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EX-CONVICT MOTIVATION AND RECOVERY CENTER
(X-MARC)

FINAL EVALUATION REPORT
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TABLE OF CONTENTS

	<u>PAGE</u>
Highlights	i
Recommendations	iii
I. Program Overview	1
A. History and Objectives	1
B. Approach for Achieving Objectives	1
C. Setting	2
D. Staff	2
II. Research Methodology	4
A. Design	4
B. Instruments For Data Collection	5
III. Program Results	7
A. Resident Recidivism	7
B. Individual Employment	14
C. Services Provided For Residents	24
D. Resident Assessment of X-MARC Program	30
E. Cost Benefits Analysis	35
Appendix A Personal Attributes of House Residents Versus Parole Groups Used for Comparison	41
Appendix B All Data Collection Forms	47

HIGHLIGHTS

1. X-MARC seems to have a short term impact in terms of reducing recidivism among ex-offenders. A follow-up study conducted during the sixth month after the parole release of X-MARC House Residents showed this group to have the lowest recidivism rate among the parolee groups in the district (25% of the residents became reinvolved with the law). A similar follow-up during the twelfth and twenty-fourth month, however, showed that House Residents had the next to the highest recidivism rate, second only to the short term residents (Three-Weekers).
2. The low sixth-month recidivism rate of House Residents takes on greater import in light of the fact that these individuals were considered to be the least likely to succeed in community life according to Base Expectancy scores provided on all parolees in the district by the California Department of Corrections.
3. At the time of their fourth-week interview, 138, or 85.7% of the House Residents reported that they had held or currently held at least one job since coming to X-MARC.
4. Frequent discrepancies among House Residents' job preferences, their perceptions of their vocational abilities, and their actual work experience may have contributed to the high employment turnover rate.
5. On arriving at X-MARC, long term residents displayed a somewhat more negative occupational self-image, showed a higher level of alienation-pessimism, and were exposed to positive role models less often than the short term residents. This fact may help to explain why the latter individuals left the X-MARC program early.
6. The array of social, vocational, and medical services originally proposed for X-MARC Residents via House programs did not develop as planned.
7. Three main community service agencies reportedly assisted House Residents during their stay at X-MARC. The Department of Human Resources Development served 33 (20.5%) of the residents, the Department of Social Services assisted 27 (16.8%), and the Department of Vocational Rehabilitation helped 25 (16.1%) of the residents.
8. Had there been no vacancy at the House, only one-fifth of the residents would have had a spouse, relative, or friend with whom they could have stayed. Over one-fourth would have gone to the Salvation Army, a hotel, or boarding house; 24.3% would have been forced to return to the streets; and 21% would not have been released on parole.

9. One of the main suggestions made by House Residents concerning improvements of the organization and operation of X-MARC was that efforts should be directed toward the recruitment of a more complete and qualified staff.
- 10.. The per-person cost of operating X-MARC was found to be considerably lower than that of incarcerating an individual in the California correctional system (\$824 per-person/per year versus \$4,831 per-person/per year). It should be noted, however, that the function of X-MARC is not to replace the correctional system but to allow an early release of selected inmates. Cost benefits were not evident when the program was reviewed in terms of its cost per resident day. Such costs at X-MARC (\$12.65 per resident day) were considerably higher than other half-way houses in the area offering similar services.

RECOMMENDATIONS

The Ex-Convict Motivation and Recovery Center should be continued in order to serve the needs of many released and yet-to-be released ex-felons. It is the belief of the project evaluator, however, that the X-MARC program should be modified in light of the following recommendations:

1. Since X-MARC appears to retard the process of recidivism, efforts should be directed toward increasing the period of time which individuals reside at the House.
2. A strong vocational training and job placement program should be developed. The House staff should be augmented to include a full-time "vocations specialist" experienced in analyzing vocational abilities, placing individuals appropriately, and counseling people for and during employment.
3. The House staff should be augmented to include a part-time "recreation director" to encourage and inform residents regarding social and recreational activities, and to occasionally organize such activities.
4. One of the existing staff positions should be expanded to include the role of an active liaison between residents and the social service agencies in the community. The staff member should be responsible for thoroughly acquainting new residents with the social services available to them, and for encouraging and assisting such individuals to obtain needed services.
5. Although the staff augmentations suggested above would involve an increase in the cost of operating the House, the expense is seen as being necessary and worthwhile.

I. PROGRAM OVERVIEW

A. History and Objectives

The Ex-Convict Motivation and Recovery Center (X-MARC) is a residential facility that has been operating since July 1, 1971, primarily on funds granted by the California Office of Criminal Justice Planning. The halfway house project proposed to effectively help parolees, ex-felons, and probationers to adjust to community living and to reduce their rates of recidivism by:

1. Providing a meaningful alternative to incarceration for marginal cases, i.e., those men and women who need a level of custody between incarceration and normal probation or parole.
2. Establishing a living arrangement and environment conducive to the success of these men and women.
3. Establishing a better relationship between these men and women and their respective probation officers, as well as the residents of the general community.

B. Approach for Achieving Objectives

In order to reduce recidivism and continuing involvement with the law among residents, the House has attempted to provide jobs through its Board of Directors, its Executive Director, and local job referral agencies. The House has also provided recreational services by offering in-house facilities and spare time activities. Social and medical services have been made known to the residents.

In terms of the second goal, X-MARC has been used as an alternative to re-institutionalization. This has occurred primarily in parole cases involving technical violations in order to avoid the use of a short term jail sentence. It has also been a resource for jail and prison administrators who release some inmates early, particularly those awaiting release upon the approval of a parole plan.

In response to the goal regarding a living environment conducive to residents' success, X-MARC has combatted loneliness by providing companionship while allowing residents a relatively conventional life style. It has provided some structure in the transition process, yet has allowed some residents to build their own paths to readjustment.

Finally, X-MARC has helped to establish better relationships between the men and women who reside at the House and their respective parole or probation officers by welcoming such officers at the House and encouraging resident-officer contact. The fulfillment of all of these goals will be

discussed in more detail in the results section as they relate to different aspects of the program.

C. Setting

The Motivation and Recovery Center has been situated in a former fraternity house near the campus of California State University in central San Jose. It has been ideally located for easy access to public transportation, downtown shopping, and the San Jose Civic Center which includes the Probation, Employment, and Welfare departments. Not only has the location been an advantage for the residents, but it has also been advantageous for the Probation and Parole Department personnel.

X-MARC has furnished temporary room and board at a minimal fee for newly-released parolees and probationers, and to inmates visiting the community on 72-hour passes. Three well-balanced meals have been served daily, including sack lunches for working residents. Various services have also been provided to many non-resident parolees and probationers living in the community.

The facility has twenty-four separate bedrooms for male residents, twelve on each of the second and third floors. It also has a private apartment unit on the ground floor where female ex-offenders have been housed. The entire basement of the building has been utilized as a recreation center complete with ping-pong, weights, a punching bag, and a pool table. A large living room area has provided space for programs, meetings, informal social gatherings, and group activities.

D. Staff

One of the unique aspects of X-MARC's organization has been the composition of the staff, which has almost exclusively been made up of ex-offenders. Locating and keeping such staff has proven, however, to be one of the most difficult aspects of House operations.

Seven staff positions have existed through most of the three years of X-MARC functioning. The Project Director has coordinated the residential treatment program designed for the House with treatment services available in the community. He has also directed job placement through the Board of Directors, and the institution visitation programs. The House Director has been responsible for supervising the staff and the operation of the House, counseling, and performing other tasks as necessary. Two part-time counselors were hired per the original grant proposal, but their duties have undergone gradual change over the three project years. At first, their duties entailed establishing rapport with residents in

order to determine the extent of any personal or social problems, and to help them reach satisfactory solutions through individual or cooperative staff effort. These services evolved over time until counselors were providing as much assistance to the House Director (by protecting the House against theft by residents) as they were to the residents. Other staff positions have included a secretary, a cook, and a custodian.

A noteworthy occurrence related to House staffing took place during the second project year. Students from the University of California at San Jose were tried as counselors but appeared to be attempting to relate to the residents on too "professional" a level, causing some resentment among the residents. As confirmed through interviews with residents, these ex-offenders had been professionally counseled for so many years in institutions that they rejected this type of approach in their period of transition from institution to community. Residents reacted more favorably to fellow residents employed as para-professional staff since the latter had a greater understanding of the ex-offenders' everyday problems. Despite the common background, however, residents did not accept the ex-offender staff without reservation. Residents continued to make astute distinctions between staff who could work well with people and those who could not. (This will be discussed further in the report under "Resident Assessments of X-MARC", Section III, D.)

II. RESEARCH METHODOLOGY

A. DESIGN

Evaluation efforts were directed toward answering the following questions:

1. Does the House reduce recidivism rates and continuing involvement with the law for those staying there?
2. Does the House provide a meaningful alternative to incarceration for marginal cases, i.e., men and women with few monetary resources who are on probation or parole in the community and who, it is felt, would not benefit from incarceration or reincarceration?
3. Does the House provide a living arrangement and environment more conducive to the success of these men and women?
4. Does the House assist in establishing a better relationship between these men and women and their respective probation officers or parole agents?

Other research questions related to the impact of the House program on residents concerned the nature and frequency of services provided for the individuals, the composition and effectiveness of staff in carrying out program goals, and the quality of the program in general.

In order to respond to the research questions, it was necessary to develop comparison groups against which to measure House residents. Five groups of individuals were actually studied during the second project year.

1. "House Residents": individuals who stayed at X-MARC for a minimum of four weeks.
2. "Three-Weekers": individuals who stayed at the House for less than four weeks.
3. "Downtown Parolees": individuals who were paroled to Area I of San Jose (the central core area) but did not stay at X-MARC.
4. "District Parolees": individuals paroled to the San Jose Parole and Community Services field office and who resided in neither Area I nor X-MARC.

5. "Probationers": individuals who received a sentence of 30 or more days in the Santa Clara County Jail and were under the supervision of the County's Adult Probation Department.

The number of individuals in each of these groups can be seen in Table 1.

While the research design fits the evaluation needs presented by the project, program evaluators recognized two problem areas in the design. The first was the factor of subject selection. There were no formal means of certifying that the comparison groups were equivalent in order to ensure that, indeed, measured differences in variables could be attributed to the exposure or lack of exposure to the X-MARC program. Researchers have attempted to respond to this concern by reporting initial attribute differences between the groups. The second factor concerned the differences in group "performance" or outcome as related to variances between groups in the drop-out rate from the research sample of persons from each group. An attempt to respond to this concern was made by employing several sources of follow-up data (interviews, California Department of Corrections reports, and Criminal Investigation Information). Furthermore, the tapping of such data at staggered intervals allowed for the periodic measurement of key variables.

B. INSTRUMENTS FOR DATA COLLECTION

Five research tools were used to collect data during the three-year evaluation of X-MARC. These instruments are briefly described below and can be viewed in Appendix B of this report.

1. House Individual Background Form: given to each individual arriving at the House to gather baseline data.
2. Termination Interview Form: given to residents who stay longer than four weeks, designed to tap changes in residents' adjustment, behavior, and attitudes during their stay at the House.
3. Staff Report on Three-Week Residents: completed on individuals who leave the House prior to a four week Termination Interview, designed to determine individuals' reasons for leaving the House and their behavior during their stay.
4. Resources Form: used to determine the amount of money and other resources a resident has at his disposal during the first 30 days at X-MARC;

TABLE 1

Groups of Ex-offenders Studied for the
X-MARC Evaluation

Ex-offenders	1st Year	2nd Year	3rd Year	Total
House Residents	45	53	63	161
Three-Weekers	74	29	27	130
Downtown Parolees	39	43	39	121
District Parolees	306	282	187	775
Adult Probationers		54		54
TOTAL	464	461	316	1,241

completed for both residents and for comparison group cases (the latter being completed in conjunction with parole and probation officers).

5. V.A.S.I. Test: a self-administered Vocational Attitude Set Inventory taken by the resident at the time of his arrival at the House.

III. PROGRAM RESULTS

A. RESIDENT RECIDIVISM

X-MARC SEEMS TO HAVE A SHORT TERM IMPACT IN TERMS OF REDUCING RECIDIVISM AMONG EX-OFFENDERS. A FOLLOW-UP STUDY CONDUCTED DURING THE SIXTH MONTH AFTER THE PAROLE RELEASE OF X-MARC HOUSE RESIDENTS SHOWED THIS GROUP TO HAVE THE LOWEST RECIDIVISM RATE AMONG THE PAROLEE GROUPS IN THE DISTRICT (25% OF THE RESIDENTS BECAME REINVOLVED WITH THE LAW). A SIMILAR FOLLOW-UP DURING THE TWELFTH AND TWENTY-FOURTH MONTH, HOWEVER, SHOWED THAT HOUSE RESIDENTS HAD THE NEXT TO THE HIGHEST RECIDIVISM RATE, SECOND ONLY TO THE SHORT TERM RESIDENTS (THREE-WEEKERS).

One objective toward which X-MARC guided its program was the reduction of its ex-offender residents' continuing involvement with the law. The measurement of the extent to which this objective was achieved during the three program years was derived from two sources: the relatively pre-mature data gathered from the fourth-week interview with individuals still residing at the House, and the more long term follow-up data obtained from the California Department of Corrections for state parolees who resided either at the House or in the CDC District under study.

During interviews with X-MARC Residents regarding their first four-weeks of residency, 84.9% of the 132 House Residents reported that they had no contact with the police. Only three (2.2%) reported that they had been arrested, and 17 others (12.9%) reported that they had been questioned. This self-report data from residents was validated against data obtained from the Department of Corrections on 56 out of the 161 individuals who were interviewed as long term residents¹ (see Table 2). CDC data regarding the six month

¹CDC provided follow-up data on parolees who were released to the District in which X-MARC is located and on whom information was available. The 105 residents on whom such CDC data was not provided were either federal parolees, non-parolee community individuals, or individuals not followed by CDC.

TABLE 2A

Six Month Post-Release Recidivism in Terms of
Most Serious Disposition Received

Disposition Received	Number of Individuals				Percent			
	4 Week Residents	3 Week Residents	Downtown Parolees	District Parolees	4 Week ¹ Residents	3 Week ² Residents	Downtown ³ Parolees	District ⁴ Parolees
3056 P.C. Arrest on technical charges	3	1	6	14	5.4	1.1	4.9	1.8
Arrest and release		9	6	14		10.3	4.9	1.8
Parolee at Large (no known violation)	2	1	2	36	3.8	1.1	1.6	4.6
Jail 90 days, or suspended, misdemeanor probation, fine or bail forfeit	3	3	5	37	5.4	3.4	4.1	4.7
Return to NTCU/STRU (Short Term Program)		2	3	18		2.3	2.5	2.3
Disposition Pending	1	6	6	50	1.8	6.9	4.9	6.5
PAL-felony warrant, arrest and release for felony, death during crime	1	1	1	18	1.8	1.1	8.3	2.3
90-180 days jail	3	1	2	9	5.4	1.1	1.6	1.2
Jail over 6 mo., 5 year felony probation, suspended prison	1	2	2	5	1.8	2.3	1.6	.6
Return to CRC (dual commitment)				2				.3
Return to prison, new commitment		3		17		3.4		2.2
TOTAL	14	29	33	220	25.0	33.3	27.3	28.3

¹Percentages are based on 56 (out of 161) Residents on whom data was available.

²Percentages are based on 87 (out of 130) Three-Weekers on whom data was available.

³Percentages are based on 121 (out of 182) Downtown Parolees on whom data was available.

⁴Percentages are based on 775 (out of 775) District Parolees on whom data was available.

TABLE 2B

Twelve Month Post-Release Recidivism in Terms of
Most Serious Disposition Received

Disposition Received	Number of Individuals				Percent			
	4 Week Residents	3 Week Residents	Downtown Parolees	District Parolees	4 Week ¹ Residents	3 Week ² Residents	Downtown ³ Parolees	District ⁴ Parolees
3056 P.C. Arrest on technical charges	6	1	4	12	10.7	1.1	3.3	1.5
Arrest and release		2	7	25		2.3	5.8	3.2
Parolee at Large (no known violation)		1	1	16		1.1	8.3	2.1
Jail 90 days, or suspended, misdemeanor probation, fine or bail forfeit	6	6	7	58	10.7	6.9	5.8	7.5
Return to NICU/STRU (Short Term Program)	1	3	5	21	1.8	3.4	4.1	2.7
Disposition Pending	3	2	4	30	5.4	2.3	3.3	3.9
PAL-felony warrant, arrest and release for felony, death during crime			2	32			1.6	4.1
90-180 days jail	3	3	7	19	5.4	3.4	5.8	2.4
Jail over 6 mo., 5 year felony probation, suspended prison	2	3	4	18	3.8	3.4	3.3	2.3
Return to CRC (dual commitment)				1				.1
Return to prison, new commitment	3	4	2	45	5.4	4.6	1.6	5.8
TOTAL	24	25	43	277	42.9	28.7	35.5	35.7

¹Percentages are based on 56 (out of 161) Residents on whom data was available.

²Percentages are based on 87 (out of 130) Three-Weekers on whom data was available.

³Percentages are based on 121 (out of 182) Downtown Parolees on whom data was available.

⁴Percentages are based on 775 (out of 775) District Parolees on whom data was available.

TABLE 2C

Twenty-four Month Post-Release Recidivism in Terms of
Most Serious Disposition Received

Disposition Received	Number of Individuals				Percent			
	4 Week Residents	3 Week Residents	Downtown Parolees	District Parolees	4 Week ¹ Residents	3 Week ² Residents	Downtown ³ Parolees	District ⁴ Parolees
3056 P.C. Arrest on technical charges	2		2	3	3.8		1.6	.4
Arrest and release		1	4	11		1.1	3.3	1.4
Parolee at Large (no known violation)	1	1		6	1.8	1.1		.8
Jail 90 days, or suspended, misdemeanor probation, fine or bail forfeit	3	2	4	13	5.4	2.3	3.3	1.7
Return to NTCU/STRU (Short Term Program)		1	2	8		1.1		1.0
Disposition Pending								
PAL-felony warrant, arrest and release for felony, death during crime		1	2	22		1.1		2.8
90-180 days jail	1	4	2	12	1.8	4.6		1.5
Jail over 6 mo., 5 year felony probation, suspended prison	1		2	13	1.8			1.7
Return to CRC (dual commitment)	2			2	3.8			.3
Return to prison, new commitment		1		33		1.1		4.2
TOTAL	10	11	18	123	17.9	12.4	14.9	15.9

¹ Percentages are based on 56 (out of 161) Residents on whom data was available.

² Percentages are based on 87 (out of 130) Three-Weekers on whom data was available.

³ Percentages are based on 121 (out of 182) Downtown Parolees on whom data was available.

⁴ Percentages are based on 775 (out of 775) District Parolees on whom data was available.

post-release period for X-MARC Residents showed that 14 (or 25%) of the 56 residents who were followed had recidivated.² Eight of these recidivists (57.1%) received what the Department of Corrections terms a "favorable outcome" for their violation (jail sentence suspended or under 90 days, misdemeanor probation, fine, or bail forfeited; arrest and release; or arrest on technical charges). Five (or 35.7%) received unfavorable dispositions (such as a felony warrant, three or more months jail, five year felony probation, or return to prison), and one individual's disposition was still pending. The twelfth month follow-up data showed a much higher recidivism rate of 42.8% of the House Residents on whom CDC data was available. Similar data gathered at a 24th month post-parole mark showed a lower rate of 17.8% recidivism. The overall recidivism rates for House Residents can be seen in Figure 1.

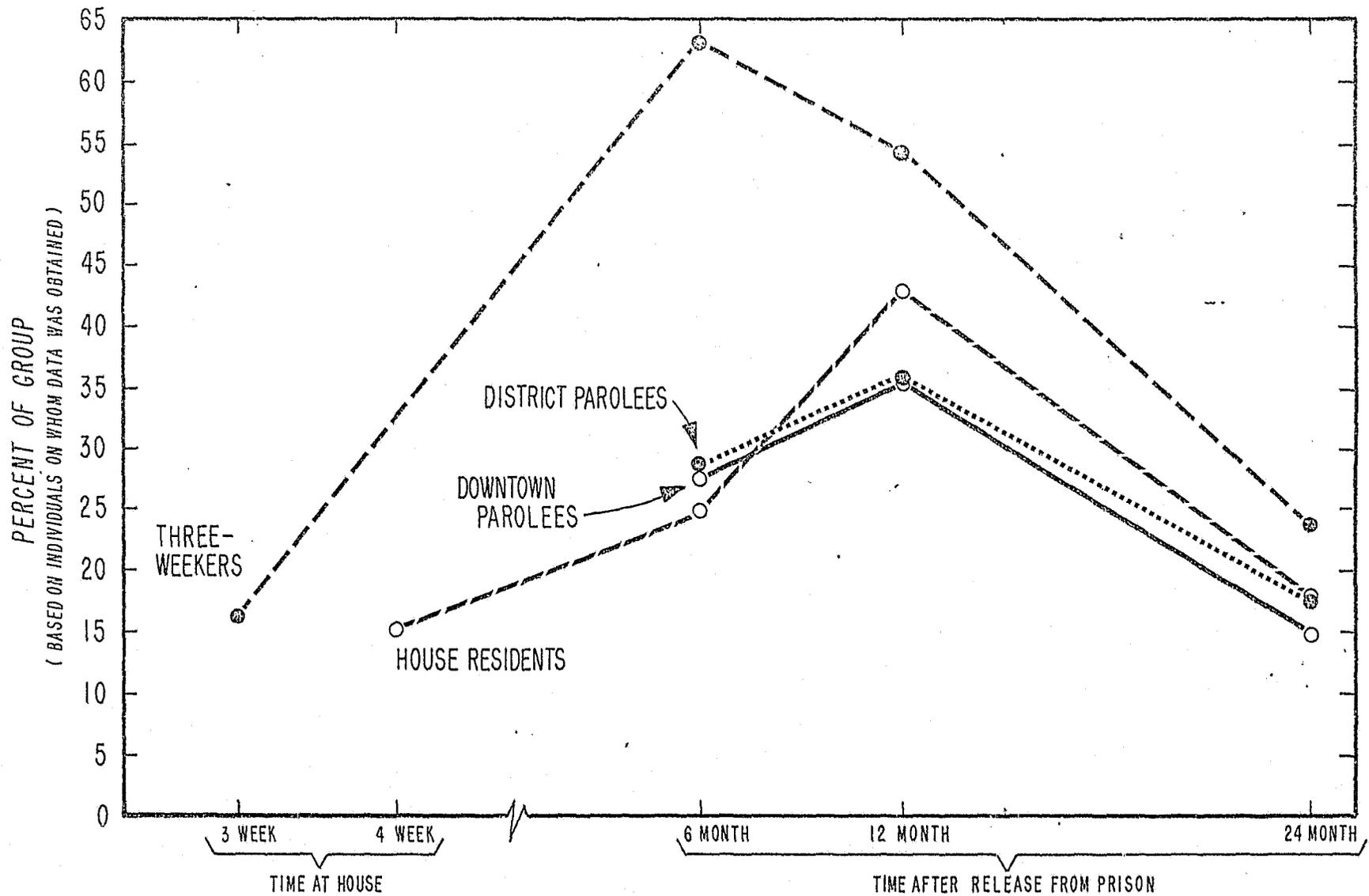
1. Comparison with other Parolees. The recidivism among House Residents was compared to that of three other groups of parolees: Three-Weekers, or short term residents at X-MARC; parolees who lived in the downtown area of San Jose; and parolees released to various parts of the district who were not included in any of the previously described groups.

It was possible to determine both a short term and a long term recidivism rate for X-MARC Three-Weekers, the former obtained from X-MARC staff records and the latter from CDC data. Due to the frequently unannounced departures from the House by these individuals, however, it was only possible to obtain such data on 87, or 66.9%, people in this group. According to House staff records, 83.9% of the reported Three-Weekers had no contact with the police during their short stay at X-MARC. Eight individuals (9.2%) had been arrested, four (4.6%) had been questioned by police, and two people had been declared Parolees-At-Large after disappearing from the House. Information from the State's Department of Corrections provided lengthier follow-up data on 46 Three-Weekers showing more recidivism among this group than the House Residents (see Figure 1). For example, six months after their release from prison, 29 short term residents had recidivated (63.1%), 16 of whom received a "favorable outcome", seven of whom had received an "unfavorable outcome", and six whose dispositions were pending. The Three-Weekers recidivism rate at the twelfth month mark fell to 54.3% (25 individuals became reinvolved

²Recidivism was defined as any post-release contact with the police, including questioning or arrest and release.

FIGURE 1

RECIDIVISM OF RESIDENTS VERSUS COMPARISON GROUPS



with the law), and at the 24th month it fell to 23.8% when 11 individuals committed new violations.

Follow-up data were available on 121 of the 182 known parolees (see Footnote 1 Page 7) living in the downtown area of San Jose. Complete data were not available. At the sixth month mark, such data showed that 27.3%, or 33 individuals of this group had recidivated (60.6% of whom received a favorable disposition and 21.3% of whom received an unfavorable disposition). The recidivism rate for these Downtown Parolees went up to 35.5% by the twelfth month and down to 14.9% by the 24th month. Similar follow-up data for the District Parolee comparison group indicated that 220 (28.3%) of the 775 individuals on whom information was available had recidivated by the sixth month following their parole release. Approximately 54.1% of these recidivists received a favorable disposition and 23.2% received an unfavorable disposition. By the twelfth month follow-up, 35.7% of the District Parolees became reinvolved with the law, and by the 24th month 15.9% had recidivated.

Based on follow-up data, X-MARC seemed to have some impact in terms of reducing recidivism among ex-offenders. Individuals who resided at the House one month or more (receiving food, shelter, companionship, and in some cases guidance services) displayed a significantly lower recidivism rate than any of the other ex-offender groups in the District for the first six months after their release (Chi square = 11.29, $p < .01$). Although House Residents only spent between one and four months of the six month period at X-MARC, residual benefits plus the knowledge that they could return to the House might well have kept many of these residents from becoming reinvolved with the law. Further support for this finding can be seen in the somewhat higher recidivism rate among Three-Weekers during the first month after their release. Due to their very brief stay at X-MARC, few of the Three-Weekers were able to take advantage of what benefits the House had to offer.

Unfortunately, the impact of the X-MARC program seems to be of a short term nature. At the time of the 12th and 24th month follow-up, former House Residents exhibited the second highest recidivism rate among the four parolee groups. These latter period group differences in recidivism rates were not as statistically significant as those during the sixth month. (Chi square = 6.57, $p < .10$.)

2. Base Expectancy Scores

THE LOW SIXTH-MONTH RECIDIVISM RATE OF HOUSE RESIDENTS TAKES ON GREATER IMPORT IN LIGHT OF THE FACT THAT THESE INDIVIDUALS WERE CONSIDERED TO BE THE LEAST LIKELY TO SUCCEED IN COMMUNITY LIFE ACCORDING TO BASE EXPECTANCY SCORES PROVIDED ON ALL PAROLEES IN THE DISTRICT BY THE CALIFORNIA DEPARTMENT OF CORRECTIONS.

The recidivism rates discussed above can be considered

in light of the four groups' Base Expectancy scores. These scores (BE61A) were provided from CDC data for the parolees who were House Residents as well as for those in the comparison groups. BE scores are somewhat predictive of an individual's chances of success; that is, the higher the score the more likely it is that the individual will succeed. As is shown in Figure 2, House Residents and Three-Weekers had average BE scores of 40 and 41, respectively; Downtown Area Parolees had average scores of 43; and District Parolees of 44. X-MARC accepted individuals that were slightly higher risk cases, a fact which may help explain the higher recidivism rates of the two X-MARC groups. The X-MARC program seems to have positively influenced those who were exposed to it for at least a month.

B. INDIVIDUAL EMPLOYMENT

AT THE TIME OF THEIR FOURTH-WEEK INTERVIEW, 138, OR 85.7% OF THE HOUSE RESIDENTS REPORTED THAT THEY HAD HELD OR CURRENTLY HELD AT LEAST ONE JOB SINCE COMING TO X-MARC.

One of the ways in which X-MARC attempted to help its ex-offender residents to adjust to the life of the surrounding community, and reduce their recidivism, was by assisting these individuals in the area of employment.

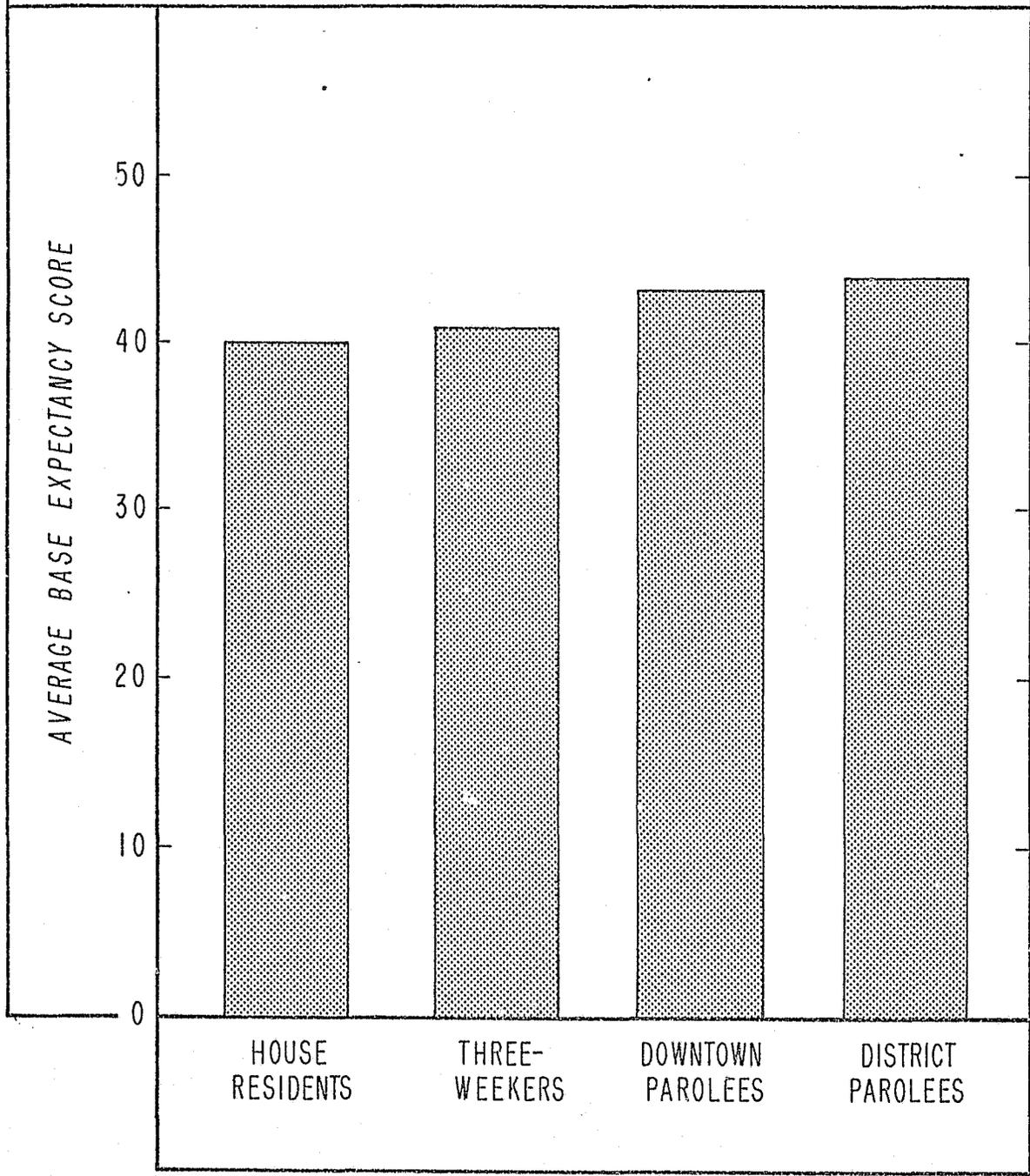
1. Residents' Employment Record at X-MARC. Employment among X-MARC residents was frequent but unstable. At the time of their fourth-week interview, 138, or 85.7% of the House Residents reported that they had held, or currently held at least one job since coming to the House.³ Unfortunately the turnover rate was high. During their four weeks of residency, 43 individuals (31.1% of those who worked) had been employed at least three separate times; 53 individuals (38.4%) had worked at at least two jobs; and 9 individuals (6.5%) had been employed in at least one job. Only 22 of these individuals (16.7% of the working House Residents, and 13.6% of all House Residents) were still working at the time of the fourth-week interview.

Several reasons for this high employment turnover rate were offered by the individuals who were interviewed. Discontinued employment was most frequently explained by House Residents as voluntary due to the low wages they were receiving. The next most frequently cited reason for leaving

³Six residents (an additional 3%) who were not employed were involved in educational or vocational programs.

FIGURE 2

AVERAGE BASE EXPECTANCY SCORES OF RESIDENTS VERSUS NON-RESIDENTS



a job was being fired, which was applicable in 31 cases. Several individuals stated that they had been laid off or that they had to quit a job for medical reasons. Only a few people had left a job for a better employment opportunity.

Most residents made the effort to apply for several jobs. One quarter of the resident respondents indicated that they had applied for up to four other jobs and an additional 13% of the residents said they had applied for five to ten other jobs. Almost 10% of the job seekers had completed applications from between ten and 20 jobs, and an additional three percent of these people had made between 20 and 30 other efforts to secure employment. Job seeking most often took the form of reading the local newspaper's classified section (81% of the respondents pursued this method), although almost as many individuals went to private employment agencies (79.6%) or the State's Human Resources Development Department (76.5%).

It is interesting to note that many of those who had repeatedly applied for jobs exemplified the work-related inconsistencies discussed above. That is, there were frequent discrepancies among these individuals' job preferences, their perceptions of their own vocational abilities, and their actual work experience.

Despite the high overall employment rate at X-MARC, the residents themselves felt that there were several factors that made it somewhat difficult for them to secure employment. Most often mentioned was their prison record (suggested by 80.3% of the respondents) or a physical disability (suggested by 74.2% of the respondents). Almost 70% of the individuals interviewed felt that a lack of education made it difficult to get a job, and only 31% felt it was the lack of transportation that inhibited their securing a job.

2. Individuals' Vocational History. It was assumed that the vocational training and experience of residents before they came to X-MARC (usually prior to incarceration) influenced to some extent the ease with which they could obtain employment. Approximately 30% of the individuals who resided at X-MARC and were interviewed during its three years of operation had been vocationally skilled before prison. However, just as many people indicated that they had been unskilled. Only 5.7% of those who were sheltered at the House had been involved in professional or managerial vocations.

As shown in Table 3, House Residents (those who stayed four weeks or more) were somewhat more skilled than the Three-Weekers. Approximately 26.1% of the former group interviewed indicated that they held primarily skilled jobs before prison and only 21.2% indicated that they held unskilled jobs or had no vocation. In contrast, 23.1% of the Three-Weekers claimed to have been vocationally skilled and

TABLE 3

Pre-Prison Vocation of Individuals Housed by X-MARC

Vocation	House Residents		Three-Weekers	
	N	%	N	%
Professional, Managerial	2	1.2	1	.8
Clerical, Sales	10	6.2	6	4.6
Service Occupations	20	12.4	9	6.9
Agriculture, Forestry, Fishing	2	1.2	2	1.5
Skilled	42	26.1	30	23.1
Semi-Skilled	33	20.5	23	17.7
Unskilled	12	7.5	7	5.4
Apprentice	7	4.3	3	2.3
Never Worked	22	13.7	25	19.3
Missing Data	6	6.9	24	18.4
TOTAL	161	100.0	130	100.0

24.7% said they were totally unskilled. Only a small percentage of both groups indicated that their former vocation involved either professional or managerial positions.

Pre-prison employment longevity for many House residents was poor, with 45.2% of the jobs held before incarceration lasting less than 18 months. A considerable amount of time had passed for some of the residents since that last job, hindering their familiarity with what skills they once had.

3. Individuals' Work Related Attitudes. The feelings and the perceptions of individuals housed by X-MARC regarding employment were examined from two different perspectives.

First, during personal interviews, individuals were able to express their feelings regarding the types of jobs they liked best (and least), and the type of work for which they thought they were best qualified. When asked to indicate what type of work they liked best, there was an overwhelming response favoring professional or managerial types of occupations.⁴ Work least liked by individuals pertained to service occupations and jobs involving no skill. When asked about the kind of work they thought they were best qualified to do, a large portion of the residents indicated professional or managerial work and many indicated skilled work.

These findings can be interpreted on two levels: vocational satisfaction and employment expectations. First, a significant number of House Residents preferred jobs which required more ability than they thought they had. Although this phenomenon may be just as prevalent among the general populace, it may produce a heightened frustration among ex-offenders seeking work after a period of incarceration. Second, the House Residents exhibited unrealistic perceptions of their abilities based on their actual job experience. House Residents' actual job experiences involved less sophisticated skills than indicated by their perceived qualifications.

The above findings suggest that the employment success of X-MARC Residents may have been inhibited by their applying for jobs in the community that were beyond their abilities at the time. This points up the need in a half-way house such as X-MARC for staff who will assist residents in diagnosing their talents and thus channeling their efforts more productively.

⁴The classification scheme used adheres to that of the U.S. Department of Labor.

ON ARRIVING AT X-MARC, LONG TERM RESIDENTS DISPLAYED A SOMEWHAT MORE NEGATIVE OCCUPATIONAL SELF-IMAGE, SHOWED A HIGHER LEVEL OF ALIENATION-PESSIMISM, AND WERE EXPOSED TO POSITIVE ROLE MODELS LESS OFTEN THAN THE SHORT TERM RESIDENTS. THIS FACT MAY HELP TO EXPLAIN WHY THE LATTER INDIVIDUALS LEFT THE X-MARC PROGRAM EARLY.

The feelings and perceptions of X-MARC individuals were also studied through the use of a test instrument called the Vocational Attitude Set Inventory (V.A.S.I.). The test consists of 26 True-False items focusing on a person's attitude toward the conventional world of work. These items are distributed over four main indices of work orientation:

Occupational self-image.
Alienation-pessimism,
Attitude toward work.
Work socialization.

The test items which are linked with the occupational self-image index are intended to uncover the degree of negativism characterizing an individual's view of himself as a worker. The alienation-pessimism index is directed toward revealing the extent to which a respondent's sentiments of frustration and despair affect his perception of his life chances as a worker. The third type of item on the test instrument assesses general attitudes toward education, vocational training, respect of fellow workers, and steady employment. Work socialization items, comprising the fourth index of the V.A.S.I., explore the association between work attitudes and the father/child relationship. The V.A.S.I. items can be seen in Table 4.⁵

Individuals' Occupational Self-Image: The majority of individuals who were housed by X-MARC had fairly positive occupational self-images (as can be seen in their response pattern for V.A.S.I. items numbers 4, 6, 12, 15, 17, 19, 23, and 24) but positive self-images were not universal. The data presented in Table 4 suggest that, in fact, a significant

⁵The Vocational Attitude Inventory Set was originally developed as part of a longitudinal study of a work furlough program operated in conjunction with a county jail. A comparison of criminal and non-criminal groups in a subsequent study indicated that non-criminal groups have a significantly higher commitment to the conventional work world than the criminal groups. Scores on the V.A.S.I. correlated with four relevant scales on the California Psychological Inventory. Furthermore, the V.A.S.I. was found to be moderately reliable by its developers (.81 using the split-half estimates and .68 on a test/retest sample of 40 individuals).

TABLE 4

Vocational Attitudes of Individuals Housed by X-MARC
(as measured by the Vocational Attitude Inventory Set)

Vocational Attitude Items	Scale ¹	House Residents Response			Three-Weekers Response		
		% Yes	% No	% Unknown	% Yes	% No	% Unknown
1. A person can get by in life very well without working.	ATW	1.9	98.1		5.4	89.2	5.4
2. My father changed jobs often.	WS	13.2	81.1	5.7	10.9	89.1	
3. A man needs the respect of his fellow workers.	ATW	100.0			97.3	2.7	
4. I think that other people respect me as a worker.	OSI	98.1	1.1		94.6	5.4	
5. My father was a hard and steady worker.	WS	84.9	9.4	5.7	86.4	10.9	2.7
6. Lack of education and training have kept me from getting a good job.	OSI	43.4	56.6		54.0	46.0	
7. A person who has been in jail really has no chance of finding and keeping a good job.	A-P	7.6	92.4		10.9	89.1	
8. It's foolish to waste time in school and trade training when you can be out earning money on a job.	ATW	1.9	98.1		5.4	89.2	5.4
9. I think that the amount of money a job pays is not as important as how much a person enjoys the work.	A-P	39.7	60.3		51.4	45.9	2.7

¹Items are designated according to index: (OSI) refers to occupational self-image, (A-P) alienation-pessimism, (ATW) attitude toward work, (WS) work socialization.

TABLE 4 (continued)

Vocational Attitudes of Individuals Housed by X-MARC
(as measured by the Vocational Attitude Inventory Set)

Vocational Attitude Items	Scale ¹	House Residents Response			Three-Weekers Response		
		% Yes	% No	% Unknown	% Yes	% No	% Unknown
10. I think my father was unhappy with his work.	WS	17.1	75.4	7.5	10.9	83.7	5.4
11. Most workers don't really earn their wages.	A-P	24.5	69.8	5.7	37.8	59.5	2.7
12. I like the kind of work I do for a living.	OSI	75.4	15.0	9.6	83.7	10.9	5.4
13. I would just as soon draw unemployment as work for a living.	A-P	5.7	92.4	1.9	5.5	91.8	2.7
14. I feel that my father was respected as a worker.	WS	89.6	5.7	5.7	94.6	5.4	
15. I am paid less money than I deserve for the work that I do.	OSI	35.8	50.9	13.3	32.4	56.7	10.9
16. A Negro or Mexican-American will never have as much chance of getting a good job as anyone else.	A-P	13.2	81.1	5.7	16.3	83.7	
17. I feel that the kind of work that I do allows me to use most of my ability.	OSI	60.3	37.7	2.0	67.5	32.5	
18. I think that it is more important for a worker to have work experience than a school education.	ATW	5.7	90.5	3.8	2.7	97.3	
19. I don't really feel that I'm a success as a worker.	OSI	18.9	77.3	3.8	27.0	67.5	5.5

¹Items are designated according to index: (OSI) refers to occupational self-image, (A-P) alienation-pessimism, (ATW) attitude toward work, (WS) work socialization.

TABLE 4 (continued)

Vocational Attitudes of Individuals Housed by X-MARC
(as measured by the Vocational Attitude Inventory Set)

Vocational Attitude Items	Scale ¹	House Residents Response			Three-Weekers Response		
		% Yes	% No	% Unknown	% Yes	% No	% Unknown
20. My father did not feel that lack of education and work skill kept him from getting ahead as a worker.	WS	43.3	50.9	5.8	45.9	54.1	
21. A person can usually find a job if he really wants to work.	ATW	96.2	1.9	1.9	91.8	8.2	
22. My chances of getting ahead in the world of work are good.	A-P	83.1	13.2	3.7	83.7	13.6	2.7
23. I don't really think of myself as having any particular occupation.	OSI	41.5	54.7	3.8	29.8	70.2	
24. I change jobs less often than the average person.	OSI	41.5	52.8	5.7	37.8	59.4	2.8
25. I have very little respect for any man who is able to work but will not.	ATW	64.1	32.1	3.8	72.9	21.7	5.4
26. My father felt that it is more important for a child to get work experience than education.	WS	11.3	79.2	9.5	8.1	81.0	10.9

¹Items are designated according to index: (OSI) refers to occupational self-image, (A-P) alienation-pessimism, (ATW) attitude toward work, (WS) work socialization.

percentage of X-MARC residents had a negative occupational self-image.

It is interesting to note that almost all the individuals at the House felt that they were respected as workers by other people. House Residents, as a group, pictured themselves in a positive light less frequently than did the Three-Weekers who left the House soon after their arrival. Also, a greater majority of the Three-Weekers liked the kind of work they did for a living and thought of their work as being a real occupation. Furthermore, a higher percentage of Three-Weekers believed that they were getting paid what they deserved for their efforts and that the type of work that they did allowed them to use most of their abilities.

On the other hand, more of the long term residents felt that they were a success as a worker and changed jobs less often than the average person. Both groups of individuals were split on the issue of whether a lack of education and training kept them from getting a good job. Slightly more than half of the Three-Weekers felt that this factor of poor preparation was a detriment to them, whereas slightly more than half of the House Residents felt that it was not.

In general, Three-Weekers seemed to have a more positive occupational self-image than did House Residents. This may partially explain why the former group of individuals left the House earlier than the long term residents. In fact, indicants of individual preparedness to re-enter community life were evident among over half of the reported reasons for departure among Three-Weekers, as will be discussed below in Section III, D, 4.

Optimism Concerning Work Prospects: All the individuals who resided at X-MARC were optimistic about their chances in the conventional world of work. As in the case regarding an occupational self-image, the longer term residents were slightly less positive or optimistic regarding work prospects. The great majority of both groups did not agree with the idea that "a person who has been in jail has no chance of finding and keeping a good job". Most individuals indicated that they would rather work for a living than collect unemployment compensation, and they felt that their chances of getting ahead in the work world were good. Over 80% of each group did not believe a minority group status would lessen a person's chances of getting a good job. House Residents were more optimistic than Three-Weekers concerning the issue of whether workers in general earn their wages. Almost 70% of the House Residents were of the opinion that most workers do earn their wages whereas only 59.5% of the short term residents felt this way. Large proportions of both groups did not agree that job satisfaction was more important than monetary reward. Only 39.7% of the House Residents felt that job satisfaction was more important, and 51.4% of the Three-Weekers indicated similar sentiments.

Individuals' Attitude Toward Work: A positive attitude toward work was displayed by most House Residents and Three-Weekers. All the Resident respondents felt that a man needs the respect of his fellow workers and 97.3% of the short term residents agreed. The great majority of both groups indicated that, in their opinion, education and vocational training were as important as work experience, and that a person cannot get by in life very well without working. House Residents agreed with these two concepts more frequently than did Three-Weekers. The former group also agreed more often with the idea that a person can find a job if he really wants to. Although several individuals from both groups indicated that they would respect a person who was able to work but who would not do so, 64.1% of the House Residents and 72.9% of the Three-Weekers felt that they would not respect such a person.

Individuals' Work Socialization: The work attitudes of the individuals housed by X-MARC may be due in part to the role models provided by their fathers. House Residents, who displayed a somewhat more negative vocational outlook than did Three-Weekers (in terms of their occupational self-image and their level of alienation-pessimism), had exposure to positive role models less often than the short term residents. Although the majority of both groups indicated that their father was a hard and steady worker who changed jobs infrequently and was happy with his job, higher percentages of the short term group made these positive responses. Proportionally more Three-Weekers felt that their fathers were respected as workers. Attitudes regarding the importance of education were also apparently transmitted from father to resident; however, both responding groups were split as to the number of fathers who transmitted the feeling of being inhibited in the job world due to a lack of education.

C. SERVICES PROVIDED FOR RESIDENTS

THE ARRAY OF SOCIAL, VOCATIONAL, AND MEDICAL SERVICES ORIGINALLY PROPOSED FOR X-MARC RESIDENTS VIA HOUSE PROGRAMS DID NOT DEVELOP AS PLANNED.

THREE MAIN COMMUNITY SERVICE AGENCIES REPORTEDLY ASSISTED HOUSE RESIDENTS DURING THEIR STAY AT X-MARC. THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT SERVED 33 (20.5%) OF THE RESIDENTS, THE DEPARTMENT OF SOCIAL SERVICES ASSISTED 27 (16.8%), AND THE DEPARTMENT OF VOCATIONAL REHABILITATION HELPED 25 (16.1%) OF THE RESIDENTS.

As stated in the original grant proposal and echoed in the second and third year proposals, X-MARC intended to reduce the recidivism of parolees and probationers by providing an array of supportive services: social, vocational, and medical. As the project progressed in time, it became clear that none of the originally planned programs developed as

expected.

1. House Contacts with Community Agencies. Interviews were conducted by the project evaluator with not only originally designated program consultants but also with community agencies' officials and ancillary staff. The interviews focused on the three main areas listed below:

1. Service activities of agencies while linked to X-MARC
 - a) time frame, initiation and termination of services, frequency, manhours
 - b) services rendered, program content
 - c) use of tests, information forms, aids
2. Reaction of individual rendering service
 - a) appropriateness of service for X-MARC
 - b) obstacles encountered in delivery of service
 - c) perceived results
3. Perception of residents' and staffs' reaction to service
 - a) level of participation
 - b) nature of participation
 - c) receptivity to service

The findings discussed below describe the pattern of activity of each service program and some reasons behind its performance relative to X-MARC expectations.

SOCIAL SERVICES

It was originally planned that a social worker would provide approximately five hours per week of in-house services for the residents. At an informal meeting just prior to the beginning of the second year, the Supervisor of Services for the Department of Social Services General Assistance Division announced his willingness to set up a program of special services for the X-MARC staff. He requested that those interested in pursuing such a program contact his division. There was no response from the staff. The only subsequent contact the Supervisor had with the House was the processing of a job application submitted by a resident for a public service aid position.

During the second and third project years, there were no special social work services provided for the X-MARC residents. If they desired such aid or counseling, they had

to approach the Department of Social Services through established channels of application as did any other potential client.

VOCATIONAL SERVICES

1. Department of Social Services

Although no specific program consultants were designated as liaisons to vocational service agencies, three such agencies were involved with counseling X-MARC residents.

The Vocational Services Division of the Department of Social Services attempted to assist X-MARC residents in exactly the same manner as they do all other financial aid recipients. A resident was required to apply for aid (either on his own, or through the direction of the House or his parole officer) and had to be considered in need of vocational assistance. During a series of interviews he was screened regarding his previous work experiences and skills, and at times, given aptitude and preference tests (such as the Kuder and the General Aptitude Tests Battery). Failure to appear for two consecutive interviews or three interviews per month necessitated the discontinuance of his financial aid; however, almost all the X-MARC clients were reported by vocational interviewers as cooperative.

Counselors pointed out the amount of time and difficulty involved in placing an X-MARC resident. Although the residents generally had as much skill as other clients, many employers were reluctant to hire the individuals once the employers learned about any criminal involvement. One vocational interviewer described the attitude of some of the X-MARC clients as defeatist; that is, being very discontent with the money offered for available jobs, and feeling they would be forced to revert to crime if available jobs and money were not improved.

2. Department of Human Resources Development

Another agency involved in the provision of vocational services to X-MARC residents was the Department of Human Resources Development (HRD). The Department had designated one employee to serve as a "parolee specialist" during the House's first year of operation. This individual was supposed to direct his efforts toward helping all parolees in the area, not exclusively X-MARC residents. A great deal of pressure was brought to bear on the Department and its special representative by various parolee groups. According to the specialist, each group demanded top priority regarding services. As a result, the position was eliminated early in the House's second year of operation. Consequently, there was no official link between HRD and the X-MARC House. Any resident who desired services from the Department had to go through standard procedures set up for the general public; a few residents did.

3. Department of Rehabilitation

A third agency providing X-MARC residents with vocational services was the California Department of Rehabilitation. The Department ran a special program in conjunction with the State's Department of Corrections. Under the terms of the program, eligible individuals had to be on state parole and had to be referred by a parole office. Furthermore, the parolees had to satisfy the criteria set by the Department on the basis of a medically diagnosable disability, a substantial vocational handicap, and reasonable chance of being employable upon completion of the program.

As estimated by the Department, 25% of the parole program participants were X-MARC residents. The program case-load averaged 100 individuals at any one time. An interview with the Department's special vocational counselor directing the parolee program revealed that the only medical disability qualifying most of the residents served was a behavioral disorder rather than a physical disorder. Had there been no such program, these parolees would have been shuffled to the lowest priority (according to the counselor interviewed).

The X-MARC residents who participated in the program received a variety of services depending on their particular needs. Individuals were evaluated in terms of their medical and psychiatric condition, vocational preferences and abilities, and work performance. Training workshops such as those offered by Goodwill Industries and Hope for the Retarded were attended by some X-MARC residents, as a result of arrangements made by the DVR counselor. Other services obtained through the agency included supportive counseling, job placement, provision of working tools, and provision of "Maintenance Money" (for such things as transportation, uniforms, and living expenses).

MENTAL HEALTH SERVICES

As planned in the original grant proposal approved by CCCJ, a staff psychiatrist from the County Mental Health Department was to serve the X-MARC House as program liaison. Varying interpretations of this individual's function led to the discontinuance of his services early in the second project year. The administration and staff of the House perceived the psychiatrist's function to be a counselor for the residents. The doctor himself perceived his own role to be, more appropriately, a counselor and advisor for the X-MARC staff. His perception stemmed from his belief that the residents could best be helped by sensitive and trained individuals with backgrounds similar to those of the residents. It was his impression that he could best help by preparing the staff to meet their tasks and goals.

Early in the psychiatrist's term of service to X-MARC House, he met with the House staff once a week for several hours. According to report, there were frequent occurrences

of executive absence, poor staff attendance, and a noticeable resistance to this approach by all concerned. In the course of the meetings, the psychiatrist was able to pinpoint several problem areas of concern to the staff. These included the lack of a sense of community among the residents and the lack of resident responsibility for the successful operation of the X-MARC program. The doctor worked with the staff on ways to increase resident response at House meetings and on techniques of handling House problems knowledgeably. In the estimation of the psychiatrist, there was slight development of staff skills but not at all up to the level of their potential.

While serving X-MARC House, the psychiatrist had some contact with residents. He facilitated the obtaining of mental health services for the few residents (including one staff member) who desired a referral. Early in the second project year, the doctor felt that his efforts were no longer fruitful. At that point, he discontinued his service to the House.

2. Resident Contact with Agencies. House Residents indicated that three main community service agencies were somewhat helpful to them during their stay at X-MARC (see Table 5). By the time of the four-week interview, the California Department of Human Resources Development reportedly helped eight residents secure employment, rendered monetary assistance to five, obtained vocational training for five, set up job interviews for three, provided further academic education for one, and had simply interviewed 11 other residents; serving 33 (20.5%) of the House Residents in total during X-MARC's three years. Thirty-six other residents reportedly sought services from HRD but received none.

The Santa Clara County Department of Social Services served a total of 27 residents (16.8%); 23 individuals were given welfare funds, two were provided with a job, one was given vocational training, and one was provided with medical aid. Fifteen others who sought help received none.

The third major source of assistance for X-MARC individuals was the California Department of Vocational Rehabilitation, which reportedly helped 25 (16.1%) of the House Residents but failed to help 18 others who contacted them. DVR gave monetary aid to ten people, provided vocational training to seven, found jobs for four, made possible further education for two, set up job interviews for two people, and rendered medical assistance to one resident.

Other agencies which provided services to a few residents were the Opportunities Industrialization Center which vocationally trained six individuals from X-MARC, the Skill Center and SER (Services, Employment, Redevelopment) which vocationally trained two individuals each, and the Mexican American Opportunities Center which did the same for one resident.

TABLE 5

Community Agency Assistance to Residents
(July 1, 1971 - June 15, 1973)

Agency	Type of Service Rendered to Number of Residents								Total Residents Helped	
	Employment	Medical	Education	Vocational Training	Monetary Aid	Employment Interview	Interview No Action	Contacted No Help	N	%
Human Resources Development	8		1	5	5	3	11	36	33	20.5
Dept. of Vocational Rehabilitation	4		2	7	10	1	1	18	25	16.1
Dept. of Social Services	2	1		1	23			15	27	16.8
Opportunities Industrialization Center			1	5				3	6	.4
Mexican-American Opportunity Center				1				4	1	.1
Work Incentive Program								3	0	
Services, Employment, Redevelopment (SER)			1	1				3	2	.1
Skill Center				2				4	2	.1
TOTAL	14	1	5	22	38	4	12	86	96	59.6

It should be noted that two factors may have affected the four week findings reported above, i.e., 1) residents may well have received agency assistance subsequent to their fourth-week interview and, 2) resident reports may be in error. In fact, interviews conducted with representatives from several community agencies revealed a high number of X-MARC House Residents among their caseload records. In summary, the overall frequency of Resident contact with community service agencies was relatively low. Analysis showed that the neglect of this potential resource for ex-offenders was due to both disinterest on the part of Residents and to neglected channels of communication between X-MARC staff and agencies.

The X-MARC program proposed to help establish better relationships between House Residents and their respective parole and probation officers. This variable proved very difficult to measure adequately. However, residents were asked to comment during interviews on the extent to which they felt they were being "watched" by their supervisor. Fourteen (14.4%) indicated that they felt they were being watched less closely by their supervisor. The remainder reported no change in perceived degree of supervision.

Residents were also asked to describe the type of help received from their supervising agent. Approximately 16.8% of the responses offered indicated that the individuals felt that they were most helped when left alone! Parole or Probation officers were considered most helpful in setting up job interviews by 14.3% of the residents, in making residency arrangements at X-MARC by 9.8%, in providing transportation and obtaining monetary aid for 8.9% each, and in arranging participation in anti-drug abuse programs by 3.7% (see Table 6). Approximately 9.8% of the resident respondents, however, felt that their supervising agent was of little help; and as many as 19.6% thought that their agent was no help at all although the agent had contacted them. Although 8% of the respondents indicated that there had been no contact at all between them and their supervisor, there were no negative feelings voiced about this situation.

D. RESIDENT ASSESSMENT OF X-MARC PROGRAM

ONE OF THE MAIN SUGGESTIONS MADE BY HOUSE RESIDENTS CONCERNING IMPROVEMENTS OF THE ORGANIZATION AND OPERATION OF X-MARC WAS THAT EFFORTS SHOULD BE DIRECTED TOWARD THE RECRUITMENT OF A MORE COMPLETE AND QUALIFIED STAFF.

1. Living Arrangement. As one means of measuring the extent to which X-MARC had established a living arrangement and environment which was conducive to the success of ex-offenders, the House Residents were asked a series of questions regarding the operation of the House. Much satisfaction was expressed regarding the logistics of the House. The majority of the residents interviewed (90.1%) felt that the location of X-MARC was advantageous to them in the transitional period

TABLE 6

Most Helpful Types of Assistance Rendered
by Parole/Probation Officers
(As Judged by House Residents)

Type of Help	No. of Resident Respondents	% of Resident Respondents
Set Up Job Interview	16	14.3
Transportation	10	8.9
Monetary	10	8.9
Set Up X-MARC Residency	11	9.8
Set Up Drug Programs	4	3.7
Little Help - Some Effort	11	9.8
Left Parolee Alone	19	16.8
Contact But No Help	22	19.6
No Contact	9	8.0
TOTAL	112	100.0

after prison release, and all but 15 individuals (12.8%) felt that there was sufficient privacy. However, 19 people (16%) thought that the House was like an institution--nine residents thought there were too many rules and eight thought there were too few rules.

X-MARC was designed to combat loneliness, especially the atmosphere of downtown hotels and single-people homes. In this sense, it served an important need for many of the residents. Had there been no vacancy at the House, only one-fifth of the individuals would have had a spouse, relative, or friend with whom they could have stayed (see Table 7). Over one-fourth of the group would have gone to stay at the Salvation Army, a hotel, or a boarding house. Twenty-nine people (24.3%) stated that they would have been forced to return to the streets, having had no place to go. Most important, twenty-five of the residents would have not had the opportunity to make the gradual transition back to the community at that time, since they indicated that they would not have been released on parole.

Residents cited several different reasons for deciding to stay at X-MARC for the time allowed. The most frequent response was that they simply had no choice; that is, they had no other place to go or they were required to stay according to their parole conditions. Almost as frequently cited was the opinion that X-MARC was a nice place and that the rent was reasonable. Many individuals said they stayed because the House had a warm, friendly atmosphere.

2. Staff. Various staff members at the House were mentioned by residents as having positively contributed to the X-MARC environment of motivation and recovery. Residents were given the opportunity to indicate who at the House had been the greatest help to them (allowing as many choices per resident as were needed). Their ranking in terms of being "most helpful" was: Project Director, 27.1%; House Manager, 20.5%; Secretary, 17.3%; other residents, 11.7%; counselors, 8.7%; and all staff, 6.7%. The Project Director, whose time was spent serving both residents and non-resident ex-convicts; appeared to have the most impact in terms of assistance rendered. He not only coordinated House operations and screened applicants to X-MARC, but he also played a pivotal role in finding work for the residents. The House Manager, whose many responsibilities might have restricted his personal contact with residents, was also thought of as a significant figure who helped individuals during their stay at the House. The project Secretary had frequent opportunities to assist residents due to her weekday availability at the House, and she apparently provided many individuals with willing and friendly assistance. Her unanticipated influence throughout the project suggests a careful selection and even "grooming" of such an individual for similar and future projects.

Residents were asked to comment on the extent to

TABLE 7

Individuals' Place of Residency Had
X-MARC Not Existed

Place	No. of Responding Residents	% of Responding Residents
Salvation Army	10	8.4
Hotel or Motel	18	15.2
Former Spouse	2	1.7
Relative	14	11.7
Friends	10	8.4
Boarding House	5	4.3
Apartment	6	5.0
Street	9	7.5
Prison (No Parole)	25	21.0
No Place to Go	20	16.8
TOTAL	119	100.0

which others in the House were helpful to them in their rehabilitation effort. Interestingly, the number of residents (11.7%) reporting that fellow residents had helped them was higher than the number (8.7%) reporting that counselors in the House had helped them. Although the counselors were not therapy-oriented professionals, the fact that they were labeled "counselors" may well have weakened their ability to relate to the individuals living at the House. Residents appeared to be weary of any formalized channels of such assistance, as was evidenced by their disinterest in formal services at the House during the first project year.

Almost half (48.8%) of the House resident respondents thought that the House staff was complete with its Project Director, House Manager, two counselors, and secretary. However, the majority of individuals indicated the need for additional and/or improved staff. Twenty people (17.3%) thought that X-MARC needed an employment counselor and sixteen thought that the House needed a more qualified manager or counselor. A transportation aide was seen as being a necessary addition to the staff by nine people.

3. Areas Needing Change. A large proportion (42.2%) of the long-term residents were generally content with the organization and operation of the House. When suggestions for change were requested, four major ones were offered. The most frequently suggested change was that the curfew for residents should be abolished and that all residents should be given a key to the House. Another suggestion concerned allowing women visitors in the living areas of the residence. Several residents wished to see changes made in the scheduling of meals and in the menu. The one main suggestion pertaining to the House's organization was that changes should have been made toward the recruitment of a more qualified staff. It was not ascertained whether the intent was toward professionalism per se or toward more qualified para-professionals such as ex-offenders.

4. Reasons for Individuals Leaving Early. With the cooperation of the X-MARC staff, it was possible to gather information concerning the Three-Weekers' reasons for leaving the House, and the programs or facilities necessary to have kept them at the House for a longer period of time. Indicators of individual preparedness to reenter community life were evident among over half of the reported reasons for departure. Such positive reasons included leaving to be near a job (9.2% of the Three-Weekers), to move to another area (10.8%), to move in with their spouse or family (13.1%), or to live with a friend (5.4%). Five federal prisoners, or 3.8% of the Three-Weekers, had successfully served their allotted time at the House and left. Twenty-five individuals (19.3%) left X-MARC under circumstances involving less positive reasons. Four were asked to leave because they did not pay their rent, eight were asked to leave for unknown reasons, eight were arrested, and five individuals disappeared before the fourth week.

Scant data made it difficult to determine what would have made it possible to keep these short-term residents at the House for a longer period of time. In 20, or 15.4% of the cases, it could not be determined what, if indeed anything, could have lengthened their stay. However, in 40 cases (30.8%), the staff suggested that the needs of the individuals had been temporary and thus had been served by X-MARC. If these findings are extrapolated to at least some of the individuals on whom no staff explanation was given, X-MARC may be said to have adequately served many of the short-term residents in their period of transition. In the cases of nine people (7%), House staff thought that a job was necessary to keep the individual at the House. Ten individuals were thought to have needed general counseling or psychiatric assistance and two were thought to have needed rent money in order to have continued their residency.

E. COST BENEFITS ANALYSIS

THE PER-PERSON COST OF OPERATING X-MARC WAS FOUND TO BE CONSIDERABLY LOWER THAN THAT OF INCARCERATING AN INDIVIDUAL IN THE CALIFORNIA CORRECTIONAL SYSTEM (\$824 PER-PERSON/PER YEAR VERSUS \$4,831 PER-PERSON/PER YEAR). IT SHOULD BE NOTED, HOWEVER, THAT THE FUNCTION OF X-MARC IS NOT TO REPLACE THE CORRECTIONAL SYSTEM BUT TO ALLOW AN EARLY RELEASE OF SELECTED INMATES. COST BENEFITS WERE NOT EVIDENT WHEN THE PROGRAM WAS REVIEWED IN TERMS OF ITS COST PER RESIDENT DAY. SUCH COSTS AT X-MARC (\$12.65 PER RESIDENT DAY) WERE CONSIDERABLY HIGHER THAN OTHER HALF-WAY HOUSES IN THE AREA OFFERING SIMILAR SERVICES.

An attempt was made to assess the operation of the Ex-Convict Motivation and Recovery Center in terms of cost benefits.⁶ Between July 1, 1971 and May 31, 1974, the salaries and concomitant employee benefits of the House staff members comprised almost half of the project's expenses (see Table 8). Occupancy -- which included the cost of rent, utilities, maintenance, and insurance -- totaled 19.5% of the program costs. Supplies (including office supplies, household supplies, food, and linen service) comprised the third largest expense category, making up 13.6% of the project's costs.

Comparative figures were obtained from the California Department of Corrections (CDC) regarding the costs of incarcerating an individual in the California correctional system. It should be noted, however, that the function of

⁶Costs for running the House during its three years of operation were obtained from the project's accountant.

TABLE 8

Costs for Operating X-MARC

Category	FY '71 - '72	FY '72 - '73	FY '73 - '74	\$ Total ³	% of Total
Salaries	\$34,395	\$37,574	\$41,191	\$113,160	47.7
Employee Benefits, Taxes	2,943	6,768	1,720	11,431	4.6
Supplies ¹	6,589	7,302	18,659	32,550	13.6
Telephone, Postage	742	572	1,100	2,414	1.0
Occupancy ²	8,853	12,594	24,990	46,437	19.5
Transportation	3,105	3,398	3,218	9,721	4.0
Assistance to Individuals	173	275	424	872	.3
Equipment, Fixed Assets	3,191	536		3,727	1.4
Professional Fees	1,573	5,402	6,044	13,019	5.3
Miscellaneous	4,263	452	1,702	6,417	2.6
TOTAL	\$63,023	\$74,873	\$99,048	\$236,944	100.0

¹Supplies include office supplies, household supplies, food and linen service.

²Occupancy includes rent, utilities, maintenance, and insurance.

³July 1, 1973 - May 31, 1974

the Motivation and Recovery Center is not to replace the correctional system but to allow an early release of incarcerated individuals (although two individuals were "sentenced" to X-MARC by the courts as an alternative to prison). Correctional system costs were only employed in order to examine the possible cost benefits of housing an individual at such a Recovery Center during the last phase of his or her incarceration.

The costs shown in Table 9 reflect a department wide average and include all institutions and camps operated by the State Department of Corrections. They do not, however, include the cost of "shelter" per se as the Department's capital outlay costs are not included in its overall operational figures. The figures are based on an average daily population of 22,545 inmates. As can be seen in Table 9, the salaries and concomitant benefits of persons employed by CDC, mainly for the purposes of security, comprise 49.6% of the total per-inmate costs of system operation. Expenditures for the various inmate services (\$1,214) comprise 25.1% of total costs.

Cost benefits of the X-MARC program were first examined from a cost-per-person basis. During the three years of its operation, X-MARC housed 161 long-term residents (House Residents) and 130 short-term residents (Three-Weekers), totaling 291 individuals. Based on the number of residential participants, the House program cost approximately \$814 per person.⁷ As can be seen in Table 10, this compares favorably with the cost per person for incarcerating an individual in the Department of Corrections system (\$4,831 per-person/per year).

Cost benefits were also examined from the standpoint of program expense per resident day. The second project year was selected as a sample year and a count was taken of the total number of days people resided at the House during that time. Individuals were sheltered for a total of 5,917 days during the second project year at a cost of \$74,873, making the cost per resident day equal to \$12.65. Comparing this rate to that of other types of half-way houses in the area did not show X-MARC to be cost beneficial. For example, the County of Santa Clara provides \$7.16 per resident day for

⁷Most of the expenses of running X-MARC were incurred by serving the residents. It should be noted, however, that a small portion of funds was devoted to serving approximately 200 non-resident ex-offenders per year. Such expenditures included some office supplies, food, and a portion of the Director's and Secretary's time.

TABLE 9

Cost for Operating California Prison System¹

Category	Amount
Security	\$2,395.00
Supplies	627.00
Medical-Dental Services	434.00
Occupancy	571.00
Psychiatric Services	153.00
Counseling Services	277.00
Academic Education	151.00
Vocational Education	169.00
Leisure-Time Activities	24.00
Religion	30.00
TOTAL	\$7,957.00

¹Costs were obtained from the California Department of Corrections. They reflect a department-wide average and include all institutions and camps operated by CDC.

TABLE 10

Yearly Cost of Serving an Individual at X-MARC
Versus Incarcerating an Individual in
the California Correctional System

Category	Cost per Person X-MARC	Cost per Person C.D.C. ¹
Salaries, Employee Benefits	\$428.15	\$2,395.00
Supplies ²	111.86	627.00
Telephone, Postage, etc.	8.30	-
Occupancy ³	159.58	571.00
Transportation	33.41	-
Assistance to Individuals		-
Equipment, Fixed Assets	12.81	-
Professional Fees and Contract Services	44.74	-
Psychiatric	-	153.00
Counseling	-	277.00
Academic	-	151.00
Vocational	-	169.00
Religion	-	30.00
Medical-Dental	-	434.00
Leisure Activities	-	24.00
Miscellaneous	22.05	-
TOTAL	\$823.90	\$4,831.00

¹California Department of Corrections' cost figures based on an average daily population of 22,545 inmates.

²X-MARC supplies include household supplies, office supplies, food and linen service. C.D.C. supplies include food and clothing.

³Occupancy for X-MARC includes rent, utilities, maintenance, and insurance. Occupancy for C.D.C. includes housekeeping and maintenance.

alcoholism half-way houses which provide a similar level of services (sleeping quarters, meals, some counseling). The Sunsweet Center house for alcoholics in Salinas provides a broader range of programs at a cost of \$9.60 per resident day and the Pathway House provides a substantial range of therapy and counseling at \$11.00 per resident day.

APPENDIX A

PERSONAL ATTRIBUTES OF HOUSE RESIDENTS VERSUS PAROLE GROUPS USED FOR COMPARISON

Individual Background

House Residents were predominantly white, male, and single or separated from their spouse. (Specific background information can be found in tabular form in Tables 11 through 15.) Many of the individuals had terminated their education before or at the completion of high school. Three-Weekers were generally younger and slightly less educated than the House Residents. There were proportionally less whites and more minorities among the short-term group. There were no significant differences in the sex ratios of the two groups, however there were more than twice as many Three-Weekers who were separated from their spouses as were long-term residents.

A sample of 54 individuals under the supervision of the Santa Clara County Adult Probation Department who had received dispositions of 30 or more days in the County Jail served as an additional comparison group. They were markedly younger than either of the two groups of X-MARC residents. There were slightly more women and substantially more married probationers than residents. Individuals in this comparison group were more prepared educationally, with 11.1% having had some college and 9.3% having earned a college degree.

Criminal Record

A review of the House Residents' most recent felony convictions in comparison with the other parolee groups showed that most offenses were equally represented in the House population (such as robbery, assault, rape, and marijuana related offenses). Murder, forgery, grand theft, and narcotics violations were somewhat overrepresented among residents' felonies while burglary and fraud were less frequent in the criminal records of these individuals. The majority of House Residents had served from three to seven years in prison for one to three felonies (see Tables 16 and 17).

Individuals who left the House early (Three-Weekers) generally had criminal records of a less severe nature than long-term residents, had fewer felony convictions, and had served slightly less time in prison than House Residents. Probationers were also less serious offenders, having records which typically involved drugs, grand theft, or forgery. As expected, probationers had committed far fewer felonies and had served considerably less time incarcerated for their offenses. Over three-quarters of the group had served less than one year.

TABLE 11

Age of X-MARC Residents Versus Comparison Groups

Age	% of Residents	% of Three-Weekers	% of Probationers
20 or Below	.6	4.6	20.4
21 - 29	42.2	40.0	59.2
30 - 34	15.5	14.6	7.4
35 - 39	13.0	12.3	3.7
40 - 44	9.9	12.3	3.7
45 - 49	5.6	3.8	3.7
50 - 54	6.8	1.5	1.9
55 - 59	1.9	-	-
60 or Older	1.2	-	-
Missing Data	3.1	10.8	-
TOTAL	100.0	100.0	100.0

TABLE 12

Cultural Background of Residents
Versus Comparison Groups

Background	% of Residents	% of Three-Weekers	% of Probationers
White ¹	67.1	53.8	68.5
White-Mexican Descent	15.5	15.4	16.7
Negro	13.7	13.8	9.3
Japanese	-	2.3	-
Hawaiian	-	-	5.5
Other	-	9.5	-
Missing	3.1	6.2	-
TOTAL	100.0	100.0	100.0

TABLE 13

Sec of X-MARC Residents Versus Comparison Groups

Sex	% of Residents	% of Three-Weekers	% of Probationers
Male	89.4	87.0	88.9
Female	7.5	6.2	11.1
Missing	3.1	6.8	-
TOTAL	100.0	100.0	100.0

TABLE 14

Marital Status of Residents
Versus Comparison Groups

Marital Status	% of Residents	% of Three-Weekers	% of Probationers
Single	49.7	45.4	46.3
Married	10.6	3.1	29.6
Divorced	22.4	20.8	16.7
Separated	6.8	16.2	7.4
Widowed	3.7	-	-
Missing	10.6	14.6	-
TOTAL	100.0	100.0	100.0

TABLE 15

Education of Residents Versus Comparison Groups

School Years Completed	% of Residents	% of Three-Weekers	% of Probationers
4 - 5 Years	1.9	3.1	1.7
6 - 8 Years	7.5	6.9	5.6
9 - 10 Years	19.9	14.6	16.7
11 - 12 Years	53.4	44.6	55.6
Some College	13.0	13.1	11.1
AA Degree	1.2	2.3	1.9
BA Degree	-	-	3.7
More than BA	-	-	3.7
Missing Data	3.1	15.4	3.7
TOTAL	100.0	100.0	100.0

TABLE 16

Total Time Served by Residents Versus Comparison Groups
(To Nearest Year)

Total Time Served	% of Residents	% of Three-Weekers	% of Probationers
0 - 6 Months	9.9	9.2	69.2
1 Year	13.7	16.2	23.1
1 Year & 6 Months	16.2	16.2	7.7
3 Years & 9 Months	40.4	29.2	-
10 Years & 6 Months	13.6	13.1	-
Missing Data	6.2	16.2	-
TOTAL	100.0	100.0	100.0

TABLE 17

Total (Lifetime) Felony Convictions by Residents
Versus Comparison Groups

Felony Convictions	% of Residents	% of Three-Weekers	% of Probationers
1	26.7	25.4	24.1
2 or 3	37.3	40.0	64.7
4 or 5	19.2	11.6	9.3
6 or 7	5.5	2.3	-
8 or More	3.1	1.5	1.9
Missing Data	8.1	19.2	-
TOTAL	100.0	100.0	100.0

APPENDIX B

ALL DATA COLLECTION FORMS

X-MARC HOUSE INDIVIDUAL BACKGROUND FORM

Please fill in all of the information asked for below.

NAME: _____ [1-6] AGE: [7-8] SOC. SEC. NO.: _____

RACE: _____ [9] MALE: _____ FEMALE: _____ [10] MARITAL STATUS: S M D SEP W ENGAGED
(circle one) [11]

NUMBER CHILDREN: [12] FAMILY SUPPORT PAYMENTS? /mo. [13]

ARMED SERVICES: [14] NUMBER YEARS(total): [15] TYPE DISCHARGE: [16-17]
branch

LAST FELONY CONVICTION(primary) [18-20] CITY OF CONV.: [21-22]

TOTAL TIME SERVED: / [23] INST. IN WHICH MOST TIME SERVED: [24-25]
months on

TOTAL ALL FELONY CONVICTIONS: [26] TOTAL ALL TIME SERVED FOR FELONIES: [27]
(above items include State, Federal, and outside USA)

EDUCATION---SCHOL YEARS COMPLETED: [28] PHYSICAL LIMITATIONS: [29]

VOCATION, TRADE, JOB SKILLS(if any): [31-32]
prior to prison

INSTITUTIONAL TRAINING: [33-34]

SPECIAL PAROLE CONDITIONS: [35-36] AGENT: [37]

PERMANENT ADDRESS: _____
number street
_____ city state ZIP

RESOURCES (for research purposes: gate money, loans, gifts, welfare monies, VA benefits, CASI, convertible assets, stocks, etc.) _____

(can be recorded any time during X-MARC stay) [61-75]

CONTINUOUS UPDATE INFORMATION WHILE AT X-MARC HOUSE:

JOB INTERVIEWS

POTENTIAL EMPLOYER	DATE HIRED	TYPE OF WORK (describe)	HRS./WK.	SALARY/HR.	BY
					[40-43]
					[44-47]
					[48-51]

RE-ARREST DATA---CHARGE: _____
CHARGE: _____

DISPOSITION: [54-57] _____
DISPOSITION: [58-61] _____

CONFIDENTIAL SURVEY MATERIAL

NAME _____ No. _____ DATE _____

TERMINATION INTERVIEW FORM - X-MARC PROJECT

** VOCATION **

(Review history from HIB Form)

What full time job did you have the longest before going to prison?

_____	_____	_____
Job?	How Long?	Year?
_____	_____	
Pay?	When left?	

Verify jobs resident worked at: _____

Reason for leaving first job (X-MARC): _____

Reason for leaving second job (X-MARC): _____

Reason for leaving third job (X-MARC): _____

Number of other jobs made out applications for? _____

In what ways has X-MARC been helpful in getting you a job?

Are you using the vocational skill shown on HIB Form (31-32)?

(If not working, answer the following)

What is keeping you from getting a good job? (check all that apply)

Lack of education _____

TERMINATION INTERVIEW FORM - X-MARC PROJECT

- Lack of job skill _____
- Lack of job experience _____
- Prison record _____
- Drug addiction record _____
- Physical disability _____
- Transportation _____
- Other (write in) _____

If you are not working now, how many times last month did you:
(read off)

- Read the classifieds _____
- Go to a State employment (HRD) office _____
- Go to a private employment office ... _____
- Turn in an employment application ... _____
- Interview for a job _____
- Get a job offer _____
- Other job-seeking _____

Do you have your own car to drive to work in?

Yes _____

No _____

Do you have access to a car to drive to work in?

Yes _____

No _____

TERMINATION INTERVIEW FORM - X-MARC PROJECT

- Lack of job skill _____
- Lack of job experience _____
- Prison record _____
- Drug addiction record _____
- Physical disability _____
- Transportation _____
- Other (write in) _____

If you are not working now, how many times last month did you:
(read off)

- Read the classifieds _____
- Go to a State employment (HRD) office _____
- Go to a private employment office ... _____
- Turn in an employment application ... _____
- Interview for a job _____
- Get a job offer _____
- Other job-seeking _____

Do you have your own car to drive to work in?

Yes _____

No _____

Do you have access to a car to drive to work in?

Yes _____

No _____

TERMINATION INTERVIEW FORM - X-MARC PROJECT

Thinking back over the jobs you have held up to now, what kind of work did you like the best? _____

What kind of work did you like the least? _____

What kind of work do you think you are now best qualified to do? _____

**** EDUCATION/TRAINING ****

Have you enrolled in school since arrival at X-MARC House?

Yes _____

No _____

Full time ___ Part time ___ On-campus ___ Correspondence ___

Have you enrolled in any training program since coming to X-MARC House? Describe (agency, etc.): _____

Are you working with this skill now? _____

In what ways has X-MARC been helpful in your enrollment in school/training program? _____

**** SOCIAL AGENCIES ****

	Times Contacted	Outcome*
--	--------------------	----------

Human Resources Development (HDR) _____

TERMINATION INTERVIEW FORM - X-MARC PROJECT

	Times Contacted	Outcome*
State Department of Vocational Rehabilitation	_____	_____
Welfare Department Vocational Services	_____	_____
Opportunities Industrialization Center (OIC)	_____	_____
Mexican-American Opportunity Center (MAOC)	_____	_____
Work Incentive Program (WIN)	_____	_____
Services, Employment, Redevelop- ment (SER)	_____	_____
Santa Clara Valley Skills Center	_____	_____
List any other agencies like above: _____	_____	_____

* Employment, academic education, vocational training, monetary help, no help.

**** X-MARC HOUSE ****

Since coming to the House, who has been the greatest help to you:

(1) _____ (2) _____ (3) _____

Where would you have gone if the house had not had a vacancy? _____

Did you feel the location of the house was an advantage or disadvantage?

Advantage _____

Disadvantage _____

TERMINATION INTERVIEW FORM - X-MARC PROJECT

Did you feel the house was too much like an institution?

Yes i

No

Did you feel the men in the house had as much privacy as they needed?

Yes

No

How did you feel the people around you (the community) accepted the house? (i.e., merchants, old time residents, students)

Was a resident counselor always available when you needed him?

Yes

No

Did you have access to a telephone when you needed one?

Yes

No

Did you receive critical messages on incoming calls? (i.e., potential employment, etc.)

Yes

No

What would you change if you were running the house?

Did you find there were too many rules?

Yes

No

TERMINATION INTERVIEW FORM - X-MARC PROJECT

Did you find there were not enough rules?

Yes

No

Did you feel three months was an adequate time allowance for you to get situated? (i.e., job, permanent residence, etc.)

Yes

No

Did you feel your Parole/Probation Officer was watching you more closely just because you were living at the Halfway House?

Yes

No

Looking at all the people on the staff, what did you feel that the Halfway House lacked? (i.e., position) _____

Did you feel the house was maintained well enough? (i.e., clean, in repair)

Yes Didn't Notice

No

After looking over the house, why did you decide to stay? _____

**** CRIME ****

Have you had any police contacts (i.e., rousting, etc.)

Yes No

Describe: _____

Clarify offense from HIB 18-20,21-22,23 - should be time served in prison just prior to present release: _____

TERMINATION INTERVIEW FORM - X-MARC PROJECT

In what ways has your Parole Agent been helpful to you in the last month? _____

**** FAMILY ****

Check one correct category each for your real father and mother:

	(Check one for each)	
	<u>Father</u>	<u>Mother</u>
Living at home	_____	_____
Deceased	_____	_____
Not living at home, but whereabouts known	_____	_____
Whereabouts unknown	_____	_____
Name unknown	_____	_____

Who supported the family (earned the money) while you were growing up, and about how much did each contribute? Put "X" in correct box(es).

Who	All Support	Almost All	About Half	Less Than Half	A Little	No Support
Father						
Mother						
Stepfather(s)						
Stepmother(s)						
Other(s)*						

* Other(s) can be a brother, sister, grandparent, etc.

TERMINATION INTERVIEW FORM - X-MARC PROJECT

How would you describe family life in your home while you were growing up?

Very happy (everyone got along well, hardly any serious fights or arguments)..... _____

Happy (almost everyone got along, some fights and arguments)..... _____

Unhappy (a lot of arguing and fighting, not much peace)..... _____

Very unhappy (constant arguing and fighting, never any peace) _____

Which one of your family members do you get along with the best? _____

Which one of your family members do you get along with the worst? _____

How many times have you been married? (if never married, write in "none.") _____

Has your family situation changed since coming to the X-MARC House? (i.e., divorced, married, etc.) _____

Any new dependents? _____

Prediction of Success: What do you think _____ chances are for the future?

Director: _____

Counselor: _____

Interviewer: _____

PAROLEE RESOURCES FORM
FOR ALL INSTITUTION RELEASES TO PAROLE

Parolee's Name Name of Agent Date

Date of Release from Institution

REPORT ALL RESOURCES OF PAROLEE AND/OR SPOUSE FOR THE FIRST MONTH ON PAROLE

Parolee's WAGES (First Month).....\$ _____
WAGES of Spouse (First Month).....\$ _____
OTHER RESOURCES (First Month)*.....\$ _____

TOTAL RESOURCES (First Month) \$ _____

* Money on institution books, convertible assets (for example, possessions sold), loans or gifts, welfare or other benefits; include an estimated value of room and board provided at no cost to parolee.

Do Not Mark

----- (1-6)
 _ (7)
----- (8-10)
----- (11-14)
----- (15-18)
----- (19-22)

PROBATION RESOURCES FORM
FOR 30 DAY JAIL RELEASES TO PROBATION

Probationer's Name

Name of Deputy

Date

Date of Release from Jail

REPORT ALL RESOURCES OF PROBATIONER AND/OR SPOUSE FOR THE FIRST MONTH ON PROBATION FROM JAIL.

Do Not Mark

----- (1-6)

_____ (7)

----- (8-10)

----- (11-14)

----- (15-18)

----- (19-22)

Probationer's WAGES (First Month) \$ _____

WAGES of Spouse (First Month)..... \$ _____

*

OTHER RESOURCES (First Month) \$ _____

TOTAL RESOURCES (First Month) \$ _____

* Money on jail books, convertible assets (for example, possessions sold), loans or gifts, welfare or other benefits; include an estimated value of room and board provided at no cost to probationer.

END