	1	3	3	7	1	4	4	9
Electrical Work	....	...	...	....	1	...	...	1	....	...	...	1
Farm	3	10	10	23	....	...	...	....	3	10	10	23
Gate	....	...	1	1	....	...	...	....	....	...	1	1
Garage	....	1	1	2	....	...	...	....	....	1	1	2
Hospital	....	1	...	1	1	...	...	1	1	1	...	2
In-and-Out Gang	1	2	...	3	....	...	...	....	1	...	2	3
Kitchen	6	6	1	13	8	8	5	21	14	14	6	34
Laundry	....	7	2	9	4	16	8	28	4	23	10	37
Library	....	1	...	1	....	1	...	1	....	2	...	2
Machine Shop	2	2	...	4	7	3	2	12	9	5	2	16
Mason's Detail	1	...	...	1	....	...	...	....	1	...	...	1
Office Work	2	2	...	4	....	2	...	2	2	4	...	6
Observation	....	...	...	....	2	...	1	3	2	...	1	3
Paint Shop	1	...	...	1	....	...	...	....	1	...	...	1
Print Shop	4	1	2	7	5	8	7	20	9	9	9	27
Repair Department	10	6	5	21	31	17	12	60	41	23	17	81
Road	2	3	8	13	....	...	...	....	2	3	8	13
School	20	2	3	25	53	7	8	68	73	9	11	93
Shoe Mfg. Shop	3	2	8	13	19	26	13	58	22	28	21	71
Shoe Repair Shop	4	...	...	4	5	3	5	13	9	3	5	17
Shipping Platform	....	1	1	2	2	2	1	5	2	3	2	7
Sign Shop	....	...	...	....	1	...	...	1	1	...	...	1
Store Room	....	1	...	1	....	1	1	2	....	2	1	3
Tag Shop	8	10	11	29	38	38	56	132	46	48	67	161
Tailor Shop	....	2	...	2	6	4	3	13	6	6	3	15
Truck	1	1	...	2	....	...	...	....	1	1	...	2
Wings	1	3	5	9	8	30	21	59	9	33	26	68
Yard	3	4	5	12	5	19	24	48	8	23	29	60
Totals	78	...	...	....	216	...	...	....	294	...	...	....

TABLE 1.

PSYCHOSES	Total	Against Person				Against Laws			Against Property				Minimum Sentence					Previous Record			Nativity			Onset		
		Murder	Assault	Rape	Abuse	Sex	Sales and Receipts	Conduct	Arson	B. E. L. & R.	Forgery	Embezzlement	One to Five	Five to Ten	Ten to Twenty	Twenty Plus	Death	None	One	Two or more	Foreign	Black	Native White	Unknown	Previous to Crime	After Admission
Paranoid Condition.....	14	5	1	1	1	0	0	1	1	4	0	0	7	1	1	4	1	7	2	5	6	4	4	0	8	6
Dementia Praecox.....	3	1	1	0	0	0	1	0	0	0	0	0	1	0	0	2	0	2	1	0	0	1	2	1	2	0
Manic Depressive.....	5	2	0	0	0	0	1	0	0	2	0	0	3	1	0	1	0	2	2	1	3	0	2	0	3	2
Paresis	3	1	0	0	0	0	0	0	0	2	0	0	2	0	1	0	0	1	1	1	1	2	0	0	3	0
Alcoholic Psychosis.....	2	0	1	0	1	0	0	0	0	0	0	0	1	1	0	0	0	2	0	0	0	0	2	0	2	0
Toxic Exhaustive.....	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1	0	1	0
Total	28	10	3	1	2	0	2	1	1	8	0	0	14	3	3	7	1	15	6	7	10	7	11	1	19	8

ILLUSTRATING THE RESULTS OF MENTAL EXAMINATIONS.

STATE PRISON FARM, LEESBURG

MENTAL DIAGNOSIS OF 486 PRISONERS AS REPORTED BY PSYCHIATRIC CLINIC.

TABLE 1.

DIAGNOSIS	Total	Against Person				Against Laws		Against Property			Minimum Sentence				Previous Record			Nativity		
		Murder	Assault	Rape	Abuse	Sales and Receipts	Conduct	Arson	B. E. L. & R.	Forgery Embezzlement	One to Five	Five to Ten	Ten to Twenty	Twenty Plus	None	One	Two or more	Foreign	Black	Native White
Paranoid Condition	12	1	4	0	2	0	1	0	4	0	4	5	2	1	5	3	4	5	1	6
Dementia Praecox	4	0	2	0	0	0	1	0	1	0	1	1	1	1	3	0	1	1	1	2
Manic Depressive	5	1	0	0	0	0	1	0	3	0	4	0	1	0	4	1	0	1	0	4
Paresis	2	0	0	0	0	0	0	0	2	0	1	1	0	0	1	1	0	1	0	1
Alcoholic Psychosis	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Toxic Exhaustion	1	0	0	0	0	0	0	0	1	0	1	0	0	0	1	0	0	1	0	0
Const. Psychopathic State	28	4	10	1	2	0	1	0	10	0	17	6	3	2	9	10	9	7	10	11
Psychoneurosis	17	4	4	0	1	0	3	2	2	1	10	3	3	1	10	2	5	3	3	11
Constitutional Defective	128	6	9	0	0	0	9	2	101	1	95	22	10	1	27	21	80	22	27	79
Epilepsy	6	1	1	0	0	0	0	0	4	0	3	1	1	1	4	0	2	2	2	2
Drug Addict	15	0	4	0	0	1	0	0	10	0	10	4	1	0	0	5	10	1	5	9
Chronic Alcoholism	85	7	30	1	1	0	8	0	37	1	69	9	5	2	36	22	27	24	17	44
No Psychiatric Condition	183	17	26	1	10	1	36	2	83	7	142	29	4	8	126	33	24	57	56	70
Total	486	41	90	3	16	2	60	6	258	10	357	81	31	17	226	98	162	125	122	239

Industrial-Vocational Qualification Card

NAME NO. AGE RACE

CRIME SENTENCE RECEIVED RECORD

PHYSICAL CONDITION PSYCHIATRIC CONDITION

MENTAL RATING MENTAL AGE LITERACY

PSYCHO-MOTOR

OCCUPATION 1. SKILL 1.

2. 2.

3. 3.

RECOMMENDED FOR 1. AS 1.

2. 2.

3. 3.

GENERAL INDUSTRIAL RATING 1 2 3 4 5

OUTSIDE WORK suitable for / unsuitable because of

SPECIAL PECULIARITIES

REMARKS

DETERMINED BY DATE

ASSIGNMENTS

NOTICEABLE TRAITS

ambitious	indifferent
steady	impulsive
cheerful	moody
careful	careless
reliable	undependable
modest	conceited
quiet	excitable
cautious	heedless
sensitive	hardened
amenable	antagonistic
teachable	stupid
ingratiating	quarrelsome
critical	suggestible
adaptable	self-centered
sociable	seclusive
stable	unstable
loyal	unreliable
strong	weak
resourceful	dependent
good judgment	unreasonable
energetic	lazy
sincere	superficial

JOB SPECIFICATION CARD

JOB SHOP DEPT. WAGES

GENERAL JOB RATING 1 2 3 4 5 WORK light medium heavy

SPECIAL USE OF eyes ears hands feet back MIN. HEALTH fair sound Sy. yes Tb. yes no no

PHYSICAL CONDITIONS heat cold standing sitting walking dusty indoors

SPECIAL SKILL WITH R. Foot L. foot both feet eye-hand eye-hand-foot fingers
R. hand L. hand both hands eye-foot

SPECIAL EXPERIENCE AS

MIN. MENTALITY low inferior average superior high F. M. yes no Psychotic yes no

MIN. LITERACY illit. 4th grade 8th grade high school reading writing calculating

SPECIAL APTITUDE none slight marked (specify)

RESPONSIBILITY none slight marked trustworthiness dependability reticence

TEMPERAMENTAL indifferent monotonous taxing varied routine

PERSONALITY adaptability loyalty sociability resourcefullness judgment energy initiative

RACIAL native white negro Italian Polish foreign-born English-speaking

VOCATIONAL manual scholastic trade machine production maintenance

DESCRIPTION OF WORK

RATED BY DATE APPROVED BY DATE