

Temporary Release Programs Annual Report

2014

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INTRODUCTION

The Temporary Release Programs' policies and procedures are contained in Title 7, NYS Official Compilation of Codes, Rules and Regulations, Chapter XII, subchapter A, Parts 1900 – 1952. New York State Department of Corrections and Community Supervision (DOCCS) Directive 7001, Temporary Release Programs, outlines the purpose, authorization and policy to DOCCS correctional facilities through the establishment and maintenance of the Temporary Release Programs Rules and Regulations.

Temporary Release Programs continue to provide a viable and effective transition for inmates returning to their families and communities, while preserving public safety.

Executive Order 9, which was signed by Governor Spitzer in March 2007, and subsequently continued by Governor Cuomo, precludes inmates with instant offenses of certain violent felony acts from participating in Temporary Release Programs.

2014 OVERVIEW

Participants	778
Absconders	13
Arrests (Absconders & TR ARR)	13
Unemployment Percent	17.5%

APPLICATIONS AND APPEALS

There were 22,457 Work Release applications and 881 other Temporary Release program applications (Furlough, Leave of Absence, Industrial Training Leave, Education Leave and Community Services Leave) processed at the facility level in 2014.

There were 15,058 Presumptive Work Release Comprehensive Alcohol and Substance Abuse Treatment (PWR CASAT) program applications processed at the facility level in 2014.

The advancement of all applications is as follows:

<u>Total</u> Applications*	Applications Eligible for a Decision**	<u>Facility</u> <u>Approved</u>	<u>Central Office</u> <u>Approved</u>	
WORK RELEASE 22,457	7.049	1,678	93	
,	,	,		
Community Services	O ,	ence, Industrial I	raining Leave, Education Le	ave and
881	***	309	65	
PWR CASAT				
15,058	5,562	1,188	258	

Appeals of Temporary Release Committee and Central Office denials of all Temporary Release programs and PWR CASAT

Received	Approved
1,926	46

^{*} An application must be processed in order for an inmate to receive a decision. Total number reflects all applications initiated at the facility level including: multiple applications per applicant; applications subsequently withdrawn by applicant; cancelled applications; applicants statutorily ineligible.

^{**}Inmates determined eligible to receive a denial/approval review in accordance to DOCCS policy and Temporary Release Programs Rules & Regulations.

^{***}Number not available.

ABSCONDENCE AND ARRESTS

<u>ABSCONDERS:</u> There were 13 absconders in 2014, of those, 9 have been returned to DOCCS custody. All 13 absconders were in Work Release.

DOCCS is committed to apprehending absconders as quickly as possible. The cooperation between the DOCCS Office of Special Investigations, the DOCCS Warrant and Extradition Office, New York State and local police agencies, and the Division of Criminal Justice Services continues to be positive. The majority of absconders were returned to DOCCS custody.

<u>ABSCONDER ARRESTS</u> (Temporary Release absconders who are arrested): There were 5 absconders arrested in 2014. Drug related incidents continue to be the main reason for these arrests.

TEMPORARY RELEASE ARRESTS (Temporary Release participants who are arrested): There were 8 Temporary Release arrests in 2014. By December 31, 2014, 6 were returned to DOCCS custody. The other 2 remained in the custody of other jurisdictions.

In total, 13 inmates arrested while in continuous Temporary Release Programs in 2014. There were 0 violent crime arrests/convictions for participants in 2014. A complete accounting of Absconders, Temporary Release Arrests (TR ARR) and Arrested Absconders from 2000 to 2014 is as follows:

<u>Year</u>	<u>Participants</u>	<u>Absconders</u>	<u>Arrested</u> <u>Absconders</u>	TR ARR
2000	6,786	465	103	121
2001	5,895	396	75	90
2002	4,955	336	75	90
2003	4,833	319	68	76
2004	3,964	249	28	93
2005	3,071	115	28	67
2006	2,652	91	30	47
2007	2,498	86	33	57
2008	2,277	70	26	40
2209	2,175	59	21	39
2010	1,893	50	19	62
2011	1,316	27	7	38
2012	863	8	4	23
2013	700	15	1	10
2014	776	13	5	8

TEMPORARY RELEASE REMOVALS

More than one quarter of the participants in Temporary Release Programs are drug offenders. This accounts for most of the removals, abscondences, and arrests of the Temporary Release program. Inmates are regularly tested for drug, alcohol, and intoxicant use, which allows DOCCS to identify violators as soon as possible and initiate intervention and therapy for these individuals so that their eventual return to the community can be positive.

Of the 776 participants in continuous Temporary Release programs in 2014, there were 115 removed from the program. Of these, 13 were disciplinary, 49 programmatic violations, 39 were drug related removals, 2 were criminal arrests, 5 were contraband items, 6 were eligibility issues (warrant and medical) and 1 inmate absconded.

In 1994, the Relapse program was initiated to allow inmates in Work Release that tested positive for drug/alcohol/intoxicant use to waive a disciplinary hearing and agree to participate in a minimum 60 day Relapse program at designated Work Release and general confinement facilities. Inmates return to active full-time Temporary Release participation, after successful completion of the Relapse Program.

In 2014, 28 inmates were provided the opportunity for the Relapse program so they could return to full participation in the continuous Temporary Release program. At the end of 2014, there were 6 inmates who continued to participate in Relapse and 22 returned to Work Release. Subsequently, of the 22 that returned, 5 were released to Community Supervision, 7 were removed from Work Release due to technical violations, and 10 remained in Work Release.

ELIGIBILITY FOR TEMPORARY RELEASE PROGRAMS

In order to be considered for Temporary Release programs, the NYS Correction Law requires that an inmate must be within two years of his or her earliest possible release date to Community Supervision. The inmate must also attain the requisite score on a point rating system. The inmate's present offense(s) cannot be a homicide or sex-related crime. Inmate's with current specific violent felony convictions must be reviewed to determine an applicant's eligibility to apply. Inmate's with current homicide convictions who claim there is a history of domestic violence abuse by his/her victim may also be reviewed to determine eligibility to apply.

TYPES OF TEMPORARY RELEASE

The Correction Law currently authorizes DOCCS to operate the following Temporary Release programs:

*WORK RELEASE

Allows inmates to leave a facility for up to 14 hours a day to work in the community.

Day Reporting status allows inmates to leave the Work Release facility for an extended period of 7 days to reside and work in the community.

**FURLOUGH

Allows inmates to leave a facility for up to 7 days to maintain and strengthen family ties, or for another appropriate purpose.

*INDUSTRIAL TRAINING LEAVE

Allows inmates to leave a facility for up to 14 hours in a day to obtain vocational training.

*EDUCATIONAL RELEASE

Allows inmates to leave a facility to pursue academic goals for up to 14 hours in a day.

***COMMUNITY SERVICES LEAVE

Allows inmates to leave a facility to do volunteer work or to attend religious or athletic events.

**LEAVE OF ABSENCE

Allows inmates to leave a facility to receive medical or dental treatment when the treatment is absolutely necessary and not available within the DOCCS correctional system. Also, permits inmates to make end-of-life or funeral visits when a close relative is sick or passes away.

Statistical information on the number of inmates who participated in each program may be found in TABLE V at the end of this report.

- * Continuous Temporary Release programs available at facilities noted on pages 6 & 7
- ** Short-term Temporary Release programs available at all facilities except Shock Incarceration.
- *** Community Services Leave is available as a continuous or a short-term program.

CONTINUOUS TEMPORARY RELEASE PROGRAMS

Continuous Temporary Release programs are defined as those programs, including Educational Release (EDR), Industrial Training Leave (ITL), continuous Community Services Leave (CSL), and Work Release (WR) which involve the daily release of inmates into the community.

Of the 776 inmates in continuous Temporary Release programs in 2014, 658 inmates participated in the Work Release program. The following facilities offered one or more continuous Temporary Release programs in 2014.

Albion WR/CSL Female

Participants reside in specified counties in upstate New York. In 1979, Albion (at the time a co-ed facility) added a 10 bed female Work Release to its existing 40 bed male Work Release program. In 1986, when the facility became an all-female institution, the space for Work Release and Community Services Leave expanded to 54 beds.

Edgecombe WR Female

Participants reside in areas that include New York City, Long Island, the Mid-Hudson Region, the Catskill Region, the Capital District, and Northeastern New York State. Current Work Release capacity is 32 beds.

Fishkill WR Male

Participants reside in the Mid-Hudson region of the state including Westchester and Rockland counties. The Fishkill Work Release program housed 8 participants in 1979. By 1982, the program expanded to 35 beds. Current capacity is 76 beds.

Hudson WR Male

Participants reside in the Capital District and Northeastern New York State. A Work Release program was developed at Hudson in 1981 with 30 beds to accommodate inmates from the Capital District who wanted to participate in 1979. By 1982, the program expanded 40 beds. Current capacity is 65 beds.

Hudson ITL Male

Participants may be from any area of New York State. In 1982, Mt. McGregor took over the Industrial Training Leave program from Hudson Correctional Facility. The program was expanded from 20 beds to 30 beds in 1983. The inmates in this program travel to the DOCCS warehouse in Menands where they work under the supervision of civilian employees. In September 2000, this program moved to its present site at Hudson Correctional Facility with a capacity of 55 beds.

Lincoln WR Male

Participants reside in Queens, Nassau, Suffolk, Bronx, Kings, New York and Richmond counties. Lincoln was originally an Open Date-Own Program (ODOP) facility. It was converted to a Work Release facility in 1989 with a capacity of 408 beds. Current capacity is 284 beds.

Rochester WR/CSL

Male

Participants reside in the cities of Rochester, Buffalo, Watertown, Syracuse and surrounding counties. The Rochester Correctional Facility was expanded from 40 to 60 beds in 1983. In October 2011, due to the closure of Buffalo Correctional Facility, inmates from the Buffalo area and surrounding counties in Western New York were added to Rochester. Current capacity for Work Release and Community Services Leave is 78 beds.

Rochester ITL

Male

Participants may reside in any area of New York State. In 2014, an Industrial Training Leave program for asbestos-abatement was established. Inmates work on abatement projects in the community. Current capacity is 8 beds.

The above residence requirements are subject to change depending on population levels and the need to keep all facilities at capacity.

Industrial Training Leave is available at Hudson Correctional Facility. Inmates commute daily to the DOCCS warehouse in Menands where they work and learn about the distribution industry. Some participants in this program learn how to take inventory and complete bills of lading. Others learn how to operate forklifts and repair furniture, and some work with the civilian staff to learn business office procedures.

Rochester Correctional Facility has an Industrial Training Leave program for asbestos training. Inmates are provided the opportunity to earn an Asbestos Handler certification. They are assigned to work at asbestos projects in the community under the auspices of DOCCS Division of Industries, Corcraft Abatement program staff.

In the Community Services Leave program, inmates may work with civilians on municipal projects or for not-for-profit organizations. They may also assist in community beautification projects, arts festivals or Special Olympics events.

Inmates who are placed in the Work Release program after successfully completing the Presumptive Work Release Comprehensive Alcohol and Substance Abuse Treatment program are mandated to participate weekly in a community substance abuse treatment program on an outpatient status. Therefore, inmates are provided ongoing services to continue to address their treatment needs.

Work Release participants may be considered for Day Reporting status when they are within 6 months to their earliest release date and meet other specific criteria. Lincoln Correctional Facility is a male Day Reporting site. Edgecombe Correctional Facility is a female Day Reporting site. Male Day Reporting participants at Fishkill Correctional Facility and Hudson Correctional Facility report to Community Supervision area offices. Rochester Correctional Facility is a male Day Reporting site and Albion Correctional Facility is a female Day Reporting site. Albion Correctional Facility and Rochester Correctional Facility Day Reporters may also be assigned to report to Community Supervision area offices. The merger of Department of Corrections and NYS Division of Parole resulted in DOCCS being able to increase the number of Day Reporting sites. Inmates are now able to report to area Community Supervision offices in the cities of Albany, Binghamton, Buffalo, Elmira, Poughkeepsie and Peekskill.

INMATE EARNINGS

In 1982, 2,080 Work Release inmates earned \$2,334,666.00. In 2014, 658 Work Release inmates earned \$1,958,705.27. They also paid \$77,901.87, in Federal, State, and local taxes. Also, they sent \$155,642.38 in support to their families, thereby reducing the public support.

A total of 54 inmates were Day Reporters in 2014. The inmates earned \$185,646.00 and paid \$33,588.49 in taxes.

In total, the participants in Work Release/Day Reporting earned a total of \$2,144,351.27 and paid \$611,490.36 in Federal, State and local taxes. Deductions from a Work Release inmates' net earnings are directly related to employment and administrative expenses. Therefore, inmates saved a combined total of \$1,195,857.77. Inmates savings are returned to each inmate when they are released from custody.

In 2014, at any time, 263 inmates participated in Work Release. As wage earners and tax payers, Work Release inmates contributed to their community tax base, thereby alleviating some costs to tax payers.

Since 1995, Temporary Release inmates, specifically Work Release and Day Reporting inmates, earned \$156,881,814.80, paid \$43,357,437.60 in Federal, State, and local taxes and saved \$52,828,541.36.

APPENDIX - Historical Development of Temporary Release Programs

The Temporary Release program of DOCCS began in 1970 as a pilot project to confirm if the concept had merit. Inmates were granted the privilege of Temporary Release programs in order to provide them with a gradual transition from incarceration to Parole. In 1970, 55 males and 15 females were released to employment in the community from Attica, Auburn, and Bedford Hills Correctional Facilities.

In 1972, the Legislature reviewed the results of this experiment and decided to extend authorization for another two years. Educational release and furloughs were authorized as well. In 1974, the Temporary Release Programs were again authorized with Community Services Leave, Educational Training and Leave of Absence added to the list of Temporary Release Programs.

The first minimum security community based Temporary Release facilities offered these programs in 1973, which represented a radical departure from the traditional Work Release facility. Located in urban areas, these facilities were geared to release, not confinement. By the end of 1974, there were 7 such facilities in Bushwick (Brooklyn), Fulton (Bronx), Bayview, Lincoln, Parkside, Edgecombe (Manhattan) and Rochester.

In 1976, a grant was obtained from the Vera Institute of Justice for a 16 week trial of a point score selection system for Temporary Release candidates. This system is still in place and is an effective way to objectively review applications in their initial stages.

In 1977, the New York State Legislature revised Article 26 of the Correction Law, which set strict eligibility criteria for Temporary Release selection and also mandated additional levels of application review. This resulted in drastic reduction in the total Work Release population, prompting the closure of 2 Work Release facilities which were subsequently converted to general confinement facilities.

In response to the corresponding low number of applications received from inmates for Temporary Release, a grant from the National Institute of Corrections (NIC) was secured to develop strategies to identify suitable candidates for Work Release and encourage the submission of applications.

In 1980, Fulton Correctional Facility was reconverted to a Work Release facility. In 1982, Fishkill Work Release inmate population increased. In 1986, the population of Albion Work Release facility increased when Albion Correctional Facility was converted to a female only population. In 1987, Queensboro Correctional Facility was converted to a Work Release facility. Also, during this year eligibility for Temporary Release was changed from 12 months to a Parole Eligibility Date to 24 months. As a result of these changes, the Work Release population subsequently grew from 2,736 in 1972 to 5,067 in 1987. In 1990, Lincoln Correctional Facility was converted to a Work Release facility with a capacity of 403. A 148 bed female Work Release program was implemented at Bayview in 1991. In 1992, the Orleans Work Release program (70 beds) was transferred to the newly opened Buffalo Work Release (132 beds). Also in 1990, the CASAT program was implemented wherein CASAT participants were to be reviewed for "presumptive" approval for Work Release since the CASAT program's Phase II component consists of Work Release participation. In 2013, due to the closure of Bayview Correctional Facility, the female Work Release program was transferred to Edgecombe Correctional Facility.

Edgecombe,	Fishkill, r inmates	Hudson, s to prepai	Lincoln an	d Rocheste cessful trans	r. These fac	Release Prog cilities continue arceration to the	to offer the

TABLE I2014 YEARLY WAGES AND EXPENSES SUMMARY

FACILITY	NET EARNINGS	SUPPORT/ MAINTENANCE PAYMENTS	SAVINGS	WEEKLY EXPENSES	TAXES
ALBION	114,449.51	9,420.00	45,580.85	36,160.85	32,449.59
EDGECOMBE	116,501.58	3,457.00	78,055.89	34,988.69	35,592.38
FISHKILL	162,023.32	17,662.72	89,948.80	54,411.80	45,968.79
HUDSON	313,097.74	61,535.06	174,786.80	76,775.88	88,879.56
LINCOLN	880,222.00	21,374.10	580,029.30	278,818.60	269,282.45
ROCHESTER	372,411.12	42,193.50	227,456.13	102,761.49	105,729.06
TOTAL	1,958,705.27	155,642.38	1,195,857.77	583,917.31	577,901.87

FIGURES FOR DAY REPORTING EARNINGS FOR 2014

GROSS TAXES NET \$185,646.00 \$33,588.49 \$166,554.00

TABLE II
STATISTICS ON ALL TEMPORARY RELEASE PROGRAMS

YEAR	*APPLICATIONS RECEIVED	PARTICIPANTS	ABSCONDERS	ARRESTED ABSCONDERS	TR ARR
2001	44,857	6,930	406	87	106
2002	42,249	5,797	343	78	93
2003	45,227	5,125	320	68	76
2004	41,707	4,028	249	28	93
2005	36,911	3,100	115	28	67
2006	35,175	2,677	91	30	47
2007	34,798	2,515	86	33	57
2008	31,598	2,296	70	26	40
2009	27,635	2,191	59	21	39
2010	24,944	1,910	50	19	62
2011	24,197	1,326	27	7	38
2012	23,641	948	8	4	23
2013	21,757	796	15	16	9
2014	23,338	778	13	5	8

These figures include statistics for all short-term Temporary Release programs, including Furloughs and Leaves of Absence which allow offenders to leave a general confinement facility for a specified period of time to accomplish a specific purpose. These statistics are a composite of the figures in Table V.

• The number of arrested absconders is included in the total absconders figure.

^{*}Reflects all applications initiated at the facility level including: Multiple applications per applicant; applications subsequently withdrawn by applicant; cancelled applications; applicants found statutorily ineligible to be considered.

TABLE III
STATISTICS ON ALL CONTINUOUS TEMPORARY RELEASE PROGRAMS

YEAR	*APPLICATIONS RECEIVED	PARTICIPANTS	ABSCONDERS	ARRESTED ABSCONDERS	TR ARR
2001	43,817	5,895	396	82	103
2002	41,410	4,955	336	75	90
2003	44,947	4,833	319	68	76
2004	41,462	3,964	249	28	93
2005	36,720	3,071	115	28	67
2006	35,031	2,652	91	30	47
2007	34,661	2,498	86	33	57
2008	32,642	2,277	70	26	40
2009	27,538	2,175	59	21	39
2010	24,876	1,893	50	19	62
2011	24,142	1,316	27	7	38
2012	23,586	944	8	4	23
2013	21,757	796	15	16	9
2014	23,293	776	13	5	8

These figures include statistics for all continuous Temporary Release programs, including Work Release, Educational Release, Industrial Training Leave, and continuous Community Services Leave. All of these programs involve the ongoing daily release of participants to the community. These statistics are a composite of the figures in Table V.

- The 13 absconders from continuous Temporary Release programs all absconded from Work Release.
- The number of arrested absconders is included in the total absconders figure.

^{*}Reflects all applications initiated at the facility level including: Multiple applications for applicant; applications subsequently withdrawn by applicant; cancelled applications; applicants found statutorily ineligible to be considered.

TABLE IV STATISTICS ON SHORT TERM TEMPORARY RELEASE PROGRAMS

YEAR	*APPLICATIONS RECEIVED	PARTICIPANTS	ABSCONDERS	ARRESTED ABSCONDERS	TR ARR
2001	1,040	1,035	10	5	3
2002	839	842	7	3	3
2003	280	382	1	0	0
2004	245	64	0	0	0
2005	191	29	0	0	0
2006	144	25	0	0	0
2007	137	17	0	0	0
2008	147	19	0	0	0
2009	97	16	0	0	0
2010	68	17	0	0	0
2011	55	10	0	0	0
2012	55	4	0	0	0
2013	46	4	0	0	0
2014	45	2	0	0	0

These figures include statistics for all short-term Temporary Release programs, including Furloughs and Leaves of Absence which allow offenders to leave a general confinement facility for a specified period of time to accomplish a specific purpose. These statistics are a composite of the figures in Table V.

• The number of arrested absconders is included in the total absconders figure.

*Reflects all applications initiated at the facility level including: Multiple applications per applicant; applications subsequently withdrawn by applicant; cancelled applications; applicants found statutorily ineligible to be considered.

TABLE V

COMBINED STATISTICS FOR ALL TEMPORARY RELEASE PROGRAMS JANUARY 1, 2014- DECEMBER 31, 2014

TYPE OF PROGRAM	*APPLICATIONS RECEIVED	PARTICIPANTS	ABSCONDERS	ABSCONDER RATE	ARRESTED ABSCONDERS	TR ARRESTS	ARREST RATE
WORK RELEASE	22,457	658	13	1.98%	5	8	1.22%
EDUCATIONAL RELEASE	3	0	0	0.00%	0	0	0.00%
INDUSTRIAL TRAINING LEAVE	736	106	0	0.00%	0	0	0.00%
COMMUNITY SERVICES LEAVE -LT **	97	12	0	0.00%	0	0	0.00%
COMMUNITY SERVICES LEAVE –ST***	0	0	0	0.00%	0	0	0.00%
FURLOUGH GENERAL CONFINEMENT	34	0	0	0.00%	0	0	0.00%
LEAVE OF ABSENCE	11	2	0	0.00%	0	0	0.00%
TOTAL	23,338	778	13	1.67%	5	8	1.03%

^{*} Reflects all applications initiated at the facility level including: Multiple applications per applicant; Applications subsequently withdrawn by applicant; cancelled applications; applicants found statutorily ineligible to be considered.

^{**} Long-term Community Services Leave

^{***} Short-term Community Services Leave

TABLE VI TOTAL PARTICIPANTS IN DAY REPORTING - 2014

FACILITY	MALE	FEMALE	TOTAL
ALBION	-	3	3
EDGECOMBE	-	11	11
FISHKILL	0	-	0
HUDSON	4	-	4
LINCOLN	20	-	20
ROCHESTER	16	-	16
TOTAL	40	14	54

NOTE: All Day Reporting statistics were supplied by the Division of MIS/Research.

These numbers have already been listed as participants in the total Work Release figures as shown in Table V.

TABLE VII ARRESTS BY CRIME – 2014

CRIME	ABSCONDERS	TR ARRESTS
DRUGS/ALCOHOL	3	2
PROPERTY OFFENSE	0	3
ROBBERY	0	0
BURGLARY	0	0
ASSAULTS	0	1
THEFT OF SERVICE	0	0
WEAPONS	0	0
MURDER	0	0
SEX OFFENSE	0	0
DISMISSALS	0	0
OTHERS	2	2

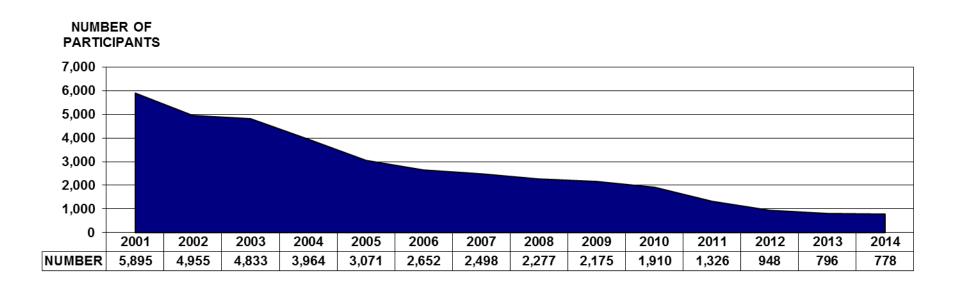
Others include: Arrests for Domestic Issues, Motor Vehicle Violations, Criminal Trespass, Disorderly Conduct, Harassment, Criminal Mischief, Resisting Arrest, Fraud, Loitering, Prostitution, Forgery, Menacing, Shoplifting and Reckless Endangerment.

TABLE VIII

TEMPORARY RELEASE REMOVALS - 2014

REASON FOR REMOVAL	NUMBER OF REMOVALS
ABSCONDERS	1
DRUGS/ALCOHOL	39
TR ARREST	2
UNEMPLOYMENT	6
PROGRAM	23
DISCIPLINARY	13
EXCEED BOUNDS	12
WARRANT	1
LATE RETURN	3
CASH CHECKS	5
MEDICAL/MENTAL HEALTH	5
CONTRABAND	5
BECAME TIME INELIGIBLE	0

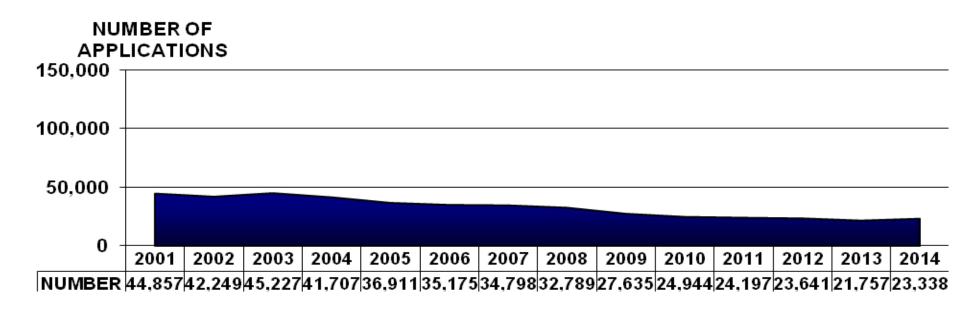
GRAPH I PARTICIPANTS - CONTINUOUS TEMPORARY RELEASE



This chart shows the number of inmates entering the program each year, including the base population in the program at the start of the year.

Of the 778 participants, 658 participated in Work Release.

GRAPH II TOTAL APPLICATIONS RECEIVED BY FACILITIES

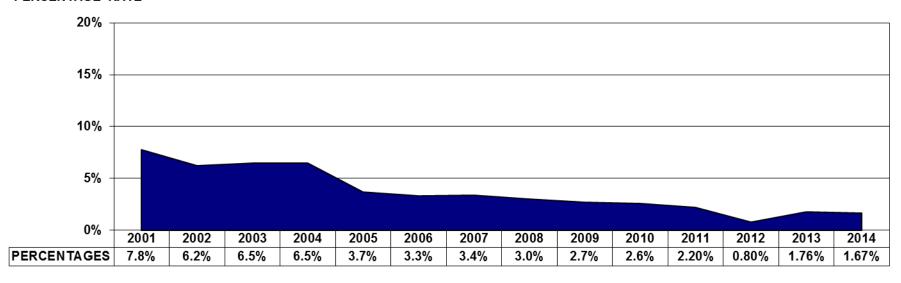


Total applications received by facilities include continuous Temporary Release and Furloughs.

Reflects all applications initiated at the facility level including: Multiple applications per applicant; applications subsequently withdrawn by applicant; cancelled applications; applicants found statutorily ineligible to be considered.

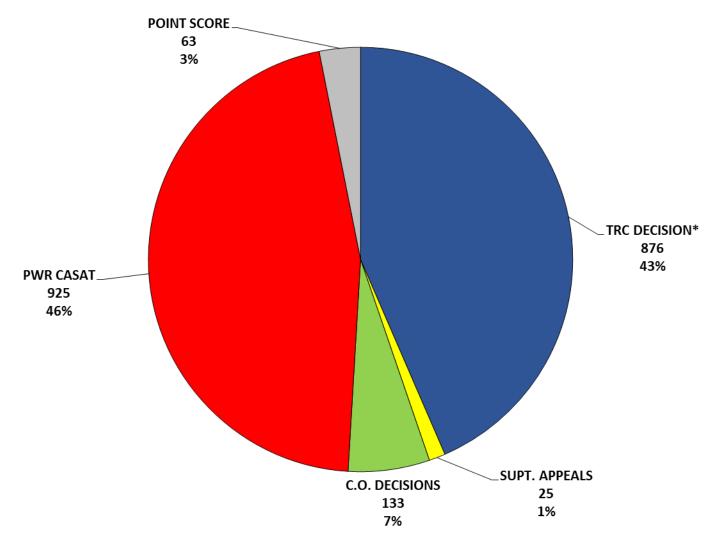
GRAPH III ABSCONDER PERCENTAGES

PERCENTAGE RATE



Absconder percentages are based on total participants in short term and continuous Temporary Release programs
Short-term: GC Furlough, LOA, CSL
Continuous: WR, ITL, CSL, ED. Rel. Leave

GRAPH IV 2014 APPEALS RECEIVED BY CENTRAL OFFICE



^{*}Includes appeals for Work Release, Furlough, Leave of Absence, Industrial Training Leave, Education Leave, and Community Services Leave