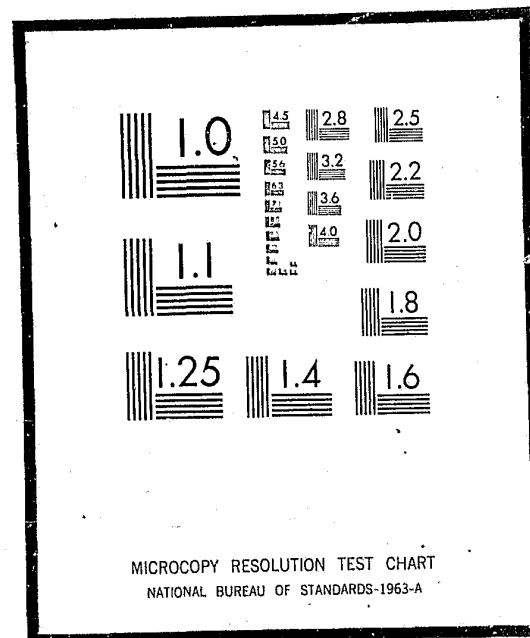


NCJRS

This microfiche was produced from documents received for inclusion in the NCJRS data base. Since NCJRS cannot exercise control over the physical condition of the documents submitted, the individual frame quality will vary. The resolution chart on this frame may be used to evaluate the document quality.



Microfilming procedures used to create this fiche comply with the standards set forth in 41CFR 101-11.504

Points of view or opinions stated in this document are those of the author(s) and do not represent the official position or policies of the U.S. Department of Justice.

U.S. DEPARTMENT OF JUSTICE
LAW ENFORCEMENT ASSISTANCE ADMINISTRATION
NATIONAL CRIMINAL JUSTICE REFERENCE SERVICE
WASHINGTON, D.C. 20531

Date filmed 2/26/76

18-235-519

Philadelphia — FINAL REPORT
AREA YOUTH WORK DEMONSTRATION PROJECT INVOLVING INDIGENOUS PERSONNEL

Grant No. 12 P-55125/3/-3

Date: July 1, 1970 - June 30, 1973

Project Director:

Commissioner Joseph Wnukowski and
Director Earl Hollingshed
Philadelphia Department of Public Welfare
Room 800
City Hall Annex
Philadelphia, Pennsylvania 19107

Financial Officer:

Mrs. Sylvia Carroll
Administrative Officer
Room 829
City Hall Annex
Philadelphia, Pennsylvania 19107
MU 6-6119

Researcher:

Professor Finn Hornum
Department of Sociology
La Salle College
Philadelphia, Pennsylvania 19141

Applicant Agency:

Philadelphia Department of Public Welfare
Room 800
City Hall Annex
Philadelphia, Pennsylvania 19107

19415
51661

ABSTRACT

Title of Project: AREA YOUTH WORK DEMONSTRATION PROJECT INVOLVING
INDIGENOUS PERSONNEL

Grant No: 12 P-55125/3-03

Length of Project: July 1, 1970 - June 30, 1973

Agency: Philadelphia Department of Public Welfare
Youth Conservation Services
Area Youth Work Unit
Philadelphia, Pennsylvania

Conclusions

The Youth Conservation Services Area Youth Work Unit has conducted a three-year demonstration project exploring the utilization of indigenous personnel in service to hostile youth groups in the City of Philadelphia. The evaluation of the demonstration project was based on a research design which tested the hypothesis that indigenous workers, with appropriate professional supervision and training, could perform these services as effectively as regular, academically-trained and experienced workers.

Using the reduction of gang-related incidents as a criterion for effectiveness of service, the evaluation determined that a substantial reduction in these incidents had in fact occurred during the two-year period of observation and that the indigenous workers had been more successful in reducing the level of violence manifested in hostile youth group behavior than the regular workers.

Since reduction in gang violence is only one aspect of the service provided to hostile youth groups in this City, we also

group to participate successfully in programs offered by the conventional agencies, accept leadership from an indigenous adult, or to do it alone without further conflict with the community-at-large.

On May 1, 1970, the Youth Conservation Services Division, Area Youth Work Unit, Department of Public Welfare, City of Philadelphia undertook the responsibility to administer a demonstration project giving direct services to gang-oriented youth within the city by using indigenous personnel as area youth workers. The purpose of such services was to eliminate the hostile activities of gang youths, the shootings, stabbings, rapes, robberies and other forms of violent behavior which result in homicides, serious physical injuries and destruction of and/or damage to property.

In 1964, Dr. Irving Spergel of the School of Social Service Administration, University of Chicago, was engaged by the Philadelphia Health and Welfare Council, Inc. to conduct a study of the area youth work program in Philadelphia.

Dr. Spergel concluded: "Area Youth Work is but one key element in a large and complex program of prevention, treatment and control of juvenile delinquency. The value of area youth work is not only the control offered on serious aggressive behavior, but simultaneously on the bridging of the conventional adult world with all of its resources, knowledge and attitudes. In other words, the

explored utilization by the two groups of workers of community resources and supportive services, both essential ingredients in redirecting hostile behavior into more constructive channels. In this area no significant differences were found between indigenous and regular workers and this finding suggests that both groups of workers are equally effective in the utilization of community resources and supportive services.

Further, we conducted an extensive attitude survey of the two groups of workers in order to explore the workers' attitudes toward their work and the sponsoring agency. No significant differences between the two groups of workers were found in these attitudinal areas, but the responses elicited provided insight into the workers' perceptions of their job and also offered constructive suggestions regarding changes in agency policies and practices.

Problem

The existence of violent and violence prone gangs in the large metropolitan area is a growing and complex problem. In the City of Philadelphia alone, there are approximately 250 hostile youth groups of which 105 have been involved in numerous homicides and other crimes of violence. The anti-social actions of the gangs and gang members, the dysfunctional impacts on their communities and their schools and other neighborhood institutions are counter-productive to all concerned.

Within the broader context of the underlying causes of poverty, educational deficiency, occupational dissatisfaction and/or unpreparedness, racial inequities, poor housing, severe unemployment, a sense of alienation and the other social ills of our society, are the twin problems of the negative impact of gangs on society and on the gang members and their families.

The funding of this project for the past three years has helped to alleviate the problems encountered in the previous years by providing help to youth groups capable of performing anti-social acts on the community.

The long-term objective of the area youth workers is to give the hard-to-reach youth groups a constructive and satisfying experience in relationship with an adult, in order to effect a sufficient degree of socialization which makes it possible for the

interlocking objectives of control and service (particularly assisting youths with jobs, education, training, personal and family problems) are inseparable. The Area Youth Work approach should be accepted as valid, pending further research and experimentation and extended throughout the City as need arises. There is sufficient demonstration of the value and effectiveness of the approach to warrant continued and enlarged community support and financing".

Our agency's merits have been established over the years and considerable knowledge, aptitude and practical experience have been acquired in initiating and implementing programs for the prevention and control of juvenile delinquency.

The purpose of the demonstration project was to make use of the resources, skills and practical experience that we have developed and accumulated over a period of years. With this base we developed a demonstration project in which we made practical and effective use of indigenous community non-degree personnel under professional supervision for an improved delivery of services.

If there had been a sufficient number of professionals meeting the health and welfare needs in general, and needs for containment and prevention of juvenile delinquency in particular, the community would have not been asking for the employment of indigenous personnel in area youth work. The fact that they did ask for them, attests to their recognition of the shortage of professional

and, more importantly, to their "willingness" to assume the responsibility of resolving the problem of juvenile delinquency in their neighborhoods.

This was reason enough. Their desire to help themselves achieve those goals which the professionals in the field have long sought:

- 1) Community recognition of the need for their personal involvement in the solution of their problem; and
- 2) Community responsibility on the grass roots level to resolve the problem of delinquency.

Hypothesis

It was deemed essential that the project be based on a specific research design although it was basically regarded as a demonstration program. Professor Finn Hornum, Department of Sociology, La Salle College was hired for the design and evaluation of the project. The researcher and several student assistants assumed responsibility for the monitoring of the data collection and the analysis of the data in cooperation with project staff.

The research design was constructed to test the validity of the claim that local residents with limited education and no prior experience can, with their greater accessibility to the community and their awareness of specific community problems, be trained under professional supervision to be effective in work with hostile youth groups. It was believed that the most relevant

criterion for measuring "effectiveness" was the behavior of those hostile youth groups supervised by the indigenous workers as compared to the behavior of those groups supervised by our regular academically trained and experienced workers. The major research hypothesis therefore was:

Youth group behavior manifested by those groups supervised by indigenous workers, during the length of the project, will be no more serious than the behavior manifested by those groups supervised by the regular, academically trained and experienced workers during the comparable time period.

In addition, such a comparison would also enable us to explore what differences, if any, might exist in the services provided by the two groups of workers. In this connection, we decided to compare utilization of supportive services, the extent and type of contacts between the workers and their groups, the initiation of programs or projects by the workers and the worker's attitudes toward their work.

The outcome of the evaluation was expected to provide some guidelines for future action. If we were able to accept the major hypothesis, we could conclude that indigenous workers, having received professional supervision and training, can be used as confidently as academically-trained experienced personnel in area youth work. If the outcome was that the indigenous personnel do reduce serious behavior of those supervised by the regular workers, we might still be able to use indigenous workers as

auxiliary youth workers. If the hypothesis was rejected and we concluded that indigenous workers cannot be used for these services, we would still want to explore the reasons for failure from an intensive study of the relevant variables.

Methodology

Close initial comparability of the two study populations (the "experimental group" consisting of those youth groups supervised by the indigenous workers; the "control" group consisting of those youth groups supervised by the regular workers) was attempted through the selection of groups in areas with comparable socio-economic characteristics as determined by census information. It was originally anticipated that a majority of youth groups in both study populations would be drawn from the North Central Area of Philadelphia, since this was the target area for the demonstration program, the addition of a considerable number of new workers in 1971 and the expansion of services to groups in other parts of the time, led to a reconsideration of this plan. Since comparison of census information on the newly serviced groups with the groups supervised by indigenous workers yielded closely comparable results, we decided to expand the control group to include all those groups serviced by regular workers. Another reason for this decision was that the control group would

then also include a number of inexperienced workers, making it more comparable to the experimental group on this variable.

Evaluation instruments were designed to measure both "outcome" and "method" variables. The outcome variables are those indicating change in the behavior of hostile youth groups while the method variables are indicators of the service process used in the supervised groups.

As outcome measures, we have used the following indicators:

- 1) the number and the characteristics of delinquent incidents in which the youth groups have been involved during the specified time period;
- 2) the seriousness of these incidents as measured by the Wolfgang-Sellin scale of seriousness;
- 3) The utilization of tools of violence by members of the youth groups; and
- 4) group activity changes perceived by the community.

The first three measures were obtained from incident data collected from the youth workers. A copy of this form is contained in the Appendix. The last measure was obtained from judgments made by the three sources most directly involved with the effects of hostile youth behavior; the workers themselves and their supervisors, the community groups concerned and the Juvenile Aid Division (Gang Control Unit) of the Philadelphia Police Department. These rating schedules, copies of which are contained in the

Appendix, were designed to obtain the judgments of these

individuals or groups at regularly scheduled time intervals.

In this fashion the data consisted of a set of "still" pictures of group status and enables us to pinpoint long-range movement as well as establishing when such movement begins to occur, if at all.

As method or process variables, we used the following indicators:

- 1) the number and type of supportive services utilized by the worker in his service to the youth group, including such services as casework, mental health referrals, referrals to employment agencies, vocational rehabilitation services, public assistance, et cetera..
- 2) the degree of utilization of indigenous community resources by the worker, especially the extent to which he was able to involve and activate local community groups;
- 3) the number and types of programs and projects facilitated and sustained by the worker and the extent of involvement in these programs and projects by the youth groups; and
- 4) the method of approach to the youth groups employed by the worker.

Data on these variables were also collected on a monthly basis on special monthly report forms, a copy of which is included in the Appendix, which permitted a more standardized and systematic recording of information than the case records maintained by the agency. It was also necessary to design an instrument to

measure the attitudes of the workers toward their work and for that purpose we used a modified version of an open-ended interview schedule designed for youth community treatment agents in California. Initially, this interview schedule was used in a face-to-face interview with the researcher but difficulties in scheduling interviews and the need to include a considerable number of new workers in this procedure necessitated a change to a questionnaire format, including most of the same questions, and these were then administered on a confidentiality basis to the workers toward the end of the project.

In addition to the data collection described above, which continued throughout the designated observation period (the calendar years 1971 and 1972), the research staff met periodically with administrators, field supervisors and workers to discuss data collection modifications and preliminary findings. This sharing of more informal impressions was invaluable adjunct to the routine data collection and permitted continued monitoring of the project's progress.

Findings and Implications

In this segment of the report is presented the results of the demonstration project accompanied by interpretations of the findings. The presentation has been organized in several sections,

NEIGHBORHOOD YOUTH WORKER

1. Indigenous Workers

A. Criteria for Selection

- 1) Male or female, according to sex of groups to be secured.
- 2) Residence: The Worker must reside within the area served.
- 3) Personal Qualities:
 - a) Evidences positive attitude and awareness toward needs of area youths.
 - b) Evidences qualities of leadership and maturity, especially with regard to the ability to separate personal feelings and needs from those of his clients.
 - c) Evidences ability to accept those limitations on juveniles' group activity set by law and positive neighborhood values.
- 4) Educational Requirements
 - a) Capability of effective oral communication.
 - b) Capability of effective written communication.

B. Methods of Selection

- 1) Selection of workers may be made directly by the Department of Public Welfare from individuals known to and considered by the Department to possess the desired qualifications of an indigenous worker.
- 2) Selections of workers may be made from recommendations of Model Cities, civic and block groups, public and private agencies, et cetera. The participation of land-based organizations in the selection of workers should also encourage their support of the program.

2. Civil Service Examinations

A. Civil Service Examinations will not be involved in the appointment of any indigenous personnel.

Criteria for Placement (Deployment) of Workers

Our criteria for deployment of a worker is inherent in our consideration as to the qualities he demonstrates, such as:

1. An awareness in dealing objectively with people, their problems and drives.
2. His eagerness to help young people improve their plights.
3. His sensitivity as to how a community relates to the delinquency of a youngster and an inquisitiveness of how he can help the community deal with it.
4. His ability to employ neighborhood resources in his efforts to help youngsters.
5. One whose leadership image can be perceived by those in his service area with trust, confidence and acceptance.

Workers bring to the Agency varying degrees of knowledge, understanding, skills and concerns about working with people. Commonly, the range is from mediocre to excellent. What we attempt to do is to utilize the qualities of each worker, considering guidelines above and to deploy him in an area where his talents can be demonstrated most effectively.

Educational Training Program

The educational training program for the youth workers during the first year was held at La Salle College. The workers attended two instructional classes beginning of September 8, 1970 - through March 1971.

Courses of study were Introduction to Criminology during the first semester and Urban Crisis during the latter part of that year.

Staff was in attendance on Tuesday and Thursday from 5:45 P.M. to 6:45 P.M.

ORIENTATION SCHEDULE

MORNINGS (9AM - 12 NOON)

Processing: Room 829

MON: Welcome & Overview of the Phila.
Department of Public Welfare
Room 830

Beginning Developmental Process with Gangs

TUES: Problems & Hangups Experienced
By Workers Beginning with Gangs
Room 815 1

WED: Inter-Intra Agency Resources
& Their Significance to Workers
Room 815

THURS: Gang Profile - The Problem -
Its Magnitude
Room 815

FRI: Records/Reports & Assessment
Room 815

AFTERNOONS (1:30 - 5PM)

Processing: Room 829

Youth Conservation Services - Its
History and Operation,
Room 815

Problems gang members face in relating
& communicating with worker
Room 815

Goals & Expectations of Workers
Room 830

Role & Function of Workers
Room 815

Rules & Regulations & Agency Policies
Room 815

INTER-INTRA AGENCY RELATION AND COMMUNICATION

Field Operations
Room 815

P. Y. A.
Room 815

Neighborhood Youth Corps
Room 815

Commission on Human Relations
Room 815

Recreation
Room 815

Area Youth Work Unit
Room 815

Gang Control
Room 815

Summary Analysis
Room 815

each of which includes the evaluation data obtained by the research staff and explanations, interpretations and implications by other members of the project's administration where appropriate. Percentage distributions, averages, and rates along with a graphic presentation have been used for ease of reading and interpretation.

I. The Youth Workers - Basic Characteristics, Selection and Training

(See Attached Forms on job description and orientation schedule.)

The number of youth workers included in the evaluation of the demonstration project constitutes almost the entire group of Youth Conservation Services workers during the two year observation period. However, very incomplete information was available on some workers and we decided not to include those in our tabulations. The total final study population thus includes 151 workers, 32 of which are indigenous workers, while 119 are regular workers.

The indigenous workers were hired as "Neighborhood Youth Workers", both to distinguish from the regular worker complement and/or payroll purposes. The regular workers include also several different job titles: "Area Youth Worker I", "Area Youth Worker II", "Area Youth Worker Trainee", and "Youth Service Worker". The Area Youth Workers and the Area Youth Worker Trainees are required

to hold a college degree in order to attain their position. The Youth Service Workers can be hired with only a high school degree. The table below shows the distribution of the study population in accordance with the varied job titles.

	<u>Experimental Group</u>	<u>Control Group</u>
Neighborhood Youth Worker	100.0%	
Youth Service Worker		71.4%
Area Youth Worker I		12.6%
Area Youth Worker II		5.9%
Area Youth Worker Trainee		10.1%
	<u>100.0%</u>	<u>100.0%</u>

The age distribution of the two worker groups was quite similar although the indigenous workers tended to be somewhat younger than the regular workers. The average age of the experimental group was 26.3 years, while the average age for the control group was 29.9 years. The age distribution is shown in more detail in the table below.

<u>Ages</u>	<u>Experimental Group</u>	<u>Control Group</u>
20-25	50.0%	38.3%
26-30	34.4%	28.7%
31-35	15.6%	11.3%
36-40		12.2%
41-45		4.3%
46-50		1.7%
51-55		2.6%
56-60		0.9%
	<u>100.0%</u>	<u>100.0%</u>

There were minimal differences in the sex distribution of the two groups of workers. In the experimental group 81.3% were males; in the control group 84.0%. In the experimental group 18.7% were females; in the control group 16.0%.

There were, however, some differences in the racial background of the two worker groups. All of the indigenous workers were Black and among the regular workers 78.0% were Black, 20.2% were White and 1.8% were Puerto Ricans. This noticeable difference is due to the decision to deploy all of the indigenous workers in the North Central area of Philadelphia (also coinciding with the Model Cities Area) which is heavily populated by a black population and, in fact, the indigenous workers were assigned to all black groups.

A comparison of the educational background of the two sets of youth workers is shown in the table below. While this information reflects the selection criteria of workers, it is noteworthy that more than half of the demonstration workers had a high school degree and almost ten per cent had some college education. Community residence and community recommendations became the predominant criteria in the selection process and the fact that some of the applicants had more education than required was not considered a detriment to their being hired. Further, at the time of the start of the demonstration project, the agency was not as yet able

to hire workers who did not possess a college degree.

	<u>Experimental Group</u>	<u>Control Group</u>
Less Than High School	37.5%	
High School Graduate	53.1%	37.0%
Some College	9.4%	40.3%
College Graduates		16.0%
Some Graduate Work		5.0%
Graduate Degree		1.7%
	<u>100.0%</u>	<u>100.0%</u>

Previous relevant employment experience, which is also used as a selection criterion in the hiring of regular workers, varied considerably. In the experimental group 81.3% had no previous relevant employment experience, while 68.9% of the control group had such experience. The table below details the various types of previous employment experiences held by the two groups.

Relevant Previous Employment Experience

	<u>Experimental Group</u>	<u>Control Group</u>
Locally sponsored Community Yth. Work	15.4%	13.4%
Teaching/Tutoring	30.7%	14.2%

	<u>Experimental Group</u>	<u>Control Group</u>
Agency Community Work*	30.8%	16.4%
Y-Work and Scouting		12.7%
Criminal Justice Work Experience		8.2%
Social Work Experience		3.7%
Physical Education		5.2%
Private Business		8.2%
U. S. Armed Forces	15.4%	7.5%
Mental Health Work	7.7%	4.5%
Peace Corps/Vista		1.5%
Other		4.5%
	<u>100.0%</u>	<u>100.0%</u>

*Includes Neighborhood Youth Corps, Police Athletic League, Recreation Department, Crime Prevention Association, Model Cities, PAAC, OIC, Catholic Youth Organizations, Stenton Child Care Center, et cetera: . .

Due to the fairly substantial turnover in the staff complement during the two years of evaluation, we found it necessary to tabulate the length of time the worker was with the agency.

	<u>Experimental Group</u>	<u>Control Group</u>
Less than 6 mos.	18.8%	13.4%
6 - 12 mos.	21.9%	10.9%

	<u>Experimental Group</u>	<u>Control Group</u>
13 - 18 mos.	40.6%	45.4%
19 - 24 mos.	9.4%	6.7%
25-30 mos.	9.4%	15.1%
31-36 mos.		5.0%
37 mos and Over		3.4%
	<u>100.0%</u>	<u>100.0%</u>

While the largest segment of both groups had worked with the agency from one to one and a half years, and half of both groups had worked with the agency between one and two years, it is apparent that a substantial number of indigenous workers worked for the agency less than one year and that some regular workers had more than two years experience in working with hostile youth groups. We were aware that this difference between the two groups might bias some of our findings but decided to retain those individual indigenous workers with less than one year of tenure in order to have a sufficiently large sample for analysis purposes. We also retained the regular workers with more than two years of experience since most of the regular workers employed at the time of the start of the program fell in this group. It should also be pointed out that those few indigenous workers

with more than two years of service were those employed at the beginning of the demonstration phase of the project in May, 1971.

Another problem in interpretation arises with respect to the number of groups supervised during the worker's tenure with the agency. As may be seen in the table below, approximately one-fourth of the experimental group and almost two-thirds of the control group supervised more than one group during the observation period. The length of time spent with one group does presumably have some positive effect on service - thus favoring the experimental group outcome - but the higher rate of turnover among the experimental group would presumably work in the opposite direction. Unfortunately there is no reasonable way to persuade the agency not to shift workers to other groups when the need arises.

Number of Groups Serviced During Tenure

	<u>Experimental Group</u>	<u>Control Group</u>
One	75.0%	36.2%
Two	15.6%	37.0%
Three	6.3%	17.6%
Four		4.2%
Five or more	3.1%	5.0%
	<u>100.0%</u>	<u>100.0%</u>

II. The Youth Workers - Activity Pattern and Services

We shall not attempt here to describe the total program of services provided by the Youth Conservation Services, Area Youth Work Unit. However, the following statement is intended to provide the reader with some background to the evaluative results in the activity and areas of service presented below.

Youth Conservation Services has four services. The Field Operations Unit is the casework section. The Parent-Youth Aid and Youth Referral Service emphasizes the utilization of volunteers from each police district. The Neighborhood Youth Corps provides training, employment preparation and opportunities for drop-outs. The Area Youth Work Unit, which includes the Youth Service Workers, aims to rehabilitate hostile youth groups. The youth worker is encouraged to utilize all of the other units of the agency in their work with hostile youth.

The youth worker also utilizes other available community resources. These resources have been broken down below into broad categories with specific agencies and examples. This is not to suggest that only the agencies cited are utilized; but, for the sake of brevity, we have used them as examples:

1. Correctional: These agencies are used in cases of individual or family involvement in court-related cases. They include the

County Court, the Police Department, Jvenile Aid Division and JAD Gang Control Division. The Youth Development Center, where youths serve indefinite terms for delinquent acts, is used in cases of hostile acting out, delinquency and anti-social gang activities. The Youth Study Center is used for youths awaiting hearings relating to hostile acts and/or other court action involved in the referral process. Other agencies utilized include Youth Conservation Services Field Operations Section, the Bureau of Vocational Rehabilitation and the Central Rehabilitation Referral Service, Inc.

2. Cultural Ethnic: Referral to these agencies is designed to develop and strengthen individual identity. They include Art Centers, Community Centers, YMCA and YWCA.
3. Economic: These services offer aptitude testing, job counseling, and training programs. They include the Bureau of Vocational Rehabilitation, Department of Public Assistance, Job Corps, Neighborhood Youth Corps, Opportunities Industrialization Centers, Pennsylvania State Employment Service, Urban League, Board of Education Training Programs, City, State and Federal programs and private industry.
4. Family Services: These agencies offer help to the youth as an individual and within the context of his family. These agencies

include Youth Referral, Family Service, Bureau of Vocational Rehabilitation, Department of Public Assistance, Intensive Services, Philadelphia Anti-Poverty Action Committee and Youth Conservation Services Field Operations Section.

5. Education: Remedial educational services of the Board of Education and private tutoring groups are utilized.
6. Housing: These agencies include the Licenses and Inspections Department, Philadelphia Housing Authority, Philadelphia Redevelopment Authority, Philadelphia Housing Association and the Commission on Human Relations. All of these agencies enable the individuals to improve their living conditions when referred to.
7. Mental Health: These agencies enable the individuals to cope with individual personal problems. They include the Bureau of Vocational Rehabilitation Mental Rehabilitation Programs, adult psychiatric services, children's psychiatric services, narcotic and drug services, Philadelphia Diagnostic and Relocation Services and Central Rehabilitation Referral Service, Inc.
8. Recreation: These agencies offer a much needed outlet for youthful energies directed in a positive direction toward growth and development. They include the Department of Recreation, YWCA, YMCA and community centers.
9. Safe Streets Program: This LEAA funded agency is geared toward helping the individual gang member through activities and

programs in their two centers (West Philadelphia and North Philadelphia). During 1973, Safe Streets and the Area Youth Work Units will be working closer together on a collaborative and referral basis. The two agencies will be planning together for joint educational trips, to develop programs in the schools, and to establish safe conduct for young people to schools.

We have been and continue to be aware of the special services that the local and regional Bureau of Vocational Rehabilitation contribute to the solution of rehabilitation problems common not only to the City Of Philadelphia but to other municipalities in other states as well.

We have had an on-going sustained relationship with the Bureau of Vocational Rehabilitation. The individuals referred from Youth Conservation Services have been pre-delinquent, delinquent and post-delinquent youth in need of special attention and training for employment because of physical or mental limitations. Such referrals, in the past, have originated exclusively from casework evolution. Casework services, in most instances, have continued after referrals in order to extend our service to youth and their families, to support the Bureau's intake process and to give the youngsters and families support during the training process. Much of this support has been in the form of encouraging and in some

cases, assisting individuals to keep appointments required in the intake process. Moreover, our services to youth and family have continued in instances where the need existed, after training.

Approximately 350 referrals have been made to the local Bureau of Vocational Rehabilitation. About 250 other referrals, originating from schools, were made with our cooperation and support. Fifty referrals were made directly by the Area Youth Work Unit to the Division of Vocational Rehabilitation.

We have used, in the past, the services of the Division of Vocational Rehabilitation as previously programmed for the mentally and physically disabled. In view of monies that have been funded, the Division of Vocational Rehabilitation has been enabled to include socially handicapped individuals. In view of this new focus and contacts with the local director of the Division of Vocational Rehabilitation, we were sanctioned to use all of their resources in referring the gang individuals for training and rehabilitation, who may have one or more of the following problems:

- a) socially deprived
- b) need for therapy
- c) behavioral problems (i.e., truancy and educational problems, school drop-outs, gang youngsters with police and court records as well as those who have been institutionalized as a result of court adjudication.

Referrals to the Division of Vocational Rehabilitation has continued to originate in our agency from the area youth workers as well as caseworkers. The use of ancillary program with the Division of Vocational Rehabilitation has been used with the needs of the unwed mother, who is gang-related and has indicated problems in adjustment. We have used the services of the Division of Vocational Rehabilitation in our orientation program for indigenous workers.

All of the resource utilization described above refers equally to indigenous and regular workers. However, because of the special importance of examining the utilization of supportive services by the indigenous workers due to their lack of prior community organization and casework experience, it is informative to give a more detailed description of their daily activities their involvement with the community and their use of community resources.

The indigenous workers were assigned to groups closest to their neighborhoods and made contact with the agencies located within these area boundaries, who would provide services to benefit youths in conflict. They also began to coordinate a network service that would embrace all agencies dealing with the problematic youngster. Neighborhood Youth Workers were, in the most part, very successful in this phase of the project operation.

Neighborhood Youth Workers participated in many intensive projects sponsored by various community and civic organizations. Their ability to establish a good working relationship with the hostile youth groups within a few weeks is one of the more positive achievements.

Neighborhood Youth Workers were successful in enrolling some of their groups in several recreation programs - athletic leagues warranted with the continuation of spirited program activity. They coordinated with the Philadelphia Department of Recreation and other recreation groups.

The Neighborhood Youth Workers were also successful in enrolling participants, both from their group and the community to form Junior Athletic Leagues consisting of football, baseball, and basketball teams. Two age groups were accommodated, those from age nine to age eleven and age twelve to age fourteen. In the smaller or midget categories, five basketball, five football and five baseball teams were formed. In addition to the inter-league competition, other scheduled contests were held with youth groups throughout the city. The Junior League (ages 12-14) consisted of three teams in each sport category. All of the named activities were scheduled during the appropriate athletic season.

Neighborhood Youth Workers have made great progress and shown

a deep concern about the "whole person" in their service relationship with their individual youths -- continually identifying specific social service needs during their youth encounters. These particular needs range from manifestations in drug and alcohol abuse to critical health problems.

Another example of these manifestations are family problems and its residual deterrents. Whatever particular social problems a youth or their family have the workers have on many occasions used the appropriate information referral resource within the coordinated network. Follow-up has shown great improvement during the past two years.

In providing direct Neighborhood Youth Worker services to hostile youth groups, the Neighborhood Youth Worker also made use of other activities. They worked in the capacity of group leaders to the members, with the purpose of enabling the youths to become more responsive socially to acceptable standards of behavior.

They maintained daily contact with the Juvenile Aid Division Gang Control Philadelphia Police Department. This communication allows for sharing and exchange of essential information, the follow through on reported incidents and the initiation of the appropriate service where need indicates.

Finally, they held weekly conferences with supervisory staff of

Field Operations, the Youth Conservation Services section which provides casework services to potential adolescent delinquents and their families. Information was exchanged regarding areas of group tension and consultation was held concerning individual youths served by youth workers whose help may be furthered by providing casework services to them as family members. Consequently, applicable youths and their families are referred for casework services. Further conferences occurred between the youth workers and caseworkers concerning individual boys and girls receiving both services.

The evaluation results parallel and objectify the general observations regarding activities and services stated in the previous pages. We examined the contacts made by the youth workers, their referrals, their programs and projects and their attitudes with respect to local community helpfulness and the cooperation of official agencies and voluntary organizations.

A. Contacts

We believed that one of the best indices to activity patterns of human services personnel was to examine the number and type of contacts made by the worker with respect to his clients. Accordingly, both groups of workers submitted a monthly tabulation on the various meetings and informal contacts they had had during the

previous month. We obtained an average for each group during the term of service and was then able to compute an overall average for the total experimental and the total control group. The results are presented in the table below.

Number of Contacts Per Month Per Group

	<u>Experimental Group</u>	<u>Control Group</u>
Scheduled Group Meetings	8.9	9.9
Special Group Meetings	4.2	5.0
Parent-Youth Association	1.9	1.2
Area Coordinating Meetings	2.1	2.4
All Meetings	21.5	23.9
Informal Group Contacts	34.6	113.7
Informal Neighborhood Contacts	17.8	45.1
Contacts with Family	7.1	13.3
Contacts with School	4.8	7.3
Contacts with Police	5.9	7.6
All Individual Contacts	70.2	187.0

It is apparent from the tabulations that the experimental and control groups are almost identical with respect to the number of meetings attended every month. However, in every category of informal contacts there are significant differences between the two groups, the experimental group having substantially fewer contacts of this type than the control group. Conversations between the research staff and supervisory personnel suggest that at least some of this difference relates to the greater reluctance, or studied casualness, of the indigenous workers to record every single contact on bureaucratic forms as if it was significant.

The fact that the indigenous workers reside in the community where they are working may lead to numerous verbal and gestural interactions with friends and acquaintances (some of whom are members of the supervised group), but it may be difficult for the worker to conceive of these as "real contacts". If this explanation does not account for the discrepancy one might be tempted to conclude that indigenous workers can do a more effective job with less contacts !!.

B. Referrals

Continuous tabulations of the number of referrals made by each worker each month repeatedly showed that the experimental group had 1.1 referrals per month per group while the control group

had 0.9 referrals per month per group. The limited number of referrals indicated by these findings necessitated a separate tabulation of referrals from agency files. Although it was not possible to retrieve detailed referral information from groups supervised by the regular workers, we were able to get a complete tabulation of the number of referrals made by the indigenous workers.

Separate Study of Referrals by Indigenous Workers Show More Favorable Results:

Bureau of Vocational Rehabilitation	350	16.0%
Philadelphia Employment Development Center	90	4.1%
Hartranft Corporation	20	0.9%
Opportunities Industrialization Center	57	2.6%
Field Operations (YCS)	110	5.0%
Neighborhood Youth Corps	695	31.7%
Philadelphia Electric Company	12	0.5%
Urban League of Philadelphia	10	0.5%
Urban Youth Leadership Training Program	30	1.4%
Pennsylvania State Employment Office	117	5.3%
Job Corps	49	2.2%
Hahnemann Mental Health Clinic	38	1.7%
Edison School Project	12	0.5%
Schools	250	11.4%

Division of Vocational Rehabilitation	50	2.3%
Mayor's Neighborhood Youth Corps	300	13.7%
	<u>2,190</u>	<u>100.0%</u>

For the experimental group as a whole this amounts to 91.3 referrals per month or, viewed another way, to 5.4 referrals per month per group.

C. Projects and Programs

The analysis of the monthly worker reports shows that the experimental group and the control group initiated and sustained the same number of programs (0.5) per month per group. A more detailed breakdown of the types of programs and projects is shown in the table below. Although "Social Activities", such as dances, parties ranks highest in both groups, followed by "Trips and Excursions" and "Sports Competitions", the experimental group ranks "Self-Employment Programs", which includes various types of self-help programs, somewhat higher than the control group.

Type of Projects and Programs

	<u>Experimental Group</u>	<u>Control Group</u>
Trips and Excursions	17.9%	25.9%
Sports Competition	14.3%	26.5%
Social Activities	21.4%	23.8%

	<u>Experimental Group</u>	<u>Control Group</u>
Criminal Justice Programs	3.6%	2.8%
Self Employment Programs	14.3%	9.9%
Education & Tutoring	7.1%	5.2%
Other	14.3%	5.9%
	<u>100.0%</u>	<u>100.0%</u>

The number of youngsters involved in the projects or programs, measured by computing the average number of youngsters per program, was 20.5 for the experimental group, 28.5 for the control group. In view of the fact that the core group which the regular workers is working with is slightly large (see below), it is perhaps not surprising to find a slightly larger number of youngsters involved in projects and programs sponsored by the regular workers. The differences, however, are negligible.

We were interested in obtaining information about the funding of these projects and programs. However, the information about cost provided on the monthly reports were so inconsistent and limited that it was not possible to utilize this information in the final analysis. We were able to obtain reliable information about the source of the funds for projects and programs and the data on this variable is given below.

Source of Funds for Programs

Worker	14.3%	11.5%
Fund-Raising - Community	42.9%	21.0%
Outside Agency Funding	28.6%	30.6%
Youngsters		32.5%
Other	14.3%	4.5%
	<u>100.0%</u>	<u>100.0%</u>

It is noteworthy that the funds for experimental group programs came primarily from fund-raising within the local community, a fact which probably indicates the greater accessibility to local community people manifested by indigenous workers. It is also interesting that about ten to fifteen per cent in both groups came from the worker's own pocket, another illustration of the need for more outside funding for program activities.

D. Worker's Attitudes Toward Supportive Services

In our attitude survey we asked the workers two questions related to the use of community resources and supportive services. One question attempted to query the worker about community cooperation and helpfulness. The other question asked him to react to the cooperation and assistance he had received from official agencies and voluntary organizations in the wider community. The answers to these questions are given below. There was no need to compare experimental and control groups on these, and all other,

attitudinal dimensions, as the distribution of responses were identical.

What community people have you found to be particularly helpful in youth work with your group? In what ways have these individuals been especially helpful in facilitating your work?

Individual Concerned Local Citizens	23.5%
Local Community Groups	21.6%
Parents	16.7%
Ministers	16.7%
Community Leaders	10.8%
Ex-Gang Members	3.9%
Businessmen	2.9%
None	3.9%
	<u>100.0%</u>

What agencies (city, state, local community organizations) have you found to be especially helpful in your work with your group. In What ways have these agencies been especially helpful in facilitating your work?

Federal, State and City Agencies	38.4%
1. Department of Recreation	
2. State Employment Services	
3. Probation and Parole	
4. Police	
5. Health and Welfare Council	
6. Neighborhood Youth Corps	

7. Job Corps	
8. Bureau of Vocational Rehabilitation	
9. Philadelphia Housing Authority	
10. Social Security Administration	
11. U. S. Marine Corps	
12. U. S. Civil Service Commission	
Educational Institutions (Public Schools and Colleges)	13.8%
Mental Health Centers and Hospitals	5.7%
Various Anti-Poverty Programs (PAAC, MODEL CITIES)	8.7%
Voluntary Organizations - Religious (Y's, Salvation Army, et cetera)	10.1%
Voluntary Organizations - Secular (NOW, Negro Trade Council, Planned Parenthood, PAL, United Communities, Urban Coalition, Urban League, Community Celebrations)	8.0%
Unions	0.7%
News Media	0.7%
None	<u>13.8%</u>
	100.0%

It is interesting to note that all workers found the ordinary concerned citizen in the local community most helpful in their work, followed by the small local community organization with limited resources. These are of course, the people who are most directly affected by hostile youth group behavior in their daily

lives and it suggests that the youth workers have indeed been able to activate and involve the grass-roots community in their work. The political and civic leaders in the local community, on the other hand, may be the most vocal critics of the youth work effort but do not appear to provide much assistance to alleviate the gang problem.

It is encouraging to observe that the workers have found governmental agencies especially helpful in their work and it may be proposed that future agency policies be directed toward enhancing and extending this worthwhile cooperation with governmental agencies. It is discouraging, however, that 13.8% of the workers could not think of a single agency or organizations which had been helpful in their work with hostile youth groups.

III. The Youth Workers -- Attitudes Toward Work, Agency & Self

A. Attitudes Toward Work

Listed below are the questions in our attitude survey pertaining to the worker's attitude toward his work in the field and the responses given by the combined group of indigenous workers and regular workers.

1) Goals and Objectives

What do you see as the basic goals of work with hostile youth groups? The concern here is with the majority of cases that you work with rather than exceptional cases.

Redirect Hostile Behavior Into Constructive Channels	50.5%
Stop Group Violence	7.5%
Change Youngsters' Negative Self Concept	16.8%
Improve Educational, Vocational and Recreational Opportunities	15.9%
Enhance Involvement of Community	4.7%
General Counselling and Guidance	4.7%
	<hr/> 100.0%

2) Client and Community Expectations

(a) What would you say a youngster does and does not have a right to expect from you?

Youngster Can and Should Expect:

Counselling and Guidance	28.6%
Honesty and Loyalty	25.7%
Problem Solving	15.7%
Total Commitment	14.3%
Do My Prescribed Job	5.7%
	<hr/> 100.0%

Youngster Cannot and Should Not Expect:

Participation or Cover-Up of Illegal Activities	42.9%
Solutions to All of Their Problems	35.7%
Money and Loans from Worker	14.3%
Availability During Worker's Free Time	7.1%
	<hr/> 100.0%

(b) What would you say the community at large has a right to expect from you?

Community Should Expect:

Cooperation, Information and Assistance	41.1%
Conscientious Performance of Job	35.6%
Accountability	9.6%
Worker's Initiation of Community Action	11.0%
Honesty	2.7%
	<hr/> 100.0%

3. Causation

What Factors do you see as the most crucial in the development of hostile youth group behavior?

Environmental Factors: 90.8%

Family Disorganization	23.8%
Community Apathy	14.6%
Lack of Education	7.7%
Lack of Employment	5.4%
Poverty	6.9%
General Deteriorated Ghetto Environment	6.2%
Lack of Recreational Facilities	5.4%
Peer Group Pressure	5.4%
Society-Wide Corruption	4.6%
Inadequate and Inconsistent Justice	3.8%
Self-Defense	3.8%
Drinking	1.5%
Drugs	1.5%

Psychological Factors: 9.2%

Lack of Positive Self-Concept	3.8%
Dependency	1.5%
Apathy and Insecurity	3.1%
Rebelliousness of Youth	0.8%

100.0%

4. Factors in Changing Hostile Behavior

In the case of most gang members, what do you regard as the key ingredient in bringing about behavioral or attitudinal change in a positive direction?

Attainment of Positive Self-Concept	15.0%
Parental Interest and Supervision	8.8%
Awareness and Attainment of Alternatives	15.0%
Employment Opportunities	12.4%
Worker Interest and Commitment	8.8%
Educational Opportunities	8.8%
More and Better Programs	6.2%

Community Interest and Participation	6.2%
Individual Personality Change	3.5%
Religion	1.8%
Recreation	2.7%
Love, Concern, Affection and Understanding	10.6%
	100.0%

5. Techniques Used by Workers

What general strategy do you usually prefer to follow in your treatment approach to the group and what techniques do you find helpful in carrying out this strategy?

Non Directive leadership	17.2%
Worker's Honesty with Himself	17.2%
Concern, Rapport, Understanding	12.9%
Work with Leaders and Key Members of Group	10.8%
Treating Youth As Adults	9.7%
Worker Uses Himself as a Model for Behavior	7.5%
Determination and Utilization of Community Resources	7.5%
Rap Sessions	5.4%
Recreation	4.3%
Program Activities	3.2%
Referrals	1.1%
No Techniques - Use improvisation and Creativity	3.2%
	100.0%

Although the responses, we believe, are self-explanatory, it may be useful for the reader to summarize the highlights of the worker's attitudes in this important area.

Youth Workers believe that the basic causes of hostile youth behavior are social and environmental rather than the result of psychological and emotional disturbances. They also believe, however, that the consequences of detrimental environmental conditions are the development of a negative concept of self and a lack of awareness of alternative modes of behavior. They see their task to be the redirection of hostile behavior into constructive activities by counter-acting the negative self-concept and introduce the youngster to alternative modes of behavior. Although they have few concrete

techniques to rely on to accomplish their goals, they believe that a non-directive approach combined with personal honesty and an understanding stance toward the youngster will affect changes in his behavior. Finally, they believe both youngster and the community have a right to expect them to provide counselling, problem solving, cooperation and assistance and to be honest, loyal and conscientious in doing their job. On the other hand they strongly disapprove of youngsters expectation that they will participate in or cover up illegal activities and his expectations that the worker will solve all his problems.

B. Worker's Attitudes Toward Agency Policies

Two questions asked in the attitude s rvey pertained to the worker's attitudes toward agency policies and practices. The questions and the tabulated responses are presented below.

1) What agency practices and policies are you most satisfied with in that they seem to help your work - and which are you most dissatisfied with?

Satisfaction:

Job freedom and versatility	50.0%
Agency sponsored programs and activities	20.0%
Personal satisfaction in working with kids	6.0%
Agency's realistic expectations	6.0%
Agency supervision	10.0%
Pay	2.0%
Everything	6.0%
	<hr/> 100.0%

Dissatisfaction:

Bureaucratic procedures	25.0%
Lack of funds for programs	22.1%
Lack of communication between Administration and workers	19.1%
Lack of upward mobility within agency	7.5%

Lack of transportation facilities and funds	5.9%
Treatment of workers as "youngsters"	5.9%
Lack of cooperations with other agencies	5.9%
Lack of in-service training	4.5%
Inadequate supervision	4.4%
Other	2.9%
	<hr/> 100.0%

2) If you were the head of this agency, what overall changes would you want to see brought about as far as the program is concerned?

More funds for program activities	24.8%
More participation workers in decision making	12.4%
More cooperation and coordination with other agencies	11.4%
Better screening of workers	9.5%
Greater Decentralization of field worker	6.7%
Better supervision	4.8%
Greater effort at community education	4.8%
More workers	3.8%
Assistance in program development	2.9%
Better In-service training Programs	2.9%
Merit based job mobility	2.9%
Transportation	2.9%
Other	10.5%
	<hr/> 100.0%

The responses clearly show the worker's positive and negative attitudes toward agency policies and practices. The typical youth worker strongly endorses the freedom and flexibility which the nature of the job (work hours, work in the field, et cetera) gives him and also is favorably impressed with programs and activities sponsored by the agency for the benefit of all the youth groups. On the other hand, the typical worker is dissatisfied with and would like to see changes in the formalized bureaucratic procedures of the agency. More importantly, however, a strong case

is made by the workers for the dire necessity of providing more funds for program activities, a problem over which the agency itself has little control. Finally, in both sets of responses, the workers argue for greater participation of the field worker in policy making. There are significant implications here for consideration of agency practices and policies.

C. Worker's Attitudes Toward Self

We were also interested in our attitude survey to probe the worker's perception of the relationship between his background and his effectiveness as a worker, of his assessment of his work, of changes which may have occurred in him as a result of his work, and of his aspirations for the future. The questions and responses in these areas are listed below.

1) Workers Background and Training

a) What aspects of your personal background and training do you see as having contributed the most to your work as a youth worker?

Similar environment as youngsters	28.6%
Former gang membership	22.0%
Educational background and training	8.8%
Former employment experience	17.6%
Experience as a parent	8.8%
Religious commitment	6.6%
Other	7.7%
	<u>100.0%</u>

b) In what main ways would you compare and contrast your young adulthood to that of the youngsters you work with? and do you think some of these similarities and/or differences have influenced the way in which you work with these youngsters?

Very similar	42.9%
Somewhat similar	30.2%
Very Different	26.9%
	<u>100.0%</u>

The most frequent difference noted was worker's feeling that his parents and his community were concerned about his welfare.

2) Worker's Self-Evaluation and Aspirations

a) In the time you have been a youth worker, Do you feel that you as a person have changed in ways you might not have changed if you had not been a youth worker?

Yes	81.0%
No	19.0%
	<u>100.0%</u>

b) How would you assess your work with hostile youth groups? Do you think you have been successful, ineffective, or have failed to attain your objectives?

Very successful	48.6%
Partially successful	48.6%
No successful	2.8%
	<u>100.0%</u>

c) Professionally, what plans or goals do you have for the future?

Further education (psychology, social work. law, sociology, criminal justice, counselling)	47.6%
Continue youth work with agency	41.7%
Improve my present work effort	2.4%
Other	4.8%
No Plans	3.6%
	<u>100.0%</u>

IV. The Groups - Basic Characteristics

We turn now to the other aspect of the demonstration program - the hostile youth groups serviced by the indigenous workers and the regular workers respectively. 167 groups were provided

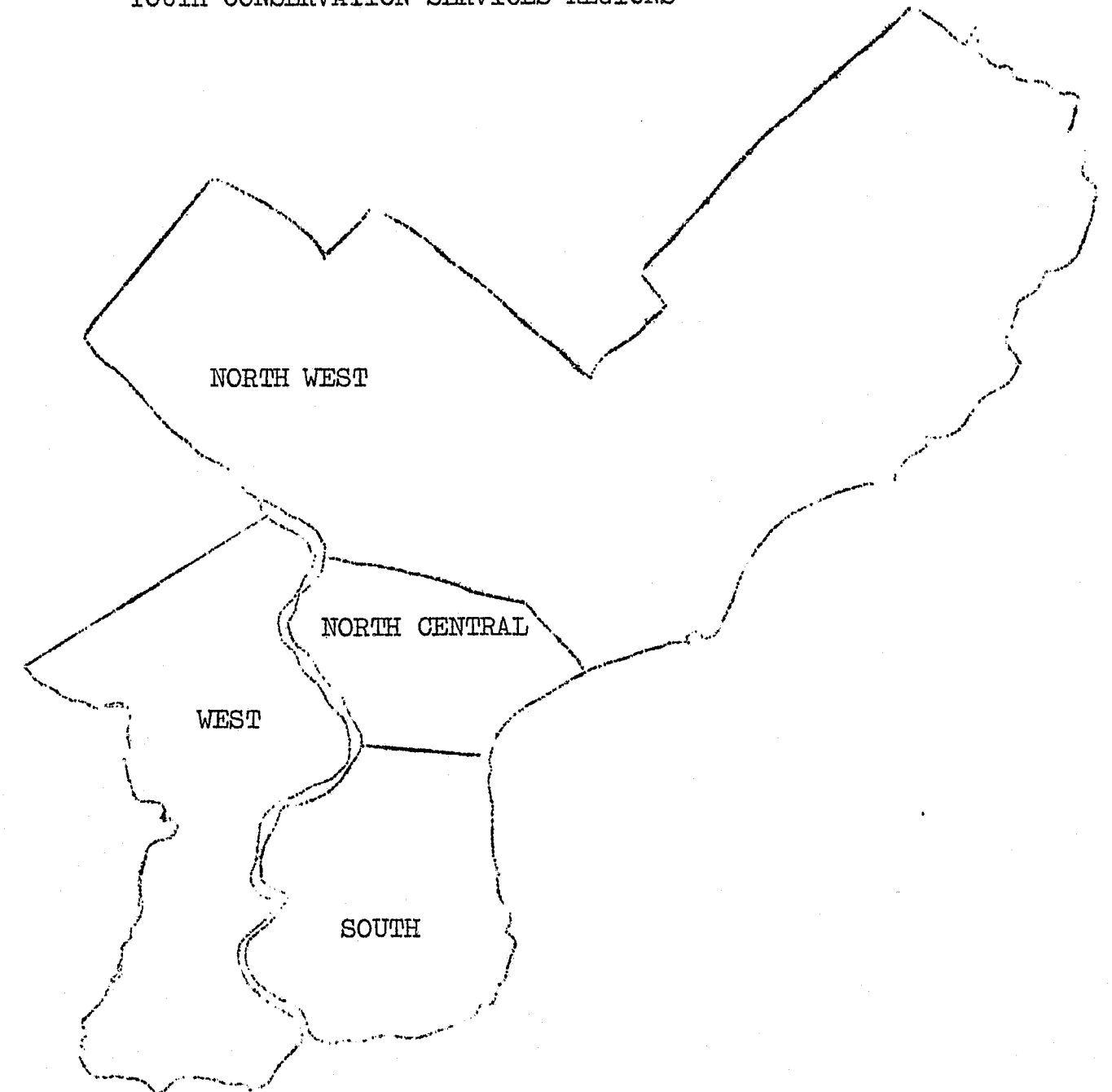
service over the length of the observation period; 17 groups by the indigenous workers in the experimental group, 150 groups by the regular workers constituting our control group. In this section we shall present data on the basic characteristics of these serviced group. In the next section we present the results pertaining to the effectiveness of service.

Youth Conservation Services maintains a geographical subdivision of the City of Philadelphia for the purposes of deployment of workers. These four regions are shown on the map on the following page. The groups serviced and supervised by our workers were located as follows within these regional boundaries:

	<u>Experimental Group</u>	<u>Control Group</u>
North Central	100.0%	20.7%
Northwest		22.1%
South		24.3%
West		32.9%
	<u>100.0%</u>	<u>100.0%</u>

Another important classification of the groups was obtained from the agency's categorization of groups into types I, II and III based upon the degree of acting-out behavior, group cohesiveness and other dimensions. This classification schema is further explained in the Appendix. The groups studied in our evaluation

PHILADELPHIA
YOUTH CONSERVATION SERVICES REGIONS



were distributed as follows:

	<u>Experimental Group</u>	<u>Control Group</u>
I	56.3%	29.3%
II	43.7%	54.5%
III	<u>100.0%</u>	<u>16.2%</u>
		100.0%

The classification of the group is done at the start of service and may be changed subsequently as group behavior changes. It should be noted that the groups supervised by indigenous workers have a higher proportion designated as I, the most seriously aggressive classification. This fact obviously has a bearing on the interpretation of outcome.

The groups varied somewhat with respect to the length of time they were serviced during the evaluation period. Supervision was provided to the indigenous worker groups throughout the duration of the project, but due to the increase in the regular worker staff complement in 1971 and later, the distribution is somewhat different for the regular worker groups, as may be seen in the table below.

	<u>Experimental Group</u>	<u>Control Group</u>
24 Months	100.0%	39.8%
19-23 months		15.5%

	<u>Experimental Group</u>	<u>Control Group</u>
13 - 18 months		17.5%
6 - 12 months		17.5%
Less than 6 months		<u>9.7%</u>
	100.0%	100.0%

The size of the serviced groups was almost identical for the experimental and control workers. The average size of the core group, the part of the group which constitutes the leadership and the most active key members and which is the segment most often serviced directly by the youth worker, was 30 for the experimental group and 33 for the control group. The average size of the whole group, which must of course be estimated by the worker, was 99 for the experimentals and 98 for the controls.

The next two tables show the sex and race distribution within the supervised groups. A somewhat higher percentage of the experimental groups were all male and, as already mentioned earlier, all of the experimental groups were Black.

<u>Sex Distribution</u>	<u>Experimental Group</u>	<u>Control Group</u>
All male	50.0%	32.7%
All Female	25.0%	15.8%
Mixed	<u>25.0%</u>	<u>48.7%</u>
	100.0%	100.0%

<u>Racial Distribution</u>	<u>Experimental Group</u>	<u>Control Group</u>
All Black	100.0%	67.3%
All White		17.3%
Mixed		15.4%
	<u>100.0%</u>	<u>100.0%</u>

The age distribution of the youngsters was identical for experimental and control groups. The average age of the group members was 15.6 for both groups.

A surprisingly low percentage of the youngsters in both type of groups were attending school, only 56.6% of the experimental groups and 61.4% of the control groups. Extensive truancy and early dropping out of school appear to be typical of hostile youth groups.

13.4% of the youngsters in the experimental groups were employed full-time and another 13.3% were employed part-time. Among the control groups the respective percentages were somewhat lower: 10.7% full-time employed; 8.9% part-time employed.

More than two-thirds of the experimental group youngsters (66.4%) had a police record, in contrast to less than half (45.8%) of the control group youngsters.

Both the available school attendance information, employment information and the existence of a police record point again to the somewhat greater degree of anti-social behavior among the

experimental group youngsters.

Finally, the two tables below show other interesting characteristics of the serviced groups. The first table indicates the typical hangouts for the groups and present some differences between experimentals and controls, differences which appear to have no significance in affecting outcome of service. The second table shows the non-delinquent activity patterns of the groups and here no significant differences exist between the two types of groups.

	<u>Experimental Group</u>	<u>Control Group</u>
<u>Typical Hangouts</u>		
Restaurants	15.4%	5.9%
Recreation Centre	23.1%	19.3%
Playground	15.4% ¹	27.4%
Store	30.8%	22.9%
Street Corner	15.4%	17.0%
Other		7.4%
	<u>100.0%</u>	<u>100.0%</u>

	<u>Experimental Group</u>	<u>Control Group</u>
<u>Activity Pattern</u>		
Sports	36.4%	26.3%
Hanging	22.7%	26.3%
Parties	18.2%	12.8%
Drinking	9.1%	16.3%

	<u>Experimental Group</u>	<u>Control Group</u>
Pot Smoking	4.5%	8.4%
Gambling		3.8%
Movies	4.5%	1.6%
Housework		3.4%
School	4.5%	0.9%
Other		0.3%
	<u>100.0%</u>	<u>100.0%</u>

V. The Groups - Effectiveness of Service

The real test of our research hypothesis rests on the comparison in this section of the experimental and control groups with respect to the ~~number~~ and type of incidents, the seriousness of these incidents and the independent assessments of group behavior by field supervisors, police and community groups. The results are as follows:

- 1) During 1971-1972 observation period, the experimental groups had 106 incidents; the control groups had 649 incidents.
- 2) Among the experimental groups, 76.5% of the groups had at least one incident; among the control groups only 47.3% had at least one.
- 3) Thus, the number of incidents per group for the experimental groups was 6.2%; for the controls it was 4.3%.
- 4) However, if one focuses merely on those groups which had at least one incident, the control groups had 9.1% incidents per group while the experimental groups had 8.2 incidents per group.

When the number of incidents are viewed over the total two year period, one must conclude that the indigenous workers were not as

effective in their service as the regular workers.

Similar conclusions emerge from a more detailed examination of the incident characteristics presented in the tables on the following pages. The tables with particular bearing on service effectiveness are those showing "Type of Offense", "Degree of Injury", "Type of Intimidation" and "Weapons Used". The remainder of the tables are included here to further elucidate offense and offender patterns.

INCIDENT CHARACTERISTICS

	<u>Experimental Group</u>	<u>Control Group</u>
1. Time of Occurrence		
Morning	4.0%	4.1%
Afternoon	32.0%	21.6%
Evening	64.0%	70.4%
Night		3.9%
	<u>100.0%</u>	<u>100.0%</u>
2. Place of Occurrence		
Street	88.9%	72.6%
Commercial Establishment		4.6%
Private Residence	3.4%	6.8%
Playground	2.6%	4.7%
Field, Lot (Empty)	0.8%	0.7%
Other	4.3%	10.6%
	<u>100.0%</u>	<u>100.0%</u>
3. Type of Offense		
Person	90.8%	77.9%
Property	3.1%	6.8%
Public Order	3.1%	11.3%
Narcotics		1.6%
Alcohol	0.8%	0.5%
Other	2.3%	1.9%
	<u>100.0%</u>	<u>100.0%</u>

4. Degree of Injury

Minor	22.8%	28.0%
Treated and Discharged		6.0%
Hospitalization	66.9%	56.2%
Death	10.3%	9.8%
	100.0%	100.0%

5. Type of Intimidation

Weapon	95.5%	81.2%
Physical/Verbal	4.5%	18.8%
	100.0%	100.0%

6. Weapons Used

Gun	69.2%	47.4%
Knife	24.3%	38.4%
Other	6.5%	14.2%
	100.0%	100.0%

7. Types of Public Order Offenses

Rumbles	14.4%	21.9%
Fighting	76.6%	71.8%
Corner Lounging	9.0%	7.2%
	100.0%	100.0%

8. Offenses Within or Between Groups

Within Group	25.9%	44.2%
Between rival groups	74.2%	55.8%
	100.0%	100.0%

9. Number of Offenders Involved

Group Members	484	97.4%	5337	77.9%
Non-group members	13	2.6%	1512	22.1%
	497	100.0%	6894	100.0%

10. Offender Characteristics - Sex Distribution

	Experimental Group	Control Group
Male	100.0%	95.4%
Female		4.6%
	100.0%	100.0%

11. Offender Characteristics - Age Distribution

12-14	16.1%	9.7%
15-16	37.1%	43.6%
17-18	35.5%	38.7%
19-20	9.7%	5.1%
21-30	1.6%	2.4%
31-40		0.2%
41-50		0.2%
	100.0%	100.0%

12. Offender Characteristics - Racial Distribution

White	1	20.0%
Black	100.0%	79.8%
Other		0.2%
	100.0%	100.0%

13. Type of Victims

Individual, Group Member	47.5%	42.6%
Individual, Rival Group	36.3%	27.1%
Individual, Non-Group	10.6%	14.8%
Rival Group	3.9%	6.1%
Law Enforcement Personnel		1.0%
Community-At-Large	1.7%	5.4%
Other		3.0%
	100.0%	100.0%

14. Victim Characteristics - Sex Distribution

Male	97.7%	91.3%
Female	2.3%	8.7%
	100.0%	100.0%

15. Victim Characteristics - Age Distribution

	<u>Experimental Group</u>	<u>Control Group</u>
12-14	22.5%	12.1%
14 -16	25.5%	39.6%
17-18	25.5%	27.9%
19-20	13.7%	7.7%
21-30	5.9%	8.4%
31-40	0.9%	2.5%
41-50	2.9%	0.7%
51-60	3.9%	0.2%
61-and over		0.9%
	<u>100.0%</u>	<u>100.0%</u>

16. Victim Characteristics - Racial Distribution

White	1.6%	10.9%
Black	98.4%	88.9%
Other		0.2%
	<u>100.0%</u>	<u>100.0%</u>

25. Seriousness Score - Wolfgang/Sellin Scale

Score per group:	96.8	45.1%
Score per group (With incidents):	126.6	95.2

The percentage distribution of offense types clearly shows the very high incidence of offenses against the persons i. e. personal violent offenses in both groups and it is apparent that these offenses are even more prevalent among the experimental groups than among the control groups. More than four-fifth of all gang-related offenses in Philadelphia consists in aggressive, acting-out behavior on the part of the youngsters. Our other data, presented in the tables on intimidation, tools of violence and degree

of injury, also illustrate the aggravated nature of these personal violent offenses. The victims of these offenses were intimidated by weapons in almost 90% of the cases 95.5% for the experimental incidents and 81.2% of the control incidents). In more than half of the cases (and in more than two-thirds of the experimental incidents) the weapon used for intimidation and/or injury was a gun, whether firearms were home-fashioned zip guns or Saturday night specials!. In more than two thirds of the cases (and in more than three-fourths of the experimental incidents the resultant injury required hospitalization or resulted in the death of the victim.) No less than 73 homicides were committed by the study population during the observation period; 14 of these attributed to groups supervised by indigenous workers, 59 attributed to groups supervised by the regular workers!

In contrast, other types of offenses represent a minimal involvement of gang youngsters. The public order offenses consisted exclusively of fights between rival group members, full-scale rumbles involving gang warfare between fully mobilized groups and a relatively small number of arrests for corner lounging, the most frequent non-activity of hostile youth groups. Property offenses (burglaries, larcenies and auto thefts) numbered 55 separate incidents, breaking and entering being involved in 46 of these cases. The amount of loss or damage was minimal for both groups (\$240 or \$14.12

per experimental group; \$12,428 or \$19.24 per control group). Only six cases of auto theft (joy riding) were reported during the length of the project. Finally, the surprisingly small number of narcotics violations (six cases, all committed by control group youngsters) and alcohol violations (19 cases, 18 of which were committed by control group youngsters) confirm the findings of other research described in the gang literature: gang membership appears to be irreconcilable with drug use among the vast number of hostile youth groups.

Offender and victim characteristics, presented in several of the tables above, also conform to findings reported in the literature. A staggering 7,346 youngsters were involved as offenders in the incidents reported during the two-year period. The vast bulk of the offenders were group members, young, black and males. The victims were most frequently individuals who were members of the youth group itself or members of a rival group. Only about one-eighth of the victims were individuals not belonging to a hostile youth group. Again the data indicates that victims typically are young, black males although the age of victims run higher than the age of offenders. Finally, our information shows that gang-related crimes, just as adult crimes, tend to be intra-rather than inter-racial both offenders and victims being of the same race in the majority of cases.

In summary, when one views the number and type of incidents occurring during the entire length of the study period taken as a whole, it is apparent that the groups supervised by indigenous workers were involved in a higher and more serious number of incidents.

A more composite measure of seriousness than the enumeration of offense characteristics presented above was also available in the testing of our major hypothesis. The seriousness scale developed by Marvin Wolfgang and Thorsten Sellin and described in their book. The Measurement of Delinquency, allowed us to compute average seriousness scores for our two groups based on a weighting of the incident characteristics presented above, including especially the degree of injury and or intimidation and the amount of loss and/or damage to property. These calculations confirm the static comparisons above. The experimental group received an average seriousness score per group of 96.8, while the control group received a score of 45.1, when the total number of groups in the two populations was employed in the tabulations. When only those groups that had incidents were counted, the respective seriousness scores for the experimental and control groups were 126.6 and 95.2

Further analysis of the incident findings over time, however, revealed dramatically different results. When the number of

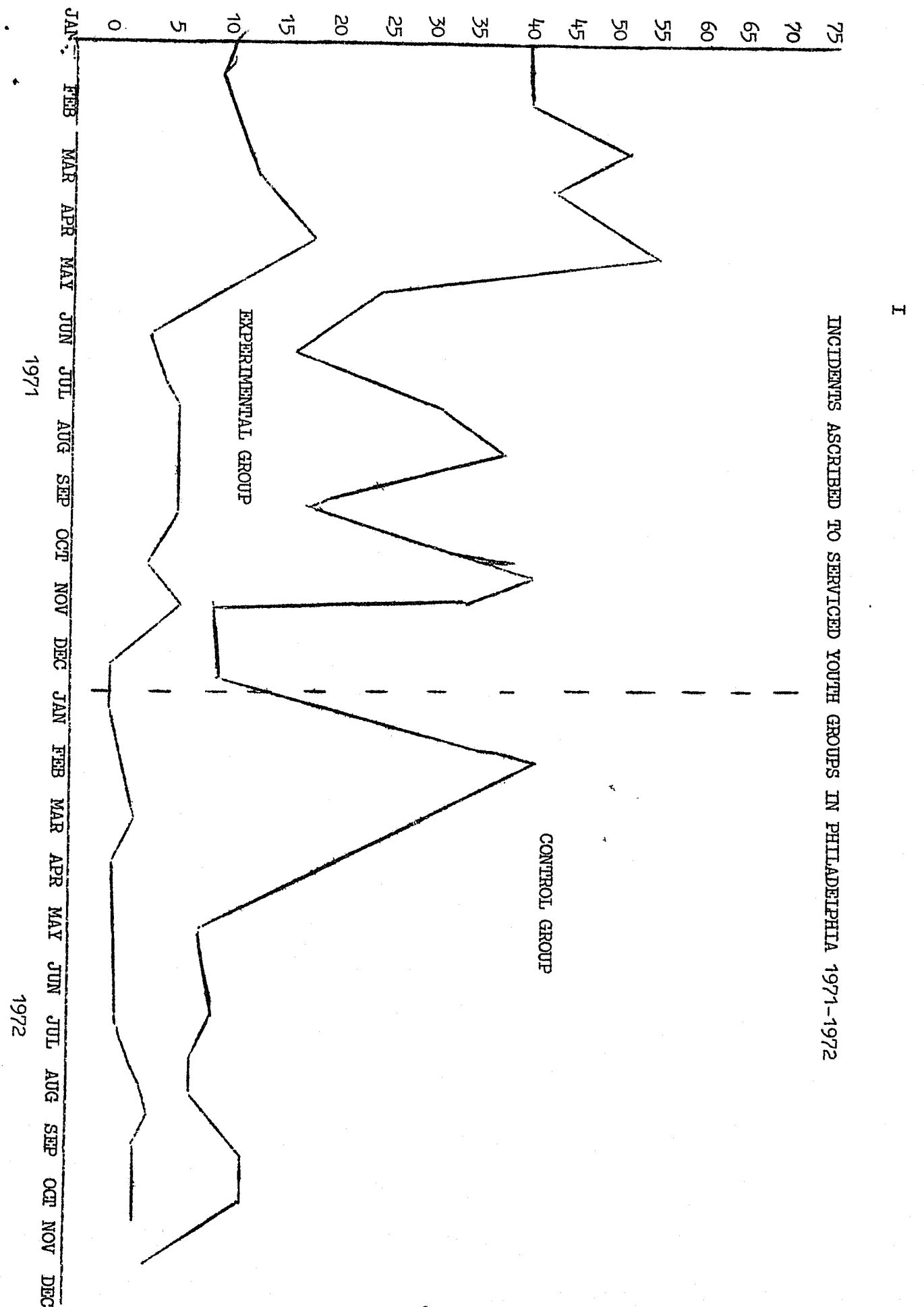
incidents committed by the two study populations were plotted with respect to date of occurrence, we came up with the graph reproduced on the following page. Several, much more positive conclusions are apparent:

1) In both groups there was a remarkable reduction of incidents between the start and the end of the project. Throughout 1971, the number of incidents fluctuated on a relatively high level, high points being reached in the spring of that year, but in 1972 there was a fairly continuous reduction in the number of incidents. The services and supervision provided by the workers were having their effect on reducing gang violence in Philadelphia.

2) More importantly, the comparison between the indigenous and regular workers show that

- experimental group incidents were reduced from 102 in 1971 to 4 in 1972, a reduction of 92.5%, while
- control group incidents were reduced from 457 in 1971 to 192 in 1972, a reduction of 40.8%.

Thus, in spite of the higher number of incidents ascribed to the experimental group during the entire project period, the groups supervised by indigenous workers showed a dramatically greater reduction in the number of incidents over time than the groups supervised by regular workers. Our final conclusion, therefore, must be that indigenous, professionally supervised and trained, workers have been more effective in service to hostile youth groups than the regular, better educated and more experienced workers. This finding is even more surprising when one recalls, in the discussion above of youth group characteristics, that the



majority of the youth groups serviced by indigenous workers were more hostile and anti-social to begin with.

A final but highly inconclusive measure of effectiveness of service should be briefly mentioned. It will be remembered that ratings from field supervisors, police and community groups on the movement of group activity were obtained throughout the duration of the project. These "independent" assessments of group activity showed the following results:

The average ratings are based on a scale from one to five, where one refers to much decrease in delinquent activity and five refers to much increase in delinquent activity.

	<u>Experimental Group</u>	<u>Control Group</u>
Field Supervisor	3.1	2..
Police	3.0	2.0
Community Groups	3.0	2.2

Surprisingly, all three independent assessments found a greater decrease in delinquent activity by the control group and rated delinquency activity level among the experimental groups as about the same. It is difficult to interpret these findings without further research but one may speculate that perceptions of delinquent activity do not change at the same pace as the actual changes. It may be suggested that at least the community rating will tend to stay about the same as long as groups of youngsters are still visibly "hanging" on the corners in the neighborhood.

APPENDIX

Part I

1. What basic goals and what kind of intermediate or secondary goals do you set for yourself when working with youngsters? The concern here is with the majority of cases you have worked with, and not so much with the more exceptional cases.
2. What aspects of your personal background, your academic training, and so on, do you see as having contributed the most to your work as a youth worker?
3. What agency practices, policies and modes of organization are you most satisfied with - in that they seem to facilitate your work and the achievement of your goals - and, with which ones are you most dissatisfied with - in that they seem to interfere with your work and the achievement of your goals?
4. I would like you to think of the best supervisor (in this agency or otherwise) you have ever had or known, and also, of the worst you have ever had or known. Would you briefly describe what these individuals were like, and also tell me why you think one was the best and the other the worst?
5. What would you say a youngster does and does not have a right to expect from you? (After R answers, add): How about the community - police, probation and so on: What does it have and not have a right to expect from you?
6. This next question deals with the causes of delinquent behavior. What do you regard as the most crucial, most pervasive, or even the most typical factors or set of factors involved in the development and persistence of most delinquent behavior - as defined legally?
7. In the case of most gang youngsters, what do you regard as the key ingredient involved in bringing about behavioral/attitudinal change in a positive direction? Another way of asking this might be: What do you believe to be the essential mechanism that underlies casework progress - the requisite condition or the basic reasons for why most youngsters will begin to and continue to respond in a beneficial way?
8. What are the broad outlines and methods involved in your treatment approach to most youngsters? That is, what general strategy (or strategies) do you usually prefer to follow and what basic techniques do you find helpful in carrying out this strategy?
9. This next question has two parts. What qualities and characteristics (personal, educational and so forth) do you feel are really essential for doing a good job as a gang worker? And what qualities and characteristics would you ideally hope to find in a gang worker?
10. I would like you to think of the individual whom you consider the worst gang worker you have ever known. Would you briefly describe that person and tell me why you say he was the worst?
11. The next two or three questions will try to get at certain differences encountered by nearly everyone who works with people. The first question is: What kind of youngsters do you find the easiest to work with? Why do you think they are the easiest to work with? And what basically, do you do or not do with these youngsters - as a result of their being more difficult to work with that you do differently with other individuals?

12. What kind of youngsters do you find the most difficult to work with? Again, why do you think this is so? And what basically do you do or not do with these youngsters - as a result of their being more difficult to work with that you do differently with other individuals?

13. What other groups or types of youngsters whom you have encountered in your work seem to require rather definite modifications so far as your general approach or goals are concerned?

.....TAKE A BREAK IN INTERVIEW, after this.....

Formal Introduction to Part 2

As you can see, one of the things this interview is working toward involves getting a fairly detailed or well-rounded picture of workers, and of yourself, as a functioning personality. You'll notice that most of the questions thus far and some of the questions later on concentrate on how you as an individual relate to your work, on your professional views and approaches and so on. Now to help me to get another kind of perspective on you as an individual and on the experiences of individuals who go into this kind of work, I'm going to ask you some questions which have a somewhat different, and in some ways, more personal focus. First of all:

14. Would you tell me a little about your upbringing - what it was generally like, particularly the earlier years prior to adolescence? Go into any degree of detail that you wish.

15. In this next question the emphasis is on the years of young adulthood wherever you care to draw the lines. What were those years like for you?

16. Now: In what main ways would you compare and contrast your young adulthood to that of the youngsters you usually work with? (Allow R to respond fully, then add) The second part of this question is: Do you think some of these similarities and/or differences that you mentioned have influenced the way you work with these individuals - the approaches you use or the goals that you work toward?

17. What are the main satisfactions you find in your work? What are the main dissatisfactions?

18. I would like to know what you see as having led up to your going into youth work.

19. What do you consider the chief factor - professional, personal or otherwise - that limits you in your work, so far as your goals with me are concerned? And how do you see this as actually influencing the work that you do?

20. What do you feel was the most difficult treatment-decision you ever had to make, and what was it that made that decision especially difficult?

21. What do you feel was the poorest treatment-decision you ever made or the one you regretted most later on - and how did it come about?

22. Professionally, what plans or goals do you have for the future?

23. In what ways has being a gang worker affected your personal life - that is, your home life or your social life? Just as an example, how does your wife (or husband) feel about the work you do? How does your work affect the nature of your social contacts or the kind of plans that you and your family make.....etc.

24. In the time you have been a gang worker, do you feel that you as a person have changed in ways that you might not have changed if you had not been a gang worker?

25. If you were the head of this Agency, what overall changes would you want to see brought about as far as the program is concerned? Just as an example, could you rough out the type of long range plans (and/or) perhaps the kind of immediate plans and priorities that you might think most seriously of trying to establish?

26. In these final three questions I'd like you to be thinking about people in general, regardless of whether they might have gotten into trouble with the law. What do you think most men really want and need?

27. Do you feel it is possible to make certain global statements or evaluations as to how well most parents, relatives or mates seem to be helping out, as far as their child, relative, or husband's wants and needs are concerned or as to where these people seem to be helping out most and least?

28. As far as the wants and needs of most people are concerned, in what main areas does it seem that the environment outside the home - that is, the wider community or the overall society - usually helps out the most and also the least?

CITY OF PHILADELPHIA
DEPARTMENT OF PUBLIC WELFARE
YOUTH CONSERVATION SERVICES
DEMONSTRATION PROJECT

RESEARCH

INITIAL YOUTH GROUP ASSESSMENT

Ident. No.	Worker	Date
Name of Group	Region NC S NW W	Location
Supervisor	Agency Group Classification	Worker's Title
Date of Initial Assessment	Date Worker Assigned	Length of Service (mos.)
Core Group Membership Size Size (Initial Assem.)		Race all white all black other _____
Age Distribution Under 12 15 13 16 13 17 14 18 and over		SEX All Male All Female Mixed
Education	Employment	Ethnic Identification
No. In School	No. Fulltime	Police Records
No. Dropouts	No. Parttime	No. With
No. Graduates	No. Unemployed	No. Without
Hangouts Restaurants Recreation Center Playground Candy/Drugstore Other		

Turf Boundaries:

NORTH:	EAST:
SOUTH:	WEST:

CITY OF PHILADELPHIA
DEPARTMENT OF PUBLIC WELFARE
YOUTH CONSERVATION SERVICES
DEMONSTRATION PROJECT

RESEARCH:

INITIAL YOUTH GROUP ASSESSMENT

Ident. No.	Name of Group	Name of Worker
------------	---------------	----------------

Place of Occurrence

No. within group territory _____ Outside rival territory _____
Neutral territory _____

Offenders:	Group	Non-Group	Offender's Age	
No. Involved	_____	_____	Under 12 _____	15 _____
No. Arrested	_____	_____	12 _____	16 _____
No. Convicted	_____	_____	13 _____	17 _____
No. Committed	_____	_____	14 _____	18 & Over _____

Sex.	Race	
No. of Males _____ No. of Females _____	No. Whites _____	No. Blacks _____

Victims		Victims Age	
Type 1 _____	Type 5 _____	Under 12 _____	31-35 _____
Type 2 _____	Type 6 _____	12 - 17 _____	35-40 _____
Type 3 _____	Type 7 _____	17 - 25 _____	41-50 _____
Type 4 _____		25 - 30 _____	51-60 _____
			61 & older _____

Sex	Race	
No. Females _____ No. Males _____	No. Whites _____	No. Blacks _____

Activity Pattern of Group (Rank Order of Frequency)

1. _____	4. _____
2. _____	5. _____
3. _____	

Contacts

No. Scheduled Group Meetings _____	No. Home Contacts _____
No. Special Group Meetings _____	No. School Contacts _____
No. Informal Contacts _____	No. Police Contacts _____

CITY OF PHILADELPHIA
DEPARTMENT OF PUBLIC WELFARE
YOUTH CONSERVATION SERVICES
DEMONSTRATION PROJECT

RESEARCH:

INITIAL YOUTH GROUP ASSESSMENT

IDENT. No1	Name of Group	Name of Worker
------------	---------------	----------------

Incident	Personal Violent Crime	Public Order Offenses
Number of Incidents	Homicides _____	Rumbles _____
Person _____	Assaults _____	Fights _____
Property _____	Shootings _____	Corner _____
Public Order _____	Stabbings _____	Lounging _____
Narcotics _____	Others _____	Narcotics _____
Alcohol _____	Rapes _____	Marijuana _____
Other _____	Robberies _____	Heroin _____
TOTAL _____		Amphetamines _____
		Barbituarates _____
Alcohol _____		Hallucinogens _____
Intoxication _____	Untaxed Liquour _____	The Others _____
	Other _____	

Date of Occurrences

JAN.	FEB.	MAR.	APR.	MAY	JUNE	JULY	AUG.	SEPT.	OCT.	NOV.	DEC.
No. _____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____

Total Amount of Loss/Damage \$ _____

No. of Victims Injured	No. of Victims Intimidated	No. Auto Thefts
Minor _____	With Weapon _____	_____
T&D _____	Phys/Verbal _____	
Hosp. _____	No. of Premises Forced Entry _____	Total Seriousness Score: _____
Death _____		
TOTAL _____		

TYPE OF PLACE:

Street _____	Playground _____
Field/Empty Lot _____	Private Res. _____
Comm. Establishment _____	Other _____

RESEARCH

INITIAL YOUTH GROUP ASSESSMENT

Ident. No.	Name of Group	Name of Worker
------------	---------------	----------------

No. of Neighborhood Contacts	No. of PYA Meetings
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9
10	10
11	11
12	12
13	13
14	14
15	15
16	16
17	17
18	18
19	19
20	20
21	21
22	22
23	23
24	24
25	25
26	26
27	27
28	28
29	29
30	30
31	31
32	32
33	33
34	34
35	35
36	36
37	37
38	38
39	39
40	40
41	41
42	42
43	43
44	44
45	45
46	46
47	47
48	48
49	49
50	50
51	51
52	52
53	53
54	54
55	55
56	56
57	57
58	58
59	59
60	60
61	61
62	62
63	63
64	64
65	65
66	66
67	67
68	68
69	69
70	70
71	71
72	72
73	73
74	74
75	75
76	76
77	77
78	78
79	79
80	80
81	81
82	82
83	83
84	84
85	85
86	86
87	87
88	88
89	89
90	90
91	91
92	92
93	93
94	94
95	95
96	96
97	97
98	98
99	99
100	100

No. of Neighborhood Meetings	No. of Area Coordinating Meetings
1	1
2	1
3	1
4	1
5	1
6	1
7	1
8	1
9	1
10	1
11	1
12	1
13	1
14	1
15	1
16	1
17	1
18	1
19	1
20	1
21	1
22	1
23	1
24	1
25	1
26	1
27	1
28	1
29	1
30	1
31	1
32	1
33	1
34	1
35	1
36	1
37	1
38	1
39	1
40	1
41	1
42	1
43	1
44	1
45	1
46	1
47	1
48	1
49	1
50	1
51	1
52	1
53	1
54	1
55	1
56	1
57	1
58	1
59	1
60	1
61	1
62	1
63	1
64	1
65	1
66	1
67	1
68	1
69	1
70	1
71	1
72	1
73	1
74	1
75	1
76	1
77	1
78	1
79	1
80	1
81	1
82	1
83	1
84	1
85	1
86	1
87	1
88	1
89	1
90	1
91	1
92	1
93	1
94	1
95	1
96	1
97	1
98	1
99	1
100	1

Community Contacts (Roel of Contact Person)

1. 4.

2. _____ 5. _____

3.

Support Services

Who Referred

Reason

Agency

CITY OF PHILADELPHIA
DEPARTMENT OF PUBLIC
YOUTH CONSERVATION SERVICES
DEMONSTRATION PROJECT

RESEARCH

INITIAL YOUTH GROUP ASSESSMENT

Ident. No.	Name of Group	Name of Worker
------------	---------------	----------------

Projects and Programs

Type (Descriptions)	No. Involved	Duration	Success/Failure
---------------------	--------------	----------	-----------------

Total Cost to City \$ _____

INSTRUCTIONS - INCIDENT REPORT

This report form is designed to get standardized and systematic information about incidents involving your group. This form must be filled out on all incidents known to you and/or the police as soon as possible after the occurrence of the event.

"Incidents" include all law-violating behavior, ranging from violence and thefts to disorderly conduct and loitering. We are concerned with the nature of the offense and the characteristics of the offenders and victims; not with the names of the individuals involved. The report will be used purely for research purposes in order to discover what patterns, if any, emerge in the anti-social behavior of hostile youth groups.

Name of Group, Worker, Recording Date: Fill in here the name of your group, your name, and the date you are recording the information.

Date of Incident: Fill in month, day, and year of occurrence.

Time: Fill in approximate hour of occurrence.

Place of Incident (Address): Fill in the street address where the incident occurred. Frequently it will be sufficient to simply write approximations, eg. "1200 block Addison St.", "17th and Allegheny", etc.

Type of Place: Circle the description of the place of the incident which best describes in what setting the incident occurred.

Type of Offense: Circle the description that best characterizes the offense involved in the incident. If more than one type is involved, circle "other" and indicate what types were involved.

"Personal" -- Refers to such offenses as murder, assaults, robberies, rapes, etc.; offenses where there is a personal victim of violence.

"Property" -- Refers to such offenses as burglary, larceny, receiving stolen goods, auto theft, etc.; offenses where loss or damage to property is involved.

"Public Order" -- Refers to such offenses as disorderly conduct, loitering, vandalism, etc.; offenses where the victim is the community's sense of order and decency.

Injury: Fill in here the number of victims injured in the incident, if any.

"Minor" -- Refers to cases where the injury was so slight as not requiring any treatment in a hospital or outpatient clinic.

"T. & D." -- Refers to cases where the victim was treated at a hospital or outpatient clinic, but where the injury was not sufficiently grave to require hospitalization.

"Hosp." -- Refers to cases where the victim required hospitalization.

Intimidation: Fill in here the number of victims intimidated either by weapon or merely physically or verbally. Do not fill in when sexual force was used.

Sexual Force: Fill in separately if any victim was subject to sexual attack.

No. of Premises Forcibly Entered: Fill in the number of premises broken into. This is especially relevant in burglary cases.

Amount of Loss/Damage: List the amount of loss and/or damage to property involved in the incident in approximate dollars.

Auto Theft: If theft of auto and/or joyriding was involved, circle yes.

INSTRUCTIONS - INCIDENT REPORT (Page 2)

Narcotics: Where narcotics violations were involved, circle the type of narcotics or dangerous drugs implicated in the offense.

Alcohol: This category should only be used if any of your group was picked up by the police for intoxication or the use of untaxed liquor or other Liquor Law violations. Do not use if the use of alcohol is a regular behavior pattern of your group and no arrests were performed.

Public Order Offense: Use this category to indicate when the police became involved in a rumble or gang fight or picked up members of the group for corner lounging or loitering. Indicate the groups involved in rumbles or fights, other than your own.

Offenders: List the number of group and non-group members involved in the incident and arrested for the incident. If you are not aware of the No. of convictions, probations and commitments resulting from the incident at the present time, leave the category blank -- it will be filled in by the research personnel.

Type of Victim: Circle the category which best applies to the incident. If the victim was an individual, was he a group member, a member of a rival group or not affiliated with any youth group?

Offender and Victim Characteristics: Fill in the age, sex and race of both offenders and victims involved in the incident. If more than ten of either category were involved, use the space provided to add extra offenders and/or victims.

ATTACH A COPY OF THE NARRATIVE REPORT SUBMITTED FOR THE CHRONOLOGICAL CASE RECORD TO THIS REPORT

INDICATE IN THE SPACE PROVIDED ON PAGE TWO ANY ADDITIONAL COMMENTS WHICH WOULD HELP CLARIFY THE INCIDENT

CITY OF PHILADELPHIA
DEPARTMENT OF PUBLIC WELFARE
YOUTH CONSERVATION SERVICES
DEMONSTRATION PROJECT

RESEARCH:

INCIDENT REPORT

Name of Group		Worker	Recording Date
Date of Incident	Time AM PM	Place of Incident	
Type of Place Street _____ Commercial Establishment _____ Private Residence _____ Playground _____ Field/Empty Lot _____ Other (Specify) _____			
Type of Offense Personal _____ Property _____ Public Order _____ Narcotics _____ Alcohol _____ Other _____			
Injury Minor	No. of Victims _____	No. of Premises Forcibly Entered _____	
T & D	_____	Amount of Loss and/or Damage \$ _____	
Hosp.	_____	Auto Theft Yes _____ No _____	
Death	_____	Narcotics: Marihuana _____ Heroin _____ Barbiturates _____ Hallucinogens _____ Others _____	
Intimidation	_____	Alcohol: Intoxication _____ Untaxed _____ Liquor _____	
Weapon	_____	Other _____	
Phys./Verbal	_____		
Sexual Force	_____		
Weapons Used: Gun _____ Knife _____ Other _____ None _____			

Public Order Offenses: _____ Name of Group (s) Involved _____
Rumble _____ Fighting _____ Corner Lounging _____

Offenders:	Group	Non-Group	Type of Victim
No. Involved	_____	_____	1. Individ. Group Member
No. Arrested	_____	_____	2. Individ. Rival Group Mem.
No. Convicted	_____	_____	3. Individ. Non-Group
No. Probation	_____	_____	4. Rival Group
No. Committed	_____	_____	5. Law Enforcement Personnel
			6. Community-At-Large
			7. Other

Page Two

CITY OF PHILADELPHIA
DEPARTMENT OF PUBLIC WELFARE
YOUTH CONSERVATION SERVICES
DEMONSTRATION PROJECT

RESEARCH:

INCIDENT REPORT

Offender Characteristics:

Age 1 2 3 4 5 6 7 8 9 10
Age _____
Sex: (M/F) _____
Race: (W/B) _____

Victim Characteristics:

Age: _____
Sex: (M/F) _____
Race: (B/W) _____

INSTRUCTIONS -- MONTHLY GROUP REPORT

The purpose of this research schedule is to keep track of changes in group status on a monthly basis.

1. Core Group Membership: List here the age, sex (M/F), race (W/B), education, employment and police record of any new members of the group identified during the past month. Use additional space on the back of the sheet if needed.
"Education" -- Simply indicate if youngster is still in school and, if so, what grade he is in. If not in school, but unemployed, show last grade completed as follows: "L.G.C. -- 11th", etc.
"Employment" -- If youngster is not in school, but is employed -- write either "full-time" or "part-time". If unemployed -- write "Unempl."
"Police Record" -- Indicate "Yes" or "No".
2. No. of Contacts and Meetings: Summarize the number of contacts and meetings you have made this last month from the "Monthly Statistics" record already kept by agency. Be sure to specify home, school and police contacts on your summary sheet so that these can be separately recorded here.
3. Community Contact Persons: These are individuals in your area who have been especially helpful to you in your work with your group. List their names and occupations (e.g. minister, settlement house worker, local businessman, etc.) and rate the degree to which he has been helpful to you; 1 -- meaning least helpful, and 5 -- meaning most helpful.
4. Supportive Services: List here all referrals you have made during this last month of either individual group members, the group as a whole, members of the youngster's family, etc., to private or public social agencies. Indicate first who was referred -- "group member", "whole group", "Family -- mother", etc.; second, list briefly the reasons for referral -- "emotional problem", "medical problem", "recreation", "job application", etc.; third, list the agency to which referred by its full title; fourth, indicate what happened to the case as specifically as you can.
5. Projects/Programs: List here all projects and programs initiated or continued in your work with your group this last month. This would include self-help projects, recreational programs, trips, etc., and we are interested in as full a description of the project or program as you can give. Also indicate the number involved, what the cost of the program is/was, and where you are going to obtain funds to cover the cost.
6. List of Activities: Undoubtedly your group engages in certain typical leisure time activities such as "boozing", "bowling", "gambling", "playing basketball", etc.; list in order of frequency the five most typical activities of your group, not including delinquent or criminal activities.
7. Worker Assessment: In this category we would like you to rate your impression of group progress in both delinquent and non-delinquent ("constructive") activities, and your impression of your own relationship with the group. Please indicate your honest impression.
8. Comments: We are very much interested in your additional comments about the status of the group during the preceding month. No statistics on No. of contacts, supportive services, projects and programs, etc., can be as informative as your evaluation of your work. We urge you to write your overall impression of the group's status in the space provided here.

CITY OF PHILADELPHIA
DEPARTMENT OF PUBLIC WELFARE
YOUTH CONSERVATION SERVICES
DEMONSTRATION PROJECT

RESEARCH:
MONTHLY GROUP REPORT

Name of Group	Worker	Recording Date
---------------	--------	----------------

1. Core Group Membership (List any new members of core group identified during past month:

NAME	AGE	SEX	RACE	EDUCATION	EMPLOYMENT	POLICE RECORD

2. Number of contacts and meetings

Scheduled Group Meetings	_____	Information Contacts	_____
Special Group Meetings	_____	Neighborhood Contacts	_____
Neighborhood Meetings	_____	Number of Contacts with	_____
PYA Meetings	_____	Home	_____
Area Coordinating Meetings	_____	School	_____
		Police	_____

3. Community Contact Persons (List any new contact persons used during past month)

Name	Occupation	Degree of Helpfulness

4. Supportive Services (List all referrals during past month)

Who referred	Reason for Referral	Agency	Disposition

RESEARCH:

MONTHLY GROUP REPORT

Type of Project/ Description	Number Involved	Cost	Source of Funds
<hr/>			
<hr/>			

1. _____

2. _____

3. _____

4. _____

5.

<u>GROUP</u>		<u>MUCH DECREASE</u>			<u>MUCH INCREASE</u>	
Delinquent	Behavior	1	2	3	4	5

WORKER

Relationship with Group	1	2	3	4	5
-------------------------	---	---	---	---	---

8. Comments:

RESEARCH

POLICE ASSESSMENT FORM

Rater: _____ Title: _____
(Name)

Name of Group	Delinquent Behavior Pattern				
	Much Decrease	Some Decrease	No Change	Some Increase	Much Increase
1. Boys in the Catholic Church					
2. Boys in the Protestant Church					
3. Boys in the Jewish Church					
4. Boys in the Muslim Church					
5. Boys in the Hindu Church					
6. Boys in the Buddhist Church					
7. Boys in the Sikh Church					
8. Boys in the Other Church					

[illegible]

COMMUNITY ASSESSMENT FORM

The youth groups listed below are active in your area at the present time, Agency workers are currently providing service to these groups and we are interested in assessing the effects of that service. Please rate the group's status during the last three months in comparison with the previous quarterly period.

Rating for _____, _____ to _____, _____ Date
Rated: _____

Rater Community Group

NAME OF GROUP	DELINQUENT BEHAVIOR PATTERN				
	Much Decrease	Some Decrease	No Change	some Increase	Much Increase
	1	2	3	4	5
	1	2	3	4	5
	1	2	3	4	5
	1	2	3	4	5
	1	2	3	4	5
	1	2	3	4	5
	1	2	3	4	5
	1	2	3	4	5
	1	2	3	4	5
	1	2	3	4	5

COMMENTS:

END