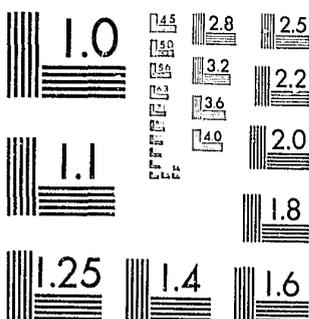


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# AN EXAMINATION OF ADULT TRAINING CENTRES IN ONTARIO

## 1. PARTICIPANTS AND THEIR EXPECTATIONS

by

Tony S. Tam and Sally Rogers

Planning and Research Branch



Ontario

Ministry of  
Correctional  
Services

Honourable  
Frank Ores  
Minister  
Glenn R. Thompson  
Deputy Minister

October, 1978

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MINISTRY OF CORRECTIONAL SERVICES

PROVINCE OF ONTARIO



PLANNING AND SUPPORT SERVICES DIVISION

M. J. Algar  
Executive Director

PLANNING AND RESEARCH BRANCH

James J. Hug, Ph.D.  
Director

A.C. Birkenmayer  
Manager, Research Services

October 1978

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**ACQUISITIONS**

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## MAJOR FINDINGS

- \* Four out of five inmates (81.8%) claimed to have had previous involvement with the Criminal Justice System (adult probation and/or incarceration); 54.1% said that they had experienced previous incarceration.
- \* Over half (53.9%) of the interviewed inmates did not appear to be the "target population": 35.2% claimed to have completed grade 10 or more; 19.5% did not appear to have employment problems; 12.3% were expected to terminate their sentences in less than three months.
- \* 77.7% of the inmates were convicted of one of more property offences.
- \* Only 62.9% had voiced a preference regarding where they wished to be placed; of these, 27.7% did not express a preference for an A.T.C.
- \* Inmates transferred to an A.T.C. directly from local jails or detention centres appeared to lack placement counselling - only 50.0% had voiced a preference for placement and, of these, only 58.6% preferred an A.T.C.
- \* Of the inmates who voiced a preference, 60.9% wished to be transferred to Glendale or Brampton A.T.C.'s and, of these inmates, 49.0% stated freedom, friends, or location as the primary reason for this choice.
- \* Of the interviewed A.T.C. inmates, 29.2% did not want the combination academic/vocational program, and 22.9% did not perceive educational, vocational or job-related benefits as a result of their first and/or second choice of programs.

## RECOMMENDATIONS

From the major research findings, it is evident that several problems exist in connection with inmate classification, as well as A.T.C. program policies. Several recommendations are provided below:

1. It is recommended that the selection criteria for the A.T.C. be re-examined (e.g. a 26 year old recidivist with an 18 month sentence could be a more appropriate candidate than a 17 year old who is only expected to remain at the A.T.C. for 10-12 weeks, or an inmate who does not appear to have employment problems). In addition to previous incarceration, age, and aggregate sentence, the selection criteria should be based on some other objective indicators such as employment history.
2. It is recommended that placement counselling be offered to inmates who are not to be assessed at O.C.I. but are potential candidates for an A.T.C. program. Inmates' motivations should be an important consideration in the selection of appropriate candidates for an A.T.C.
3. More flexibility in program is also recommended. Inmates may benefit from participation in an academic, or a vocational, or a work program, exclusively - or any combination of these three types of programs. Admission to these programs should be based on their perceived benefits, as well as post-release plans.
4. It is recommended that alternative programs, with minimum security features, be created for short-term offenders.
5. Finally, it is recommended that, wherever possible, general educational upgrading be obtained from community colleges which have outreach programs.

The above recommendations are related to the recent recommendations made by the Ontario Institute Review Committee and by the Ministry Committee on the Correctional Classification of Remanded and Sentenced Persons. It is therefore urged that the present recommendations should be considered along with the recommendations tabled in the reports of both these Committees.

## I BACKGROUND

A critical and controversial issue facing correctional authorities concerns the training and education of inmates. Traditionally, such endeavours are seen as a means of integrating inmates into the community. The major effort in this direction within the Ontario Correctional system, is the Adult Training Centre (A.T.C.) which provides large numbers of inmates with training in various academic and vocational trade areas. A variety of support services such as recreation, religious activities, and counselling are also available at the Centre to assist the inmates.

There is little or no empirical evidence to indicate the effectiveness of these training programs in preparing inmates for school or work following incarceration; consequently, there is much speculation concerning the benefits of these programs. In response to these concerns, a study was requested by institutional personnel to examine the process and to identify the outcome of the current training programs in Adult Training Centres.

The study consists of three distinct phases. The first phase was designed to get a description of the A.T.C. participants in terms of their criminal history, education, employment history, previous training experience, attitudes toward training, and perceived benefits of the institutional experience. These data will also be utilized to explore possible relationships between background variables, program variables, and outcome measures.

The second phase of this study will describe the types of programs in which inmates were involved, length of time of such involvement, and any benefits which they feel they may have derived from these programs. Changes in self-esteem and work attitudes will also be examined. This phase will also determine the number of inmates who were transferred out of these programs, and the reason for such transfers.

The third phase of this study will examine the "community adjustment" of those inmates who remained at the Adult Centres until their release to the community. Data, describing training, employment experiences, and recidivism, during the six month period following incarceration, will provide insight into the benefits derived by inmates from their institutional experiences. These "outcome measures" will be analyzed along with background characteristics and program involvement data, collected in phases one and two.

In response to a special request from senior staff at Maplehurst Complex, a comparison of the A.T.C. and C.C. inmates at this complex was also undertaken within the framework of the major study.

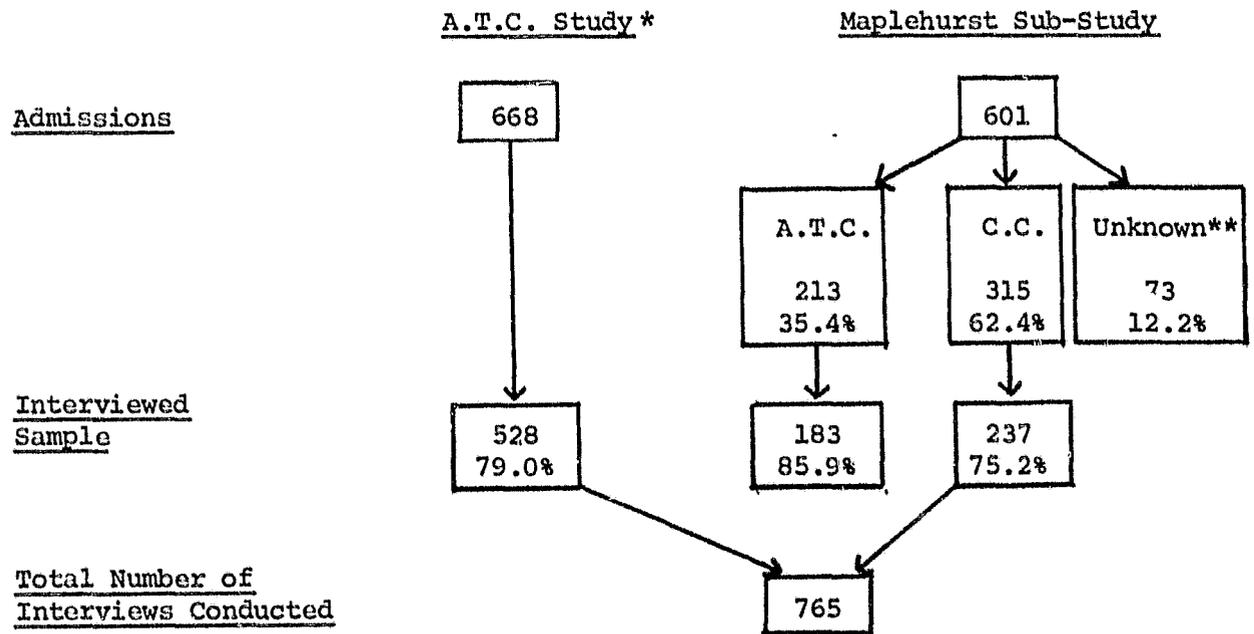
II RESEARCH METHODOLOGY

A. Sample

The sample consisted of 1,036 inmates who were admitted to Brampton A.T.C., Glendale A.T.C., and Maplehurst Complex between April and December, 1977. These three institutions were chosen in order to provide a widely representative base. They differ substantially in such characteristics as: staffing, length of operation, mixture of programs, capacity and degree of security. An interview was conducted at the time of admission with every inmate who was expected to stay at the institution for at least three, but less than 12 months. It was felt that "less than three months" would provide insufficient exposure to the programs, whereas "over 12 months" would have extended the data collection time considerably.

Based on the selection criteria, 765 inmates were interviewed, 528 from the A.T.C.'s and 237 from Maplehurst C.C. (See figure 1).

Figure 1. DESCRIPTION OF THE STUDY SAMPLE



\* The sample for the A.T.C. Study included A.T.C. inmates at Maplehurst Complex.

\*\* Program assignment was unknown at the time of sample selection.

B. Research Instruments

Data for the present report were collected from three research instruments: Criminal History Form, Intake Interview, and Opinion Questionnaire (See Figure 2 for a list of most variables described in this report). Inmates signed a special Release Form giving the researchers their consent for a post-release contact, and were assured anonymity and confidentiality of any information obtained.



### III FINDINGS

The Adult Training Centres were designed to accommodate the training needs of first incarcerates between 16 and 24 years of age, serving a sentence of three months or more, who would potentially benefit from academic and vocational training. In order to determine whether or not the A.T.C. program is reaching its target population, these characteristics were examined.

#### A. Selection Criteria for A.T.C. Participants

Over half (54.6%) of the A.T.C. inmates had experienced previous incarceration. However, it should be pointed out that this figure refers to any previous incarceration, including short jail terms. Classification personnel define previous incarceration as sentences of three months or more, served in Ontario. Nevertheless, it may be reasonable to assume that a fair proportion of the 54.6% did have previous sentences of three months or more, based on the finding that 7.3% (38) had had previous parole.\*

The age criterion seems to be fairly strictly adhered to, although six percent (39) were 25 years of age or older.

Although every inmate had an aggregate sentence of three months or longer, at least 12.7% (82) were expected to spend less than three months at the A.T.C. This was due to the reduction of time to be served because of statutory and earned remission, and/or time spent in jail prior to arrival at the A.T.C.

#### B. Are the A.T.C. Participants Suitable Candidates for The Program?

##### 1. Need for Academic and/or Vocational Training

The A.T.C.'s provide academic upgrading to the equivalent of grade 10. It was interesting to discover that 35.2% (186) of the inmates claimed to have completed grade 10 or more. Whether or not any of the A.T.C. participants possessed useful job skills is not known, but 8.3% (44) of the inmates claimed to have professional/technical/skilled occupations, and 9% (48) of the interviewed inmates said they had completed previous training of some kind. (See Table 1)

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\* Parole denotes a sentence of more than three months.

TABLE 1

BACKGROUND CHARACTERISTICS

CHARACTERISTICS	NUMBER	PERCENTAGE
Age at admission: (N=668)		
16 - 18	281	42.1%
19 - 21	244	36.5%
22 - 24	92	13.8%
25 & over	39	5.8%
unknown	12	1.8%
Mean = 19.6 years		
Highest grade completed: (N=528)		
Grade 9 or less	322	61.0%
Grade 10 or higher	186	35.2%
unknown	20	3.8%
Mean = 9.2		
Occupation: (N=528)		
Professional/Technical/Skilled	44	8.3%
Semi-skilled/unskilled	434	82.2%
Other	5	1.0%
Did not Work	31	5.9%
unknown	14	2.7%
Previous training: (N=528)		
Yes	134	25.4%
No	381	72.2%
Unknown	13	2.4%
Completed training: (N=134)		
Yes	48	35.8%
No	86	64.2%

## 2. Previous Work History

The data revealed an unstable work pattern during the previous two years. Almost six percent (31) had not been employed at all - 3 inmates were students. Another 47.7% (252) had been employed 12 months or less. Reasons for unemployment were not explored, but all the inmates were incarcerated for at least part of this time due to their present charges. Attendance at school may have contributed to a portion of the unemployed time, since 43.0% were 18 years or under. What is interesting, however, is that 19.5% (103) had been employed for 19 or more of the previous 24 months. (See Table 2) Whether or not these men needed further training, in order to be integrated into the labour market, is highly questionable. This does not imply that this group would not benefit from upgrading their skills - it only suggests that they do not appear to have employment problems.

TABLE 2

NUMBER OF MONTHS WORKED DURING THE LAST TWO YEARS

NUMBER OF MONTHS	NUMBER	PERCENTAGE
did not work	31	5.9
1 - 6 months	115	21.8
7 - 12 months	137	25.9
13 - 18 months	126	23.9
19 - 24 months	103	19.5
not known	16	3.0
TOTAL	528	100.0

The A.T.C. programs are designed to upgrade the educational level of inmates to grade 10, and offer vocational training in order to increase inmates' job opportunities. In order to meet these goals, it would seem reasonable to expect the candidates to possess less than grade 10, and show some indication of employment problems. To determine what proportion of the A.T.C. participants did not fit these criteria, each interviewed inmate was examined for the following characteristics:

1. Completed grade 10 or more
2. Employed for 19 or more of 24 months
3. Had professional/technical/sales/administrative occupation\*

Surprisingly, 53.9% (256) of the 475 "interviewed" inmates, with complete information on all criteria, had one or more of the above characteristics (See Table 3). Neither of these groups appeared to fit the criteria suggested by the program goals. Therefore, it appears that one half of the participants may not be appropriate candidates for the present A.T.C. program.

Other factors are also taken into consideration when selecting candidates for the adult training programs. There appears to be few alternatives to the A.T.C. for the young offender with a short sentence; however, whether or not such candidates could be accommodated with less expensive programs should probably be considered.

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\* Tradesmen were not included as data was not available to be able to assess their level of skill (a "Carpenter" may be only a "helper" in reality).

TABLE 3

PROPORTION OF A.T.C. PARTICIPANTS NOT FULFILLING  
"TARGET POPULATION" CRITERIA

	#	%	#	%	#	%
INMATES WITH COMPLETE INFORMATION ON ALL CRITERIA*	475	100.0				
INMATES SATISFYING ALL CRITERIA			219	46.1		
INMATES DEVIATING ON ONE CRITERION			190	40.0		
completed grade 10 or above					119	62.6
no employment problem**					57	30.0
professional/technical/skilled					14	7.4
					190	100.0
INMATES DEVIATING ON TWO OR MORE CRITERIA			66	13.9		
			475	100.0		

\* There were 53 inmates who did not answer questions regarding highest grade level completed and/or employment history.

\*\* "No employment problem" was defined as 19 or more months of employment during previous 24 months. No inmate worked 24 months because he spent at least a month or more in jail before sentencing and transfer to an A.T.C.

B. Criminal History

The A.T.C. participants are generally envisioned as first-offenders. Although this may be technically correct in terms of this ministry's definition of "first offender", according to self-reported data, most of these men have had some previous involvement with the Criminal Justice System. In fact, over four-fifths (81.8%) have had previous probation or incarceration (See Table 4). Bearing in mind that 27% were either 16 or 17 and that juvenile history was not investigated, this proportion could indeed be even greater.

TABLE 4

PREVIOUS CRIMINAL HISTORY (SELF-REPORTED)

<u>Type of Experience</u>	<u>#</u>	<u>%</u>
Incarceration and Probation	254	48.2
Incarceration Only	31	5.9
Probation Only	146	27.7
Neither	<u>96</u>	<u>18.2</u>
n =	527*	100.0

\* There was missing data for 141 subjects who did not have an Intake Interview.

C. Offences Leading to Present Incarceration

Almost three-quarters (71.6%) of the A.T.C. inmates were convicted of two or more offences for which they were incarcerated; and over three-quarters (77.7%) were convicted of at least one property offence (See Table 5 for types of offences). That most crimes (e.g. property offences and drug trafficking offences) were economically-based has led to the belief that the major objective of the A.T.C. should be to prepare the inmates for post-release employment — released inmates with jobs have less need of money and therefore are less likely to commit these crimes.

TABLE 5

TYPE OF OFFENCES LEADING TO PRESENT INCARCERATION

<u>Type of Offence (N = 668)</u>	<u>#</u>	<u>%</u>
Against Person	60	9.0
Against Property	519	77.7
Against Public Moral and Decency	21	3.1
Against Public Order and Peace	199	29.8
Liquor Offences	37	5.5
Traffic Offences	79	11.8
Other Offences	112	16.8

D. Length of Stay

The average aggregate sentence was 13.4 months — however, there were considerable differences between the three institutions (Brampton A.T.C. : 9 months; Glendale A.T.C. : 14 months; Maplehurst A.T.C. : 19 months). Of course, the expected length of stay, after allowing for the reduction in time for Statutory and Earned Remission, is actually less than two-thirds of the aggregate sentences.

TABLE 6

AGGREGATE SENTENCE BY LENGTH OF STAY

<u>Length of Sentence</u>	<u>Aggregate Sentence</u>		<u>Expected Stay</u>	
	#	%	#	%
Less than 3 months	0	0.0	82	12.3
Three to twelve months	224	33.5	503	75.3
More than twelve months	430	64.4	63	9.4
Not ascertained	<u>14</u>	<u>2.1</u>	<u>20</u>	<u>3.0</u>
TOTAL	668	100.0	668	100.0

Mean = 13.4 months Median = 12.0 months
--

E. Initial Sources of Referral

First offenders, under 24 years of age, serving sentences of 9 months or more, are assessed at O.C.I., which in turn refers them to an A.T.C. The O.C.I. referrals did indeed fit these criteria. However, there was a large proportion (38.0%) of the 434 non-O.C.I. referrals (inmates transferred directly from local jails, detention centres and other correctional institutions), who also appeared to fit these criteria. The reasons why this group was not assessed at O.C.I. are unclear. Some of them may have been sent directly to Maplehurst Complex for assessment, a few were from the Northern Region which is not served by O.C.I., and others may have been previous incarcerates. This could not be verified because the definition of previous incarceration used in this research was any previous incarceration including periods of less than a month. (See Table 7 for Sources of Referral).

TABLE 7

SOURCES OF REFERRAL

<u>Type of Institution</u>	<u>#</u>	<u>%</u>
O.C.I.	219	32.8
G.A.T.U.	7	1.0
Detention Centres	110	16.5
Local Jails	269	40.3
Correctional Centres	44	6.6
A.T.C.	2	0.3
Not known	17	2.5
<b>TOTAL</b>	<b>668</b>	<b>100.0</b>

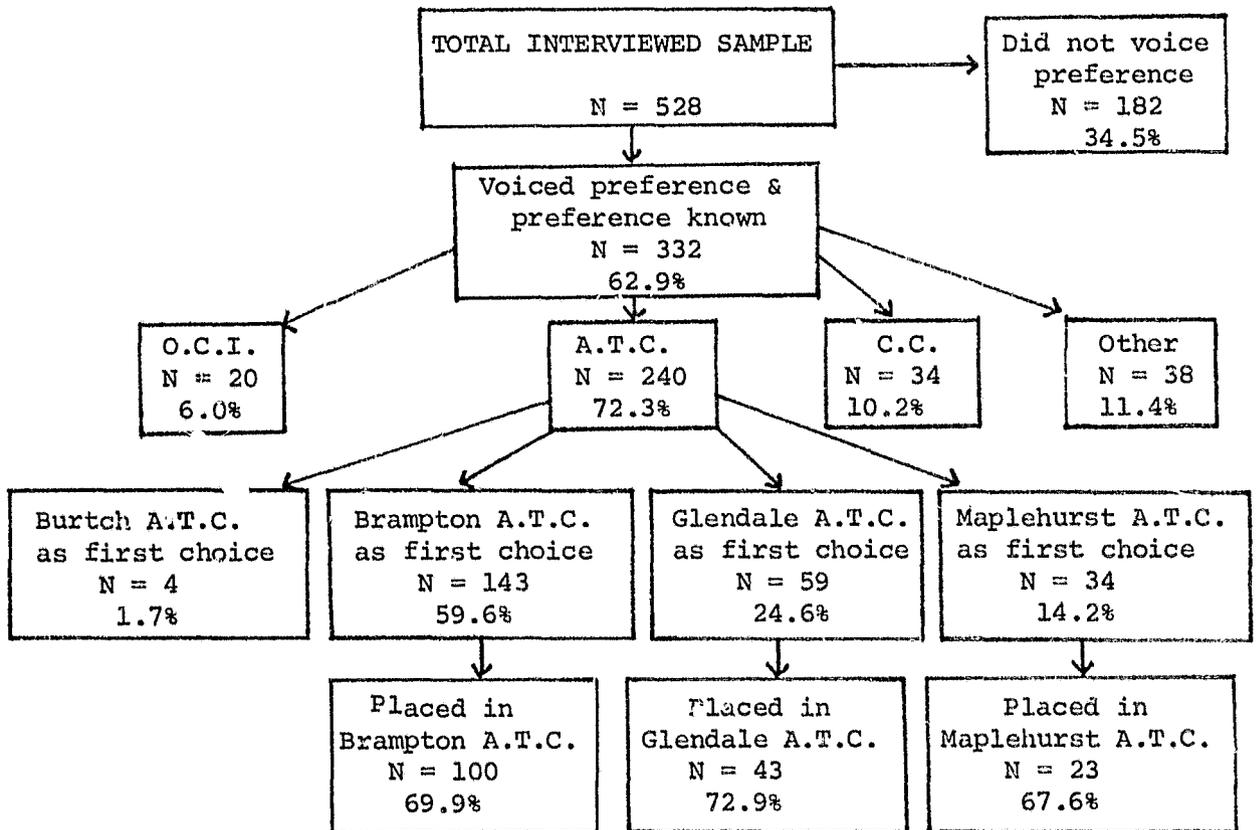
F. Inmate's Institutional Preferences

Respondents were asked whether or not they had expressed an interest as to where they would prefer to be transferred, before they were placed in an A.T.C. Of the 528 inmates interviewed, three-fifths (332) said that they had voiced such a preference. Of these 332 inmates, 72.3% (240) wished to be transferred to an A.T.C. — 60.8% (202) preferring Brampton or Glendale which are both minimum security institutions (See Figure 3).

A smaller proportion of inmates transferred from the local jails/detention centres, than inmates transferred from O.C.I., voiced such a preference before their eventual transfer to an A.T.C. (50.2% vs. 86.7%). This finding suggests that the local jails and detention centres often lack placement counselling. As a matter of fact, some inmates from the jails and detention centres said that they were uncertain of their destination until their actual arrival at the A.T.C.

Also, fewer "non-O.C.I." inmates stated a preference for an A.T.C. placement — only 58.6%, compared to 85.4% of the O.C.I. inmates. Because it appears that many of the "non-O.C.I." inmates lacked placement counselling, it is possible that many of these inmates were unaware of the differences among the various institutions and the programs available. This may explain why fewer "non-O.C.I." inmates expressed a desire for an A.T.C. placement.

Figure 3. INSTITUTIONAL PREFERENCES



### G. Reasons for Choosing Desired Institution

Only two-fifths (42.4%) of the 332 inmates who expressed a preference for placement mentioned educational, vocational, or job-related reasons. Moreover, of the 240 inmates who specifically expressed a preference for an A.T.C., the proportion giving such reasons was still less than one-half (47.1%). Although Brampton A.T.C. appeared to be the most desired institution with 43% (143) indicating this preference, only 39.2% of these inmates said that they wanted to go there for educational, vocational, or job-related reasons. Considering the relative freedom offered at Brampton A.T.C. in conjunction with its close proximity to the major urban centres (from which the majority of inmates had come), it is probably not surprising that 54.5% (78) of the inmates, who desired placement at this institution, stated reasons related to freedom, friends and location. On the other hand, only 10.2% (34) of the inmates voicing a preference preferred Maplehurst A.T.C., although in contrast to those preferring B.A.T.C., the majority (76.5%) of these 34 inmates did mention educational, vocational or job-related reasons. Table 8 illustrates the inmates' primary reasons for preferring certain institutions.

### H. Inmates' Institutional Placements

It was found that 50.0% (166) of the 332 inmates who stated a preference were actually placed in the institution of their choice (See Table 9). In addition, there was another 7.8% (26) of the inmates who were placed in a "similar" A.T.C. ("similar" defined as an A.T.C. with similar or lesser security). It probably can be assumed that the majority of these 192 inmates were reasonably satisfied with their placements. There was an additional 21.1% (70) of the inmates who indicated they had wanted a "less secure" institution (i.e. Brampton rather than Maplehurst, or House of Concord rather than Brampton A.T.C.). However, the most striking finding is that 21.1% (70) inmates did not express a desire for any A.T.C. placement — 50 inmates stated a preference for a Correctional Centre and 20 wanted to be transferred to O.C.I. (usually for drug or alcohol treatment). Whether or not these two latter groups were satisfied with their placement is difficult to assess because it is possible that some of these inmates were not even aware of the differences between the "Adult Training" and "Correctional" Centres.

TABLE 8

REASONS FOR CHOOSING THE DESIRED INSTITUTION

Reasons Institution	Educ./Voc. Job-Related		Freedom, Friends, Location		Treatment/ Self-Dev.		Other/ Don't Know		TOTAL		% Desiring Each Instit.
	#	%	#	%	#	%	#	%	#	%	
Brampton A.T.C.	56	39.2	78	54.5	2	1.4	7	4.9	143	100.0	43.1
Glendale	35	59.3	21	35.6	1	1.7	2	3.4	59	100.0	17.8
Maplehurst A.T.C.	26	76.5	8	23.5	0	0.0	0	0.0	34	100.0	10.2
Burtch A.T.C. House of Concord	5	18.5	20	74.1	1	3.7	1	3.7	27	100.0	8.1
Correctional Centres	11	32.4	16	47.1	2	5.9	5	14.7	34	100.1	10.2
O.C.I.	0	0.0	2	10.0	10	50.0	8	40.0	20	100.0	6.0
Other	8	53.3	5	33.3	1	6.7	1	6.7	15	100.0	4.5
	141	(42.5)	150	(45.2)	17	(5.1)	24	7.2	332	(100.0)	99.9

Due to rounding, the total percentage may be more or less than 100%.

TABLE 9

INMATES' INSTITUTIONAL PREFERENCES  
BY SUBSEQUENT PLACEMENT

PREFERENCE	PLACEMENT							
	BRAMPTON A.T.C. n = 152		GLENDALE A.T.C. n = 70		MAPLEHURST A.T.C. n = 110		TOTAL n = 332*	
	%	#	%	#	%	#	%	#
Wanted this placement	65.8	(100)	61.4	(43)	20.9	(23)	50.0	(166)
Preferred similar** A.T.C.	9.2	(14)	17.1	(12)	0.0	(0)	7.8	(26)
Preferred less secure institution	11.2	(17)	0.0	(0)	48.2	(53)	21.1	(70)
Preferred a C.C.	11.8	(18)	18.6	(13)	17.3	(19)	15.1	(50)
Preferred O.C.I.	2.0	(3)	2.9	(2)	13.6	(15)	6.0	(20)
	100.0		100.0		100.0		100.0	

\* 528 inmates were interviewed, but 196 of these inmates had not stated a preference for placement while at O.C.I. or the jail or detention centre.

\*\* "Similar" is defined as "the same or less security". (i.e. Brampton A.T.C. instead of Maplehurst A.T.C. or House of Concord instead of Brampton A.T.C.)

I. Types of Programs Preferred

The A.T.C.'s differ somewhat in the types of academic and vocational programs offered. Brampton A.T.C.'s academic program includes Mathematics, English, and Life Skills; whereas Maplehurst also offers Science and Geography. The vocational programs at Brampton A.T.C. include Auto Mechanics/ Auto Body, Graphic Arts, Woodworking, Machine Shop, Welding, Horticulture, Home Improvements, and Cooking. Maplehurst has similar programs and, in addition, offers Climate Control and Electronics. Because Glendale closed in December, 1977, its programs are not delineated here; however, they were similar to Brampton A.T.C.'s.

At Maplehurst A.T.C. the inmate's time is divided 50 - 50 between academic and vocational training; whereas at Brampton A.T.C., the inmates spend only 1 - 1½ days a week in academic classes and the remaining 3½ - 4 days in a Shop.

In order to explore the inmates' actual program preferences, they were asked to state their first and second choices from among the programs available in the institution at which they had been placed. In spite of this limitation, it is interesting that 36.7% of the inmates (See Table 10) still indicated a preference for a combination of programs other than Academic and Shop; and it is suspected that this proportion would have been much greater if the inmates had not been limited to choosing from available programs. For instance, Brampton A.T.C. does not have any work programs, but it was revealed that some B.A.T.C. inmates, if given the choice, would have preferred a work program instead of Academic and/or Shops.

TABLE 10  
PROGRAM PREFERENCES

<u>Program Desired</u>	<u>#</u>	<u>%</u>	
Academic and Shop	334	63.3	
Shop Only	125	23.7	} 36.7%
Academic Only	22	4.2	
Shop and Work	15	2.8	
Work Only	13	2.5	
Academic and Work	8	1.5	
"Missing Data"	<u>11</u>	<u>2.0</u>	
	528	100.0	
<u>First Choice</u>			
Shop	291	55.1	
Academic	202	38.6	
Other	<u>35</u>	<u>6.6</u>	
	528	100.0	

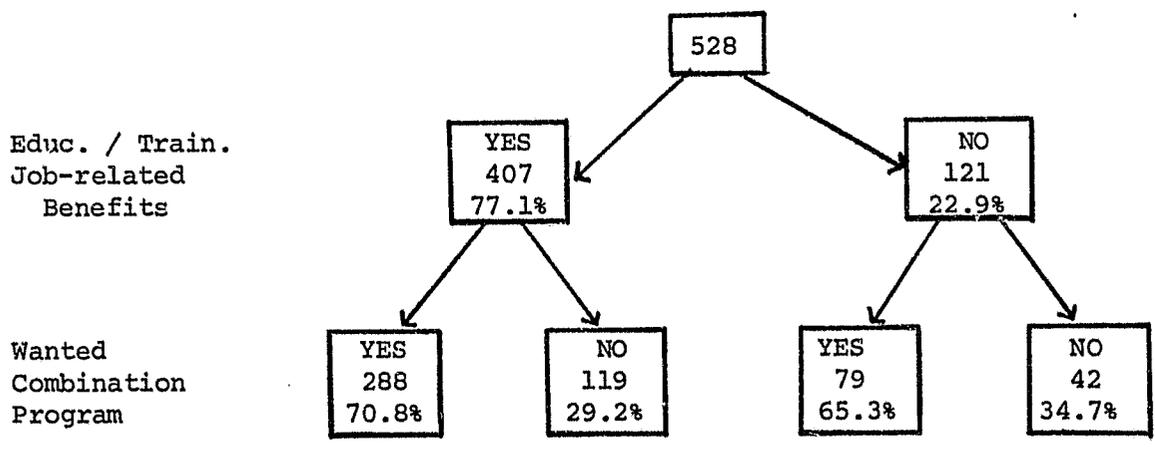
Keeping this limited choice in mind, the Shops appeared to be the most attractive program offered — 55.1% (291) mentioned it as their first choice. (See Table 10). On the other hand, it is striking that 8.1% (43) of the inmates placed in an A.T.C. did not express a preference for Shops at all. Because the A.T.C. places such an emphasis on vocational training, it may be questionable as to whether these inmates were appropriate candidates for the A.T.C. program.

Although 38.6% (202) of the inmates picked Academic as first choice, a sizeable proportion (29.0% or 153), did not want to take Academic at all. Again, it should be emphasized that this proportion probably would have been much greater if the Brampton and Glendale inmates had been given a wider range of choices (i.e. work programs) rather than only Academic and Shops.

J. Anticipated Program Benefits

When inmates were asked to describe how the programs, which they wanted, would help them in the future, it was surprising to learn that a full 22.9% did not perceive any future educational, vocational or job-related benefits from either their first or second choice of programs. To take this one step further, only 58.3% (288) perceived such benefits in addition to wanting to take the combination Academic/Vocational program (See Figure 4).

FIGURE 4  
PERCEIVED BENEFITS BY TYPE OF PROGRAM



These findings certainly bring the initial motivations of a large proportion of the A.T.C. inmates into question. Whether or not initial motivations really affect the inmates' participation in the A.T.C. program will be explored in the second phase of this study.

#### K. Program Sub-areas

In terms of specific program sub-areas (See Table 11), a majority of the inmates, who wanted academic involvement, indicated that they would choose academic upgrading. Over three-quarters (76.9%) identified deficits in this area. The other inmates (22.5%), of which most appeared to have plans for future education or vocational training, chose individual subjects such as English, Mathematics, Science, etc.

The most preferred shops for the inmates are as follows: Auto Mechanics, Auto Body or Auto Servicing (20.7%); Woodworking or Carpentry (16.9%); Welding, Sheet Metal, Heating, Plumbing, Ventilation (13.9%); and Graphics, Drafting, Blue Print Reading or Commercial Art (12.4%). Inmates who chose these shops as first preference constitute 64.3% of those who expressed an interest in vocational training. A small but significant proportion (11.3%) indicated a preference for different kinds of training which are not available in the A.T.C. — such as Navigation, Real Estate Management, etc.

This description provides implications for future programming whereby program contracts or timetables can be drawn up for the inmate on the basis of his expressed needs. Although desirable, this does not deny the practicality of programming by availability of training slots.

TABLE 11  
ACADEMIC AND VOCATIONAL INTEREST

Type of Subject/Shop	#	%
<u>Academic:</u>		
Upgrading	280	76.9%
Other	82	22.5%
Don't know/Not sure	2	0.6%
TOTAL	364	100.0%
<u>Vocational:</u>		
Auto Mechanics/ Auto Body/Auto Servicing	98	20.7%
Woodworking/Carpentry	80	16.9%
Welding, Sheet Metal, Heating, Plumbing, Ventilation	66	13.9%
Graphics, Drafting, Blue Print Reading, Commercial Art	59	12.4%
Building Maintenance/Construction	47	9.9%
Electricity/Electronics	29	6.1%
Machines, Small Engines	20	4.2%
Refrigeration, Air Conditioning	8	1.7%
Other	53	11.2%
Don't know/N.A./Missing Data	14	2.6%
TOTAL	474	100.6%

Due to rounding, the total percentage may be more or less than 100%.

IV RESEARCH FINDINGS: MAPLEHURST SUB-STUDY

Apart from being a more secure institution, the Maplehurst Complex may be distinguished from other A.T.C. institutions by its mixture of programs. In addition to providing academic and vocational training for the inmates, Maplehurst offers a C.C. program which involves the inmates in various work projects, both within and outside the institution. The inmates received by the Complex usually are assessed during their first week after arrival. Assessment is made in order to determine the inmate's specific program involvement, and to assign him accordingly to the A.T.C. or to the C.C. Since the intake interview was conducted before the actual placement was effected, the designation of "A.T.C." and "C.C." for purposes of this study was made by the inmate's ultimate placement.

A. Selection of Inmates for the A.T.C./C.C.

In order to determine whether or not any potential A.T.C. candidates were placed in the C.C. or vice versa, the differences between the A.T.C. and the C.C. inmates were examined according to the guidelines set for A.T.C. selection. Because the sub-study included only those inmates who were expected to stay at the Complex for at least three months (and less than twelve months), the aggregate sentence criteria was not considered a factor for program assignment. Consequently, comparisons were made on the basis of age (16-24 vs. 25 & over) and criminal history (first incarcerate vs. recidivist).

In view of the selection criteria, it may be reasonable to expect that the A.T.C. inmates are younger and have had less extensive criminal history than the C.C. inmates. As expected, the A.T.C. inmates were younger than the C.C. inmates - 84% of the A.T.C. inmates were between 16 and 24, as compared to 53.8% of the C.C. inmates (See Table 12). This finding suggests that the age criterion for selection was flexible. Over half of the C.C. inmates were denied an A.T.C. placement although they met the age criterion. On the other hand, 16% of the A.T.C. inmates were placed in the A.T.C. in spite of being older than the age guideline.

TABLE 12

AGE AT ADMISSION

Age	A.T.C.		C.C.	
	N	%	N	%
16-24	152	84.0	127	53.8
25 & over	29	16.0	109	46.2
TOTAL	181*	100.0	236*	100.0
Mean = 21.1		Mean = 26.9		
$\chi^2 = 42.095^{**}$ d.f. = 1 p < .001***				

\* There were three missing cases.

\*\* Chi-square is a test of statistical significance indicating systematic differences between two or more independent samples.

\*\*\* The p or probability level is an indication of the statistical reliability or degree of confidence one can have in the results. Thus, a p < .001 indicates that one time out of 1,000 a statistic will achieve that value by chance and chance alone. As a conservative rule of thumb, an observed difference having a chance of occurring less than five times out of 100 (i.e. p < .05) is judged as being a real difference.

According to data on criminal history (See Table 13), most of the A.T.C. and C.C. inmates said that they had some prior involvement within the correctional system. While there was no differences in probation experience, the C.C. inmates were more likely than their A.T.C. counterparts to have previous incarcerations (76.8% C.C. vs. 58.5% A.T.C.). Also, their criminal involvement was probably more extensive than the A.T.C. inmates because a larger number had been on parole (23.6% C.C. vs. 10.4% A.T.C.).

TABLE 13

PREVIOUS ADULT CORRECTIONAL EXPERIENCE

Type of Correctional Experience	A.T.C. (N=183)		C.C. (N=237)		"t"*
	N	%	N	%	
Previously Incarcerated	107	58.5	182	76.8	p<.001
Had been on Adult Probation	121	66.1	158	66.7	n.s.**
Had been on Parole	19	10.4	56	23.6	p<.001

\* A t - ratio was used to determine significant differences between two sample proportions.

\*\* not significant

Presumably, the A.T.C., with an emphasis on vocational training, aims to increase the inmates' employability. Consequently, employment history may be a more reliable indicator of suitability for the A.T.C. than such characteristics as age or criminal history. The data for both groups revealed a rather poor work history. The A.T.C. and the C.C. inmates were employed for an average of less than 13 months in the previous two years. Although both groups were employed for a relatively short duration of time, the A.T.C. inmates changed jobs more frequently than the C.C. inmates - almost half (49.7%) of the A.T.C. inmates had had three or more jobs, as compared to only 33.5% of the C.C. inmates (See Table 14). Since 27.6% of the A.T.C. inmates were 18 years or less, summer and casual employment during the previous two school years may have contributed to a larger number of jobs held by this group.

TABLE 14

NUMBER OF JOBS HELD IN THE PAST TWO YEARS

Number of Jobs	A.T.C.		C.C.	
	N	%	N	%
1 - 2 jobs	86	50.3	141	66.5
3 jobs or more	85	49.7	71	33.5
TOTAL	171	100.0	212	100.0
$\chi^2 = 9.65 \quad \text{d.f.} = 1 \quad p < .01$				

The data also showed that the C.C. inmates held their last jobs longer than the A.T.C. group; a larger proportion (40.9%) worked 25 weeks or more at their last place of employment, as compared to 27.3% of the A.T.C. group (See Table 15). Whether the C.C. inmates had a more stable employment history was difficult to verify; employment data were collected only for a period of two years. Nevertheless, it was found that a similar proportion of C.C. inmates (42.7%) and their A.T.C. counterparts (39.8%) were employed at the time of arrest. Furthermore, close to half of both groups (47.5% A.T.C. vs. 48.1% C.C.) left their last jobs due to legal difficulties.

TABLE 15

NUMBER OF WEEKS WORKED ON LAST JOB

Number of Weeks	A.T.C.		C.C.	
	N	%	N	%
1 - 24 weeks	117	72.7	121	59.0
25 weeks or more	44	27.3	84	40.9
TOTAL	161*	100.0	205*	99.9
$\chi^2 = 6.80 \quad \text{d.f.} = 1 \quad p < .01$				

\* 17 inmates did not answer this question. Due to rounding, the total percentage may be more or less than 100%.

What may explain the varied duration of last employment appears to be the type of occupation held - people with job skills are more likely to maintain a job longer than people with minimal skills or no skills at all. Fewer A.T.C. inmates were engaged in professional/technical/skilled occupations (9.9% A.T.C. vs. 14.6% C.C.) and this may have accounted for the relatively high turnover of jobs in this group (See Table 16).

TABLE 16

TYPE OF OCCUPATION -

BY NUMBER OF WEEKS EMPLOYED ON LAST JOB (A.T.C. & C.C.)

Type of Occupation	# weeks		25 weeks & over		TOTAL	
	1 - 24 weeks					
	N	%	N	%	N	%
Professional/Technical/Skilled	14	5.9	31	24.2	45	12.3
Semi-skilled/Unskilled	219	92.0	93	72.7	312	85.2
Other	5	2.1	4	3.1	9	2.5
TOTAL	238	100.0	128	100.0	366*	100.0
$\chi^2 = 26.768$ d.f. = 2    p < .001						

\* 17 inmates did not answer this question.

Because the A.T.C. provides academic upgrading to the equivalent of grade 10, it was striking to note that 44.4% of the A.T.C. inmates claimed to have completed grade 10 or more (See Table 17). On the other hand, over half (51.5%) of the A.T.C. inmates were not accepted into the A.T.C. despite the fact that they had only grade nine or less. In spite of self-reported academic achievement, the similarities between the two groups in the highest grade level completed suggest that former education has little or no bearing on A.T.C. selection.

TABLE 17

HIGHEST GRADE COMPLETED (SELF-REPORTED)

Grade	A.T.C.		C.C.	
	N	%	N	%
Grade 9 or less	100	55.5	122	51.5
Grade 10 or higher	80	44.4	115	48.5
TOTAL	180*	99.9	237*	

\* 3 inmates did not report highest grade completed. Due to rounding, the total percentage may be more or less than 100%.

In summary, the inmates admitted to the Maplehurst Complex during the study period were predominantly unskilled, unlikely to have completed high school, and likely to have work experience, albeit of short duration. The observed differences between the A.T.C. and the C.C. inmates clearly suggest that age is the principal influence on placement decisions for the A.T.C., although the criterion is not strictly adhered to. It appears that criminal history is not a major selection criterion, in view of the vast majority of the A.T.C. inmates who had prior probation and incarceration experiences.

B. Types of Program Preferred

Maplehurst A.T.C. offers such academic subjects as English, Science, Mathematics, Geography and Life Skills, and provides training in Auto Mechanics, Woodworking, Building Maintenance, Drafting, Graphics, Electricity and Electronics, and Climate Control. Irrespective of the training orientation, the Correctional Centre provides a wide range of work experiences both within and outside the institution. Outside Work programs include the Bush Gang, Utility Gang, Museum Gang, and Train Gang etc., whereas other types of work such as Gymnasium or Dining-room Cleaning, Furniture Plant, Laundry, and Kitchen are offered within the institution. Of all the Work programs available, Kitchen is the only paying job.

Before the inmates were actually assigned to the A.T.C. or to the C.C., they were asked to state their program preferences. Consequently, their first and second choices from among the programs available in the A.T.C. and the C.C. were ascertained. The finding showed that over one-third (34.4%) of the inmates placed in the A.T.C. indicated a preference for some other combination of programs as opposed to Academic and Shop. Similarly, a vast majority (59.1%) of the inmates placed in the C.C. stated a preference for Academic and Shop, or some combination of programs involving both A.T.C. and C.C. aspects (See Table 18). It appears that placement decisions do not take the inmates' actual program preferences into consideration. Rather, decisions are usually dictated by the general policy to require inmates' participation in both Academic and Shop, the age criterion for selection, and the availability of training slots. In view of A.T.C.'s emphasis on vocational training, it was disturbing to find that 18.0% (33) of the inmates placed in the A.T.C. did not express a preference for Shops at all.

TABLE 18  
PROGRAM PREFERENCES

Type of Program	A.T.C.		C.C.		TOTAL	
	N	%	N	%	N	%
Academic only	17	9.3	8	3.4	25	6.0
Academic and Vocational	117	63.9	53	22.4	170	40.5
Academic and Work	7	3.8	19	8.0	26	6.2
Vocational only	20	10.9	19	8.0	39	9.3
Vocational and Work	10	5.5	41	17.3	51	12.1
Work only	9	4.9	92	38.8	101	24.0
Just do time	2	1.1	2	0.8	4	1.0
N.A.	1	0.5	3	1.3	4	1.0
<b>TOTAL</b>	<b>183</b>	<b>99.9</b>	<b>237</b>	<b>100.0</b>	<b>420</b>	<b>100.1</b>

Due to rounding, total percentage may be more or less than 100%.

Academic subjects and shops appeared to be equally attractive to the A.T.C. inmates; 45.4% indicated Academic as their first choice while a similar proportion (43.7%) stated their first preference for Shops. Although the C.C. inmates were more interested in Shops than in Academic programs (24.9% and 19.4% respectively), over half (54.0%) picked Work programs as their first choice (See Table 19). It was also interesting that 9.3% (17) of the inmates placed in the A.T.C. appeared to be more interested in Work programs than either Academic or Shop.

TABLE 19  
FIRST PROGRAM CHOICE

First Choice	A.T.C.		C.C.	
	N	%	N	%
Academic	83	45.4	46	19.4
Shop	80	43.7	59	24.9
Work	17	9.3	128	54.0
Other	3	1.6	4	1.7
TOTAL	183	100.0	237	100.0

C. Anticipated Program Benefits

When inmates were asked to describe how the Academic program, which they wanted, would help them in the future, it was found that only 64.3% of the A.T.C. inmates perceived future educational, vocational or job-related benefits - 10.5% did not perceive any benefits whereas 25.2% (36) expected that any knowledge or skills acquired from training would help them in some different ways (such as having something to fall back on, improving reading skills to enrich leisure-time experiences, being able to pursue an interest or hobby etc.). Although the C.C. inmates were less likely than the A.T.C. inmates to perceive benefits from Academic programs, a similar proportion of both groups (A.T.C. - 68.0%, C.C. - 68.1%) perceived benefits from Shops (See Table 20).

Future training or employment was not seen as a major benefit from Work programs. Almost half (47.5%) of the inmates, who wanted Work programs, did not perceive any benefits at all (See Table 20). Another 24.9% (45) cited other kinds of benefits such as physical fitness, hobby development, opportunity to get away from the institution, and having something to do. Generally, these inmates perceived work simply as "make-work" projects having little to offer in ways of improving life skills or work habits.

TABLE 20

TYPES OF BENEFITS

Program \ Benefits	Training/Education/ Job-related	Self-development	No benefits	Total
	%	%	%	%
<u>Academic</u>				
A.T.C. (N = 143)	64.3	25.2	10.5	100.0
C.C. (N = 80)	52.5	31.3	16.3	100.1
<u>Vocational</u>				
A.T.C. (N = 150)	68.0	16.0	16.0	100.0
C.C. (N = 113)	68.1	20.4	11.5	100.0
<u>Work</u>				
A.T.C. (N = 26)	15.4	11.5	61.5	99.9*
C.C. (N = 155)	14.8	27.1	45.2	100.0*

\* The total percentage includes inmates who did not answer this question.

D. Program Sub-areas

The inmates were asked to choose from among the specific sub-areas subsumed under the program for which they stated a preference, and were allowed only one choice in order to identify what was the most preferred of all the possible options.

It was found (See Table 21) that the majority (70.6%) of the inmates, who wanted Academic, stated a preference for Academic Upgrading whereas the remainder indicated specific subjects such as English, Mathematics or Science. Both groups of inmates appeared to be aware of their need for upgrading basic academic skills although a slightly larger proportion of the C.C. inmates (C.C. - 77.5%, A.T.C. - 66.7%) made this choice.

The most preferred Shop, for both groups, was Auto Mechanics (23.5%). The other preferred Shops were as follows: Woodworking (19.2%); Electricity and Electronics (14.6%); Heating, Plumbing and Ventilation (10.8%); Building Maintenance (4.6%); and, Refrigeration, Air Conditioning (3.5%). Another 7.3% wanted some other Shops offered by another A.T.C., including Cooking, Welding, and Small Engines. Also, a few mentioned other areas of interest which are presently not available in the A.T.C. (eg. Navigation, Real Estate Management, etc.).

TABLE 21  
ACADEMIC AND VOCATIONAL INTEREST

Type of Subject/Shop	A.T.C.		C.C.		TOTAL	
	N	%	N	%	N	%
<u>Academic:</u>						
Upgrading	94	66.7	62	77.5	156	70.6
Other	47	33.3	18	22.5	65	29.4
TOTAL	141	100.0	80	100.0	221	100.0
<u>Vocational:</u>						
Auto Mechanics	33	22.4	28	24.8	61	23.5
Woodworking	30	21.3	20	17.7	50	19.2
Heating, Plumbing, Ventilation	10	7.1	18	15.9	28	10.8
Graphics, Drafting, Blue print reading	27	18.4	13	11.5	40	15.4
Building Maintenance	10	7.1	2	1.8	12	4.6
Electricity/ Electronics	23	15.6	15	13.3	38	14.6
Refrigeration, Air Conditioning	6	4.1	3	2.7	9	3.5
Other	8	5.5	11	9.8	19	7.3
N.A./Missing Data	0	0.0	3	2.7	3	1.6
TOTAL	147	100.1	113	100.2	260	100.5

Due to rounding, total percentage may be more or less than 100%.

Of the 181 inmates who expressed an interest in Work programs, four out of five (80.7%) preferred Outside Work and Kitchen. Because Kitchen work was paid, it was an attractive option for many inmates. Nevertheless, Outside Work was generally considered more attractive than paying jobs within the institution, even though it could present inconveniences such as cold weather and hard work (See Table 22).

TABLE 22  
CHOICE OF WORK PROGRAMS

Type of Programs	Number	Percentage
Bush/utility or other outside work gang	80	44.2%
Kitchen	66	36.5%
Other programs such as gym or dining-room cleaning, furniture plan, laundry, etc.	19	10.5%
Don't know/not sure	16	8.8%
TOTAL	181	100.0%

Despite a general skepticism pervading the likelihood of obtaining training or job-related benefits, a large number of inmates desired work involvement - preferably Outside Work. Whether paid or unpaid, Outside Work was perceived as a desirable addition to Academic and Vocational programs.

DISCUSSION

The present findings indicate that a large number of inmates in the study did not appear to be appropriate candidates for the A.T.C. These inmates fall into one or more of the following categories:

- those who were placed in the A.T.C. irrespective of their desire for a non-A.T.C. placement;
- those who desired an A.T.C. placement for reasons unrelated to education or training;
- those who were expected to stay at the A.T.C. for less than three months;
- those who have an extensive criminal history;
- those who did not appear to have problems in the educational, occupational or employment areas;
- those who did not perceive future educational, training or job-related benefits from program participation; and
- those who did not want the combination Academic/Vocational program.

At least three issues may be relevant for the present discussion. First, it would appear that future selection of inmates for the A.T.C. should be based on some objective criteria which are directly related to the educational and/or vocational goals of the programs. Such criteria as aggregate sentence, criminal history and age are thought to provide objectivity to the placement or selection process. However, whether or not these criteria provide such objectivity is highly questionable. It is evident that the present aggregate sentence criterion has failed to exclude inmates who will stay in the A.T.C. for less than three months. According to institutional personnel, these inmates can hardly benefit from the A.T.C. experiences because of the short duration of stay. Despite the majority being technically defined as "first incarcerates" by the classification system, a large number of the inmates placed in the A.T.C. have, in fact, had an extensive criminal history. By intuition, these inmates may be resistant to further interventions due to their failures in the past. The age criterion is equally questionable because there is no empirical evidence to indicate the relationship between age and the degree of responsiveness to A.T.C. experiences. Whether these factors affect A.T.C. participation and program outcome is an empirical question which can only be accurately appraised in light of further information.

Another salient issue is the question of whether or not the motivation of the inmate should be a prime consideration for A.T.C. assignment. The inmate's motivation, being an expression of self-initiative, probably affects the degree of effort he will expend in training. This may have a major influence on the level of benefits. It is therefore reasonable to suspect that motivational factors can be as important as the objective measurement of needs or deficits for placement decisions. Evidence gathered in the study indicated that a fair proportion of the interviewed inmates seemed to lack the motivation for academic and/or vocational training. For instance, only one-third of the inmates who expressed an interest in an A.T.C. before their transfer to the A.T.C. mentioned training-related reasons for this choice; wanted the combination Academic/Vocational program and perceived training-related benefits (See Figure 5 in Appendix). These inmates appeared to have consistently indicated a preference for the A.T.C. and have made this choice for reasons related to the training goals of the programs. \* It should be also noted that the proportion of potential candidates for the A.T.C. would have been smaller if each inmate of this group was examined along with such objective criteria as highest grade level completed and employment history. \*\*

Furthermore, consideration of the motivations of the inmate is particularly important in view of the conflicting policies of the present system. From a programming point of view, some existing programs and policies may be self-defeating because they serve overlapping or conflicting purposes. The T.A.P. and parole, for instance, are efforts to integrate or re-integrate the inmates into the community, but are often working against such programs as the A.T.C. Inmates who are really motivated often are unable to take full advantage of the programs because they are the ones most likely to be transferred to less secure institutions (i.e. House of Concord, C.R.C., etc.) or to obtain T.A.P. or parole. Although this is not to deny the inmate's rights while serving his sentence, such opportunities as transfer, T.A.P. and parole appear to lessen his duration of involvement in the programs, and thus to reduce his level of

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\* This finding cannot be generalized to the entire sample because similar data were not collected from other groups of inmates (i.e. those who did not voice a preference for an institutional placement prior to their transfer to the A.T.C.).

\*\* Further analysis was not performed for reasons as noted above.

benefits. On the other hand, inmates who feel ambivalent toward training may want the A.T.C. because they feel that they are in a better position to obtain an early release, a T.A.P. or parole.

Another closely related issue concerns the present program policies of the A.T.C. With few exceptions, inmates who enroll in the A.T.C. are required to take the combination Academic/Vocational program. It appears that such a policy is predicated upon the notion that the deficits of the A.T.C. inmates are both academic and vocational and, therefore, a mixed program involving academic and vocational experiences will ensure that they obtain the maximum possible benefits. Despite this view, a significant number of inmates in the study did not perceive a need for such a program. Rather, they indicated an interest in an Academic/Vocational program exclusively, or a combination program other than Academic and Shop. A predominant interest of the inmates in Academic Upgrading also seems to suggest that the A.T.C. may not need a sophisticated Academic program. As a matter of fact, the Outreach Programs available from community colleges can be utilized wherever possible to satisfy this need. Central to this issue appears to be the question of whether or not flexibility in programs is possible. It would seem that the inmates should be given an option to take Academic and/or Shop on the basis of his perceived benefits and post-release plans and that, wherever possible, this flexibility should be extended to include work programs.

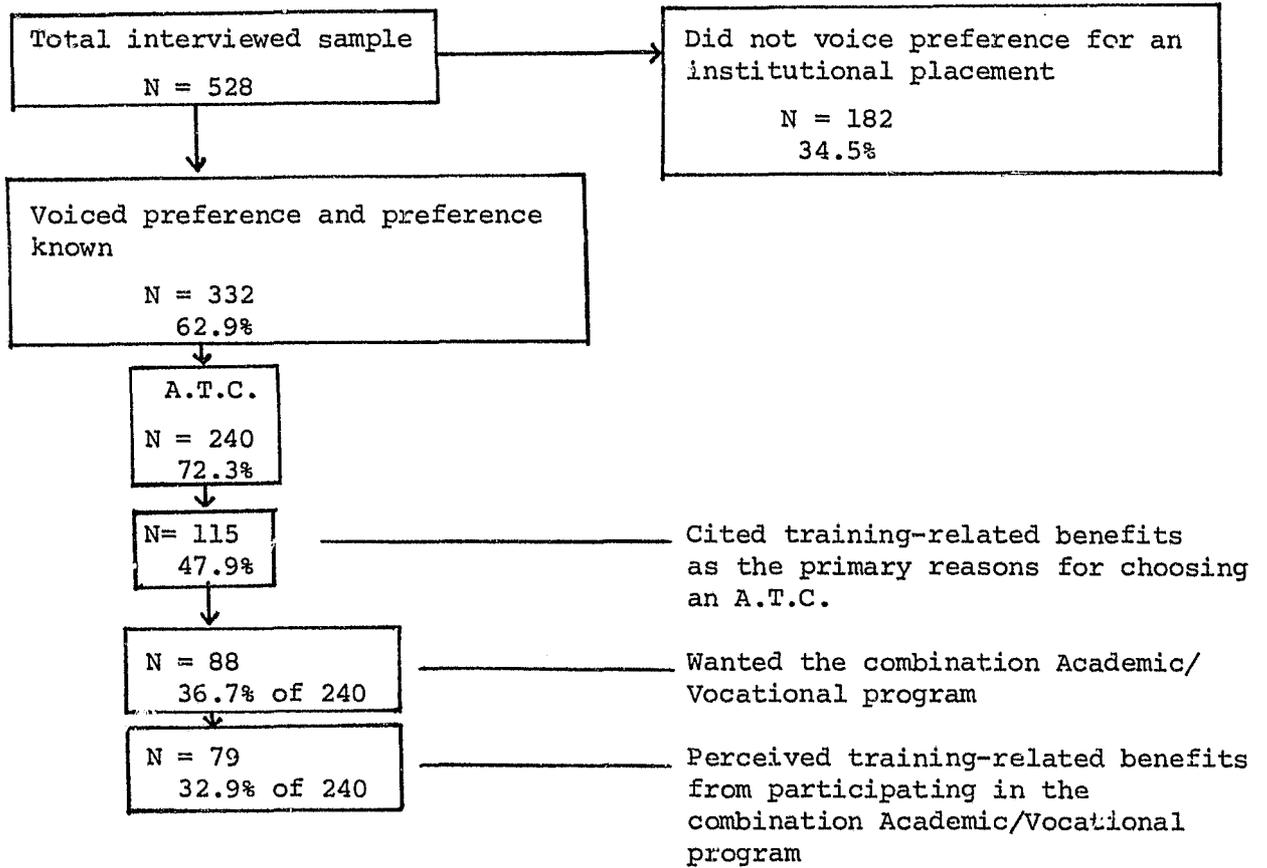
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APPENDIX

Figure 5. INMATES WHO CONSISTENTLY INDICATED A PREFERENCE FOR THE A.T.C. AND PERCEIVED TRAINING-RELATED BENEFITS



**END**