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Strategies for Reintegrating the Ex-Offender

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STRATEGIES FOR REINTEGRATING THE EX-OFFENDER

A Selected Bibliography

compiled by

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INTRODUCTION

There are an estimated 36 to 40 million Americans with arrest records,¹ half of whom may have actually been convicted of an offense. This population group is steadily growing: approximately 140,000 people are released each year from State and Federal correctional facilities.² In addition, hundreds of thousands more pass through local jails and a similar number are convicted of crimes but receive less severe sentences such as probation, fines, or restitution.³ Except for a small minority whose lives end behind bars—about 600 in State and Federal institutions each year—most offenders return to live among us.

Other developments could contribute to an even greater proportion of ex-offenders in the community: improved efficiency of law enforcement agencies and "get tough" policies that commit more offenders to prison. Only a conscious effort to divert more suspected offenders from the criminal justice system or commit more of them to "natural life" sentences will result in reducing the number of ex-offenders in our midst. Restoration of the death penalty would have only a minimal impact on this number because the proportion of offenders convicted of capital crimes is very small.

Although the designation ex-offender is usually associated with persons who have served time in correctional institutions, some degree of stigma is attached to all who have been arrested. Individuals convicted of a crime may lose certain civil rights and experience barriers to employment. Probation status may add other limitations, and a period of incarceration presents the offender with additional obstacles on release. Efforts to understand these problems are fragmented, and whereas this bibliography highlights some of the more significant studies and programs devoted to the ex-offender facing postinstitutional adjustment, many of the programs have wider implications.

Ex-offenders must cope with three very different sets of circumstances: first, those aspects of themselves and their environment which brought them into conflict with the law in the first place; second, the impact of their experience in the correctional process; and third, their new status as officially identified offenders who have been processed by a correctional system whose success in "correcting" behavior is questionable.

Incarceration is usually reserved for offenders who commit the more serious crimes or for offenders who have failed to respond to other corrective measures. In contrast to treatment offered under the medical model, willingness or susceptibility to change behavior are not considered when offenders are committed to jails or prisons. And, although rehabilitation programs may be offered in these institutions, rehabilitation is not usually the primary reason for imprisonment.

The typical jail or prison environment, by its very nature, is not conducive to effecting certain changes in the inmate's outlook or approach toward life. Deprived of normal family, social, or business contacts, the inmate has little opportunity to exercise responsibility or to learn acceptable social skills or marketable work skills. On release, the ex-offender faces problems of readjusting to the family, locating meaningful employment, and overcoming official and unofficial barriers to the resumption of normal life.

The entries in this bibliography have been selected from the data base of the National Criminal Justice Reference Service to focus attention on the problems of ex-offenders and make the diverse literature on the subject more accessible to criminal justice practitioners, students of this subject, and ex-offenders themselves. The selections are grouped into the following topic areas:

- **Reintegration Issues and Programs.** Although the word "reintegration" appears frequently in the literature, little research has been conducted into the psychosocial transition required of offenders after

¹ *A Study of the Number of Persons With Records of Arrest or Conviction in the Labor Force.* U. S. Department of Labor. Washington.

² *Prisoners in State and Federal Institutions, December 31, 1977.* U. S. Department of Justice, Law Enforcement Assistance Administration, National Criminal Justice Information and Statistics Service. Washington: Government Printing Office.

³ Nationally aggregated data on admissions, releases, and deaths are unavailable for locally operated jails.

release. A substantial shift is involved. Many of the survival skills inmates use to adapt successfully to the institutional environment are at considerable variance with the value system they will need for satisfactory adjustment to normal society. The correctional system frequently fails to identify and reinforce the values and skills that can be usefully transferred from inside to outside the prison walls. Furthermore, inmates' lack of opportunity to exercise initiative or assume responsibility for family relationships, civic activities, money management, or employment seriously handicap them when they return to society. The documents in this section describe the problems faced by released offenders and examples of programs developed to facilitate their reentry to the community.

- **Financial Resources.** The first source of aggravation for most newly released prisoners is lack of money. Offenders are typically given "gate money," a small sum to last a week or two while seeking employment. The sum is usually inadequate to live on and many ex-offenders find that the easiest solution to money problems is the one they know best — crime. This section addresses the general question of financial resources and includes several studies about the effect of the amount of gate money on recidivism.
- **Employment.** Finding and retaining meaningful employment is generally considered the primary element in the ex-offender's successful reintegration. The typical ex-offender has few work skills and a spotty employment record. The designation "ex-offender" further diminishes opportunity for meaningful employment. This section includes materials relating to employment problems and projects for ex-offenders in general and some specific subgroups — women, white-collar criminals, sex offenders. Business and government efforts to improve employment opportunities, legal considerations regarding employing ex-offenders, the Federal bonding program, and public attitudes are reviewed.
- **Supported Work.** Most employment programs rely on the private sector to provide opportunities for released offenders. When releasees are considered "unemployable," there may be no way to provide them with employment except through supported work programs. These transitional work settings enable ex-offenders to earn a living and to develop work habits and a history of employment, especially important for those with minimum job skills. This section includes descriptions and analyses of supported work programs in the United States and England.
- **Employment in Criminal Justice Agencies.** Ex-offenders represent an untapped manpower source and those who have successfully adjusted to life on the outside may be valuable role models for inmates approaching release. Many criminal justice agencies employ ex-offenders as counselors, providing steady income for ex-offenders and demonstrating confidence in their resocialization. This section reviews the issues involved in employing ex-offenders in criminal justice agencies; program descriptions are also included.
- **Civil Disabilities.** Although most releasees face employment problems because they lack marketable skills, those who do have such skills may be unable to ply them because of the approximately 2,000 separate statutory provisions restricting licensing of ex-offenders. Licensing barriers are just one of the civil disabilities faced by releasees. In addition to employment restrictions, ex-offenders may not have the right to vote, to serve on juries, or to hold public office. The ethical, constitutional, and practical questions that have been raised about civil disabilities are discussed in this section, together with suggested strategies for change.
- **Ex-Offender-Operated Programs.** Many ex-offenders, especially those who have successfully reentered society, are reluctant to identify themselves publicly as ex-offenders. Thus ex-offender organizations tend to be short lived and suffer from lack of financial support. There are several groups that have endured for a number of years, and the names and addresses of these national ex-offenders are presented in the Appendix. The documents in this section describe some programs conducted by ex-offender organizations for newly released inmates.
- **Reference Sources.** These bibliographies and directories provide additional reference material on various aspects of the correctional system that affect the reintegration of ex-offenders.

Information about how to obtain the documents cited in the bibliography is presented on the following page.

HOW TO OBTAIN THESE DOCUMENTS

The documents in this bibliography are part of the National Criminal Justice Reference Service (NCJRS) collection and are available to the public in the NCJRS Reading Room on weekdays between 9 a.m. and 5 p.m. The NCJRS Reading Room is located in Suite 211, 1015 20th Street, NW., Washington, DC.

For researchers who prefer to obtain personal copies, a sales source is identified whenever possible. For periodical literature, there are several potential sources of reprints: Original Article Tear Sheet Service (Institute for Scientific Information, 325 Chestnut Street, Philadelphia, PA 19106) and University Microfilms International (Article Reprint Department, 300 North Zeeb Road, Ann Arbor, MI 48106). Document availability changes over time and NCJRS cannot guarantee continued availability from publishers and distributors.

In addition to the following frequently cited sources, many of the documents may be found in public and organizational libraries.

Documents From GPO

The letters "GPO" after a citation indicate that copies may be purchased from the Government Printing Office. Inquiries about availability and cost should include stock number and title and be addressed to:

Superintendent of Documents
U. S. Government Printing Office
Washington, DC 20402

Documents From NTIS

The letters "NTIS" after a citation indicate that copies may be purchased from the National Technical Information Service. Inquiries about availability and cost should include publication number and title and be addressed to:

National Technical Information Service
5285 Port Royal Road
Springfield, VA 22161

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The designation "NCJRS Microfiche Program" indicates that a free microfiche copy of the document is available from NCJRS. Microfiche is a 4 x 6-inch sheet of film that contains the reduced images of up to 98 pages of text. Because the image is reduced 24 times, a microfiche reader (available at most public and academic libraries) is essential to read microfiche documents. Requests for microfiche should include the title and NCJ number and be addressed to:

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Box 6000
Rockville, MD 20850

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Most of these documents may be borrowed from the National Criminal Justice Reference Service on interlibrary loan. Documents are not loaned directly to individuals. To borrow documents from NCJRS, specify the title and NCJ number and ask your librarian to submit a standard interlibrary loan form to:

NCJRS Document Loan Program
Box 6000
Rockville, MD 20850

**STRATEGIES FOR REINTEGRATING THE
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REINTEGRATION ISSUES AND PROGRAMS

1. P. A. ALBRECHT. **EFFECTS OF IMPRISONMENT ON THE SELF-IMAGE OF 'LIFERS'. (HAFTFOLGEN IN DER SELBSTWAHRNEHMUNG ENTLASSENER.)** DEUTSCHE BEWAHRUNGSHILFE, FRIEDRICH-EBERT-STRASSE 11B, 5300 BONN-BAD GODESBERG, WEST GERMANY. *BEWAHRUNGSHILFE*, V 25, N 2 (1978), P 128-139. (In German) **NCJ-49469**

THE SELF-CONCEPT AND SOCIAL REINTEGRATION OF 81 LIFE PRISONERS WHO WERE PARDONED OR PAROLED BETWEEN 1945 AND 1977 IN FEDERAL REPUBLIC OF GERMANY WERE EVALUATED TO DETERMINE THE EFFECTS OF IMPRISONMENT ON SELF-IMAGE. TWO BASIC APPROACHES WERE EMPLOYED TO ENABLE THE SURVEY SUBJECTS TO EXPRESS NEGATIVE OPINIONS ABOUT THEIR OWN SITUATIONS AND TO MAINTAIN A MINIMUM LEVEL OF COMPARISON. FIRST, POSSIBLE EFFECTS DISCUSSED TO DATE IN LITERATURE AND UNCOVERED IN THE COURSE OF PRETESTS WERE PRESENTED TO THE SUBJECT ON INDIVIDUAL CARDS. THE SUBJECTS WERE ENCOURAGED TO CHOOSE AND RANK THE IMPRISONMENT EFFECTS WHICH APPLIED TO THEM. THE SECOND APPROACH INVOLVED ASKING THE SUBJECTS TO NAME WHICH OF THE EFFECTS THEY WERE EXPERIENCING AT THE TIME OF THE INTERVIEW AND WHICH THEY ENCOUNTERED JUST AFTER RELEASE. FROM THE NUMEROUS EFFECTS CITED, THREE CENTRAL AREAS EMERGED. THE FIRST, 'ADJUSTMENT DIFFICULTIES,' ARE THE RESULT OF DECULTURATION; THAT IS, A PROCESS OF SKILL LOSS WHICH MAKES THE AFFECTED PARTY TEMPORARILY INCAPABLE OF DEALING WITH PARTICULAR EVENTS IN THE OUTSIDE WORLD. PERSONALITY EFFECTS ARE IN THE SECOND AREA; THEY INCLUDE SEXUAL PROBLEMS, RESULTING IN FEELINGS OF INFERIORITY AND WITHDRAWAL TENDENCIES. IN THE THIRD CATEGORY, THE 'STIGMA SYNDROME,' ANOTHER CONSEQUENCE IS APPARENT; GENERALLY THESE EFFECTS--FEAR OF RECIDIVISM AND CONTACT WITH THE AUTHORITIES, SELF-REPRESSION, EXTREME CAUTION IN MAKING FRIENDS, OVER DEPENDENCE ON OTHERS--REMAIN UNCHANGED AND EVEN INCREASE WITH TIME AFTER RELEASE. THUS BOTH AT THE TIME OF RELEASE AND AFTER, A SUBSTANTIAL MINORITY OF THE SUBJECTS SUFFER CONSIDERABLE ANXIETY. AFTER HAVING BEEN LOCKED UP FOR SO LONG, THEY FEEL THAT THEIR NEWLY REGAINED FREEDOM IS CONSTANTLY THREATENED, ILLUSTRATING THE PRISONERS' FEELINGS THAT THEY LACK CONTROL OF THEIR OWN LIVES. TABULAR DATA ARE INCLUDED.—IN GERMAN.

2. J. L. BECK, R. P. SEITER, and H. M. LEBOWITZ. **COMMUNITY TREATMENT CENTER FIELD STUDY, 1978.** US DEPARTMENT OF JUSTICE FEDERAL PRISON SYSTEM OFFICE OF RESEARCH, WASHINGTON DC 20534. 119 p. 1978. **NCJ-54095**

THIS REPORT DESCRIBES THE RESULTS OF SEVEN PROJECTS WITHIN THE COMMUNITY TREATMENT CENTER (CTC) FIELD STUDY, INITIATED IN 1976 AS A COMPREHENSIVE EVALUATION OF FEDERAL HALFWAY HOUSE OPERATIONS. THE STUDY USES A LONGITUDINAL DESIGN TO MONITOR THE PROGRESS OF COMMUNITY TREATMENT REFERRALS (EX-OFFENDERS REFERRED TO CTC FOR ASSISTANCE IN REINTEGRATING THEMSELVES INTO SOCIETY) BOTH DURING THEIR STAY AT, AND FOLLOWING RELEASE FROM, 14 CTC'S. THE PROJECTS DISCUSSED HERE AIM TO DETERMINE THE EFFECTIVENESS OF THE TREATMENT IN REINTEGRATING OFFENDERS AND REDUCING RECIDIVISM, IDENTIFY TRENDS AND EFFECTIVENESS OF SPECIFIC PROGRAMS, IDENTIFY CHARACTERISTICS OF CTC CLIENTS, AND PROVIDE OPERATIONAL DECISIONMAKERS WITH DATA TO ASSIST IN DEVELOPING STANDARD CTC POLICY. FINDINGS INDICATED THAT USE OF CTC'S INCREASED DRAMATICALLY BETWEEN 1971-1976, AND THAT, WITH THE NOTABLE EXCEPTION OF DRUG USE, CLIENT POPULATION CHARACTERISTICS HAVE REMAINED UNCHANGED. CLIENTS ARE USUALLY MEMBERS OF MINORITY GROUPS, HAVE A HISTORY OF PAROLE REVOCATION, AND ARE HIGHER PAROLE RISKS THAN OTHER PAROLEES. CTC CLIENTS WITH LENGTHY PRIOR CRIMINAL RECORDS ARE THE MOST LIKELY TO FAIL IN THE PROGRAM, BUT 'HIGH RISK' CTC REFERRALS ARE LESS LIKELY TO ENGAGE IN FURTHER CRIMINAL BEHAVIOR THAN LESS RISKY CTC CLIENTS. CTC CLIENTS AND STAFF AGREE THAT THE MOST NEEDED EX-OFFENDER SERVICE IS EMPLOYMENT COUNSELING AND ASSISTANCE. CENTERS THAT EMPHASIZE IDENTIFYING OPPORTUNITIES FOR OFFENDERS IN THE COMMUNITY RATHER THAN COUNSELING AND INTERACTION BETWEEN RESIDENTS AND STAFF SHOW BETTER POSTRELEASE EMPLOYMENT RECORDS FOR CLIENTS THAN REGULAR FEDERAL PAROLE AGENCIES. TABULAR DATA ARE PROVIDED.

Availability: NCJRS MICROFICHE PROGRAM.

3. J. BROD, R. GRELOTI, and J. SMITH. **MASSACHUSETTS—RE-INTEGRATION NEEDS OF THE OFFENDER REPORT.** MASSACHUSETTS DEPARTMENT OF CORRECTION, 100 CAMBRIDGE STREET, BOSTON MA 02202. 51 p. 1972. **NCJ-42143**

THIS STUDY DEALS WITH THE DEVELOPMENT OF COMMUNITY-BASED CORRECTIONAL PROGRAMS. IT IS CON-

CERNED WITH THE GROUPS, PUBLIC AND PRIVATE, THAT OFFER SERVICE TO THE OFFENDER IN THE REENTRY PERIOD.

Supplemental Notes: PROJECT NO 69-26, 69-29.

Sponsoring Agency: US DEPARTMENT OF JUSTICE LAW ENFORCEMENT ASSISTANCE ADMINISTRATION.

Availability: NCJRS MICROFICHE PROGRAM.

4. **K. BYRNE. PSYCHODRAMATIC TREATMENT TECHNIQUES WITH PRISONERS IN A STATE OF ROLE TRANSITION.** JOURNAL OF SOCIOLOGY AND SOCIAL WELFARE INCORPORATED SCHOOL OF SOCIAL WORK UNIVERSITY OF CONNECTICUT, WEST HARTFORD CT 06117. JOURNAL OF SOCIOLOGY AND SOCIAL WELFARE, V3, N6 (JULY 1976), P 731-741. NCJ-49734

THE METHODS OF PSYCHODRAMATIC TREATMENT ARE DISCUSSED AS MEANS OF HELPING OFFENDERS DEAL WITH UNFAMILIAR EXPERIENCES THAT MUST BE A PART OF SUCCESSFUL REENTRY AFTER INCARCERATION. INCARCERATED OFFENDERS HAVE OFTEN NEVER LEARNED TO ACT AND RELATE IN OCCUPATIONAL AND SOCIAL ROLES CHARACTERISTIC OF NORMATIVE SOCIETY. ROLES DEVELOPED WITHIN CRIMINAL SUBCULTURES BOTH INSIDE AND OUTSIDE PRISON HAVE FREQUENTLY DETERMINED THE SURVIVAL AND RELATIONAL BEHAVIOR OF OFFENDERS. PSYCHODRAMA IS PRESENTED AS A USEFUL TOOL FOR HELPING OFFENDERS, PARTICULARLY THOSE INCARCERATED, TO BECOME FAMILIAR WITH NEW BEHAVIORAL ROLES THAT WILL BE REQUIRED FOR ADJUSTMENT TO NORMATIVE SOCIETY. IN PSYCHODRAMA, PARTICIPANTS ARE GIVEN DEFINED CIRCUMSTANCES WITHIN WHICH THEY ARE TO ACT OUT A ROLE TO ACHIEVE A CERTAIN END. PERFORMANCES ARE THEN CRITIQUED IN A GROUP CONTEXT TO HELP THE PARTICIPANT ALTER HIS PERSPECTIVES AND BEHAVIOR IN PREPARATION FOR CONFRONTING THE IMAGINED SITUATION IN REAL LIFE. SOME OF THE LITERATURE ON THE USE OF PSYCHODRAMA IS REVIEWED, AND SITUATIONS APPROPRIATE FOR PSYCHODRAMA ARE INDICATED AS FOLLOWS: JOB INTERVIEW A VISIT WITH FAMILY DURING AND AFTER A PRISON TERM; MEETING FORMER STREET FRIENDS; AND SITUATIONS REQUIRING IMPULSE CONTROL. TECHNIQUES USED IN PSYCHODRAMA ARE ALSO DESCRIBED. REFERENCES ARE PROVIDED.

5. **D. A. CASTRO. FROM THE JOINT TO THE CAMPUS—EX-OFFENDERS IN TRANSITION.** HAWORTH PRESS, 149 FIFTH AVENUE, NEW YORK NY 10010. OFFENDER REHABILITATION, V 1, N 3 (SPRING 1977), P 251-255. NCJ-42993

THE SAMPLE GROUP INDICATED THAT THE MOST IMPORTANT FACTOR FOR SURVIVING ON CAMPUS WAS MENTAL PREPARATION, CHARACTERIZED BY GREAT DETERMINATION TO REACH EDUCATIONAL GOALS. DATA FOR THIS STUDY WERE OBTAINED FROM PERSONAL INTERVIEWS WITH TWENTY-FIVE CHICANO STUDENTS: A QUESTIONNAIRE COMPLETED BY EACH OF THE STUDENTS FOCUSED ON ASPIRATIONS, ATTITUDES, PROBLEMS, AND BACKGROUND. THE MEN WERE ENROLLED AS FULL-TIME STUDENTS AT EIGHT CALIFORNIA CAMPUSES. THE COLLEGES INCLUDED BOTH TWO AND FOUR-YEAR CURRICULA. AGES OF THOSE STUDIED RANGED FROM 21 TO 43, AND THEY CAME FROM A VARIETY OF PENAL INSTITUTIONS. ONLY THREE IN THE SAMPLE HAD A HIGH SCHOOL DIPLOMA PRIOR TO INCARCERATION. TYPE OF INCARCERATION AND OFFENSE HAD LITTLE CORRELATION WITH SCHOOL SUCCESS, WITH THE EXCEPTION OF DRUG USERS, WHO APPARENTLY HAD LESS CONFIDENCE IN THEIR ABILITY TO SUCCEED IN SCHOOL. USING GRADE AVERAGE AND SOCIALIZATION ON CAMPUS AS MEASURES, IT WAS FOUND THAT STUDENTS WHO ENTERED COLLEGE IN A COMMUNITY OTHER THAN THEIR OLD NEIGHBORHOOD HAD A BETTER CHANCE OF SUCCESS. NONSOCIALIZATION ON CAMPUS SEEMED TO BE THE PATTERN OF THOSE WHO REPORTED A NEGATIVE COLLEGE EXPERIENCE. MOST OF THE STUDENTS PLANNED TO ATTAIN AT LEAST A BACHELOR OF ARTS DEGREE. SIXTY-FOUR PERCENT INTENDED TO CONTINUE ON TO GRADUATE SCHOOL.

6. **H. CHAIKLIN. COMMUNITY REINTEGRATION PROJECT—FINAL REPORT.** UNIVERSITY OF MARYLAND. NCJ-19390
159 p. 1973.

ADMINISTRATION AND RESULTS OF A PRISON PRERELEASE PROGRAM WHICH UTILIZED COUNSELING AND REFERRALS TO PREPARE THE INMATES OF A CORRECTIONAL CAMP AND THEIR FAMILIES FOR REUNION AND RETURN TO THE COMMUNITY BY THE OFFENDER. THE PROJECT FOUND THAT THE FAMILIES, COMMUNITY CONTACTS, AND COMMUNITY SERVICE AGENCIES OF AN INCARCERATED MAN HOLD CONSIDERABLE POTENTIAL SUPPORT FOR HIS SUCCESSFUL REHABILITATION AND SOCIAL REINTEGRATION. THIS PROJECT STRESSED COORDINATED TREATMENT AND PLANNING AND USE OF APPROPRIATE COMMUNITY AGENCIES AND IMPLEMENTED ITS PRERELEASE SERVICES WITHIN THE EXISTING CORRECTIONS ADMINISTRATION STRUCTURE. DURING ITS TWO YEAR LIFE THE PROJECT SERVED 274 MEN AND THEIR FAMILIES AND PROVED ITSELF TO BE EFFECTIVE IN REDUCING RECIDIVISM. THE REPORT DISCUSSES THE RAMIFICATIONS OF ITS FINDINGS IN THE AREAS OF FAMILY SUPPORT AND THE HOME ENVIRONMENT, AND EXPLAINS HOW THE PROJECT SPECIALLY RELATED TO MEN WITH HISTORIES OF DOMESTIC RELATIONS OFFENSES. ALSO PRESENTED ARE THE DIAGNOSTIC PROCESS, DATA ACCOUNTABILITY SYSTEM AND COMMUNITY RESOURCES MANUAL DEVELOPED FOR THE PROJECT. (AUTHOR ABSTRACT MODIFIED)

Sponsoring Agency: MARYLAND GOVERNOR'S COMMISSION ON LAW ENFORCEMENT AND THE ADMINISTRATION OF JUSTICE, EXECUTIVE PLAZA ONE, SUITE 302, COCKEYSVILLE MD 21030.

Availability: NTIS Accession No. PB 227 253; NCJRS MICROFICHE PROGRAM.

7. **M. DAVIES. ASSESSMENT OF ENVIRONMENT IN SOCIAL WORK RESEARCH.** FAMILY SERVICE ASSOCIATION OF AMERICA, 44 EAST 23RD STREET, NEW YORK NY 10010. SOCIAL CASEWORK, V 55, N 1 (JANUARY 1974), P 3-12. NCJ-49899

THIS PAPER EXAMINES THE LACK OF KNOWLEDGE CONCERNING THE EFFECTS OF ENVIRONMENT ON EX-OFFENDERS, DESCRIBES THE DEVELOPMENT OF AN INDEX OF SOCIAL ENVIRONMENT, AND URGES DEVELOPMENT OF A SYSTEM THEORY FOR PROBATION WORK. THE NEED FOR INCREASED UNDERSTANDING OF THE RELATIONSHIP BETWEEN CLIENTS AND THEIR SOCIAL SETTINGS IS SPELLED OUT. PROBATION STUDIES AND OTHER BEHAVIOR RESEARCH HAVE FOUND THAT SUPPORT AT HOME, A SUPPORTIVE ENVIRONMENT AT WORK OR SCHOOL, AND THE EXTENT OF 'CRIME CONTAMINATION' HAVE FAR MORE EFFECT ON RECIDIVISM RATES THAN PAROLE OFFICERS' EFFORT. ONE SUCH STUDY, CONDUCTED IN GREAT BRITAIN, IS SUMMARIZED. THE DEVELOPMENT OF AN INDEX TO MEASURE THOSE 3 FACTORS IS DESCRIBED. ITS PREDICTIVE POSSIBILITIES ARE ASSESSED; THE FACTORS CORRELATED SIGNIFICANTLY WITH PROBATION SUCCESS OR FAILURE. USE OF THE INDEX WITH THE JESSNESS INVENTORY FOR PERSONALITY ASSESSMENT IS EXPLAINED. A TABLE SHOWS THE RESULTS OF THE TEST OF THE INDEX ON 246 YOUNG MALE PROBATIONERS. THE FACT THAT ENVIRONMENT INTERACTS SO STRONGLY WITH PERSONALITY, AS MEASURED BY THESE INSTRUMENTS, SUGGESTS THAT PROBATION OFFICERS AND COURT OFFICIALS NEED TO APPLY SYSTEMS THEORY TO THEIR WORK. TO DATE MOST SYSTEMS ANALYSIS HAS BEEN CONFINED TO LARGE ORGANIZATIONS. HOWEVER, EACH INDIVIDUAL IS PART OF ONE'S OWN SOCIAL SYSTEM. THE PROBATION OFFICER MUST RECOGNIZE THAT A 15-30 MINUTE CONTACT ONCE A WEEK IS NOT A MAJOR INFLUENCE IN THE PROBATIONER'S SYSTEM, NOR IS THE PROBATIONER AT THE HEART OF THE PROBATION OFFICER'S SYSTEM. THE REALITY OF THE SITUATION MUST BE FACED, AND THE PAROLE OFFICER MUST REDEFINE THE TASK OF DEALING WITH PROBATIONERS. INSTEAD OF CHANGING THE PROBATIONER'S PERSON, EFFORTS MUST BE MADE TO CHANGE THE PERSON'S SOCIAL SYSTEM. MANY SOCIAL WORKERS UNDERSTAND THIS INSTINCTIVELY; SOME SOCIAL WORKERS HAVE LEFT INDIVIDUAL COUNSELING AND ARE

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DEVOTING THEIR EFFORTS TO COMMUNITY DEVELOPMENT WITH THE GOAL OF REDUCING CRIME. THE TENSION BETWEEN PERCEPTION OF THE PROBATION SYSTEM AS SOCIAL WORK, AND AS CORRECTIONS IS NOTED. THE FOUR CONCEPTUAL LEVELS OF RELATIONSHIP (CAUSAL TEXTURING) WITH A PROBATIONER ARE EXAMINED. THERAPY AT EACH LEVEL IS DESCRIBED WITH ATTENTION TO THE PROBATION OFFICER'S STRATEGIC TREATMENT CHOICES. THESE FOUR LEVELS ARE PROPOSED AS THE STRUCTURE OF AN ENVIRONMENTAL SYSTEMS THEORY. TO TRULY EFFECT CHANGE IN A PROBATIONER, THE OFFICER/CLIENT RELATIONSHIP MUST BE DEEP ENOUGH TO EFFECT A CHANGE IN THE OFFENDER'S SOCIAL SYSTEM AND HIS PLACE IN IT. DEVELOPMENT OF AN ENVIRONMENTAL SYSTEMS THEORY IS NEEDED TO CHALLENGE, CLARIFY, AND BUILD ON THE PRESENT ASSUMPTIONS MADE IN SOCIAL WORK. THE ARTICLE IS FOOTNOTED.

8. E. K. DEVALERA, A. D. WITHERSPOON, W. O. JENKINS, M. D. DEVINE, J. B. MULLER, and J. M. MCKEE. HYPOTHESIS-GENERATING STUDIES EMERGING FROM THE LONGITUDINAL FOLLOW-UP ASSESSMENT OF RELEASED OFFENDERS. REHABILITATION RESEARCH FOUNDATION, P O BOX BV, UNIVERSITY AL 35486. 80 p. 1975. NCJ-19080

THIS REPORT DESCRIBES NINE SUBSTUDIES THAT EMERGED FROM A LONGITUDINAL STUDY OF PRISON RELEASEES CONDUCTED TO ASSESS THE EFFECTS OF INSTITUTIONAL TREATMENT ON POSTRELEASE ADJUSTMENT. MEASURES USED TO ASSESS POSTRELEASE ADJUSTMENT INCLUDED THE ENVIRONMENTAL DEPRIVATION SCALE (EDS), THE MALADAPTIVE BEHAVIOR RECORD (MBR), AND THE WEEKLY ACTIVITY RECORD (WAR). THE LAW ENCOUNTER SEVERITY SCALE (LESS) WAS USED AS THE CRITERION FOR CRIMINAL BEHAVIOR AND RECIDIVISM. SEVERAL OF THE SUBSTUDIES EXAMINED THE EFFECT OF VARIOUS FACTORS ON POSTRELEASE ADJUSTMENT, INCLUDING SUCH VARIABLES AS RESIDENTIAL MOBILITY, THE AMOUNT OF MONEY CARRIED, THE SIZE OF THE COMMUNITY TO WHICH THE EX-OFFENDER IS RELEASED, AND ACHIEVEMENT IN ADULT BASIC EDUCATION IN THE INSTITUTION. OTHER SUBSTUDIES DEALT WITH PARTICULAR ASPECTS OF THE BEHAVIORAL ASSESSMENT INSTRUMENTS: RATER-RATER AGREEMENT IN SCORING THE EDS, PREDICTION OF POSTRELEASE SUCCESS FROM EDS SCORES, AND COMPARISON OF THE WAR SCORES OF NONCRIMINALS AND PRISONS RELEASEES. ANOTHER SUBSTUDY DESCRIBES THE DEVELOPMENT OF THE RECORD OF INSTITUTIONAL BEHAVIOR (RIB), AN INSTRUMENT DESIGNED TO DETERMINE INMATE ADHERENCE TO THE CONVICT CULTURE. DATA INDICATE THAT A NUMBER OF FACTORS ARE RELATED TO POSTRELEASE ADJUSTMENT, AS MEASURED BY THE BEHAVIORAL ASSESSMENT INSTRUMENTS AND THE LESS. (AUTHOR ABSTRACT)

Availability: NCJRS MICROFICHE PROGRAM.

9. R. V. ERICSON. SOCIAL DISTANCE AND REACTION TO CRIMINALITY. INSTITUTE FOR THE STUDY AND TREATMENT OF DELINQUENCY, 11 NEW FETTER LANE, LONDON EC4 P4EE, ENGLAND. BRITISH JOURNAL OF CRIMINOLOGY, V 17, N 1 (JANUARY 1977), P 16-29. NCJ-40089

RESULTS OF A STUDY OF SEVERAL BRITISH EX-OFFENDERS UNDERTAKEN TO DETERMINE THE RELATIONSHIP BETWEEN THE SOCIAL CLOSENESS OR DISTANCE OF INMATES' ACQUAINTANCES AND THEIR ACCEPTANCE OR STIGMATIZATION OF THE INMATE. A BASIC ASSUMPTION OF THE LABELING THEORY IS THAT VARIOUS 'CONVENTIONAL OTHERS' ATTACH A STIGMA TO THE PERSON WHOSE BEHAVIOR IS IN QUESTION, SO THAT HE IS DISQUALIFIED FROM FULL SOCIAL ACCEPTANCE. THIS TYPE OF STIGMATIZATION MAY OCCUR IN VARYING DEGREES, DEPENDING ON THE RELATION OF THE OFFENDER AND THE 'CONVENTIONAL OTHER.' IT HAS BEEN POSTULATED, FOR EXAMPLE, THAT PERSONS CLOSE TO THE OFFENDER WILL BE LESS STIGMATIZING THAN SOCIALLY DISTANT ACQUAINTANCES. THE AUTHOR FIRST EXAMINES THE WAY IN WHICH THE RELATIONSHIP BETWEEN SOCIAL DISTANCE AND SOCIAL REACTION TO CRIMINALITY HAS

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BEEN TREATED IN THE LITERATURE. THIS LITERATURE IS THEN EXAMINED IN THE LIGHT OBSERVATIONAL EVIDENCE GATHERED BY THE AUTHOR ON A SAMPLE OF 15 INMATES WHO WERE INCARCERATED FOR THE FIRST TIME AND SUBSEQUENTLY EXPERIENCED THE REACTIONS OF VARIOUS OTHERS UPON RETURN TO THEIR HOME COMMUNITIES. THE OBSERVATIONAL EVIDENCE DEMONSTRATED THAT THE MORE SOCIALLY DISTANT A PERSON IS, THE GREATER THE LIKELIHOOD THAT HE WILL TREAT THE EX-INMATE AS FUNDAMENTALLY STIGMATIZED. (AUTHOR ABSTRACT MODIFIED)

10. N. GEBHART and D. GREENLEY. ADVOCACY FOR REINTEGRATION, 3RD ED. CENTER FOR PUBLIC REPRESENTATION, INC, 520 UNIVERSITY AVENUE, MADISON WI 53703. 221 p. 1977. NCJ-48641

LEGAL AND SOCIAL BARRIERS FACED BY WISCONSIN RESIDENTS WHO HAVE CRIMINAL RECORDS OR HISTORIES OF MENTAL ILLNESS, ALCOHOLISM, OR DRUG ABUSE ARE IDENTIFIED, AND STEP-BY-STEP APPROACHES FOR OVERCOMING THEM ARE GIVEN. THIS MANUAL IS DESIGNED FOR USE BY PERSONS WHO WORK WITH WISCONSIN RESIDENTS WHO HAVE DEBILITATING PERSONAL HISTORIES AND HAVE DIFFICULTY BREAKING THROUGH THE VARIOUS LEGAL AND SOCIAL BARRIERS TO THEIR SUCCESSFUL REINTEGRATION INTO SOCIETY. IT IS SOLD AS A SERVICE THAT UPDATES THE LAWS, RULES, FORMS, AND PROCEDURES DEEMED RELEVANT TO THE REINTEGRATION OF THE TARGET POPULATION. THE BARRIERS AND STEP-BY-STEP APPROACHES TO OVERCOMING THEM ARE IDENTIFIED AND DISCUSSED IN THE FOLLOWING GENERAL AREAS: PUBLIC EMPLOYMENT; LICENSING; APPRENTICESHIPS; EMPLOYMENT DISCRIMINATION; FEDERAL BONDING PROGRAM GUBERNATORIAL PARDONS, COMMUTATIONS, AND REPRIEVES; PRESIDENTIAL PARDONS; MILITARY DISCHARGE UPGRADING; LEGAL REPRESENTATION AND RESOURCES; WELFARE; HOUSING; INSURANCE; CREDIT; CITIZENSHIP; ALIENAGE; LIMITED RIGHTS AND RESPONSIBILITIES—MENTAL HEALTH ADJUDICATIONS; FAMILY RIGHTS; SPECIFIC KINDS OF RECORDS; STATE GOVERNMENT AND ADMINISTRATIVE PROCEDURE; LOCAL GOVERNMENT AND ADMINISTRATIVE PROCEDURE; AND CONTROLS ON ADMINISTRATIVE ACTIONS. THE APPENDIX INCLUDES A LISTING OF SOURCES OF INFORMATION, AND SUGGESTIONS FOR LEGAL RESEARCH AND RESOURCES FOR THE LAY ADVOCATE.

Sponsoring Agencies: WISCONSIN COUNCIL ON CRIMINAL JUSTICE, 122 WEST WASHINGTON, MADISON WI 53702; US DEPARTMENT OF JUSTICE LAW ENFORCEMENT ASSISTANCE ADMINISTRATION.

11. E. HANDLER. FAMILY SURROGATES AS CORRECTIONAL STRATEGY. UNIVERSITY OF CHICAGO, 5801 SOUTH ELLIS, CHICAGO IL 60637. SOCIAL SERVICE REVIEW, V 48, N 4 (DECEMBER 1974), P 539-549. NCJ-36411

THIS ARTICLE PRESENTS EVIDENCE TO SUPPORT THE DEVELOPMENT OF LONG-TERM HALFWAY HOUSE PROGRAMS TO FUNCTION AS EXTENSIONS OF OR SUBSTITUTES FOR DEFICIENT NUCLEAR FAMILIES OF EX-OFFENDERS. A COMPARISON OF THE MARITAL STATUS OF MALE FEDERAL PRISONERS AND THE GENERAL U.S. MALE POPULATION SHOWS THAT PRISONERS ARE LESS LIKELY TO BE MARRIED AND MORE LIKELY TO BE DIVORCED. STATISTICS REVEALING THAT OVER ONE-HALF OF THE JUVENILES COMMITTED TO CORRECTIONS IN ILLINOIS ARE ALSO CITED AS EVIDENCE OF FAMILY PROBLEMS FACED BY EX-OFFENDERS. IT IS SUGGESTED THAT TRADITIONAL HALFWAY HOUSE PROGRAMS ARE INADEQUATE BECAUSE THEY ARE BASED ON A MEDICAL MODEL AND EXPECT TO CURE THEIR CLIENTS AND RETURN THEM TO THE NORMAL COMMUNITY IN A BRIEF TIME SPAN. A FORMULATION IS SUGGESTED TO EXPAND AND DEVELOP A VARIETY OF OPEN, LONG-TERM, NON-TREATMENT-ORIENTED ARRANGEMENTS TO FULFILL FAMILY FUNCTIONS FOR EX-OFFENDERS BY PROVIDING NORMAL CARE IN LIEU OF TREATMENT FOR AN INDEFINITE PERIOD OF

TIME RATHER THAN FOR A STRICTLY LIMITED AMOUNT OF TIME AS IS PRESENTLY DONE. (AUTHOR ABSTRACT MODIFIED)

Supplemental Notes: REPRINT.

- 12. W. O. JENKINS and M. C. BARTON. LONGITUDINAL FOLLOW-UP INVESTIGATION OF THE POSTRELEASE BEHAVIOR OF PAROLED OR RELEASED OFFENDERS.** REHABILITATION RESEARCH FOUNDATION, P O BOX BV, UNIVERSITY AL 35486. 70 p. 1973. **NCJ-10698**

A THREE-YEAR FOLLOW-UP OF 106 OFFENDERS GIVEN INSTITUTIONAL EDUCATIONAL AND VOCATIONAL TRAINING AND 67 APPLICANTS NOT GIVEN SUCH TRAINING. THE EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS CONDUCTED A FOLLOW-UP STUDY ON MEN RELEASED OR PAROLED FROM DRAPER CORRECTIONAL CENTER IN ELMORE, ALABAMA. THE PURPOSE WAS TO DEVELOP A METHODOLOGY FOR DATA COLLECTION, TO ESTABLISH THE BEHAVIORAL DEMOGRAPHY OF THE RELEASED OR PAROLED OFFENDER, TO PROVIDE AN EVALUATION AND VALIDATION YARDSTICK FOR INSTITUTIONAL AND COMMUNITY TREATMENT PROGRAMS AND TO FURNISH A BASIS FOR DEVELOPMENT AND REFINEMENT OF INTERVENTION, AND TO DEVELOP SPECIFIC MEASURES FOR THE ASSESSMENT OF LAW-VIOLATING BEHAVIOR AND THE PREDICTION OF RECIDIVISM. A PRERELEASE INTERVIEW WAS FOLLOWED BY A SERIES OF POSTRELEASE INTERVIEWS AT INTERVALS OF 3, 6, 12, AND 18-24 MONTHS. THE INTERVIEW TECHNIQUE CONCENTRATED ON SPECIFIC BEHAVIORS AND ENVIRONMENTAL EVENTS IN THE AREAS OF SOCIETAL ADJUSTMENT, LAW ENCOUNTERS, SOCIAL AND INTERPERSONAL BEHAVIOR, OCCUPATION AND EMPLOYMENT, MONEY MATTERS AND FINANCIAL STATUS, HOUSING, AND PUBLIC ACCEPTANCE. LAW ENFORCEMENT RECORDS WERE CHECKED AT REGULAR INTERVALS ON A STATEWIDE BASIS, AND FINAL REVIEW OF THE RECORDS WAS CONDUCTED 36 MONTHS AFTER THE INITIATION OF THE INVESTIGATION. THE FINDINGS INDICATE A SMALL-SCALE IMPACT OF MANPOWER AND DEVELOPMENT TRAINING (MDT) IN EARLY POSTRELEASE BEHAVIOR, PARTICULARLY IN THE EMPLOYMENT AREA WHERE MDT TRAINEES SPENT 13 PERCENT MORE TIME WORKING AND MADE 3 PERCENT MORE MONEY THAN DID THE NON-TRAINEES DURING THE FIRST 18 MONTHS AFTER RELEASE. THE RECIDIVISM RATES AND TOTAL LAW-VIOLATING PERCENTAGES WERE ABOUT THE SAME FOR MDT AND NON-MDT RELEASEES, 30 PERCENT FOR MAJOR CRIMES AND 50 PERCENT FOR ALL LAW VIOLATIONS. EMPLOYMENT PER SE IS A HIGHLY SIGNIFICANT PREVENTATIVE TO RECIDIVISM. ENVIRONMENTAL DEPRIVATION, ASSESSED BY THE ENVIRONMENTAL DEPRIVATION SCALE, DIFFERED BY 100 PERCENT FROM THE MAJOR LAW VIOLATORS (RECIDIVISTS) TO THE NON-LAW VIOLATORS. SEVENTY PERCENT MORE MALADAPTIVE BEHAVIOR WAS EXHIBITED BY THE MAJOR LAW VIOLATORS THAN THE NON-LAW VIOLATORS. NUMEROUS TABLES AND GRAPHS ILLUSTRATE THE DISCUSSION. FOR A BRIEF SUMMARY REPORT OF THIS STUDY SEE NCJ-10707. (AUTHOR ABSTRACT MODIFIED)

Sponsoring Agency: US DEPARTMENT OF LABOR MANPOWER ADMINISTRATION, WASHINGTON DC 20210.

- 13. W. C. JENKINS and A. D. WITHERSPOON. POST-PRISON ANALYSIS OF CRIMINAL BEHAVIOR AND LONGITUDINAL FOLLOW-UP EVALUATION OF INSTITUTIONAL TREATMENT.** REHABILITATION RESEARCH FOUNDATION, P O BOX BV, UNIVERSITY AL 35486. 71 p. 1974. **NCJ-13992**

REPORT OF AN 18-MONTH POSTRELEASE FOLLOW-UP OF 142 YOUNG MALE OFFENDERS, FOCUSING ON THE MEASUREMENT OF INDIVIDUAL BEHAVIORAL DEMOGRAPHY SUCH AS VOCATIONAL, CRIMINAL, SOCIAL, INTERPERSONAL, FAMILIAL, AND FINANCIAL FACTORS. THIS STUDY SOUGHT TO DETERMINE THE ENVIRONMENTAL INFLUENCES AND BEHAVIOR PATTERNS OF RELEASED OFFENDERS, AND TO FIND HOW THESE RELATE TO POSTRELEASE SUCCESS OR FAILURE. THE SECOND MAJOR PURPOSE WAS THE POSTRELEASE ASSESSMENT OF INSTITUTIONAL TREATMENT PROGRAMS, SPECIFICALLY MANPOWER DEVELOPMENT AND TRAINING (MDT), TOKEN ECONOMIES, COMBINED MDT

AND TOKEN ECONOMY, AND STATE TRADE SCHOOLS. A CONTROL GROUP RECEIVING NO TREATMENT WAS USED. SUBJECTS RECEIVED A SERIES OF BEHAVIORAL INTERVIEWS—ONE PRIOR TO RELEASE, ONE AT 3-6 MONTHS POSTRELEASE, AND ANOTHER AT 12-15 MONTHS POSTRELEASE. ENVIRONMENTAL INPUT WAS SPECIFICALLY ASSESSED BY THE ENVIRONMENTAL DEPRIVATION SCALE (EDS), BEHAVIOR PATTERNS, BY THE MALADAPTIVE BEHAVIOR RECORD (MBR) AND THE WEEKLY ACTIVITY RECORD (WAR). AN INTERVIEW GUIDE (IG) STRUCTURED THE COLLECTION OF ADDITIONAL INFORMATION. NO LARGE, HIGHLY SIGNIFICANT, OR CONSISTENT DIFFERENCES EMERGED AMONG THE EFFECTS OF THE SEVERAL INSTITUTIONAL TREATMENT PROCEDURES. DETAILED ANALYSIS DID YIELD SOME SIGNIFICANT DIFFERENCES, E.G., MDT TRAINEES WORKED LONGER AND EARNED MORE MONEY IN THE FIRST SIX MONTHS AFTER RELEASE THAN DID SUBJECTS IN THE OTHER GROUPS. THE AUTHORS CONCLUDE THAT VOCATIONAL TRAINING AND ADULT EDUCATION APPEAR ESSENTIAL TO REHABILITATION OF THE CRIMINAL OFFENDER, BUT MUST BE COUPLED WITH SUPPLEMENTAL TRAINING IN INTERPERSONAL (SOCIAL) SKILLS AND MONEY MANAGEMENT TO BE MAXIMALLY EFFECTIVE. (AUTHOR ABSTRACT MODIFIED)

Sponsoring Agency: US DEPARTMENT OF LABOR MANPOWER ADMINISTRATION, WASHINGTON DC 20210.

Availability: NCJRS MICROFICHE PROGRAM.

- 14. A. M. KIRKPATRICK. JOHN HOWARD SOCIETY OF CANADA.** PENNSYLVANIA PRISON SOCIETY, ROOM 302, SOCIAL SERVICES BUILDING, 311 SOUTH JUNIPER STREET, PHILADELPHIA PA 19107. *PRISON JOURNAL*, V 56, N 2 (AUTUMN/WINTER 1976), P 11-17. **NCJ-52197**

A NONGOVERNMENTAL ORGANIZATION OF CITIZENS WHICH ADVOCATES COMMUNITY INVOLVEMENT IN CRIME CONTROL AND IN THE REINTEGRATION OF OFFENDERS INTO SOCIETY IS DESCRIBED. THE ACTIVITIES AND GOALS OF THE JOHN HOWARD SOCIETY ARE BASED ON THE IDEA THAT SINCE CRIME IS ROOTED IN THE COMMUNITY, THE COMMUNITY MUST TAKE THE RESPONSIBILITY FOR DEALING WITH THE PROBLEMS OF CRIME AND OF THE CRIMINAL JUSTICE SYSTEM. THE OBJECTIVES OF THE SOCIETY ARE TO PREVENT UNCONVICTED OFFENDERS, PRISON INMATES AND EX-OFFENDERS FROM CONTINUING THEIR CRIMINAL BEHAVIOR; TO INSURE THAT THE CRIMINAL JUSTICE SYSTEM IS EFFECTIVE AND FAIR; AND TO INFORM CITIZENS ABOUT CRIME IN THE COMMUNITY AND INVOLVE THEM IN EFFECTIVE CRIME CONTROL AND PREVENTION. IN KEEPING WITH THESE OBJECTIVES, THE SOCIETY'S SERVICES TO OFFENDERS AND EX-OFFENDERS INCLUDE THE FOLLOWING: INDIVIDUALIZED COUNSELING, FAMILY COUNSELING FOR THE OFFENDER AND HIS FAMILY, CRISIS INTERVENTION, INFORMATION AND REFERRAL SERVICES, SPECIAL EMPLOYMENT SERVICES, FINANCIAL ASSISTANCE, GROUP SERVICES, RESIDENTIAL SERVICES, LEISURE AND RECREATIONAL SERVICES, TRANSPORTATION OF WIVES AND RELATIVES, PRISON VISITATION AND PRERELEASE PLANNING, PAROLE SUPERVISION, SPONSORSHIP OF TEMPORARY LEAVES OF ABSENCE FOR GROUPS AND INDIVIDUALS, AND ADVOCACY. AS ADVOCATES, SOCIETY PERSONNEL REPRESENT THE CLIENTS' NEEDS FOR OR RIGHTS TO PRIVILEGES, BENEFITS, OR SERVICES WHERE THEIR ABILITY TO REPRESENT THEMSELVES IS LIMITED BY PERSONAL CIRCUMSTANCES AND RESOURCES. FORMER OFFENDERS ARE USED AS A MANPOWER RESOURCE. THE SOCIETY'S COMMUNITY EDUCATION PROGRAMS PROVIDE EFFECTIVE BASES FOR DEVELOPING AND DELIVERING CONSTRUCTIVE CORRECTIONAL SERVICES. THE SOCIETY HAS BEEN VERY ACTIVE IN PENAL REFORM, AND MANY OF ITS SUGGESTIONS HAVE BEEN ADOPTED. WHILE THE SOCIETY CONTINUES ITS INVOLVEMENT IN DIRECT PAROLE SUPERVISION, A SUBSTANTIAL DECREASE IN THE NUMBER OF CASES AND COMMUNITY ASSESSMENTS REFERRED TO THEM IN THE PAST FEW YEARS IS NOTED. THIS IS ATTRIBUTED IN PART TO A DECREASE IN PAROLES GRANTED AND TO INCREASES IN STAFF OF THE NATIONAL PAROLE SERVICE ACROSS CANADA. THE JOHN HOWARD SOCIETY HAS CON-

REINTEGRATING THE EX-OFFENDER

TINUOUSLY SOUGHT TO DEVELOP A PARTNERSHIP BETWEEN THE COMMUNITY AND THE NATIONAL PAROLE SERVICE IN THE DELIVERY OF SERVICES AND CONTINUES TO BE PART OF AN INTEGRATED PROCESS OF CORRECTIONS INVOLVING BOTH PUBLIC AND PRIVATE AGENCIES.

15. **G. W. KRIEGER. REHABILITATION COUNSELING AND THE EX-OFFENDER.** AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION, 1607 NEW HAMPSHIRE AVENUE, N W, WASHINGTON DC 20009. *JOURNAL OF EMPLOYMENT COUNSELING*, V 12, N 4 (DECEMBER 1975), P 154-159. **NCJ-34579**

DISCUSSION OF THE REHABILITATIVE COUNSELING NEEDS OF EX-OFFENDERS WHEN THEY ARE VIEWED AS 'SOCIALLY DISABLED' PERSONS. THE NEED FOR COUNSELORS TO RECOGNIZE THEIR OWN STRENGTHS AND LIMITATIONS, THE SPECIAL NEEDS OF THEIR CLIENTS, AND SOCIETY'S PERCEPTIONS OF EX-OFFENDERS IS EMPHASIZED. AFFIRMATIVE APPROACHES TO OVERCOMING BARRIERS IN THE COUNSELING RELATIONSHIP WHICH ARE DESCRIBED INCLUDE SELF-HELP GROUPS, PEER COUNSELING, AND THE USE OF PARAPROFESSIONALS.

16. **W. C. KUEHN. EX-CONVICTS CONCEPTUALIZED AS A MINORITY GROUP.** XEROX COLLEGE PUBLISHING. 12 p. 1971. **NCJ-32206**

ARTICLE DESCRIBING THE RELATIONSHIP OF EX-CONVICTS WITH FOUR TYPES OF MINORITY GROUPS AND THE POSSIBILITY OF USING MINORITY GROUP THEORY IN THE STUDY OF EX-CONVICT RELATIONSHIPS TO CRIME AND SOCIETY.

17. **L. R. LAMBERT and P. G. MADDEN. ADULT FEMALE OFFENDER—THE ROAD FROM INSTITUTION TO COMMUNITY LIFE.** CANADIAN CRIMINOLOGY AND CORRECTIONS ASSOCIATION, 55 PARKDALE, OTTAWA, ONTARIO, CANADA K1Y 1E5. *CANADIAN JOURNAL OF CRIMINOLOGY AND CORRECTIONS*, V 18, N 4 (OCTOBER 1976), P 319-331. **NCJ-37502**

RESULTS OF A LONGITUDINAL STUDY OF 338 FEMALE OFFENDERS ADMITTED TO THE VANIER CENTER FOR WOMEN BETWEEN 1970 AND 1971, UNDERTAKEN TO DETERMINE THE FACTORS WHICH INFLUENCE RECIDIVISM AND COMMUNITY REINTEGRATION. THE PRIMARY INTEREST OF THE RESEARCH WAS ON THE EFFECTIVENESS OF A 'THERAPEUTIC MILIEU' TYPE PROGRAM IN PRODUCING LASTING BEHAVIOUR AND ATTITUDE CHANGE. THIS WAS ACCOMPLISHED THROUGH AN EXAMINATION OF THE ASSOCIATION BETWEEN PRE-, INTRA-, AND POST-INSTITUTIONAL FACTORS AND THEIR INFLUENCE ON RECIDIVISM AND OTHER MEASURES OF COMMUNITY ADJUSTMENT. THE STUDY SHOWED THAT PRE-INSTITUTIONAL VARIABLES SUCH AS PRIOR CRIMINALITY, FAMILY PROBLEMS, AND DRUG OR ALCOHOL ABUSE WERE ASSOCIATED WITH LATER RECIDIVISM. THE 'QUALITY OF LIFE' WHICH THE OFFENDER FACED ON RELEASE WAS ALSO SIGNIFICANTLY RELATED TO POST-INSTITUTIONAL ADJUSTMENT. WOMEN FACING POOR EMPLOYMENT OPPORTUNITIES OR POOR FAMILY RELATIONS HAD HIGHER RECIDIVISM. FINALLY, INSTITUTIONAL VARIABLES SUCH AS LENGTH OF STAY, OR RESIDENCE AREA WITHIN THE FACILITY WERE FOUND TO BE PREDICTIVE OF RECIDIVISM. IN PARTICULAR, IT WAS NOTED THAT THE RESIDENTIAL ENVIRONMENT HAD MORE IMPACT ON ADJUSTMENT THAN DID THE VARIOUS CLINICAL PROGRAMS. BASED ON THESE RESULTS, THE AUTHORS CALL FOR INCREASED COMMUNITY-ORIENTED EMPLOYMENT PROGRAMS, INCREASED COMMUNITY SERVICES TO EX-OFFENDERS, AND INCREASED DIVERSION FROM THE CORRECTIONAL SYSTEM. (AUTHOR ABSTRACT MODIFIED)

18. **M. V. LEWIS, D. E. MCKEE, L. GOODSTEIN, A. O. BEAMESDERFER, and J. J. KAUFMAN. HOW TO ORGANIZE A COMMUNITY SPONSOR PROJECT.** PENNSYLVANIA PRISON SOCIETY, ROOM 302, SOCIAL SERVICES BUILDING, 311 SOUTH JUNIPER STREET, PHILADELPHIA PA 19107. *PRISON JOURNAL*, V 56, N 2 (AUTUMN/WINTER 1976), P 18-27. **NCJ-47955**

REINTEGRATION ISSUES AND PROGRAMS

THE GOALS AND OBJECTIVES OF A COMMUNITY-SPONSOR PROGRAM FOR EX-OFFENDERS ARE DESCRIBED, AND GUIDELINES ARE SUGGESTED FOR ORGANIZING AND MAINTAINING A SUCCESSFUL PROJECT. A COMMUNITY-SPONSOR PROGRAM RECRUITS INTERESTED PERSONS TO WORK ON A ONE-TO-ONE BASIS WITH INCARCERATED PERSONS WHILE THEY ARE IN A CORRECTIONAL INSTITUTION AND, LATER, WHEN THEY ARE PAROLED. THE COMMUNITY SPONSOR CAN DO MANY THINGS A COUNSELOR CANNOT, SUCH AS SPENDING TIME LOCATING A JOB AND HOUSING FOR THE PRISONER AT THE TIME OF RELEASE OR COMMUNICATING WITH THE FAMILY. THE SPONSOR CAN HELP THE COUNSELOR DEVELOP COORDINATED PLANS FOR THE RESIDENT'S REENTRY INTO THE COMMUNITY. UPON THE INMATE'S RELEASE, THE SPONSOR CAN BECOME THE VOLUNTEER PAROLE AIDE. A SUCCESSFUL PROGRAM NEEDS A FULL-TIME COORDINATOR AND AT LEAST ONE PROGRAM RECRUITER. CRITERIA FOR RESIDENTS ENTERING THE PROGRAM SHOULD BE CAREFULLY SPELLED OUT. IT IS SUGGESTED THAT SPONSORSHIP BEGIN WITHIN 2 YEARS OF THE RELEASE DATE. THE PRISONER SHOULD BE INTERESTED IN THE PROGRAM; OFFENDERS WHO WISH TO SETTLE IN A NEW COMMUNITY ARE GOOD CANDIDATES. THOSE WITH A HISTORY OF SEVERAL PREVIOUS INCARCERATIONS, ASSAULT HISTORIES, AND SEX CRIMES HAVE PROVEN TO BE POOR CANDIDATES. SCREENING SHOULD BE DONE INDEPENDENTLY BY TWO DIFFERENT INSTITUTIONAL STAFF MEMBERS. QUESTIONS FOR EVALUATING THE RESIDENT'S SUITABILITY ARE SUGGESTED. IT IS PREFERABLE TO RECRUIT A SPONSOR WHO IS A PREVIOUS ACQUAINTANCE OF THE OFFENDER AND IS WILLING TO REVITALIZE THE RELATIONSHIP. THE SPONSOR SHOULD BE OF GOOD CHARACTER AND A STABLE MEMBER OF THE COMMUNITY. IT IS PROBABLY WISE TO AVOID RECRUITING HIGH-STATUS MEMBERS OF THE COMMUNITY SINCE THEY ARE USUALLY TOO BUSY TO DISCHARGE THEIR DUTIES. THE SPONSOR SHOULD BE ABLE TO DEVELOP A CLOSE RELATIONSHIP AND BE SIMILAR TO THE OFFENDER IN RACE, AGE, AND SOCIAL STATUS. SUGGESTIONS ARE MADE FOR AN ORIENTATION SESSION. THE FORMAT OF AN ORIENTATION MANUAL IS SUGGESTED. SPONSOR INTEREST SHOULD BE MAINTAINED THROUGH MEETINGS AND RESPONSE-GATHERING MECHANISMS. A TOLL-FREE PHONE NUMBER AND A NEWSLETTER ARE RECOMMENDED. THE PROGRAM HAS SHOWN GREAT POTENTIAL, AND ITS EXPANSION IS URGED.

Supplemental Notes: EXTRACTED FROM AUTHORS' RESEARCH REPORT 'COMMUNITY SPONSORS AND SUPPORT TEAMS IN CORRECTIONS,' PENNSYLVANIA STATE UNIVERSITY, INSTITUTE FOR RESEARCH ON HUMAN RESOURCES, NOVEMBER, 1975.

19. **M-2 SPONSORS, INC, 739 FLETCHER LANE, SUITE 103, HAYWARD CA 94544. SUCCESSFUL HABILITATION OF EX-OFFENDERS.** 30 p. 1978. **NCJ-45741**

STATISTICS RELATING TO THE SUCCESS OF THE MATCH-TWO (M-2) PROGRAM, REASONS FOR M-2 CLIENTS' FAVORABLE PAROLE OUTCOME, CHARACTERISTICS OF SPONSORS AND PARTICIPANTS, AND THE KIND OF INFLUENCE OFFERED ARE EXAMINED. THE M-2 PROGRAM MATCHES AN INMATE WITH A VOLUNTEER FROM THE COMMUNITY WHO PLEDGES TO MAKE REGULAR VISITS TO THE MATCHED INMATE IN ORDER TO ESTABLISH A FRIENDLY RELATIONSHIP CONDUCIVE TO MUTUAL GROWTH AND CHANGE. A BRIEF HISTORY OF THE M-2 PROGRAM IS DESCRIBED, AND A SUMMARY OF EXISTING RESEARCH BEARING ON THE IMPACT OF THE PROGRAM IS PRESENTED. STATISTICS INCLUDED INDICATE THAT M-2 CLIENTS HAD A 12-MONTH FAVORABLE PAROLE OUTCOME (NO RECIDIVISM), 8 PERCENT HIGHER THAN NONCLIENTS. OF THE REASONS HYPOTHESIZED FOR THIS PAROLE SUCCESS AMONG M-2 CLIENTS, PREVIOUS CALIFORNIA YOUTH AUTHORITY AND M-2 RESEARCH STUDIES SHOW THAT THE SINGLE MOST DIFFERENTIATING FACTOR BETWEEN THE CLIENT AND NONCLIENT WAS THE ONE-TO-ONE VISITS FROM A SPONSOR IN THE COMMUNITY. M-2 INMATES GENERALLY HAVE MORE LENGTHY PRISON SENTENCES, MORE PRISON COMMITMENTS, AND HAVE BEEN COMMITTED FOR AND MORE SERIOUS

CRIMES THAN THE GENERAL PRISON POPULATION. RESULTS FROM A RESEARCH STUDY CONDUCTED BY THE CALIFORNIA DEPARTMENT OF CORRECTIONS ARE REPORTED TO SHOW A CONSISTENT CORRELATION BETWEEN THE NUMBER OF VISITS TO 'MATCHED' INMATES BY COMMUNITY SPONSORS AND THE PAROLE SUCCESS OF THOSE INMATES. INMATES WHOSE SPONSOR VISITED ONLY ONCE WERE 58 PERCENT FAVORABLE ON PAROLE OVER A PERIOD OF 2 YEARS, WHILE INMATES VISITED 2 TO 4 TIMES BY THE SAME SPONSOR WERE 74 PERCENT FAVORABLE. A SURVEY OF COMMUNITY SPONSORS TO DETERMINE THE NUMBER OF VISITS MADE TO SPECIFIC INMATES AND THE FEELINGS EXPERIENCED BY THE SPONSOR WHILE VISITING DEMONSTRATES THAT IT WAS NOT THE 'COMFORTABLENESS' OF THE RELATIONSHIP THAT PRODUCED PAROLE SUCCESS, SINCE DESPITE THE DISSIMILAR OUTLOOKS, A CONSISTENTLY VISITING SPONSOR HAD AN INMATE WHO WAS MORE SUCCESSFUL ON PAROLE. M-2 ENCOURAGES SPONSORS TO ALSO BECOME INVOLVED IN THEIR INMATES REENTRY NEEDS, BY PICKING THEM UP AT THE INSTITUTION WHEN RELEASED, HELPING THEM IN FINDING A JOB, AND PROVIDING OTHER SERVICES DICTATED BY SPECIFIC SITUATIONS. THE RESULTS OF A STUDY ARE REPORTED TO SHOW THAT WHEN A SPONSOR CONTINUES A RELATIONSHIP INTO THE PAROLE PERIOD, THE INMATE'S PAROLE SUCCESS WILL PROBABLY BE HIGHER. THE APPENDIX INCLUDES A SAMPLE QUESTIONNAIRE SENT TO SPONSORS TO DETERMINE THEIR CONTACT WITH THE INMATE DURING THE PAROLE PERIOD, A SAMPLE QUESTIONNAIRE SENT TO SPONSORS WHO VISITED INMATE LESS THAN FOUR TIMES, DEFINITIONS OF PAROLE OUTCOME FOR MALE FELONS, OUTCOME FOR MALE FELONS AND M-2 CLIENTS, AND 1975 TWELVE-MONTH PAROLE OUTCOME BY CRIME OF LAST COMMITMENT.

Supplemental Notes: JANUARY 1978 EVALUATION, FREE DOCUMENT.

Availability: M-2 SPONSORS, INC (ORDERING ADDRESS), 1276 A STREET, HAYWARD CA 94541; NCJRS MICROFICHE PROGRAM.

20. J. MACGRADY, W. BEMISTER, and B. FONTAINE. PROJECT R.E.I.D.I.D. (RECIDIVISM AND ALCOHOL-RELATED CRIMES OF AGGRESSION. 49 p. Canada.

NCJ-51099

UNEMPLOYMENT AND ALCOHOL USE ARE EXPLORED AS CORRELATES OF CRIME AND RECIDIVISM IN A STUDY OF 131 INMATES (HALF THE INMATE POPULATION) AT HEADINGLY CORRECTIONAL CENTER, NEAR WINNIPEG, MANITOBA, CANADA. THE SUBJECTS RESPONDED TO A 115-ITEM QUESTIONNAIRE ADMINISTERED BY INTERVIEWERS. THEIR RESPONSES SHOW THE FOLLOWING: 60 PERCENT WERE OUT OF WORK AT THE TIME OF THE MOST RECENT OFFENSE; 20 PERCENT HAD BEEN REFUSED EMPLOYMENT BECAUSE OF THEIR CRIMINAL RECORDS; 82 PERCENT HAD NOT RECEIVED JOB PLACEMENT HELP WHEN LAST RELEASED FROM AN INSTITUTION; 14 OF THE 23 SUBJECTS WHO HAD RECEIVED SUCH HELP WERE SATISFIED WITH THE WORK FOUND FOR THEM; 52.7 PERCENT WERE NOT SATISFIED WITH JOBS AVAILABLE TO THEM ON RELEASE; AND MANY REPORTED NOT HAVING THE EDUCATION (58 PERCENT) OR TRAINING (68 PERCENT) REQUIRED TO GET THE JOB THEY WANTED. THE FINDINGS ALSO SHOW THAT 67 PERCENT WERE DRINKING AT THE TIME THE MOST RECENT OFFENSE OCCURRED, 56 PERCENT REPORTED BEING DRUNK AT THE TIME, ONLY 10 PERCENT SAID THEY HAD THOUGHT OF COMMITTING THE OFFENSE BEFORE THEY STARTED DRINKING, AND 61 PERCENT HAD BEEN DRINKING AT THE TIME OF A PRIOR OFFENSE. A QUESTION-BY-QUESTION BREAKDOWN OF RESPONSES IS PROVIDED, AND IMPLICATIONS FOR INMATE EDUCATION/TRAINING PROGRAMS, PRERELEASE SERVICES, AND SERVICES TO EX-OFFENDERS ARE DISCUSSED. IT IS RECOMMENDED THAT A CENTRAL AGENCY BE ESTABLISHED TO COORDINATE THE ACTIVITIES OF THE VARIOUS GROUPS PROVIDING SERVICES TO OFFENDERS, THAT THE INMATES THEMSELVES BECOME MORE INVOLVED IN PROGRAMS CONCERNING THEM, AND THAT AN ALCOHOLISM TREATMENT PROGRAM FOR INMATES BE ESTABLISHED.

Availability: NCJRS MICROFICHE PROGRAM.

21. J. MAYER and M. GREEN. GROUP THERAPY OF ALCOHOLIC WOMEN EX-PRISONERS. RUTGERS UNIVERSITY CENTER OF ALCOHOL STUDIES, NEW BRUNSWICK NJ 08903. QUARTERLY JOURNAL OF STUDIES ON ALCOHOL. V 28, N 3 (SEPTEMBER 1967), P 493-504.

NCJ-53914

THE UTILITY OF AN OUTPATIENT APPROACH TO PSYCHOTHERAPY FOR ALCOHOLIC WOMEN EX-OFFENDERS IS DISCUSSED IN THE WAKE OF A GROUP THERAPY INITIATIVE BY THE ALCOHOLISM CLINIC OF BOSTON'S PETER BENT BRIGHAM HOSPITAL. FEMALE ALCOHOLIC EX-PRISONERS ARE EXTREMELY DIFFICULT TO TREAT IN AN OUTPATIENT CLINIC; THEY DISPLAY VOLATILITY, ORAL-NARCISSISTIC DEMANDINGNESS, INTENSE PHOBIC BEHAVIOR, AND DIFFUSE PSYCHOTIC THINKING, ESPECIALLY WHEN DRINKING. AFTER SOME SUCCESS IN AIDING THESE WOMEN WITHIN THE PRISON AND INDIVIDUALLY ON AN OUTPATIENT BASIS, AN OUTPATIENT GROUP WAS FORMED TO TREAT RELEASED PRISONERS COLLECTIVELY. ALTHOUGH THE GROUP ROSTER INCLUDED 10 WOMEN, AVERAGE ATTENDANCE DURING THE 24 WEEKS CONSISTED OF 2 OR 3 MEMBERS. THE WOMEN WERE IN THEIR 30'S AND 40'S; SIX CAME FROM DISRUPTED HOME BACKGROUNDS, AND ANOTHER TWO HAD AT LEAST ONE ALCOHOLIC PARENT. OF THE EIGHT WHO HAD MARRIED, ALL EXPERIENCED MARITAL DIFFICULTIES. THE GROUP MEETINGS WERE MARKED BY UNCONTROLLED BEHAVIOR ON THE PART OF SOME MEMBERS, INABILITY TO SET RULES FOR THEMSELVES, INTENSE FEELINGS FOR THE GROUP LEADER, RIVALRY FOR THE LEADER'S ATTENTION AND EMOTIONAL EXCLUSION OF ALL NEW MEMBERS. THE LEADER'S ATTEMPTS TO HELP THE MEMBERS SET LIMITS, TO FIND COMMON ISSUES, OR TO DISCUSS FEELINGS WERE MET WITH HOSTILE REJECTION AND WITHDRAWAL. THERE WAS NO GROUP COHESION, AND DEMANDS FOR IMMEDIATE ORAL GRATIFICATION WERE CONSTANT. IN SPITE OF THESE DIFFICULTIES, 7 OF THE 10 WOMEN WERE ABLE TO USE THE HOSPITAL AND CLINIC FACILITIES FOLLOWING THE TERMINATION OF THE GROUP PROJECT. DIFFICULTIES IN AIDING THESE WOMEN ON AN OUTPATIENT BASIS ARE DISCUSSED, AND THE FOLLOWING ALTERNATIVE APPROACHES ARE SUGGESTED: THE POSSIBLE USE OF FEMALE LEADER OR RECORDER; USE OF COTHERAPISTS, POSSIBLY A MAN AND WOMAN TEAM; AND STARTING GROUPS WITHIN PRISON, ARRANGING FOR SIMULTANEOUS DISCHARGE OF MEMBERS, AND CONTINUING THE GROUPS IN AN OUTPATIENT SETTING. ESTABLISHING CLUBS FOR THESE WOMEN IS ALSO SUGGESTED. REFERENCES ARE INCLUDED. (AUTHOR ABSTRACT MODIFIED)

22. A. V. MCARTHUR. COMING OUT COLD—COMMUNITY REENTRY FROM A STATE REFORMATORY. 146 p. 1974.

NCJ-15326

DESCRIBES THE SITUATION THAT CONFRONTS THE RELEASED OFFENDER AS HE LEAVES THE RESTRICTED WORLD OF THE PRISON AND SEEKS TO ESTABLISH A MEANINGFUL LIFE FOR HIMSELF IN THE OUTSIDE COMMUNITY. THE STUDY DEALS WITH THE PROBLEM AND ISSUES OF COMMUNITY REENTRY AS THEY ARE EXPERIENCED BY THE OFFENDER HIMSELF AND SHAPED BY THE INSTITUTIONAL CHARACTERISTICS AND PROCEDURES SURROUNDING RELEASE. IT IS BASED ON THE PERSONAL ACCOUNTS OF THIRTY-FOUR YOUTHFUL OFFENDERS AND THEIR MOTHERS, GATHERED IN INTENSIVE PERSONAL INTERVIEWS FROM A WEEK BEFORE RELEASE TO FOUR WEEKS AFTER RELEASE FROM A STATE REFORMATORY. THE STUDY CONCLUDES THAT THE RELEASED OFFENDER CONFRONTS A SITUATION AT RELEASE THAT VIRTUALLY ENSURES HIS FAILURE, PARTICULARLY IF FAILURE IS MEASURED NOT SIMPLY IN TERMS OF RECIDIVISM BUT IN TERMS OF THE ADEQUACY AND MEANINGFULNESS OF POSTRELEASE LIVES AS WELL. IT IS A SITUATION THAT GUARANTEES CONSIDERABLE PERSONAL TURMOIL, LIMITED ACCESS TO CONVENTIONAL SOCIAL ROLES, AND LITTLE CONTROL OVER PERSONAL DESTINY. THE STUDY FURTHER CONCLUDES THAT IT IS A SITUATION CREATED IN LARGE PART BY THE NEGLIGENCE OF THE PUBLIC AGENCIES RESPONSIBLE FOR MANAGING REENTRY (THE REFOR-

MATORY, THE CORRECTIONS DEPARTMENT, PROBATION AND PAROLE), AND THAT IT RAISES FAR MORE SERIOUS QUESTIONS ABOUT THE BEHAVIOR OF THESE AGENCIES THAN IT DOES ABOUT THE INTENTIONS AND PERSONAL LIMITATIONS OF THE INDIVIDUAL OFFENDER. ALSO DISCUSSED ARE THE ISSUES OF HEROIN RELAPSES DURING REENTRY AND THE PROBLEMS OF REENTERING FAMILY RELATIONSHIPS. INCLUDED ARE THE ACTUAL INTERVIEWS DONE WITH ONE RELEASEE AND HIS MOTHER AND A FULL DESCRIPTION OF THE RESEARCH DESIGN. (AUTHOR ABSTRACT MODIFIED)

Availability: HEATH LEXINGTON BOOKS, 125 SPRING STREET, LEXINGTON MA 02173.

23. T. MEISENHOLDER. EXPLORATORY STUDY OF EXITING FROM CRIMINAL CAREERS. SAGE PUBLICATIONS, INC, 275 SOUTH BEVERLY DRIVE, BEVERLY HILLS CA 90212. *CRIMINOLOGY—AN INTERDISCIPLINARY JOURNAL*, V 15, N 3 (NOVEMBER 1977), P 319-334. **NCJ-44038**

UNSTRUCTURED INTERVIEWS WITH 20 INMATES CLASSIFIED AS NONPROFESSIONAL PROPERTY OFFENDERS ARE THE BASIS OF A STUDY OF FACTORS INFLUENCING ATTEMPTS TO DISENGAGE FROM CRIMINAL CAREERS. THE MEN DISCUSSED THEIR OWN SIGNIFICANT, ALTHOUGH TEMPORARY, EXITS FROM CRIME, PROVIDING INFORMATION ON ATTEMPTED EXITS, FAILED EXITS, AND SUBJECTIVELY DEFINED SUCCESSFUL EXITS. THE INTERVIEW DATA SUGGEST THAT EXITING IS MOTIVATED BY THE DESIRE TO AVOID FURTHER INCARCERATION AND BY THE WISH TO 'SETTLE DOWN.' SUCCESS IN EXITING APPARENTLY REVOLVES AROUND THE ESTABLISHMENT OF A SOCIAL BOND WITH THE CONVENTIONAL WORLD. THE SUBJECTIVE PENALTIES OF DEVIATION GRADUALLY INCREASE AS THE EX-OFFENDER ACQUIRES CONVENTIONAL ASSOCIATES, LOVED ONES, AND EMPLOYMENT. THE BOND TO CONVENTIONAL ORDER ALSO PROTECTS THE EX-OFFENDER FROM NEGATIVE RESPONSES TO HIS CRIMINAL PAST. THUS THE SOCIAL BOND IS BOTH A RESTRAINING FORCE AND A PROTECTIVE RESOURCE FOR THE EXITING FELON. THE FINDINGS IMPLY THAT MOST CONDITIONS FOR SUCCESSFUL EXITING ARE LARGELY OUTSIDE THE CONTROL OF CORRECTIONAL AGENCIES. THE FINDINGS ALSO POINT TO THE IMPORTANCE OF PRAGMATIC, EVERYDAY SOCIAL CONDITIONS IN THE ABANDONMENT OF CRIMINAL CAREERS, AND TEND TO SUPPORT THE SOCIAL CONTROL THEORY OF CRIMINAL BEHAVIOR. A LIST OF REFERENCES IS INCLUDED.

24. N. C. MONOHAN. INSIDE-OUT MAN. AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION, 1607 NEW HAMPSHIRE AVENUE, N W, WASHINGTON DC 20009. *JOURNAL OF EMPLOYMENT COUNSELING*, V 12, N 4 (DECEMBER 1975), P 162-167. **NCJ-46302**

A FICTIONAL CASE HISTORY ILLUSTRATES THE PROBLEMS OF A TYPICAL CLIENT OF THE ARIZONA DEPARTMENT OF ECONOMIC SECURITY EX-OFFENDER PROGRAM. THE EX-OFFENDER PROGRAM OFFERS A RANGE OF EMPLOYMENT SERVICES TO EX-OFFENDERS WHO ARE BEING RETURNED TO THEIR HOME COMMUNITIES. THESE SERVICES INCLUDE PERSONAL AND VOCATIONAL COUNSELING, VOCATIONAL GUIDANCE, PERSONALIZED JOB DEVELOPMENT, AND JOB PLACEMENT. THE PROGRAM HAS STAFF TEAMS LOCATED IN THE STATE PRISON AND AT VARIOUS OTHER LOCATIONS THROUGHOUT ARIZONA. THIS PROGRAM ATTEMPTS TO HELP THOSE INMATES WHO HAVE SEVERE PROBLEMS WHICH HINDER THEM IN FINDING JOBS AFTER THEIR RELEASE. ITS CLIENTS NOT ONLY BEAR THE STIGMA OF BEING EX-CONVICTS, BUT ARE ALSO LARGELY UNTRAINED AND UNSKILLED AND ARE UNDER DEEP EMOTIONAL STRESS AS A RESULT OF THEIR EXPERIENCES WHILE INCARCERATED. IN WORKING WITH THESE CLIENTS, PROGRAM STAFF HAVE BECOME AWARE OF THE APPARENT DUAL IDENTITY OF MANY INMATES. A FICTITIOUS PORTRAIT OF JOE PROFILE ILLUSTRATES AND HELPS EXPLAIN THIS NOTION OF DUALITY. JOE SERVED 25 MONTHS OF HIS 5-YEAR TO 7-YEAR SENTENCE. HE RECEIVED SOME VOCATIONAL TRAINING WHILE IN PRISON, BUT HE WAS NOT PAROLED IMMEDIATELY AFTER COMPLETING HIS COURSE.

HIS SKILLS WERE LOST OR BECAME RUSTY, AND HE WAS LEFT WITH NO MARKETABLE SKILLS. WHEN HE ENTERED PRISON, JOE HAD FOUND THAT MOST OF HIS LEARNED BEHAVIORS WERE NOW INAPPROPRIATE. INDEPENDENCE AND DECISIONMAKING SKILLS ARE NOT REINFORCED IN PRISON; THEY ARE OFTEN PUNISHED. JOE LEARNED COMPLETELY DEPENDENT BEHAVIOR AND BEGAN TO RATIONALIZE HIS CONVICTION, BLAMING SOCIETY AND ACCEPTING NO RESPONSIBILITY FOR HIS OWN BEHAVIOR. BESIDES CONTRIBUTING TO JOE'S IMMATURITY AND INABILITY TO COPE WITH PROBLEMS, PRISON LIFE ALSO EXPOSED HIM TO SITUATIONAL HOMOSEXUALITY. THIS INVOLVEMENT IS LIKELY TO AFFECT HIS RELATIONSHIPS WITH OTHER PEOPLE ON THE 'OUTSIDE.' IN PRISON, JOE LEARNED WHAT PAROLE BOARDS LOOKED FOR IN MAKING THEIR DECISIONS. HE THEREFORE OBTAINED HIS GENERAL EQUIVALENCY DIPLOMA, COMPLETED WELDING SCHOOL, AND JOINED A DRUG ABUSE PROGRAM; HE PRESENTED AN APPEARANCE OF MODEL BEHAVIOR AND ADMIRABLE EFFORTS AT REHABILITATION. HIS MOTIVES, HOWEVER, WAS PAROLE, NOT REHABILITATION, AND HE HAD NO INTENTION OF USING HIS NEW SKILLS ON THE OUTSIDE. HE AGREED TO PARTICIPATE IN A NUMBER OF POSTRELEASE COUNSELING PROGRAMS, BUT HE WAS ACTUALLY AMENABLE ONLY AS LONG AS HE WAS INCARCERATED. AFTER THE APPROVAL OF JOE'S PAROLE AND APPROXIMATELY 30 DAYS BEFORE HIS RELEASE, THE EX-OFFENDER TEAM OFFERED HIM SUPPORTIVE SERVICES. THIS SUPPORT CONTINUED AFTER HIS RELEASE, AS HE BEGAN TO FIND THE DEPENDENT BEHAVIOR HE LEARNED IN PRISON TO BE COUNTERPRODUCTIVE ON THE OUTSIDE. THIS 'INSIDE-OUT MAN' IS DESCRIBED AS A VICTIM FIRST OF PROBLEMS OF HIS OWN MAKING AND, IN ADDITION, A VICTIM OF THE PROBLEMS INFLICTED ON HIM BY SOCIETY IN AN ATTEMPT TO REHABILITATE HIM THROUGH PUNITIVE MEASURES ALONE.

25. M. L. MURDOCK. DIMENSIONS OF THE POST-RELEASE BEHAVIOR OF EX-OFFENDERS WHO HAVE MADE SUCCESSFUL ADJUSTMENTS TO SOCIETY COMPARED TO RECIDIVISTS. 229 p. 1975. **NCJ-49314**

THE EXPERIENCES OF RECIDIVISTS AND NONRECIDIVISTS ARE RELATED TO 10 VARIABLES BELIEVED TO CORRELATE WITH THE SUCCESSFUL ADJUSTMENT OF EXOFFENDERS. FOR THIS DISSERTATION RESEARCH, A RECIDIVIST WAS DEFINED AS AN INMATE WHO, AFTER BEING RELEASED FROM A PENAL INSTITUTION, HAD BEEN REINCARCERATED AT THE UTAH STATE PRISON. A NONRECIDIVIST WAS DEFINED AS AN EXCONVICT WHO HAD BEEN RELEASED FROM A PENAL INSTITUTION AND WHO HAD NO FURTHER RECORD OF INSTITUTIONALIZATION FOR A PERIOD OF TWO OR MORE YEARS FOLLOWING RELEASE. THE STUDY MEASURED, BY A QUANTITATIVE QUESTIONNAIRE AND PERSONAL INTERVIEWS, THE FEELINGS AND BEHAVIOR OF 28 EXPRISONERS WHO HAD MADE SUCCESSFUL ADJUSTMENTS TO SOCIETY. THE RESULTS WERE COMPARED TO MEASURES OF THE FEELINGS AND BEHAVIOR OF 46 RECIDIVISTS AT THE UTAH STATE PRISON. BOTH GROUPS WERE QUESTIONED CONCERNING HOW THEY FELT AND WHAT OCCURRED DURING THE PERIOD OF TIME THEY WERE ON PAROLE. TEN VARIABLES WERE TESTED AND FOUND TO DIFFERENTIATE THE TWO GROUPS SIGNIFICANTLY, WITH THE SUCCESSFUL GROUP SCORING MORE POSITIVELY. THE VARIABLES WERE FROM HIGH TO LOW SIGNIFICANCE: APPROPRIATE ACTION TAKEN IN CRISIS SITUATIONS; FREEDOM FROM DRUG AND ALCOHOL ABUSE; GOOD WORK HABITS; NONCRIMINAL ASSOCIATES; PERSONAL AND FINANCIAL RESPONSIBILITY; MAINTENANCE OF HOPE; A STABLE HOME WITH SIGNIFICANT OTHERS; FREEDOM FROM HARASSMENT OF LAW ENFORCEMENT OFFICERS; APPROPRIATE BEHAVIOR TOWARD AUTHORITIES; AND A HEALTHY SELF CONCEPT. THE SURVEY INSTRUMENT IS PROVIDED, ALONG WITH TABULAR DATA. REFERENCES ARE INCLUDED. (AUTHOR ABSTRACT MODIFIED)

Supplemental Notes: BRIGHAM YOUNG UNIVERSITY—DOCTORAL DISSERTATION.

Availability: UNIVERSITY MICROFILMS, 300 NORTH ZEEB ROAD, ANN ARBOR MI 48106. Stock Order No. 76-663.

26. **B. PEPPER and H. KRAMER. MAJOR PROBLEMS WITH THE RE-ENTRY INTO SOCIETY OF PARDONED 'LIFERS'. (PROBLEMSCHWERPUNKTE BEI DER WIEDEREINGLIEDERUNG VON 'LEBENSLÄNGLICHER'.) DEUTSCHE BEWAHRUNGSHILFE, FRIEDRICH-EBERT-STRASSE 11B, 5300 BONN-BAD GODESBERG, WEST GERMANY. BEWAHRUNGSHILFE, V 25, N 2 (1978), P 115-127. (In German) NCJ-49468**

TWENTY-EIGHT WEST GERMAN LIFE PRISONERS, PARDONED AND UNDER PROBATION SUPERVISION FOR 5 YEARS, WERE STUDIED TO IDENTIFY THEIR REINTEGRATION DIFFICULTIES AND PROBLEMS IN COOPERATING WITH THEIR PROBATION OFFICERS. RECORD CHECKS AND INTERVIEWS WERE USED TO GATHER DATA ON THE 20 MEN AND 8 WOMEN SUBJECTS. MOST OF THE PROBATIONERS COMMITTED THE SENTENCING OFFENSE BETWEEN THE AGES OF 22 AND 30; MURDER AND ROBBERY WERE THE MOST FREQUENT CRIMES. THE RELEASE PERIOD OCCURRED BETWEEN 1968 AND 1977 AFTER PRISON TERMS FROM 15 TO 25 YEARS. BASED ON THE PROBATION OFFICERS' LAST CONDUCT REPORT, REINTEGRATION WAS EXPECTED TO PROCEED SMOOTHLY WITH NINE PROBATIONERS; SIX WERE PROBLEMATIC. FOR THE PERIOD OF SUPERVISION, 18 HAD ADAPTABILITY DIFFICULTIES AND 6 WERE LATER JUDGED AS NOT YET RESOCIALIZED. DURING THE INTERVIEW, ALL EXPRESSED POSITIVE THOUGHTS ABOUT THE HELP THEY RECEIVED FROM THEIR PROBATION OFFICERS. AFTER RELEASE, 21 FOUND HOUSING WITH FAMILY MEMBERS OR ACQUAINTANCES. GENERALLY, THE FIRST JOB SECURED WAS THROUGH PUBLIC AGENCIES. REGARDING THE FAMILY SITUATION AND PARTNER RELATIONSHIP, FIVE EXPERIENCED AN ALTERED FAMILY STATUS THROUGH DIVORCE AND TWO MARRIED DURING IMPRISONMENT. THERE WERE FOUR DIVORCES DURING THE PROBATION PERIOD. SPECIAL ATTENTION WAS DEVOTED TO THE SO-CALLED STIGMA SYNDROME: HOW THE STIGMA 'SENTENCED FOR LIFE' AFFECTS SOCIAL IDENTITY AND ALL INTERPERSONAL RELATIONSHIPS ON RELEASE. OF THE 28, 8 FELT PARTICULARLY BURDENED BY THEIR LIFE SENTENCE. ALTHOUGH HALF INDICATED THAT THE FEAR OF BEING DRAWN BACK INTO CRIMINALITY WAS MANIFEST DURING THE FIRST YEAR, ONLY FIVE DID IN FACT COMMIT NEW CRIMES. ALSO, AFTER RELEASE, HALF ADMITTED TO DISTURBED SEXUAL FUNCTIONING, GENERALLY ASSOCIATED WITH CONTACT DIFFICULTIES. TABULAR DATA ARE INCLUDED.—IN GERMAN.

Supplemental Notes: AN ENGLISH TRANSLATION OF THIS ARTICLE WAS PUBLISHED IN INTERNATIONAL SUMMARIES, VOLUME 2 (NCJ 53170), PUBLISHED BY THE NATIONAL CRIMINAL JUSTICE REFERENCE SERVICE.

27. **E. B. ROBINSON. WOMEN ON PAROLE—REINTEGRATION OF THE FEMALE OFFENDER. 239 p. 1971. NCJ-49235**

THE IMPORTANCE OF COMPETENCE IN INTERPERSONAL RELATIONS AS A DETERMINANT OF POSTPRISON ADJUSTMENT, DOMESTIC PERFORMANCE, AND COMMUNITY FUNCTIONING IS EXPLORED IN A STUDY OF 67 FEMALE PAROLEES IN OHIO. STUDY SUBJECTS, WHO WERE RELEASED FROM THE OHIO REFORMATORY FOR WOMEN BETWEEN NOVEMBER 1968 AND JANUARY 1970, ALL RETURNED TO LARGE URBAN COMMUNITIES IN OHIO. FOLLOWUP INTERVIEWS WERE CONDUCTED WITH THE WOMEN 3 MONTHS AFTER THEIR RELEASE. COMMUNITY ADJUSTMENT WAS MEASURED IN TERMS OF TENURE (LACK OF FURTHER INVOLVEMENT WITH THE LAW), DOMESTIC PERFORMANCE, AND COMMUNITY FUNCTIONING (WORK). THE PAROLEES MOST LIKELY TO BE FREE OF REINVOLVEMENT WITH THE LAW WERE OLDER, BLACK WOMEN WHO HAD COMMITTED A PERSONAL OFFENSE, HAD A FAMILY PLACEMENT, HAD EXCELLENT RELATIONSHIPS WITH SIGNIFICANT OTHERS, HAD TOTAL RESPONSIBILITY FOR THEIR CHILDREN, WERE NOT APATHETIC, HAD POSITIVE PERCEPTIONS OF SELF AND OTHERS, DID NOT HAVE EXTREME SCORES ON A TEST OF PSYCHOPATHIC DEVIANCY, AND DID NOT HAVE UNUSUALLY ABERRANT PERSONALITY PROFILES. NONINVOLVEMENT WITH THE LAW WAS NOT A GUARANTEE OF SUCCESSFUL COMMUNITY FUNCTIONING, NOR WAS RECIDIVISM NECESSARILY INDICATIVE

OF POOR PERFORMANCE OF DAILY DUTIES. THE MALADJUSTMENT SYNDROME—PSYCHOLOGICAL DISTURBANCE PLUS SOCIAL AND INTERPERSONAL INADEQUACY—APPEARS TO BE THE MOST IMPORTANT INFLUENCE ON RECIDIVISM, WHEREAS CULTURAL AND STRUCTURAL EXPECTATIONS AND MAJOR ROLE INTERESTS ARE DETERMINANTS OF DOMESTIC PERFORMANCE AND COMMUNITY FUNCTIONING. SUPPORTING DATA, STUDY INSTRUMENTS, AND A BIBLIOGRAPHY ARE INCLUDED.

Supplemental Notes: OHIO STATE UNIVERSITY—DOCTORAL DISSERTATION.

Sponsoring Agency: OHIO DEPARTMENT OF MENTAL HYGIENE AND CORRECTION DIVISION OF PSYCHIATRIC CRIMINOLOGY, OH.

Availability: UNIVERSITY MICROFILMS, 300 NORTH ZEEB ROAD, ANN ARBOR MI 48106. Stock Order No. 71-27,546.

28. **J. W. STERLING and R. W. HARTY. ALTERNATIVE MODEL OF COMMUNITY SERVICES FOR EX-OFFENDERS AND THEIR FAMILIES. ADMINISTRATIVE OFFICE OF THE UNITED STATES COURTS, SUPREME COURT BUILDING, WASHINGTON DC 20544. FEDERAL PROBATION, V 36, N 3 (SEPTEMBER 1972), P 31-34. NCJ-07641**

DEVELOPMENT OF A COMMUNITY-BASED SUPPORT SERVICE WHICH WOULD INITIATE SOCIAL ORIENTATION AT POINT OF ENTRY INTO THE CORRECTIONAL INSTITUTION AND CONTINUE AFTER EXIT.

29. **L. A. SWAN. SUCCESSFUL PASSAGE OF BLACK PAROLEES—FROM PRISON TO PRISON (FROM CRIME AND ITS IMPACT ON THE BLACK COMMUNITY, 1976, BY LAWRENCE E GARY AND LEE P BROWN—SEE NCJ-48198). HOWARD UNIVERSITY INSTITUTE FOR URBAN AFFAIRS AND RESEARCH, WASHINGTON DC 20059. 12 p. 1976. NCJ-48213**

FACTORS IN THE PAROLE SYSTEM, THE COMMUNITY, AND THE PAROLEES THEMSELVES WHICH ENHANCE OR IMPEDE THE REENTRY PROCESS ARE DISCUSSED, AND CONDITIONS FOR SUCCESSFUL REENTRY ARE LISTED. INTERVIEWS WITH 50 BLACK PAROLEES IN CALIFORNIA AND TENNESSEE PROVIDED MANY OF THE PERSPECTIVES DISCUSSED. THE PAROLEE ADJUSTMENT PRESSURES ARE DESCRIBED AS BEING SO DEBILITATING THAT SUCCESSFUL REENTRY IS UNLIKELY. FACTORS IN THE PAROLE SYSTEM, INTERACTION WITH PAROLE OFFICERS, THE TYPICAL RESPONSE OF THE COMMUNITY TO THE PAROLEE, AND THE SELF-IMAGE OF THE PAROLEE ARE THE MAJOR SOURCES OF NEGATIVE INFLUENCES OPERATIVE IN THE REENTRY PROCESS. THE PRISON EXPERIENCE IS BELIEVED TO REINFORCE OFFENDERS' NEGATIVE SELF-IMAGE, SUCH THAT THEY HAVE LITTLE CONFIDENCE IN THEMSELVES AS ACCEPTABLE MEMBERS OF NORMATIVE SOCIETY. THE PAROLE SYSTEM CONTINUES TO TREAT PAROLEES WITH SUSPICION, SURROUNDING THEM WITH RULES AND REGULATIONS TO WHICH THEY MUST SUBMIT OR BE RETURNED TO PRISON. THE COMMUNITY IN GENERAL IS ALSO SEEN AS RELUCTANT TO ACCEPT THEM AS WORTHY OF TRUST AND INTIMACY. RELATIONSHIPS AT WORK AND IN THE FAMILY BECOME STRAINED AND FORCED. ACCORDING TO PAROLEES, THE MOST DIFFICULT PERIOD IN THE TRANSITION COMES AFTER FAMILY AND FRIENDS HAVE BECOME ACCUSTOMED TO THEIR BEING AROUND AND THEY BEGIN TO DISPARAGE THEIR PAROLE STATUS. ALSO, IT IS NOTED THAT THERE IS LITTLE POSITIVE REINFORCEMENT FOR THE SUCCESSFUL REENTRY STEPS TAKEN WITHIN THE PAROLE SYSTEM ITSELF, AND EVEN IN THE FACE OF CONSIDERABLE SUCCESS, THE THREAT OF MISTAKES IS A CONTINUOUS REMINDER TO PAROLEES THAT THEY COULD BE SENT BACK TO PRISON AT ANY TIME. THE AMBIGUITIES OF THE ADJUSTMENT PERIOD, AND THE REALISTIC BLEND OF FAILURE AND SUCCESS CHARACTERISTICS OF ANY CHANGE PROCESS ARE IGNORED BY THE PAROLE SYSTEM AND THE PAROLE OFFICER. A LIST OF PAROLE CONDITIONS BELIEVED TO ENHANCE THE PAROLEE'S SELF-IMAGE AND WHICH TAKE INTO ACCOUNT THE PRESSURES AND PROBLEMS ASSOCIATED WITH THE RADICAL CHANGE REQUIRED FOR SUCCESSFUL ADJUSTMENT FROM PRISON LIFE IS INCLUDED. A BRIEF LIST OF REFERENCES ARE PROVIDED.

REINTEGRATING THE EX-OFFENDER

30. **L. G. TRUBEK, J. G. GREENBERG, J. SELBO, and B. TRACHTENBERG. ADMINISTRATIVE PROCESS AND THE EX-OFFENDER.** LOMAH ASSOCIATES, 418 WEST DOT4, MADISON WI 53703; CENTER FOR PUBLIC REPRESENTATION, INC, 520 UNIVERSITY AVENUE, MADISON WI 53703. 280 p. 1974. **NCJ-19001**

TRAINING AND REFERENCE HANDBOOK FOR AGENCY PARALEGALS WHO ASSESS THE NATURE OF EX-OFFENDERS' PROBLEMS AND ASSIST THEM IN OBTAINING THEIR GOALS THROUGH INFORMAL NEGOTIATION AND THE ADMINISTRATIVE PROCESS. PARALEGALS THUS TRAINED WILL ACT ONLY ON BEHALF OF CLIENTS WHO CANNOT OBTAIN THE SERVICES OF ATTORNEYS. THE PROBLEMS THEY ASSIST IN MAY INCLUDE INABILITY TO OBTAIN CREDIT, EMPLOYMENT, INSURANCE, AND HOUSING; OR MAY INVOLVE INACCURACIES IN, OR THE LACK OF CONFIDENTIALITY OF, MATERIALS IN THE FILES RELATING TO THE ARREST AND DISPOSITION OF CHARGES AGAINST AN EX-OFFENDER. THIS TRAINING HANDBOOK PRESENTS INFORMATION AND DOCUMENTATION NECESSARY FOR PARALEGAL WORK AS FOLLOWS: (1) AN UNDERSTANDING OF THE ROLE OF THE PARALEGAL AND THE LIMITATIONS OF THAT ROLE; (2) A RUDIMENTARY LAYPERSON'S KNOWLEDGE OF LEGAL SYSTEMS, ADMINISTRATIVE LAW AND CIVIL DISABILITIES OF THE EX-OFFENDER; (3) AN UNDERSTANDING OF THE RULES, PROCEDURES, FUNCTIONS AND STRUCTURE OF ADMINISTRATIVE AGENCIES; (4) AN ABILITY TO INTERVIEW, ASSESS PROBLEMS, GATHER AND ORGANIZE INFORMATION; (5) THE USE OF VARIOUS SKILLS FOR PRESENTING INFORMATION; AND (6) A KNOWLEDGE OF THE TECHNIQUES OF GROUP ADVOCACY. (AUTHOR ABSTRACT MODIFIED)

Sponsoring Agency: WISCONSIN COUNCIL ON CRIMINAL JUSTICE, 122 WEST WASHINGTON, MADISON WI 53702.

31. **UNIVERSITY OF MARYLAND INSTITUTE OF CRIMINAL JUSTICE AND CRIMINOLOGY, COLLEGE PARK MD 20742. REINTEGRATION OF THE OFFENDER INTO THE COMMUNITY.** 51 p. 1972. **NCJ-09630**

ASSESSMENT OF VARIOUS PROBLEMS RELATING TO THE RETURN OF THE OFFENDER INTO SOCIETY, AND DESCRIPTION OF SOME REHABILITATION SERVICES. THIS IS ONE OF NINE MONOGRAPHS EXTRACTED FROM THE PROCEEDINGS OF THE FOURTH NATIONAL SYMPOSIUM ON LAW ENFORCEMENT SCIENCE AND TECHNOLOGY, HELD FROM MAY 1-3, 1972 IN WASHINGTON, D.C. THEORIES RELATING TO THE REHABILITATION AND REINTEGRATION OF OFFENDERS ARE DISCUSSED AND IT IS SUGGESTED THAT, RATHER THAN EMPHASIZING PUNISHMENT AS A MEANS OF CONTROL, ECONOMIC AND SOCIAL INCENTIVES MIGHT BE MORE EFFECTIVELY UTILIZED. THE RESULTS OF A STUDY WHICH DELINEATED A PROBATIONER AND PAROLEE TYPOLOGY BASED ON FAMILY INTERACTION PATTERNS ARE REPORTED. TREATMENT SCHEMES FOR THE VARIOUS TYPES OF OFFENDERS ARE OUTLINED. PROBLEMS ENCOUNTERED BY PAROLEES ON THEIR RETURN TO SOCIETY ARE EXAMINED, INCLUDING THE ABANDONMENT OF OLD HABITS WHICH WERE PART OF INSTITUTIONAL LIFE AND THE ACQUISITION OF NEW, SOCIALLY ADAPTIVE HABITS. THE ACTIVITIES OF COMMUNITY REINTEGRATION PROGRAMS ARE ASSESSED AND GUIDELINES ARE OFFERED FOR IMPROVING THE RELEVANCE OF SUCH PROGRAMS. SEVERAL SUGGESTIONS ARE MADE FOR COORDINATING REINTEGRATION ACTIVITIES OF THE PRISONS.

Supplemental Notes: CRIMINAL JUSTICE MONOGRAPH SERIES—EXTRACTED FROM PROCEEDINGS OF FOURTH NATL SYMPOSIUM ON LAW ENFORCEMENT.

Sponsoring Agency: U S DEPARTMENT OF JUSTICE, LAW ENFORCEMENT ASSISTANCE ADMIN, NATIONAL INSTITUTE OF LAW ENFORCEMENT AND CRIMINAL JUSTICE.

Availability: GPO Stock Order No. 027-000-00192-1; NTIS Accession No. PB 224 490/AS; NCJRS MICROFICHE PROGRAM.

32. **I. WALLER. MEN RELEASED FROM PRISON.** 299 p. 1974. Canada. **NCJ-15738**

INVESTIGATION OF A SAMPLE OF 423 MEN RELEASED FROM CANADIAN PRISONS, CONCENTRATING ON FACTORS WHICH INFLU-

REINTEGRATION ISSUES AND PROGRAMS

ENCED THEIR RE-INTEGRATION INTO SOCIETY AND PROBABILITIES OF THEIR REARREST. UNTIL RECENTLY THERE HAS BEEN A NOTABLE LACK OF EMPIRICAL INFORMATION AS TO WHAT HAPPENS TO THE PRISON INMATES WHEN THEY ARE EVENTUALLY DISCHARGED BACK INTO FREE SOCIETY. THIS STUDY INVESTIGATES A SAMPLE OF 423 MEN RELEASED FROM CANADIAN PRISONS, CONCENTRATING ON FACTORS WHICH INFLUENCED THEIR RE-INTEGRATION INTO SOCIETY AND THE PROBABILITIES OF THEIR REARREST. PARTICULAR EMPHASIS IS PLACED ON THE DESCRIPTION OF, AND THE INTERRELATIONSHIPS BETWEEN, ASPECTS OF THEIR PREVIOUS BIOGRAPHICAL HISTORY, THEIR PRISON EXPERIENCE, AND, AFTER RELEASE, THE DYNAMICS OF COMPULSORY SUPERVISION OR VOLUNTARY AFTER-CARE AND, MOST IMPORTANTLY, THEIR POST-RELEASE EXPERIENCES AND PROBLEMS. BASED ON INTERVIEWS WITH THE MEN INDIVIDUALLY BEFORE THEY WERE RELEASED, AND PERIODICALLY FOR TWENTYFOUR MONTHS THEREAFTER, THIS STUDY ALSO COMPARES EXPERIENCES OF PAROLEES WITH THOSE OF MEN RELEASED WITHOUT PAROLE IN ORDER TO TEST THE EFFECTIVENESS OF PAROLE SUPERVISION. THE ANALYSIS OF THE DATA AND OF THE QUESTIONS WHICH THE DATA ARE USED TO ANSWER IS PRESENTED IN FOUR BASIC SECTIONS. IN THE FIRST SECTION THE VARIOUS STUDIES OF THE CORRECTIONAL EFFECTIVENESS OF BOTH PRISON AND PAROLE ARE REVIEWED. THE AUTHOR THEN DESCRIBES THE MEN ON WHOM THE STUDY IS BASED, THEIR PAST EXPERIENCES, AND THEIR EXPERIENCES AND INTERPERSONAL RELATIONSHIPS SUBSEQUENT TO THEIR RELEASE. THE THIRD SECTION FOCUSES ON ARREST AND RECIDIVISM. THE BOOK CONCLUDES WITH A DISCUSSION OF THE IMPORTANCE OF THE INMATE'S DECISION TO APPLY FOR PAROLE AND PAROLE SELECTION BY THE BOARD. TWO OF THE APPENDIXES HELP THE READER TO UNDERSTAND TERMS USED IN SPECIAL WAYS IN THE TEXT. FIRST, A SHORT GLOSSARY PROVIDES DEFINITIONS OF UNFAMILIAR TERMS, AND AN APPENDIX IS PRESENTED WHICH GIVES SPECIFIC DEFINITIONS OF THE VARIABLES USED FREQUENTLY AND IN PREDICTION EQUATIONS. OTHER APPENDIXES PRESENT A TYPICAL PAROLE AGREEMENT, STATUS AND FUTURE GROWTH OF CANADIAN PENITENTIARIES, PREDICTION EQUATIONS, AND VARIOUS TABULAR AND GRAPHIC DATA DISPLAYS. A BIBLIOGRAPHY IS ALSO PROVIDED.

Sponsoring Agency: CANADA COUNCIL ON RESEARCH IN THE SOCIAL SCIENCES.

Availability: UNIVERSITY OF TORONTO PRESS, ST GEORGE CAMPUS, TORONTO, CANADA; UNIVERSITY OF TORONTO CENTRE OF CRIMINOLOGY, TORONTO, CANADA.

33. **B. R. WEST. PUBLIC PERCEPTIONS OF RULE BREAKING AND THE TREATMENT OF CRIMINAL OFFENDERS.** 162 p. 1977. **NCJ-51031**

TO INVESTIGATE PUBLIC ATTITUDES TOWARDS COMMUNITY-BASED CORRECTIONS AND EX-OFFENDERS, OPEN-ENDED INTERVIEWS WERE HELD WITH 266 ADULTS IN MANKATO, MINN. RESPONSES SHOWED LESS STEREOTYPING THAN THE RESEARCHERS EXPECTED. PREVIOUS REPORTS IN THE LITERATURE HAVE FREQUENTLY ATTRIBUTED FAILURE OF COMMUNITY-BASED CORRECTIONS AND EX-OFFENDER REHABILITATION PROGRAMS TO NEGATIVE PUBLIC ATTITUDES. TO INVESTIGATE THE NEGATIVE EFFECTS OF CRIMINAL LABELING, A RANDOM SAMPLE OF 400 PERSONS IN THE MANKATO AREA WAS SELECTED FOR OPEN-ENDED INTERVIEWS. RESPONSES WERE OBTAINED FROM 231 PERSONS. THE SURVEY CONSISTED OF A SERIES OF QUESTIONS CONCERNING PREFERENCES WITH RESPECT TO THE ISOLATION OR COMMUNITY TREATMENT OF LABELED RULE-BREAKERS, CONCEPTUALIZATIONS OF CONVICTS AS PERSONALITY TYPES, AND PERCEPTIONS OF THE MOTIVATIONS OF LAW VIOLATORS. THERE WAS WIDE VARIATION IN ATTITUDES, OPINIONS, AND CONCEPTS REGARDING EX-OFFENDERS. COMMENTS WERE GENERALLY MORE POSITIVE AND LESS STEREOTYPED THAN LABELING THEORY INDICATES. HOWEVER, 10 PERCENT GAVE DEFINITE EXCLUSIONARY RESPONSES. RESPONDENTS WERE VERY WILLING TO WORK WITH AN EX-OFFENDER: 84

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PERCENT WERE IN FAVOR OF THE IDEA, COMPARED TO 11.5 PERCENT OPPOSED, AND 4.8 PERCENT UNDECIDED; 69.7 WOULD HIRE AN EX-OFFENDER; AND 74 PERCENT APPROVED OF THE CONCEPT OF COMMUNITY-BASED CORRECTIONS. ONLY 48.5 PERCENT, HOWEVER, FAVORED THE OPENING OF A HALFWAY HOUSE FOR ADULTS IN THEIR NEIGHBORHOOD; AND ONLY 61.5 PERCENT WOULD APPROVE OF A GROUP HOME FOR TEENAGERS IN THEIR AREA. YOUNGER PERSONS WITH HIGHER EDUCATION AND INCOME WERE THE STRONGEST SUPPORTERS OF COMMUNITY-BASED TREATMENT. CHURCH ATTENDANCE WAS ALSO SIGNIFICANTLY RELATED TO POSITIVE RESPONSES. OTHER SIGNIFICANT FACTORS AFFECTING ATTITUDES WERE THE BELIEF THAT THE LOCAL ECONOMY WOULD IMPROVE OVER THE NEXT 5 YEARS, SEX (WOMEN WERE MORE LIBERAL THAN MEN), POSSESSION OF A SAVINGS ACCOUNT (WHICH BECAME SIGNIFICANT AS PART OF THE TOTAL CORRELATION), AND NUMBER OF CHILDREN (WHICH BECAME SIGNIFICANT AS PART OF THE TOTAL CORRELATION). THE IMPLICATIONS OF THESE FINDINGS ON POLICY IS DISCUSSED. CHARTS AND TABLES PRESENT THE SURVEY RESULTS AND THE REGRESSION ANALYSIS. THE MASTER INTERVIEW SCHEDULE, THE RAW DATA, TYPICAL RESPONSES TO THE OPEN-ENDED QUESTIONS, AND A BIBLIOGRAPHY ARE APPENDED.

Supplemental Notes: UNIVERSITY OF MINNESOTA—DOCTORAL DISSERTATION.

Availability: UNIVERSITY MICROFILMS, 300 NORTH ZEEB ROAD, ANN ARBOR MI 48106. Stock Order No. 78-2725.

FINANCIAL RESOURCES

34. **M. M. FEELEY. CONNECTICUT—DEPARTMENT OF CORRECTIONS—EFFECTS OF INCREASED GATE MONEY—PAROLEE REINTEGRATION PROJECT FINAL REPORT.** CONNECTICUT DEPARTMENT OF CORRECTION, STATE CAPITOL, HARTFORD CT 06115. 44 p. 1974.

NCJ-40272

A REPORT OF A STUDY TO DETERMINE IF INCREASED FINANCIAL SUPPORT TO NEWLY RELEASED PAROLEES WOULD INCREASE CHANCES FOR PAROLE SUCCESS. IN THIS STUDY, AN EXPERIMENTAL GROUP RECEIVING A STIPEND OF \$470 WAS COMPARED WITH 2 CONTROL GROUPS, 1 RECEIVING THE STANDARD \$20 'GATE MONEY' UPON RELEASE AND ANOTHER \$50. SEVERAL INDICATIONS OF PAROLEE SUCCESS WERE USED, PAROLE VIOLATION, REARREST, PAROLE OFFICER ASSESSMENT, AND EMPLOYMENT. WHILE THE EXPERIMENTAL GROUP CONSISTENTLY PERFORMED BETTER THAN THE CONTROL GROUP, THE DIFFERENCES WERE NOT STATISTICALLY SIGNIFICANT AND NO CAUSAL INFERENCE CAN BE DRAWN. (AUTHOR ABSTRACT)

Availability: NCJRS MICROFICHE PROGRAM.

35. **M. H. HENNESSY. CRIME AND CAPITAL—RELEASED OFFENDERS AND EMPLOYMENT.** 219 p. 1976.

NCJ-44412

FACTORS INFLUENCING OFFENDERS' POSTRELEASE EMPLOYMENT PATTERNS ARE EXPLORED IN AN ANALYSIS BASED ON DATA FROM AN EARLIER STUDY OF THE EMPLOYMENT EXPERIENCES OF INMATES FROM A MARYLAND STATE PRISON. THE BASE STUDY INVESTIGATED THE EFFECTS OF TWO TREATMENTS—JOB PLACEMENT SERVICES AND FINANCIAL AID—ON THE POSTRELEASE EXPERIENCES OF 432 INMATES. THE FINDINGS OF THIS STUDY ARE REVIEWED, AND A BRIEF OVERVIEW OF OTHER RESEARCH ON PRISONERS AND EMPLOYMENT IS PRESENTED. A DISCUSSION IS PRESENTED OF THE CONCEPTS OF HUMAN CAPITAL THEORY AND LABOR MARKET DETERMINANTS OF EMPLOYMENT. THE DEPENDENT VARIABLE—WEEKS EMPLOYED DURING THE FOLLOWUP PERIOD AFTER RELEASE FROM PRISON—TO BE USED IN THE ANALYSIS OF THE MARYLAND DATA IS CONSTRUCTED AND ANALYZED. THE NONECONOMIC DETERMINANTS OF EMPLOYMENT (E.G., RACE, ETHNICITY, SEX) ARE EXPLORED IN THE MARYLAND SAMPLE, AS ARE THE EFFECTS OF PAST EMPLOYMENT EXPERIENCES, SKILL LEVELS, OCCUPATIONAL EXPERIENCES, AND FINANCIAL RESOURCES ON POSTRELEASE EMPLOYMENT PATTERNS. PREDICTOR MODELS ARE DEVELOPED AND EVALUATED. THE FOLLOWING MAJOR IMPLICATIONS ARE NOTED: TRADITIONAL HUMAN CAPITAL VARIABLES HAVE LITTLE RELEVANCE FOR OFFENDERS; JOB STABILITY

MEASURES ARE BETTER PREDICTORS OF EMPLOYMENT, BUT ARE SUBJECT TO AMBIGUITIES OF INTERPRETATION; HAVING A JOB ARRANGED UPON RELEASE, HAVING MONEY UPON RELEASE, AND PAROLEE STATUS ALL HAVE POSITIVE EFFECTS ON EMPLOYMENT; A MILIEU OF SOCIAL CONTACTS IS MORE CONDUCTIVE TO POSTRELEASE EMPLOYMENT THAN IS A MILIEU OF ISOLATION; UNION-BACKED EMPLOYMENT PROGRAMS WOULD PROBABLY HAVE POSITIVE RESULTS FOR SOME OFFENDERS; AND THE TIMING AND DURATION OF POSTRELEASE TREATMENT PROGRAMS DEPENDS ON SPECIFICATION OF TARGET POPULATIONS AS GOOD OR POOR RISKS. SUPPORTING DATA AND A BIBLIOGRAPHY ARE INCLUDED.

Supplemental Notes: NORTHWESTERN UNIVERSITY, ILLINOIS—DOCTORAL DISSERTATION.

Availability: UNIVERSITY MICROFILMS, 300 NORTH ZEEB ROAD, ANN ARBOR MI 48106.

36. **R. HOROWITZ. BACK ON THE STREET—FROM PRISON TO POVERTY—THE FINANCIAL RESOURCES OF RELEASED OFFENDERS.** AMERICAN BAR ASSOCIATION, 1800 M STREET, NW, WASHINGTON DC 20036. 47 p. 1976.

NCJ-37720

BASED ON RESULTS OF A SURVEY OF EACH STATE'S CORRECTIONS DEPARTMENT, YOUTH AUTHORITY, AND WELFARE DEPARTMENT, THIS REPORT DETAILS THE SOURCES AND AMOUNT OF POST-RELEASE AID AND SUGGESTS THAT SUCH AID SHOULD BE INCREASED. AMONG THE SOURCES OF POST-RELEASE ASSISTANCE EXAMINED ARE 'GATE MONEY' (SUMS OF MONEY GIVEN TO THE INMATE UPON RELEASE), CLOTHING AND TRANSPORTATION, LOANS, SAVINGS, AND SPECIAL FINANCIAL ASSISTANCE PROGRAMS. THE JUVENILE OFFENDER'S NEED FOR FINANCIAL ASSISTANCE AND THE FINANCIAL RESOURCES AVAILABLE TO RELEASED JUVENILES ARE ALSO DISCUSSED. THE REPORT FOUND INADEQUATE FINANCIAL AID FOR MOST INMATES, AND SUGGESTS THAT MEANINGFUL FINANCIAL ASSISTANCE TO INMATES IS NEEDED. IT IS ARGUED THAT SUCH AID WOULD PLAY A PREDOMINATE ROLE IN THE REINTEGRATION PROCESS, AND WOULD AFFORD THE RELEASEE TIME TO LOCATE A WORTHWHILE JOB, PROVIDE RESOURCES FOR THE PURCHASE OF LIVING ESSENTIALS PENDING EMPLOYMENT, AND NURTURE THE EQUAL TREATMENT OF EX-OFFENDERS WITH OTHER CITIZENS IN NEED. IT IS CONCLUDED THAT GUARANTEED INCOME SHOULD RESULT IN LOWER RECIDIVISM RATES.

Sponsoring Agency: US DEPARTMENT OF LABOR.

Availability: AMERICAN BAR ASSOCIATION, 1800 M STREET, NW, WASHINGTON DC 20036.

37. **K. J. LENIHAN. FINANCIAL RESOURCES OF RELEASED PRISONERS.** BUREAU OF SOCIAL SCIENCE RESEARCH, INC, 1990 M STREET, NW, WASHINGTON DC 20036. 24 p. 1974. **NCJ-13954**

AVAILABLE PROVISIONS FOR FINANCIAL HELP TO RELEASED PRISONERS AND THE ADVERSE EFFECT SUCH SMALL RESOURCES MAY HAVE ON THESE PERSONS. THE AUTHOR CITES THE HIGH INCIDENCE OF RECIDIVISM IN RELEASED PRISONERS AND NOTES THAT MANY FORMER CRIMINALS RETURN TO CRIME WHEN FINANCIALLY DISTRESSED. HE FURTHER STATES THAT MOST PRISONERS ARE POOR AT THE TIME OF ARREST AND ARE LATER RELEASED IN THE SAME FINANCIAL CONDITION. THE SOURCES OF FINANCIAL AID AVAILABLE TO THESE MEN ARE EXAMINED. A SMALL SUM GIVEN ON RELEASE (GATE MONEY), MONEY FOR CLOTHES OR TRANSPORT, EARNINGS IN PRISON, SAVINGS, WORK RELEASE EARNINGS, STATE WELFARE, AND LOANS ARE ALL FOUND TO BE INADEQUATE IN MOST CASES. EACH LEAVES THE RELEASED PRISONER VERY LITTLE MONEY TO BEGIN A NEW LIFE. HE NOTES THAT THE COST OF MAINTAINING THE INMATES IN PRISON IS QUITE HIGH AND SUGGESTS THAT A BETTER USE OF FUNDS IS TO DEVELOP WAYS TO REDUCE RECIDIVISM. HE CITES A PROJECT STUDYING THE RELATION OF FINANCIAL AID FOR RELEASED PRISONERS TO THE REDUCTION OF RECIDIVISM. EXTENSIVE TABLES OF INMATE'S SOURCES OF INCOME BY STATE ARE ALSO PROVIDED.

Sponsoring Agency: US DEPARTMENT OF LABOR MANPOWER ADMINISTRATION, WASHINGTON DC 20210.

Availability: NCJRS MICROFICHE PROGRAM.

38. **K. J. LENIHAN. UNLOCKING THE SECOND GATE—THE ROLE OF FINANCIAL ASSISTANCE IN REDUCING RECIDIVISM AMONG EX-PRISONERS.** US DEPARTMENT OF LABOR EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON DC 20212. 75 p. 1977. **NCJ-38700**

THIS REPORT DESCRIBES A DEPARTMENT OF LABOR-SPONSORED RESEARCH PROJECT THAT EXPLORED THE IMPACT OF FINANCIAL AID JOB PLACEMENT ON THE POST RELEASE EXPERIENCE OF 432 EX-PRISON INMATES IN BALTIMORE (MD) FROM 1971 TO '74. THE MONOGRAPH REVIEWS THE RESULTS OF THE BALTIMORE EXPERIMENT AND ASSESSES THE INFLUENCE EXERTED BY FINANCIAL AID ON CRIMINAL RECIDIVISM, SOCIAL RELATIONS, PURCHASING PATTERNS, AND OTHER ASPECTS OF THE PARTICIPANTS' POSTRELEASE BEHAVIOR. OF THE 432 MEN PARTICIPATING IN THE LIFE (LIVING INSURANCE FOR THE EX-PRISONERS) EXPERIMENT, ONE-FOURTH RECEIVED BOTH A WEEKLY STIPEND EQUIVALENT TO \$60 FOR 13 WEEKS AND ASSISTANCE IN FINDING A JOB. ONE-FOURTH RECEIVED ONLY THE FINANCIAL ASSISTANCE, ANOTHER FOURTH RECEIVED ONLY THE JOB SERVICE, AND THE REMAINDER NEITHER MONEY NOR EMPLOYMENT ASSISTANCE. THE RESULTS OF THE STUDY INDICATE THAT THE NUMBER OF MEN ARRESTED FOR CRIMES OF THEFT (AS WELL AS THE NUMBER OF RETURNS TO PRISON) CAN BE REDUCED PERCEPTIBLY BY PROVIDING EX-INMATES WITH A SMALL WEEKLY INCOME, IN AMOUNTS ROUGHLY EQUIVALENT TO AVERAGE UNEMPLOYMENT COMPENSATION BENEFITS, FOR A FEW MONTHS AFTER THEIR DEPARTURE FROM PRISON. A COPY OF THE PRERELEASE INTERVIEW USED IN THE STUDY AND A QUESTION BY QUESTION SUMMARY OF THE TABULATED RESPONSES IS APPENDED ALONG WITH A DISCUSSION OF THE RESEARCH DESIGN. (AUTHOR ABSTRACT)

Availability: NCJRS MICROFICHE PROGRAM.

39. **C. D. MALLAR and C. V. D. HORNTON. COMPARATIVE EVALUATION OF THE BENEFITS AND COSTS FROM THE LIFE PROGRAM.** 63 p. 1978. **NCJ-45598**

A COST-BENEFIT ANALYSIS OF A PROGRAM DESIGNED TO FACILITATE JOB-SEARCH ACTIVITIES OF HIGH-RISK OFFENDERS RELEASED FROM MARYLAND PRISONS IS PRESENTED. THE LIFE (LIVING INSURANCE FOR EX-PRISONERS) EXPERIMENT HOPED TO PROVIDE EX-INMATES THE OPPORTUNITY TO CHOOSE AMONG A VARIETY OF LEGITIMATE ACTIVITIES SO THEY WOULD

NOT BE FORCED BY ECONOMIC NECESSITY TO RETURN TO CRIME. THE EXPERIMENT'S FINANCIAL AID COMPONENT, BUT NOT ITS JOB-PLACEMENT SERVICES, PROVED EFFECTIVE IN REDUCING THEFT RECIDIVISM. COST-BENEFIT ANALYSIS OF THE PROGRAM SHOWS THAT THE PROVISION OF INCOME MAINTENANCE TO EX-INMATES WAS COST EFFECTIVE IN REDUCING RECIDIVISM. DETAILS OF THE COST-BENEFIT FRAMEWORK AND COMPUTATIONS USED TO EVALUATE THE PROGRAM FROM THE PERSPECTIVES OF SOCIETY AS A WHOLE, THE TAXPAYER, PROGRAM PARTICIPANTS, AND NONPARTICIPANTS ARE PRESENTED, TOGETHER WITH COST-BENEFIT FINDINGS RELATIVE TO EACH PERSPECTIVE. THE DESIGN OF THE LIFE EXPERIMENT, ITS EXPECTED IMPACT, AND EVIDENCE OF ITS EFFECTIVENESS IN REDUCING RECIDIVISM ARE SUMMARIZED. POLICY IMPLICATION OF THE FINDINGS AND DIRECTIONS FOR FURTHER RESEARCH ARE DISCUSSED. SUPPORTING DATA AND A BIBLIOGRAPHY ARE PROVIDED.

Sponsoring Agency: US DEPARTMENT OF LABOR EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON DC 20212.

Availability: AMERICAN BAR ASSOCIATION, 1800 M STREET, NW, WASHINGTON DC 20036.

40. **C. L. SMITH, D. HARRISON, and P. MARTINEZ. ASSESSMENT—THE IMPACT OF PROVIDING FINANCIAL OR JOB PLACEMENT ASSISTANCE TO EX-PRISONERS.** TEXAS DEPARTMENT OF CORRECTIONS, BOX 99, HUNTSVILLE TX 77340. 270 p. 1978. **NCJ-50012**

TO DETERMINE THE EFFECT OF FINANCIAL OR JOB PLACEMENT ASSISTANCE ON THE REARREST RATE OF EX-OFFENDERS, 1,975 MALE AND FEMALE INMATES IN TEXAS WERE RANDOMLY CHOSEN, ASSISTED, AND INTERVIEWED AT SELECTED INTERVALS. THE SUBJECTS WERE DIVIDED INTO SEX GROUPS. MEMBERS OF THE FIRST, SECOND, AND THIRD GROUPS RECEIVED FINANCIAL ASSISTANCE: THE FIRST RECEIVED \$63 A WEEK FOR 26 WEEKS, THE SECOND \$63 FOR 13 WEEKS, AND THE THIRD \$63 FOR 13 WEEKS, BUT ON A SLIDING SCALE ACCORDING TO EARNINGS. THE FOURTH GROUP RECEIVED INTENSIFIED JOB PLACEMENT SERVICES. INMATES IN THE REMAINING TWO GROUPS SERVED AS CONTROLS. DATA WERE COLLECTED FOR THE FIRST THROUGH FIFTH GROUPS IN PRERELEASE INTERVIEWS AND POSTRELEASE INTERVIEWS (AT 3, 6, AND 12 MONTHS). PRISON DATA WERE COMPILED, THEN WAGE AND REARREST INFORMATION WAS COLLECTED FOR ALL GROUPS FOR A PERIOD OF 1 YEAR FOLLOWING RELEASE. THE RESULTS FAILED TO YIELD SIGNIFICANT DIFFERENCES FOR EITHER FINANCIAL AID OR JOB PLACEMENT SERVICES. FINANCIAL AID DID SEEM TO BE A DISINCENTIVE TO WORK DURING THE POSTRELEASE PERIOD. FOLLOWING AN OVERVIEW OF THE PROGRAM AND STUDY BACKGROUND, THE METHODOLOGY IS DISCUSSED IN TERMS OF THE RESEARCH DESIGN, DECISIONMAKING WITH REGARD TO SELECTING THE STUDY AREA, IDENTIFICATION AND RECRUITMENT OF THE SAMPLE, LOCATING SAMPLE MEMBERS IN THE FIELD, AND THE DATA COLLECTION INSTRUMENT. THE RESULTS ARE DISCUSSED WITH ATTENTION TO THE EFFECT OF TREATMENT, MULTIPLE ARRESTS, TIMING OF ARRESTS, JUDICIAL OUTCOMES, AND THE EFFECT OF SEX, AGE, RACE, MARITAL STATUS, METHOD OF RELEASE, AND DURATION OF EMPLOYMENT. AN ASSESSMENT IS ALSO INCLUDED OF THE EFFECT OF FINANCIAL AID AND JOB PLACEMENT ON EMPLOYMENT AND WAGES, THE NUMBER OF WEEKS WORKED, AND THE REPORTING OF WAGES TO THE SOCIAL SECURITY ADMINISTRATION. A BIBLIOGRAPHY IS PROVIDED, ALONG WITH A VARIETY OF APPENDED MATERIALS, INCLUDING ARREST DATA ON NONPARTICIPATING SUBJECTS, OCCUPATIONAL CATEGORIES OF JOBS HELD AFTER RELEASE, INITIAL FIELD CONTACT STATEMENTS, THE TRANSITIONAL AID REQUEST FORM AND JOB PLACEMENT SUMMARY REPORT, THE BACKGROUND DATA SEARCH INSTRUMENTS, AND THE PRERELEASE AND POSTRELEASE QUESTIONNAIRES. TABULAR AND GRAPHIC DATA ARE INCLUDED. (AUTHOR ABSTRACT MODIFIED)

Sponsoring Agency: US DEPARTMENT OF LABOR EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON DC 20212.

Availability: NTIS; NTIS/NCJRS MICROFICHE PROGRAM.

- 41. TEXAS DEPARTMENT OF CORRECTIONS, BOX 99, HUNTSMVILLE TX 77340. STUDY TO DETERMINE THE FINANCIAL STATUS OF INMATES RELEASED FROM THE TEXAS DEPARTMENT OF CORRECTIONS. 5 p. 1976.**

NCJ-40188

RESULTS OF AN INMATE POPULATION STUDY TO ASCERTAIN THE AMOUNT OF MONEY AVAILABLE TO INMATES UPON THEIR RELEASE FROM PRISON FOR MAKING THE TRANSITION FROM PRISON TO LIFE IN THE OUTSIDE WORLD. RESULTS OF THE STUDY REVEALED THAT THE MAJORITY OF RELEASED INMATES WILL HAVE LITTLE OR NO FINANCIAL RESOURCES ACCUMULATED IN THEIR PRISON TRUST FUNDS AND, THEREFORE, WILL ONLY HAVE \$200 IN GATE MONEY WITH WHICH TO REENTER SOCIETY. TABLES ARE INCLUDED IN THE TEXT ILLUSTRATING A FREQUENCY DISTRIBUTION OF THE INMATES' MONETARY RESOURCES.

Sponsoring Agency: TEXAS CRIMINAL JUSTICE DIVISION, 411 WEST 13TH STREET, AUSTIN TX 78701.

Availability: NCJRS MICROFICHE PROGRAM.

- 42. US COMPTROLLER GENERAL, 441 G STREET NW, WASHINGTON DC 20548. USE OF STATUTORY AUTHORITY FOR PROVIDING INMATE RELEASE FUNDS—REPORT TO THE HOUSE SUBCOMMITTEE ON COURTS, CIVIL LIBERTIES, AND THE ADMINISTRATION OF JUSTICE. 27 p. 1974.**

NCJ-34928

REVIEW OF THE USE WHICH THE ATTORNEY GENERAL AND THE BUREAU OF PRISONS HAVE MADE DURING THE TEN-YEAR-PERIOD 1964-1974 OF THE STATUTORY AUTHORITY FOR PROVIDING FUNDS ('GATE MONEY') TO PRISONERS UPON RELEASE. SECTION 4281 OF TITLE 18 OF THE UNITED STATES CODE AUTHORIZES A GRATUITY NOT MORE THAN 100 DOLLARS WHILE SECTION 4284 AUTHORIZES AN ADVANCE (LOAN) NOT MORE THAN 150 DOLLARS UNLESS APPROVED BY THE ATTORNEY GENERAL. THIS REPORT COVERS THE AUTHORITY AND RESPONSIBILITY FOR PROVIDING RELEASE FUNDS, BUREAU OF PRISONS GUIDELINES ON THE USE OF RELEASE GRATUITY, THE SOURCE AND USE OF GRATUITY FUNDS, VARIANCES AMONG INSTITUTIONS IN GRATUITY PAYMENTS, USE OF RELEASE LOANS, THE SOURCE AND AMOUNT OF INMATE PERSONAL FUNDS, AND INFORMATION AVAILABLE TO BUREAU OF PRISONS HEADQUARTERS PERSONNEL ON RELEASE PAYMENT ACTIVITIES. IT WAS REVEALED THAT BUREAU OF PRISON'S POLICY GUIDELINES ALLOWED QUESTIONABLE USES OF RELEASE FUND AUTHORITY, NAMELY RELEASE LOANS FOR INMATES ON WORK FURLOUGH AND RELEASE GRATUITIES UPON AN INMATE'S PLACEMENT IN BUREAU OF PRISONS' CONTRACTED COMMUNITY TREATMENT CENTERS. IT IS RECOMMENDED THAT THE SUBCOMMITTEE INITIATE CLARIFYING LEGISLATION THAT WOULD EITHER AUTHORIZE OR PROHIBIT LOANS TO PRISONERS IN WORK RELEASE PROGRAMS, AND, IF DESIRED, TO AUTHORIZE INMATES COMMITTED TO COMMUNITY TREATMENT CENTERS TO RECEIVE RELEASE GRATUITIES.

Availability: NCJRS MICROFICHE PROGRAM.

EMPLOYMENT

43. **ABT ASSOCIATES, INC, 55 WHEELER STREET, CAMBRIDGE MA 02138. COLUMBUS (OH)—PAROLE REHABILITATION AND EMPLOYMENT PROGRAM (PREP)—EX-EMPLARY PROJECT VALIDATION REPORT.** 70 p. 1975. NCJ-16676

A PROGRAM FOR PREPARING EX-OFFENDERS FOR EMPLOYMENT THROUGH JOB READINESS TRAINING AND SUPPORTIVE SERVICES AND ASSISTING THE OFFENDER IN THE PROCESS OF FINDING AND SECURING EMPLOYMENT. THIS IS A PROGRAM REPORT SUBMITTED TO THE LAW ENFORCEMENT ASSISTANCE ADMINISTRATION FOR CONSIDERATION AS AN EXEMPLARY PROJECT. THE PROGRAM'S SUPPORTIVE ACTIVITIES INCLUDE JOB READINESS AND PREPARATION OF THE EX-OFFENDER FOR EMPLOYMENT, ALONG WITH JOB PLACEMENT AND FOLLOW-UP. RAISING THE LEVEL OF EX-OFFENDER EMPLOYABILITY INVOLVES THREE CRITICAL COMPONENTS—INCREASING THE LEVEL OF SELF-ESTEEM IN THE EX-OFFENDER SO HE CAN FACE THE PROSPECT OF SEEKING EMPLOYMENT WITH A POSITIVE ATTITUDE—DEVELOPING NECESSARY JOB ACQUISITION SKILLS—AND MOTIVATING THE EX-OFFENDER TO SEEK STABLE EMPLOYMENT. THE PROGRAM ASSISTS IN CLIENT PLACEMENT AND JOB ADJUSTMENT. ALTHOUGH A ONE-YEAR FOLLOW-UP HAS BEEN CONDUCTED ON THE PROJECT'S CLIENTS, SUFFICIENT DATA IS NOT AVAILABLE TO MAKE ACCURATE AND RELIABLE COMPARISONS WITH THE PAROLEE POPULATION AT LARGE.

Sponsoring Agency: U S DEPARTMENT OF JUSTICE, LAW ENFORCEMENT ASSISTANCE ADMIN, NATIONAL INSTITUTE OF LAW ENFORCEMENT AND CRIMINAL JUSTICE.

Availability: NCJRS MICROFICHE PROGRAM.

44. **AMERICAN BAR ASSOCIATION, 1800 M STREET, NW, WASHINGTON DC 20036. EMPLOYING THE EX-OFFENDER—SOME LEGAL CONSIDERATIONS.** 12 p. 1976. NCJ-38416

ANALYSIS OF THE POTENTIAL LEGAL CONSEQUENCES FACED BY A PRIVATE EMPLOYER WHO HIRES—OR REFUSES TO HIRE—A PERSON WITH AN ARREST OR CONVICTION RECORD. BASED ON A REVIEW OF THE LAW AND CASE LAW IN THE AREA OF OFFENDER EMPLOYMENT, THIS PAPER COVERS AN EMPLOYER'S LIABILITY FOR AN INJURY THAT HIS EMPLOYEE MAY DO TO ANOTHER; THE CIRCUMSTANCES IN WHICH AN EMPLOYER MAY HAVE A DUTY TO MAKE A PREEMPLOYMENT INVESTIGATION OF A PROSPECTIVE EMPLOYEE'S BACKGROUND; AND HIS RIGHT TO EMPLOY, OR REFUSE TO EMPLOY, A PERSON WITH AN ARREST OR CONVICTION RECORD AS IT IS AFFECTED BY FAIR EMPLOY-

MENT PRACTICE LAWS AND A COLLECTIVE BARGAINING AGREEMENT.

Sponsoring Agency: US DEPARTMENT OF LABOR EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON DC 20212.

45. **APEX CHARITABLE TRUST, 9 POLAND STREET, LONDON W1V 3DG, ENGLAND. EMPLOYMENT FUTURE OF THE EX-OFFENDER—A REPORT OF THE WORK OF THE WHITE COLLAR OFFENDER AND SEXUAL OFFENDER PROJECT (PROJECT2) OF APEX CHARITABLE TRUST DURING 1972.** 31 p. 1973. United Kingdom. NCJ-30242

THIS REPORT DISCUSSES THE WORK OF A PRIVATELY-FUNDED SPECIAL PROJECT TO PLACE WHITE COLLAR AND SEX OFFENDERS INTO JOBS UPON THEIR RELEASE FROM PRISON. CONDUCTED BY THE APEX CHARITABLE TRUST, THIS PROJECT WAS BASED ON EARLIER RESEARCH WHICH SHOWED THAT WHITE COLLAR AND SEX OFFENDERS EXPERIENCE PARTICULAR DIFFICULTIES IN FINDING EMPLOYMENT AFTER RELEASE. THIS REPORT SETS OUT THE RESULTS OF THE PROJECT FOR 1972. OUT OF 240 EX-OFFENDERS REFERRED TO APEX, 67 WERE PLACED AND ACTUALLY STARTED WORK. A SECOND PART OF THE REPORT EXAMINES THE CHARACTERISTICS OF THE OFFENDERS AIDED BY APEX, THE TYPES OF EMPLOYMENT THEY RECEIVED, THE LENGTH OF THEIR STAY ON THE JOB AFTER PLACEMENT, AND SOME OF THE PARTICULAR PROBLEMS ENCOUNTERED IN PLACING WHITE COLLAR OFFENDERS. SECTION THREE CONCERNS RECOMMENDATIONS FOR CHANGES THAT WOULD MAKE PLACING WHITE COLLAR OFFENDERS EASIER, PARTICULARLY THE NEED FOR FIDELITY BONDING. FUTURE PLANS FOR THE APEX WHITE COLLAR PROJECT ARE ALSO BRIEFLY OUTLINED.

Availability: APEX CHARITABLE TRUST, 9 POLAND STREET, LONDON W1V 3DG, ENGLAND; NCJRS MICROFICHE PROGRAM.

46. **D. ATKINSON, A. C. FENSTER, and A. S. BLUMBERG. EMPLOYER ATTITUDES TOWARD WORK-RELEASE PROGRAMS AND THE HIRING OF EX-OFFENDERS. AMERICAN ASSOCIATION OF CORRECTIONAL PSYCHOLOGISTS, RR 5, BOX 2, MARYSVILLE OH 43040. CRIMINAL JUSTICE AND BEHAVIOR, V 3, N 4 (DECEMBER 1976), P 335-344.** NCJ-38882

THIS SURVEY ASSESSED THE ATTITUDES OF POTENTIAL EMPLOYERS TOWARD VARIOUS ASPECTS OF WORK RELEASE PROGRAMS IN ORDER TO IDENTIFY THE MOST LIKELY PARTICIPANTS AND THE VIABILITY OF EXPANDING SUCH PROGRAMS. SINCE THE ATTITUDES OF POTENTIAL EMPLOYERS ARE CRITICAL TO THE SUCCESSFUL CONTINUATION AND EXPANSION OF THESE PRO-

GRAMS, THIS STUDY INVESTIGATED THE ATTITUDES OF A CROSS SECTION OF POTENTIAL EMPLOYERS TOWARD THE HIRING OF OFFENDERS IN WORK RELEASE PROGRAMS. IT WAS FELT THAT PAST EXPERIENCE AS CRIME VICTIMS AND WITH THE EMPLOYMENT OF EX-OFFENDERS WOULD BE AMONG THE MOST IMPORTANT FACTORS AFFECTING ATTITUDES. ANALYSIS OF THE RESULTS OF A GROUP ADMINISTERED QUESTIONNAIRE—GIVEN TO A GROUP OF POTENTIAL EMPLOYERS WHO WERE MEMBERS OF SERVICE ORGANIZATIONS, THE LIONS CLUB AND THE ROTARY CLUB—REVEALED THAT A CLEAR MAJORITY OF THIS GROUP OF POTENTIAL EMPLOYERS WERE SYMPATHETIC, THOUGH THERE WERE SOME RESERVATIONS NOTED. WHILE EMPLOYERS OF EX-OFFENDERS AND VICTIMS OF CRIME EXPRESSED FEWER POSITIVE RESPONSES, ABOUT 40 PERCENT OF THESE GROUPS WERE ALSO WILLING TO HIRE WORK RELEASEES. (AUTHOR ABSTRACT MODIFIED)

47. B. BECNEL. CRIME-UNEMPLOYMENT CYCLE. LONDON BOROUGHS ASSOCIATION, LAMBETH TOWN HALL, BRIXTON HALL, GREAT BRITAIN. *AFL-CIO AMERICAN FEDERATIONIST*, V 85, N 11 (NOVEMBER 1978), P 9-14. NCJ-54288

STUDIES SHOW A RELATIONSHIP BETWEEN CRIME AND UNEMPLOYMENT, PARTICULARLY AMONG YOUNG, BLACK, URBAN MALES, AND PROGRAMS DEALING WITH UNEMPLOYMENT AS A CAUSE OF CRIME ARE DESCRIBED. STUDIES SHOWING THE DESTRUCTIVE ASPECTS OF UNEMPLOYMENT, PARTICULARLY AS IT STIMULATES THE DEVELOPMENT OF CRIMINAL SURVIVAL PATTERNS, ARE DISCUSSED. INCREASES IN PRISON POPULATION, HOMICIDES, AND PROPERTY CRIMES CORRELATE WITH THE RISE AND FALL OF PERIODS OF HIGH UNEMPLOYMENT. AGE AND RACE ARE CLOSELY RELATED TO BOTH CRIME AND UNEMPLOYMENT. YOUNG, BLACK MALES ARE DISPROPORTIONATELY REPRESENTED IN THE OFFENDER POPULATION. THIS IS ALSO THE GROUP DISPROPORTIONATELY REPRESENTED IN THE RANKS OF THE UNEMPLOYED. INCREASING THE COSTS OF CRIME THROUGH HARSHER SENTENCES IS FUTILE IN THE FACE OF ECONOMIC DEPRIVATION. THE MOST EFFECTIVE MEANS FOR REDUCING CRIME, PARTICULARLY AMONG URBAN, BLACK YOUTH, IS TO PROVIDE VIABLE LEGITIMATE SURVIVAL ALTERNATIVES TO CRIME, WHICH ESSENTIALLY REQUIRES PROVIDING JOBS AT A LIVING WAGE. A PROGRAM INSTITUTED BY THE AFL-CIO HUMAN RESOURCES DEVELOPMENT INSTITUTE PLACES EX-OFFENDERS IN JOBS WITH COMPANIES HAVING UNIONS, THUS GUARANTEEING JOB SECURITY AND RELATIVELY HIGH WAGES. THE PROGRAM HAS REPRESENTATIVES IN MORE THAN 50 CITIES, WHO WORK WITH EMPLOYERS TO DEVELOP JOBS FOR OFFENDERS. THIS INCLUDES ELIMINATING EMPLOYMENT PRACTICES THAT BAN THE HIRING OF EX-OFFENDERS. ADDITIONALLY, THE PROGRAM COUNSELS EX-OFFENDERS IN THE DEVELOPMENT OF EMPLOYMENT PLANS. THE NATIONAL SUPPORTED WORK DEMONSTRATION PROJECT ALSO ATTACKS CRIME BY DEALING WITH UNEMPLOYMENT. IN THIS DEMONSTRATION PROJECT, JOINTLY FUNDED BY THE FEDERAL GOVERNMENT AND THE FORD FOUNDATION, THE HARDCORE UNEMPLOYED ARE PLACED IN TEMPORARY JOBS THAT MAINTAIN A CONTROLLED LOW-STRESS ENVIRONMENT UNTIL SUCH TIME AS PARTICIPANTS ARE DEEMED READY TO ENTER THE REGULAR WORK FORCE. THUS FAR, THIS PROJECT HAS BEEN SHOWN TO REDUCE THE RECIDIVISM RATE FOR EX-OFFENDERS BY APPROXIMATELY 25 PERCENT.

48. R. BENJAMIN. EMPLOYMENT PROBLEMS OF EX-OFFENDERS—A SUGGESTED APPROACH (FROM 'CRIME AND EMPLOYMENT ISSUES' - A COLLECTION OF POLICY RELEVANT MONOGRAPHS, 1978, BY LEON LEIBERG—SEE NCJ-47874). AMERICAN UNIVERSITY LAW SCHOOL INSTITUTE FOR ADVANCED STUDIES IN JUSTICE, 4900 MASSACHUSETTS AVENUE, NW, WASHINGTON, DC 20016. 9 p. 1978. NCJ-47883

A TWO-PHASED STRATEGY FOR OVERCOMING SOCIOECONOMIC BARRIERS THAT PRECLUDE THE INTERGRATION OF OFFENDERS INTO THE WORK FORCE IS SUGGESTED. THE TWO PHASES ARE

AS FOLLOWS: (1) REMOVAL OF LEGAL RESTRICTIONS ON EMPLOYMENT AND (2) DEVELOPMENT OF A COMPREHENSIVE PUBLIC SERVICE CAREERS PROGRAM FOR OFFENDERS. MANY LAWS IMPOSING EMPLOYMENT PROHIBITIONS WITH REGARD TO OFFENDERS HAVE BEEN DECLARED UNCONSTITUTIONAL IN THE COURTS. BUT JUDICIAL OPINIONS CANNOT DISPEL THE IMAGE OF THE OFFENDER AS SOMEONE UNFIT FOR EMPLOYMENT. SEMINARS, CONFERENCES, AND PANEL DISCUSSIONS ON ISSUES SURROUNDING THE EMPLOYMENT OF OFFENDERS SHOULD BE DIRECTED TO THE GENERAL PUBLIC. SPEAKERS SHOULD BE MADE AVAILABLE TO COMMUNITY GROUPS AND SCHOOLS. EVIDENCE REGARDING THE RELIABILITY OF OFFENDERS AS EMPLOYEES SHOULD BE DISSEMINATED TO EMPLOYERS. THE PUBLIC DISCUSSION AND DEBATE RESULTING FROM SUCH EFFORTS CAN BRING AN END TO LEGAL PROHIBITIONS AND SOCIAL BARRIERS THAT PREVENT OFFENDERS FROM FINDING JOBS. A COMPREHENSIVE PUBLIC SERVICE CAREERS PROGRAM IMPLEMENTED AT THE FEDERAL, STATE, AND LOCAL LEVELS COULD SERVE AS A CATALYST TO THE PRIVATE SECTOR AND COULD FOSTER INTERACTION BETWEEN GOVERNMENT AND PRIVATE BUSINESS IN THE AREA OF OFFENDER EMPLOYMENT. THE PROPOSED CAREERS PROGRAM WOULD INVOLVE RECRUITING OFFENDERS FOR GOVERNMENT POSITIONS RANGING FROM CLERICAL AND MAINTENANCE TO MANAGERIAL AND PROFESSIONAL. POTENTIAL ADVANTAGES OF THE CAREERS PROGRAM APPROACH ARE POINTED OUT.

Availability: NCJRS MICROFICHE PROGRAM.

49. H. R. CELLINI, J. GIANNINI, D. L. WRIGHT, and D. COUGHLIN. PROBATION REHABILITATION AND EMPLOYMENT PROGRAM—AN INNOVATIVE APPROACH. ADMINISTRATIVE OFFICE OF THE UNITED STATES COURTS, SUPREME COURT BUILDING, WASHINGTON DC 20544. *FEDERAL PROBATION*, V 41, N 3 (SEPTEMBER 1977), P 42-46. NCJ-49901

A PILOT PROGRAM TO FIND JOBS FOR EX-OFFENDERS AND TO MOTIVATE THEM TO KEEP THESE JOBS IS DESCRIBED. THE PROGRAM FOCUSES ON INCREASING SELF-PRIDE AND PROVIDING CONTINUOUS JOB COACHING SUPPORT SERVICES. THE PROBATION REHABILITATION AND EMPLOYMENT PROGRAM (PREP), ONE OF SEVERAL PROGRAMS SPONSORED BY THE SAFER FOUNDATION, (CHICAGO, ILL.) TO MOTIVATE EX-OFFENDERS AND FIND THEM JOBS, BEGAN IN OCTOBER 1975. PREP EMPHASIZES MOTIVATING THE PROBATIONER TO REVISE HIS LIFE-STYLE SO HE OR SHE DOES NOT AGAIN BECOME INVOLVED WITH THE CRIMINAL JUSTICE SYSTEM. THE 2-WEEK NONRESIDENTIAL PROGRAM FOCUSES ON SELF-IMAGE AND JOB-HOLDING SKILLS. THE PHILOSOPHY IS THAT A PERSON'S FEELING OF SELF-WORTH DETERMINES JOB SUCCESS. UNLESS ONE FEELS ONE CAN HOLD A JOB, SUCCESS IS UNLIKELY. A THOROUGH SCREENING PROGRAM ASSESSES JOB SKILLS, EDUCATION, LEGAL HISTORY, AND MEDICAL HISTORY. REFERRALS FOR THE PROGRAM COME FROM THE COOK COUNTY, ILL., PROBATION DEPARTMENT. MINIMUM REQUIREMENTS HAVE BEEN SET FOR THE PROGRAM, INCLUDING A BASIC UNDERSTANDING OF ENGLISH AND MINIMUM LITERACY. A CONTRACT IS SIGNED WITH THE PROBATIONER WHICH STIPULATES ARRIVAL AT THE PROGRAM ON TIME, FOLLOWING RULES OF COURTESY, AND COMPLETING ASSIGNMENTS. A COPY OF THE RULES ARE INCLUDED. A BRIEF DESCRIPTION IS GIVEN OF THE ROLE-PLAYING, THE ADJUSTMENT TECHNIQUES, AND OTHER METHODS USED DURING THE TRAINING PERIOD. PROBATIONERS RECEIVE A STIPEND OF \$9.38 EACH DAY TO COVER LUNCH AND TRANSPORTATION COSTS. AT THE CONCLUSION OF THE TRAINING PROGRAM PREP ACTIVELY HELPS THE PROBATIONER FIND A JOB AND A PREP COUNSELOR KEEPS IN CLOSE CONTACT TO HELP SOLVE JOB PERFORMANCE PROBLEMS. A SUMMARY OF PROGRAM STATISTICS SHOWS THAT 976 PROBATIONERS WERE REFERRED TO THE PROGRAM BETWEEN APRIL 30, 1976 AND APRIL 30, 1977. OF THESE 60 PERCENT WERE SUCCESSFULLY PLACED, COMPARED TO 40 PERCENT SUCCESSFUL PLACEMENT FOR THE SAFER PROGRAM AS A WHOLE. THE COST PER PLACE-

MENT WAS \$537.42. OF THE PLACEMENTS, 54 PERCENT WERE STILL WORKING AT THE END OF 30 DAYS AND 37 PERCENT AT THE END OF 90 DAYS. THIS IS MUCH HIGHER THAN THE RATE FOR PROBATIONERS AS A WHOLE AND FOR THE SAFER PROGRAM AS A WHOLE.

50. CONTRACT RESEARCH CORPORATION, 25 FLANDERS ROAD, BELMONT MA 02178. EMPLOYMENT AND TRAINING PROGRAMS FOR OFFENDERS. 200 p. 1976.

NCJ-37630

THIS TECHNICAL ASSISTANCE GUIDE WAS DESIGNED TO ENCOURAGE CETA (COMPREHENSIVE EDUCATION AND TRAINING ACT) PRIME SPONSORS TO DEVELOP EMPLOYMENT AND TRAINING PROGRAMS FOR OFFENDERS. IT PROVIDES BASIC INFORMATION ABOUT OFFENDERS AND THE CRIMINAL JUSTICE SYSTEM TO EMPLOYMENT AND TRAINING PEOPLE CONCERNED WITH SERVING OFFENDERS. DATA IS FIRST EXAMINED ON THE POPULATION OF OFFENDERS, THEIR NUMBERS AND DEMOGRAPHIC CHARACTERISTICS, AND THE SERIOUSNESS OF THEIR EDUCATIONAL AND VOCATIONAL HANDICAPS. AN EFFORT IS MADE TO CONVEY HOW THE STIGMA OF INVOLVEMENT WITH THE CRIMINAL SYSTEM, ESPECIALLY THE EXPERIENCE OF CONFINEMENT, SETS OFFENDERS APART FROM THE REST OF THE POPULATION. THE CRIMINAL JUSTICE SYSTEM IS THEN DESCRIBED, WITH PARTICULAR ATTENTION BEING PAID TO THOSE POINTS AT WHICH INTERVENTION WITH EMPLOYMENT AND TRAINING PROGRAMS IS FEASIBLE AND TO THOSE AGENCIES AND PERSONNEL WHOSE COOPERATION IS CRITICAL TO THE SUCCESS OF PROGRAMS. BOTH THE GENERAL POTENTIAL FOR PROGRAM INTERVENTION AND CONCRETE PROGRAM EXAMPLES ARE PRESENTED ACCORDING TO SUCCESSIVE STAGES IN THE CRIMINAL JUSTICE SYSTEM, FROM ARREST THROUGH POST-CONFINEMENT, ALONG WITH CLUES TO PROMISING METHODS AND TECHNIQUES AND WARNING FLAGS ABOUT PITFALLS, BARRIERS TO THE EMPLOYMENT OF OFFENDERS AND SOME OF THE STEPS WHICH HAVE BEEN AND CAN BE TAKEN TO OVERCOME THEM ARE ALSO DISCUSSED. FINAL CHAPTERS EMPHASIZE THE CONTRIBUTIONS OF SOUND PLANNING TO THE SUCCESS OF OFFENDER EMPLOYMENT, THE IMPORTANCE OF PROGRAM ASSESSMENT AND THE MEANS FOR ITS ACHIEVEMENT, AND THE COORDINATION OF CETA-FUNDED PROGRAMS WITH THOSE UNDER OTHER SPONSORSHIP. THE GUIDE CONCLUDES WITH A SELECTED BIBLIOGRAPHY OF NEARLY 100 PUBLICATIONS. (AUTHOR ABSTRACT MODIFIED)

Sponsoring Agency: US DEPARTMENT OF LABOR.

Availability: NCJRS MICROFICHE PROGRAM.

51. CRESAP, MCCORMICK AND PAGET, INC, 1776 K STREET, NW, WASHINGTON DC 20006. PRIVATE CONCERNS, INC—EVALUATION OF THE ORGANIZATION FINAL REPORT. 52 p. 1975.

NCJ-19697

REPORT DESIGNED TO EVALUATE THE EFFECTIVENESS OF THIS EX-OFFENDER EMPLOYMENT PROGRAM AND TO ASSESS THE IMPACT IT HAS HAD, OR IS LIKELY TO HAVE, ON THE SYSTEM FOR EMPLOYMENT OF EX-OFFENDERS IN NEW YORK CITY. THE INTERNAL OPERATIONS OF THE PROGRAM ARE ANALYZED ALONG WITH THE PROCESSES BY WHICH ITS FOUR MAJOR FUNCTIONS (PROGRAM DEVELOPMENT, TECHNICAL ASSISTANCE, JOB DEVELOPMENT, AND RESEARCH) ARE CARRIED OUT. THE PROGRAM'S EXTERNAL IMPACT AND ACCOMPLISHMENTS ARE ASSESSED THROUGH INTERVIEWS WITH A VARIETY OF AGENCIES, BUSINESS ORGANIZATIONS, AND OTHER INDIVIDUALS. IN ORDER TO MEASURE PRIVATE CONCERNS' ACCOMPLISHMENTS IN PLACING EX-OFFENDERS IN JOBS, DATA ON THIS ACTIVITY WAS ANALYZED, AND A SAMPLE OF ACTUAL CASES WAS TRACKED THROUGHOUT THE SYSTEM. ALSO EXAMINED IS THE IMPACT OF THE PROGRAM ON EMPLOYERS IN THE PRIVATE BUSINESS SECTOR AND ON OTHER AGENCIES. EVALUATORS CONCLUDED THAT DESPITE SOME INITIAL DIFFICULTIES IN ORGANIZATION, STAFFING, AND PROGRAM DEFINITION, THE FIRST YEAR OF PRIVATE CONCERNS, INC. HAD TO BE CONSIDERED A

SUCCESS. EIGHTY EX-OFFENDERS HAD BEEN PLACED IN JOBS IN LESS THAN ONE YEAR AND THE PROGRAM HAD DEMONSTRATED THE FEASIBILITY OF DEVELOPING COORDINATED TRAINING AND EMPLOYMENT PROGRAMS WHICH COULD IMPROVE THE QUALITY OF POSITIONS OBTAINED BY EX-OFFENDERS, THE SALARY LEVELS, AND THE SUBSEQUENT RETENTION RATES. IT WAS RECOMMENDED THAT THE PROGRAM'S OVERALL CAPABILITIES BE REVIEWED ALONG WITH THE NEEDS IN THE SERVICE SYSTEM AND THAT THE PROGRAM REDEFINE ITS STRATEGIES AND OBJECTIVES, CONSIDER ELIMINATING THE JOB DEVELOPMENT UNIT, AND REVISE THE STAFF STRUCTURE IN THE LIGHT OF REDEFINED STRATEGIES. THE APPENDIX CONTAINS THE DETAILS OF THE ANALYSES OF PROGRAM CASE RECORDS, THE TRACKING OF SPECIFIC CASES, AND INTERAGENCY COMPARISONS. THE INDIVIDUALS AND ORGANIZATIONS INTERVIEWED FOR THIS STUDY ARE ALSO LISTED.

Sponsoring Agency: NEW YORK CITY MAYOR'S CRIMINAL JUSTICE COORDINATING COUNCIL, 51 CHAMBERS STREET, NEW YORK NY 10007.

52. E. DENISON. EMPLOYMENT NEEDS OF WOMEN OFFENDERS—A PROGRAM DESIGN. US DEPARTMENT OF LABOR. 63 p. 1977.

NCJ-43629

THE PROGRAM DESCRIBED ATTEMPTS TO PROVIDE WOMEN OFFENDERS AND EX-OFFENDERS IMPROVED OPPORTUNITIES FOR JOBS, JOB TRAINING, AND A RANGE OF SUPPORTIVE SERVICES. THE PROGRAM DESIGN IS AN OUTGROWTH OF PROGRAMS INITIATED IN THREE COMMUNITIES BY THE WOMEN'S BUREAU DURING INTERNATIONAL WOMEN'S YEAR (IWY) 1975. THE PUBLICATION IS DIVIDED INTO THREE PARTS. THE FIRST PART DESCRIBES HOW THE BUREAU CARRIED OUT THE IWY PROGRAM 'FOCUS ON THE EMPLOYMENT NEEDS OF WOMEN OFFENDER.' PART TWO SERVES AS A 'HOW-TO' GUIDE, A WORKING TOOL TO HELP ORGANIZATIONS CARRY OUT A PROGRAM FOR WOMEN OFFENDERS. THE FINAL SECTION CONTAINS SAMPLES OF MATERIALS AND A RESOURCE DIRECTORY.

Availability: NCJRS MICROFICHE PROGRAM.

53. FRY CONSULTING GROUP. EMPLOYMENT PROBLEMS OF EX-OFFENDERS—A PRESENTATION. 51 p.

NCJ-14593

ENVIRONMENTAL INFLUENCES, ARBITRARY HIRING STANDARDS, INEFFECTIVE PRISON REHABILITATION, AND POOR ACCESS TO JOBS ARE AMONG THE PROBLEMS PRESENTED, AND REMEDIES FOR DEALING WITH THEM ARE SUGGESTED. BUSINESSES AND CORPORATIONS ARE URGED TO INITIATE AND PARTICIPATE IN EMPLOYMENT PROGRAMS FOR EX-OFFENDERS. COOPERATING WITH COMMUNITY AGENCIES INVOLVED IN THE REHABILITATION OF EX-OFFENDERS, DEVELOPING COMPANY PROGRAMS AND BECOMING INVOLVED IN THE DEVELOPMENT OF IN-PRISON PROGRAMS ARE SUGGESTED AVENUES FOR BUSINESS ACTION. EXERTING INFLUENCE TO CHANGE ARBITRARY HIRING PROCEDURES FOR EX-OFFENDERS IS A FURTHER SUGGESTION. IT IS RECOMMENDED THAT SPECIFIC INDIVIDUALS OR DEPARTMENTS IN A BUSINESS BE DESIGNATED TO TAKE RESPONSIBILITY FOR A FIRM'S PLANNING AND IMPLEMENTATION OF EMPLOYMENT PROGRAMS.

Supplemental Notes: CO-SPONSORED BY SENATOR JACOB JAVITS AND THE EDNA MCCONNELL CLARK FOUNDATION.

Sponsoring Agency: ALLIANCE FOR A SAFER NEW YORK, 165 EAST 56TH STREET, NEW YORK NY 10022.

Availability: NCJRS MICROFICHE PROGRAM.

54. L. WUDZINSKI, R. KLEFF, and M. BAUM. EVALUATION RESEARCH ON THE PUBLIC OFFENDER PROGRAM AT GOODWILL INDUSTRIES, PITTSBURGH, PENNSYLVANIA—FINAL REPORT. 58 p. 1974.

NCJ-15674

ASSESSMENT OF A TRAINING PROGRAM TO INCREASE EX-OFFENDER EMPLOYABILITY THROUGH WORK AND PERSONAL ADJUSTMENT, THEREBY DECREASING CRIMINAL RECIDIVISM. THE PROGRAM ATTEMPTS TO OFFER CLIENTS AN OPPORTUNITY TO

ESTABLISH A WORK RECORD SO THAT GOODWILL CAN PROVIDE JOB RECOMMENDATIONS TO PROSPECTIVE EMPLOYERS. A MAXIMUM OF APPROXIMATELY 30 CLIENTS SPEND 10 WEEKS IN A PROGRAM OF WORK, COUNSELING, AND PLACEMENT ASSISTANCE. EACH CLIENT STARTS AT A FIXED HOURLY RATE AND CAN BE GRANTED AN INCREASE OF 10 CENTS AN HOUR AT THE END OF EACH OF THE FIRST FOUR WEEKS. ACTUAL WAGES DEPEND ON PERSONAL AND JOB PERFORMANCE AND EVALUATION. THE PROGRAM TARGET IS THAT EACH CLIENT BE REFERRED FOR PLACEMENT OR TRAINING BETWEEN THE FOURTH AND SIXTH WEEK. THIS FINAL REPORT CONCENTRATES ON FOUR PROGRAM AREAS, DISCUSSING EACH SEPARATELY, AND PRESENTING THE EVALUATION RESULTS. THESE FOUR AREAS INCLUDE RECORD KEEPING PROCEDURES, FOLLOW UP DATA AND INTERVIEWS WITH A CLIENT SAMPLE, FOLLOW UP DATA AND INTERVIEWS WITH PROGRAM STAFF, AND DATA FROM INTERVIEWS WITH EMPLOYERS OF GRADUATING CLIENTS. STUDY FINDINGS SUGGEST THAT THE PROGRAM IS FACING SEVERAL PROBLEMS. POOR RISK CLIENTS ADMITTED INTO THE PROGRAM AFFECT SUCCESS RATES. THERE ARE PROBLEMS WITH CLIENT MOTIVATION, AND THE EX-OFFENDER STILL HAS A HARD TIME IN THE JOB MARKET. A COPY OF THE EMPLOYERS EVALUATION QUESTIONNAIRE IS INCLUDED IN THE APPENDIX.

Sponsoring Agency: PENNSYLVANIA GOVERNOR'S JUSTICE COMMISSION, PENNSYLVANIA DEPARTMENT OF JUSTICE, P O BOX 1167, FEDERAL SQUARE STA, HARRISBURG, PA 17120.

55. J. W. HUNT. COORDINATING EX-OFFENDER JOB DEVELOPMENT PROGRAMS. AMERICAN BAR ASSOCIATION, 1800 M STREET, NW, WASHINGTON DC 20036. 45 p. 1977. **NCJ-40397**

AFTER A DISCUSSION OF THE NEED FOR COORDINATION OF PROGRAMS SUPPORTING EX-OFFENDER EMPLOYMENT AND METHODS OF OBTAINING THIS COORDINATION, MATERIALS ILLUSTRATING SEVERAL EX-OFFENDER JOB PLACEMENT EFFORTS ARE PRESENTED. EMPLOYMENT OF THE EX-OFFENDER CAN MAKE A CRITICAL DIFFERENCE BETWEEN SUCCESSFUL ADJUSTMENT TO A FREE LIFE AND RETURN TO PRISON. EX-OFFENDERS, HOWEVER, MAY HAVE A SERIOUS HANDICAP IN OBTAINING MEANINGFUL EMPLOYMENT BECAUSE OF THEIR POOR WORK HISTORIES AND THEIR CRIMINAL RECORDS. PROGRAMS HAVE BEEN ESTABLISHED TO HELP THE EX-OFFENDER FIND EMPLOYMENT, BUT IN MANY CASES THESE COMMUNITY SERVICES SUFFER FROM LACK OF COMPREHENSIVE PLANNING, SYSTEMATIC IDENTIFICATION OF NEEDS, AND COORDINATION OF EXISTING SERVICES. TO COUNTERACT THIS PROBLEM, THIS MONOGRAPH PROPOSES THAT A COMMUNITY COORDINATION PROGRAM FOR EX-OFFENDER SERVICES BE ESTABLISHED. THE APPENDED MATERIALS IN THIS REPORT PROVIDE AN OVERVIEW OF MANY OF THESE PROCEDURES AND PRESENT SPECIFIC EXAMPLES OF THEIR APPLICATION. THESE MATERIALS INCLUDE A LIST OF CRITERIA FOR PARTICIPATING AGENCIES (FROM KANSAS CITY), A DESCRIPTION OF THE NEW YORK CITY JOB REFERRAL SYSTEM, A LIST OF RESOURCE MATERIAL FOR OFFENDER EMPLOYMENT PROGRAMS, AND DESCRIPTIONS OF THE PROGRAMS IN LOUISVILLE, ALAMEDA COUNTY, KANSAS CITY, AND ST. LOUIS.

56. J. L. HURD, J. L. FEVURLY, and E. L. CRULL. ORGANIZED AGAINST CRIME—A FULL-SERVICE CLEARINGHOUSE. ADMINISTRATIVE OFFICE OF THE UNITED STATES COURTS, SUPREME COURT BUILDING, WASHINGTON DC 20544. *FEDERAL PROBATION*, V 38, N 4 (DECEMBER 1974), P 16-20. **NCJ-19233**

DISCUSSION OF THE IMPLEMENTATION AND OPERATION OF "THE CLEARINGHOUSE FOR EX-OFFENDERS," A CENTRALIZED SERVICE FACILITY WHICH COORDINATES AND IMPLEMENTS JOB PLACEMENT OF EX-OFFENDERS IN LOUISVILLE AND JEFFERSON COUNTY (KY). THIS CLEARINGHOUSE WAS ALSO DESIGNED TO ACT AS A FACILITATOR IN OBTAINING OTHER NEEDED SOCIAL SERVICES FOR THE EX-OFFENDER, SUCH AS EMERGENCY FUNDS, TEMPORARY LODGING, AND LEGAL SERVICES. COUNSELORS FROM THE STATE PROBATION AND PAROLE OFFICES, THE

FEDERAL PROBATION OFFICE, THE STATE EMPLOYMENT SERVICE, AND THE JEFFERSON COUNTY JAIL COOPERATE IN THIS CLEARINGHOUSE, UTILIZING THE COMPUTERIZED JOB BANK OF THE STATE EMPLOYMENT SERVICE AND AN EMPLOYER FILE DEVELOPED IN-HOUSE.

57. G. W. KNOX and W. A. STACEY. DETERMINANTS OF EMPLOYMENT SUCCESS AMONG EX-OFFENDERS. HAWORTH PRESS, 149 FIFTH AVENUE, NEW YORK NY 10011. *OFFENDER REHABILITATION*, V 2, N 3 (SPRING 1978), P 205-214. **NCJ-48555**

SEVEN COMPREHENSIVE OFFENDER MANPOWER PROGRAM (COMP) PROJECTS PROVIDING JOB PLACEMENTS FOR EX-OFFENDERS WERE COMPARED USING A FORM OF COST-BENEFIT ANALYSIS. DATA WERE DERIVED FROM 1,660 CLIENT CASES. THE KEY EFFECT VARIABLES ASSESSED INCLUDED RECIDIVISM AND JOB RETENTION RATES, AND PROJECTED EARNINGS. TYPICAL CLIENT POPULATIONS VARIED AMONG THE SEVEN PROGRAMS. IN GENERAL, CLIENTS WERE WHITE MALES, JUVENILES TO YOUNG ADULTS, RANGING IN EDUCATIONAL LEVEL BETWEEN 9.5 AND 11 YEARS. SALARY RANGE FOR JOB PLACEMENTS WAS BETWEEN \$2.55 AND \$4.19 PER HOUR. ONE OF THE PROJECTS, OPERATION DARE, SERVED AN OLDER AND PRIMARILY BLACK CLIENT POPULATION. THE COST-BENEFIT RATIOS OBTAINED FOR THE SEVEN PROGRAMS WERE ALL GREATER THAN UNITY, RANGING FROM A LOW OF 4.24 TO A HIGH OF 16.88. THE OVERALL COST-BENEFIT RATIO FOR THE COMP PROJECT IN ILLINOIS WAS 6.56 WHICH MAY BE INTERPRETED AS MEANING THAT FOR EVERY PROGRAM DOLLAR SPENT, A SAVINGS OF \$6.56 IS REALIZED BY THE GOVERNMENT AND SOCIETY IN TERMS OF AVERTED COSTS AND DIRECT GAINS. A FURTHER ANALYSIS OF OPERATION DARE WAS CARRIED OUT TO EXAMINE POSITIVE AND NEGATIVE DETERMINANTS OF EMPLOYMENT SUCCESS AMONG THIS GROUP OF CLIENTS. THE TYPICAL CLIENT WAS A BLACK MALE WHO WAS LIVING WITH HIS PARENTS AND WHO HAD AN EDUCATIONAL LEVEL OF 10.8 YEARS. THESE CLIENTS REPRESENT A MORE HARD-CORE EX-OFFENDER POPULATION THAN THOSE IN THE OTHER PROGRAMS. THEY TENDED TO BE MULTIPLE OFFENDERS, MOST FREQUENTLY CONVICTED OF ARMED ROBBERY, SIMPLE ROBBERY, BURGLARY, OR MURDER. DATA FOR EVALUATION INCLUDED 374 CLIENTS PLACED DURING 1976. CLIENTS WERE ROUTINELY FOLLOWED UP AT 5, 30, AND 90-DAY INTERVALS TO ASSESS EMPLOYMENT SUCCESS. AT 5-DAYS, THE NUMBER OF DEPENDENTS, BEING A VIETNAM VETERAN, AND LIVING WITH A WIFE WERE NEGATIVE PREDICTORS OF EMPLOYMENT RETENTION. AT 30-DAYS, UNION MEMBERSHIP, BEING A VIETNAM VETERAN, AND LIVING WITH WIFE WERE NEGATIVE PREDICTORS. AT 90-DAYS, A RECENT HOURLY WAGE, HAVING A CAR AND DRIVER'S LICENSE, BEING A VETERAN, A UNION MEMBER, BEING A VIETNAM VETERAN, AND BEING DIVORCED/SEPARATED WERE ALL POSITIVE DETERMINANTS. NEGATIVE DETERMINANTS OF JOB RETENTION AT 90-DAYS INCLUDE: THE COMMISSION OF A VIOLENT CRIME, A FAMILY RECEIVING PUBLIC ASSISTANCE, PROPERTY-RELATED OFFENSE, A DRUG-RELATED OFFENSE, BEING BLACK, LIVING WITH A WIFE, AND HAVING AN HONORABLE MILITARY DISCHARGE. THE COST-BENEFIT RATIO FOR OPERATION DARE WAS 5.09. TABULAR DATA AND REFERENCES ARE INCLUDED.

Sponsoring Agency: ILLINOIS GOVERNOR'S OFFICE OF MANPOWER AND HUMAN DEVELOPMENT, CHICAGO IL 60601.

58. P. G. MCCREARY and J. M. MCCREARY. JOB PLACEMENT AND TRAINING FOR OFFENDERS AND EX-OFFENDERS. U S DEPARTMENT OF JUSTICE, LAW ENFORCEMENT ASSISTANCE ADMIN, NATIONAL INSTITUTE OF LAW ENFORCEMENT AND CRIMINAL JUSTICE. 166 p. 1974. **NCJ-15652**

THIS VOLUME IS DESIGNED PRIMARILY FOR THOSE CRIMINAL JUSTICE ADMINISTRATORS AND PRACTITIONERS WHO ARE PLANNING NEW MANPOWER SERVICES, OR WHO ARE CURRENTLY ADMINISTERING OR EMPLOYED IN SUCH INMATE OR EX-OFFENDER PROGRAMS. THE AUTHORS REPORT ON PROGRAMS SPONSORED

OR RUN BY FEDERAL AGENCIES, BUSINESS, LABOR, AND PUBLIC GROUPS. COVERED ARE COMMUNITY-BASED AND INSTITUTIONAL PROGRAMS RANGING FROM PRE-TRIAL INTERVENTION TO RESIDENTIAL AND NONRESIDENTIAL POST-CUSTODY PROGRAMS. CURRENT THINKING ON THE ROLE OF MANPOWER SERVICES IS REVIEWED, AND THE CHARACTERISTICS, ECONOMIC PROBLEMS, AND JOB NEEDS OF EX-OFFENDERS ARE DISCUSSED. GUIDELINES ARE OFFERED ON THE BEST WAY TO HELP EX-OFFENDERS PREPARE THEMSELVES FOR JOBS, HOW TO DEVELOP JOBS, HOW TO SEE THAT FORMER OFFENDERS ARE PROPERLY PLACED, AND HOW TO CREATE STABLE EMPLOYER-EMPLOYEE RELATIONSHIPS. ALSO DISCUSSED ARE PROGRAM PLANNING, ADMINISTRATION, AND EVALUATION. THE LAST CHAPTER USES ELEMENTS DISCUSSED IN THE OTHER PARTS OF THE REPORT TO PRESENT AN OUTLINE FOR A MODEL EMPLOYMENT AND TRAINING PROGRAM. A SELECTED BIBLIOGRAPHY IS ALSO INCLUDED.

Supplemental Notes: PRESCRIPTIVE PACKAGE SERIES.

Sponsoring Agency: US DEPARTMENT OF JUSTICE LAW ENFORCEMENT ASSISTANCE ADMINISTRATION.

Availability: GPO Stock Order No. 027-000-00305-2; NCJRS MICROFICHE PROGRAM.

59. **B. MITCHELL. SOME PLACE TO TURN, SOMEONE TO TALK TO.** US DEPARTMENT OF LABOR EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON DC 20212. *WORKLIFE*, V 3, N 3 (MARCH 1978), P 29-31. NCJ-52205

A PROGRAM DESIGNED TO HELP EX-OFFENDERS FIND EMPLOYMENT IS DESCRIBED. THE COMMUNITY CORRECTIONAL SERVICES (CCS) PROGRAM SERVING KANE AND DEKALB COUNTIES, ILL. WHICH BECAME OPERATIONAL IN 1975, WAS FUNDED THROUGH THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT TO PROVIDE VOCATIONAL AND EMPLOYMENT SERVICES TO RECENTLY RELEASED EX-OFFENDERS AND INMATES ABOUT TO BE RELEASED. PARTICIPANTS ARE RECRUITED IN A VARIETY OF WAYS AND REFERRED FROM MANY SOURCES. CLIENT INTERVIEWS USUALLY INCLUDE ORIENTATION TO THE PROGRAM, A DETERMINATION OF IMMEDIATE NEEDS, AND A DISCUSSION OF WORK RECORD, EDUCATIONAL BACKGROUND, AND CRIMINAL HISTORY. ON THE BASIS OF INFORMATION GATHERED IN THE INTERVIEW, A COURSE OF ACTION TO HELP EACH CLIENT IS DECIDED BY A SCREENING COMMITTEE. IN MOST CASES, THIS WOULD MEAN ASSIGNMENT TO A CAREER DEVELOPER WHO WILL PROVIDE OR GUIDE THE CLIENT TO CAREER ASSESSMENT, COUNSELING, CLASSROOM TRAINING, TRAINING IN JOBSEEKING SKILLS, AND CAREER DEVELOPMENT, AS WELL AS COORDINATING REFERRALS TO OTHER AGENCIES. THE CAREER DEVELOPER MAKES EVERY EFFORT TO RESPECT THE CLIENT'S EMPLOYMENT DESIRES WHILE HELPING HIM TO ASSESS REALISTICALLY HIS SKILLS AND BACKGROUND. WHERE A CLIENT NEEDS ADDITIONAL EDUCATION OR TRAINING TO PREPARE FOR THE CAREER OF HIS CHOICE, THE MEANS FOR ATTAINING IT ARE USUALLY CONSIDERED. IN MOST INSTANCES THE CLIENT ASSUMES RESPONSIBILITY FOR FINDING EMPLOYMENT, AFTER RECEIVING TRAINING IN JOB-SEEKING SKILLS. SOMETIMES THE CCS STAFF MAY INTERVENE TO INTERPRET TO A PROSPECTIVE EMPLOYER THE BACKGROUND OF A CLIENT. THUS FAR, 360 OF THE 513 CLIENTS PROCESSED HAVE BEEN PLACED IN UNSUBSIDIZED JOBS. THE RECIDIVISM RATE AMONG ALL PROGRAM PARTICIPANTS IS ABOUT 8 PERCENT, COMPARED WITH A RECIDIVISM RATE FOR ALL OFFENDERS ESTIMATED TO VARY FROM 25 TO 75 PERCENT.

Availability: NCJRS MICROFICHE PROGRAM.

60. **E. M. MOFFAT. WHITE COLLAR AND SEXUAL OFFENDER PROJECT IN 1975—A REPORT OF THE WORK OF PROJECT 2.** APEX CHARITABLE TRUST, 9 POLAND STREET, LONDON W1V 3DG, ENGLAND. 24 p. 1975. United Kingdom. NCJ-31560

THIS REPORT DESCRIBES A PROJECT WHOSE AIM IS THE PLACING OF THE WHITE COLLAR AND SEXUAL EX-OFFENDERS IN EMPLOYMENT SITUATIONS. STATISTICS ARE PRESENTED ON CLI-

ENTS AND REFERRAL SUCCESS RATES. SEE NCJ-19094 FOR A SIMILAR REPORT FOR 1973.

Availability: APEX CHARITABLE TRUST, 9 POLAND STREET, LONDON W1V 3DG, ENGLAND; NCJRS MICROFICHE PROGRAM.

61. **D. W. NEILSEN. JOB DEVELOPMENT—THE EMPLOYER AS A CUSTOMER.** ADMINISTRATIVE OFFICE OF THE UNITED STATES COURTS, SUPREME COURT BUILDING, WASHINGTON DC 20544. *FEDERAL PROBATION*, V 41, N 4 (DECEMBER 1977), P 21-24. NCJ-52401

GUIDELINES FOR FEDERAL PROBATION OFFICERS CHARGED WITH DEVELOPING EMPLOYMENT RESOURCES AND MAKING JOB REFERRALS FOR THEIR CLIENTS TO USE IN CONTACTING POTENTIAL EMPLOYERS ARE OFFERED. THE FACT THAT NOT ALL EX-OFFENDERS ARE READY TO HOLD A JOB IS BROUGHT OUT, AND WAYS OF DETERMINING WHETHER A CLIENT IS WILLING TO WORK ARE SUGGESTED. THE POSSIBILITY OF REFERRING UNMOTIVATED CLIENTS TO OTHER AGENCIES IS RAISED. PROBATION OFFICERS ARE ADVISED TO APPROACH PROSPECTIVE EMPLOYERS OF EX-OFFENDERS WITH THE UNDERSTANDING THAT HOWEVER CIVIC-MINDED A BUSINESS MAY WISH TO APPEAR, ITS PURPOSE IS TO MAKE A PROFIT. THE PROBATION OFFICER SHOULD NOT OFFER THE EMPLOYER THE OPPORTUNITY TO HELP AN EX-OFFENDER OUT OF A LIFE OF CRIME BY PROVIDING A JOB, BUT RATHER SHOULD CITE THE BENEFITS OF HIRING EX-OFFENDERS. FOR EXAMPLE, THE PROBATION OFFICER COULD POINT OUT THAT CLIENTS ARE MONITORED AND HAVE THE EXTRA RESPONSIBILITY OF SATISFYING THEIR PROBATION OR PAROLE CONDITIONS. PROBATION OFFICERS ARE URGED TO STUDY THE LABOR MARKET IN THEIR COMMUNITY AND TO BE ON THE LOOKOUT FOR NEW JOB OPPORTUNITIES (E.G., A CHANGE OF MANAGEMENT IN A COMPANY THAT PREVIOUSLY WAS NOT INTERESTED IN HIRING EX-OFFENDERS). TECHNIQUES FOR INTERVIEWING PROSPECTIVE EMPLOYERS AND FOR MAKING THE BEST USE OF TIME AVAILABLE FOR JOB DEVELOPMENT ACTIVITIES ARE SUGGESTED. PROBATION OFFICERS ARE ADVISED TO VIEW THESE ACTIVITIES AS A SERVICE BOTH TO THE EMPLOYER AND TO THE CLIENT.

62. **NEW YORK TEMPORARY STATE COMMISSION TO EVALUATE THE DRUG LAWS, ALBANY NY. NEW YORK—EMPLOYING THE REHABILITATED ADDICT—INTERIM REPORT OF THE TEMPORARY STATE COMMISSION TO EVALUATE THE DRUG LAWS.** 64 p. 1973. NCJ-16557

DISCUSSION OF THE ATTITUDES AND PRACTICES IN THE STATE REGARDING THE USEFULNESS AND THE EMPLOYABILITY OF REHABILITATED DRUG ADDICTS. THE PROBLEMS, OUTLOOKS AND NEEDS OF EMPLOYERS ARE ANALYZED. ALSO DISCUSSED IS THE CAPACITY OF THE REHABILITATED ADDICT TO WORK AND THE MEANING OF THE TERM 'REHABILITATED ADDICT.' IN ADDITION, THE NATURE AND EXTENT OF JOB DISCRIMINATION AGAINST REHABILITATED ADDICTS ARE CONSIDERED, ALONG WITH THE QUESTION OF FEDERAL AND PRIVATE BONDING. THE COMMISSION FOUND THAT SMALLER BUSINESSES WERE MORE LIKELY TO HIRE EX-ADDICTS THAN WERE MAJOR CORPORATIONS. REHABILITATED ADDICTS ARE GENERALLY INDISTINGUISHABLE FROM OTHER WORKERS, AND EMPLOYERS GENERALLY RELATE ADDICTION TO EMOTIONAL INSTABILITY. IT ALSO DISCOVERED THAT BOTH PRIVATE AND FEDERAL BONDING ARE AVAILABLE TO REHABILITATED ADDICTS, ALTHOUGH THOSE WITH CRIMINAL RECORDS MAY NOT BE ABLE TO SECURE PRIVATE BONDING. THE COMMISSION RECOMMENDED THAT THE STATE OUTLAW DISCRIMINATION AGAINST PERSONS WHO HAVE ADHERED TO A BONA-FIDE COURSE OF TREATMENT FOR ONE YEAR AND WHO HAVE BEEN JUDGED CAPABLE OF WORKING, AND AGAINST REHABILITATED ADDICTS WITH SATISFACTORY RECORDS OF ON-THE-JOB PERFORMANCE FOR A TOTAL OF ONE YEAR. ALSO SUGGESTED WAS THE ISSUING OF GUIDELINES DESIGNED TO ENCOURAGE THE HIRING OF EX-OFFENDERS WHO ARE REHABILITATED ADDICTS.

Availability: NCJRS MICROFICHE PROGRAM.

63. **PALMER-PAULSON ASSOCIATES INC. EXCEL (EX-OFFENDERS' COORDINATED EMPLOYMENT LIFE-LINE) IN INDIANA—PROGRAM OF THE INDIANA DEPARTMENT OF CORRECTION—EIGHTEEN MONTH REPORT, AUGUST 1971; JANUARY 1973.** 96 p. 1973.

NCJ-13682

DESCRIBES AND EVALUATES INDIANA PROGRAM IN WHICH BUSINESSES IN INDIANA HIRE EX-OFFENDERS. A REVIEW OF ATTAINMENT OF FIRST YEAR PROGRAM INDICATES ACCOMPLISHMENTS SUCH AS 357 PLEDGED JOB OPENINGS FOR EX-OFFENDERS, SEVERAL RELEASEES AND PAROLEES HIRED, AND THE ESTABLISHMENT OF SEVERAL TRAINING OPPORTUNITIES. MANY OF THE GOALS FOR THE SECOND YEAR INVOLVED AN EXPANSION OF FIRST YEAR GOALS. INDIVIDUALS PARTICIPATING IN THE PRE-RELEASE PROGRAM ARE INTERVIEWED AND SELECTED FOR THE LIMITED CLASSES. DURING THE 30-DAY PERIOD OF ENROLLMENT, INVENTORY OF AN INMATE'S BACKGROUND, WORK EXPERIENCE, AND OCCUPATIONAL INTEREST IS TAKEN. UPON NEARING COMPLETION OF PRE-RELEASE, THE INFORMATION IS FORWARDED TO THE RESPECTIVE FIELD OFFICE FOR CONTINUED EFFORTS TOWARD JOB PLACEMENT. THE CONTRACTUAL PRIORITY IS WITH WORK RELEASEES AND STATE PAROLEES, AND THE PRE-RELEASE PROGRAM WAS ADDED TO SERVE THE INDIANA REFORMATORY. THE PROGRAM ALSO PROVIDES COUNSELING SERVICES. A STATISTICAL REPORT OF THE SUCCESS OF THE PROGRAM IS PRESENTED, FOLLOWED BY APPENDIXES WHICH CONTAIN LETTERS AND NEWSPAPER ARTICLES ON THE PROGRAM.

Sponsoring Agency: US DEPARTMENT OF JUSTICE LAW ENFORCEMENT ASSISTANCE ADMINISTRATION.

Availability: NCJRS MICROFICHE PROGRAM.

64. **G. C. PATI. BUSINESS CAN MAKE EX-CONVICTS PRODUCTIVE.** HARVARD UNIVERSITY. *HARVARD BUSINESS REVIEW*, V 52, N 3 (MAY-JUNE 1974), P 69-78.

NCJ-14627

REVIEW OF SOCIAL AND ECONOMIC REASONS FOR EMPLOYING EX-CONVICTS AND A COMPARISON OF CHARACTERISTICS OF SUCCESSFUL AND UNSUCCESSFUL EMPLOYER PROGRAMS. THE AUTHOR POINTS OUT THAT MANY COMPANIES THAT HAVE HIRED EX-CONVICTS HAVE REPORTED THAT IF THE TRAINEE RECEIVES PROPER TRAINING AND COUNSELING HE CAN BECOME A PRODUCTIVE, HARD-WORKING EMPLOYEE, IN MANY CASES, MORE SO THAN THE AVERAGE WORKER. THE AUTHOR ALSO REASONS THAT IF ENOUGH BUSINESSMEN HIRE AND TRAIN EX-CONVICTS, THEY COULD SUBSTANTIALLY REDUCE THE NATIONAL CRIME RATE, AS WELL AS REDUCE FEDERAL AND LOCAL TAXES AND THEIR OWN SECURITY AND TURNOVER COSTS. MANAGEMENT AND EX-CONVICTS AT TWENTY ORGANIZATIONS WERE INTERVIEWED. THE STUDY REVEALED THREE MAJOR FINDINGS: (1) EVEN THOUGH IN MANY WAYS THEY ARE NO DIFFERENT FROM THE HARD-CORE UNEMPLOYED, EX-CONVICTS DO HAVE PARTICULAR PROBLEMS THAT MAKE FINDING AND HOLDING A JOB MORE DIFFICULT. (2) COMPANIES ARE MORE LIKELY TO HAVE A SUCCESSFUL PROGRAM WITH EX-CONVICTS IF THE INDIVIDUAL'S PROBLEMS ARE DEALT WITH ON A REALISTIC AND PERSONAL BASIS. (3) THE COMPANIES THAT FAIL IN THIS PROGRAM ARE THOSE THAT DO NOT GIVE THE EX-CONVICT ACTIVE HELP IN THE FORM OF CONCERNED SUPERVISORS, TRAINING, AND COMMITMENT AT THE TOP LEVELS OF MANAGEMENT. (AUTHOR ABSTRACT)

65. **G. C. PATI. BUSINESS AND EX-OFFENDERS—A CASE OF HOLY ALLIANCE, PART 1.** AMERICAN SOCIETY FOR INDUSTRIAL SECURITY, 2000 K STREET, NW, WASHINGTON DC 20006. *SECURITY MANAGEMENT*, V 19, N 1 (MARCH 1975), P 20-24.

NCJ-26148

EXAMPLES OF WHAT THE BUSINESS COMMUNITY HAS BEEN DOING TO HELP EX-OFFENDERS FIND JOBS AND SUGGESTIONS FOR FURTHER PROGRESS. THE AUTHOR SUGGESTS THAT THE FOLLOWING FOUR AREAS NEED TO BE SERIOUSLY CONSIDERED WITH REGARD TO JOB DEVELOPMENT FOR EX-OFFENDERS: 1)

MAKING PRISONS MORE CONDUCTIVE TO THE NEEDS OF THE DYNAMIC SOCIETY IN PROVIDING AT LEAST A PULL OF SKILLED MANPOWER WHICH INDUSTRY NEEDS IN THE REAL WORLD. 2) ENABLING THE EMPLOYING INSTITUTIONS TO UNDERSTAND THE INMATES' VALUES AND EXPECTATIONS. 3) REGAINING SOLID COMMITMENT FROM GOVERNMENT THROUGH LEGISLATION AND ITS TOUGH ENFORCEMENT BY REMOVING UNDUE BARRIERS TO EMPLOYMENT. 4) RE-EXAMINING CERTAIN INCONSISTENCIES FROM WITHIN THE EMPLOYING ORGANIZATIONS TO PROVIDE FOR A GOOD ORGANIZATIONAL CLIMATE IN WHICH EVERYONE, INCLUDING EX-OFFENDERS, CAN SURVIVE, COMPETE, AND GROW. FOR PART 2, SEE NCJ-26275.

66. **G. C. PATI. BUSINESS AND EX-OFFENDERS—A CASE OF HOLY ALLIANCE PART 2.** AMERICAN SOCIETY FOR INDUSTRIAL SECURITY, 2000 K STREET, NW, WASHINGTON DC 20006. *SECURITY MANAGEMENT*, V 19, N 2 (MAY 1975), P 26-29.

NCJ-26275

OUTLINE OF EXISTING BARRIERS TO EMPLOYMENT FOR EX-OFFENDERS ALONG WITH CURRENT DEVELOPMENTS CONCERNING THE REMOVAL OF THESE BARRIERS IN BOTH THE PUBLIC AND PRIVATE SECTORS OF BUSINESS. FOR COMPANIES, EXECUTIVES, AND BUSINESS GROUPS CONCERNED ABOUT HIRING THE EX-OFFENDER AND HELPING HIM BECOME A MORE PRODUCTIVE EMPLOYEE, A CHECKLIST OF THE KIND OF ACTIVITIES THAT CAN BE UNDERTAKEN IS PROVIDED. FOR PART ONE, SEE NCJ-16148.

67. **S. SAXTON and W. CAMPBELL. EMPLOY-EX—ANNUAL REPORT, APRIL 1, 1974.** EMPLOY-EX, INC, 1117 CHEROKEE, DENVER CO 80204. 59 p. 1974.

NCJ-13775

SUMMARIZES ACTIVITIES OF PROGRAM TO ASSIST THE EX-OFFENDER THROUGH THE PERIOD OF TRANSITION FROM INMATE TO CITIZEN. THE OPERATIONAL OBJECTIVES OF THE PROGRAM ARE TO PROVIDE 300 PERSONS HAVING BEEN ARRESTED, CHARGED, OR CONVICTED OF HIGH IMPACT FELONIES WITH SUITABLE EMPLOYMENT AND TRAINING REFERRALS. A SECOND OBJECTIVE IS TO PROVIDE SOCIAL, PSYCHIATRIC, PSYCHOLOGICAL AND BEHAVIOR MODIFICATION ASSISTANCE AND PHYSICAL NEEDS AS REQUIRED TO REDUCE RECIDIVISM AMONG CLIENTELE. AN ORGANIZATIONAL CHART AND INTAKE AND SERVICE FLOW CHART INDICATE HOW EMPLOY-EX WAS ORGANIZED AND THE FUNCTIONAL CONTACTS BETWEEN THE AGENCY AND CLIENTS DURING THE YEAR. A SECTION ON QUANTITATIVE EVALUATION OF PROJECT OBJECTIVES, WHICH EXAMINES ORGANIZATIONAL EFFECTIVENESS RELATIVE TO STATED GOALS AND OBJECTIVES, IS PRESENTED AND INTERPRETED. THIS SECTION CONCLUDES WITH A DISCUSSION OF DATA COLLECTION AND RETRIEVAL DILEMMAS AND A QUALITATIVE ASSESSMENT OF THE PROJECT'S GOAL/OBJECTIVE ACHIEVEMENT. FINALLY, A SECTION ON ORGANIZATIONAL FACTORS DURING THE FIRST YEAR, SUCH AS CLIENT NUMBERS AND TYPES, JOB DEVELOPMENT, STAFFING PATTERNS AND DILEMMAS, PROCEDURAL PROBLEMS AND ADAPTATIONS, AND ACCOMPLISHMENTS ARE PRESENTED.

Sponsoring Agency: US DEPARTMENT OF JUSTICE LAW ENFORCEMENT ASSISTANCE ADMINISTRATION.

Availability: NCJRS MICROFICHE PROGRAM.

68. **K. SOOTHILL. PRISONER'S RELEASE—A STUDY OF THE EMPLOYMENT OF EX-PRISONERS.** LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE, HOUGHTON STREET, ALDWYCH, LONDON, ENGLAND. 319 p. 1974. United Kingdom.

NCJ-15330

EVALUATION OF WHETHER AN ACTIVE POLICY OF FINDING SUITABLE EMPLOYMENT FOR PRISONERS IMMEDIATELY ON THEIR RELEASE HAS BENEFICIAL RESULTS. THE HISTORICAL DEVELOPMENT OF PRISON AFTER-CARE IS TRACED UP UNTIL THE SECOND WORLD WAR, THE EMPHASIS WAS ALMOST EXCLUSIVELY ON PROVIDING EMPLOYMENT FOR EX-OFFENDERS. THE RESULTS OF THE APEX PROJECT, SET UP TO EXAMINE THE EFFECTIVENESS OF FINDING WORK FOR EX-PRISONERS, ARE PRESENTED. DURING THE FIRST FIVE YEARS OF THIS PROJECT, 439 MEN

WERE RANDOMLY SELECTED FROM TWO LONDON PRISONS AND OFFERED THE SERVICES OF A SPECIALIZED EMPLOYMENT AGENCY. PRISONER RESPONSES TO THIS OFFER WERE CLASSIFIED ACCORDING TO FULL ACCEPTANCE, PARTIAL ACCEPTANCE, REJECTION AND MISCELLANEOUS. THE OUTCOME FOR THESE MEN IS COMPARED WITH A CONTROL GROUP OF OVER 300 MEN RANDOMLY SELECTED FROM THE SAME PRISONS. DESCRIBED ARE THE EFFORTS SOMETIMES NEEDED TO FIND 'SUITABLE EMPLOYMENT' FOR PRISONERS ON RELEASE. ALSO PRESENTED ARE THE OUTCOMES OF THE JOB INTERVIEWS, ARRANGED IN TERMS OF THE PROPORTIONS ATTENDING THE INTERVIEWS, STARTING THE JOBS AND THE LENGTH OF TIME MEN STAYED IN THE JOBS ARRANGED. EXAMINATION OF THE SUBSEQUENT RE-CONVICTION RATES FOR THE VARIOUS GROUPS OF OFFENDERS AT THE END OF THE FIRST YEAR SHOWED NO DIFFERENCES IN THE PROPORTIONS OF THE VARIOUS GROUPS WHO WERE RE-CONVICTED. THE POSSIBILITY OF PREDICTING THOSE PRISONERS WHO ARE UNLIKELY TO BE HELPED BY THE PROVISION OF EMPLOYMENT ON RELEASE IS EXPLORED, AND THE POSSIBLE USE OF COMPUTER TECHNIQUES IN THE INDIVIDUALIZATION OF TREATMENT IS BRIEFLY DISCUSSED.

Availability: GEORGE ALLEN AND UNWIN, LTD, RUSKIN HOUSE, MUSEUM STREET, LONDON, ENGLAND.

69. K. SOOTHILL and F. PENTNEY. RECRUITING WHITE-COLLAR WORKERS WITH CONVICTION. 14 p. 1975. United Kingdom. **NCJ-38982**

DISCUSSION OF THE RESULTS OF A SURVEY CONDUCTED BY A BRITISH EX-OFFENDER EMPLOYMENT SERVICE FOR THE PURPOSE OF RECRUITING EMPLOYERS TO CONSIDER RECRUITING WHITE COLLAR WORKERS WHO HAVE CRIMINAL RECORDS. OF THE 10 COMPANIES SURVEYED, FOUR FAILED TO REPLY, EIGHT DODGED THE ISSUE BY POINTING OUT THAT THEY HAD NEVER KNOWINGLY HAD AN APPLICATION FROM AN EX-OFFENDER, AND HALF OF THE REMAINDER MAINTAINED SUCH APPLICATIONS SHOULD BE TREATED THE SAME AS OTHER APPLICANTS. ANOTHER GROUP OF EMPLOYERS FELT THAT THE COMPANY HAD A SPECIAL RESPONSIBILITY TO GIVE EX-OFFENDERS SOME KIND OF SPECIAL ATTENTION; BUT THESE WERE BALANCED BY A SIMILAR NUMBER WHO FELT THAT EX-OFFENDERS WOULD BE UNLIKELY TO FIT IN. IN GENERAL, LARGER COMPANIES SHOWED MORE WILLINGNESS TO CONSIDER EX-OFFENDERS, AND MOST OF THE FIRMS CITING A CERTAIN SOCIAL RESPONSIBILITY TO EX-OFFENDERS HAD KNOWINGLY EMPLOYED WHITE COLLAR EX-OFFENDERS IN THE PAST. IT IS SUGGESTED THAT GOVERNMENT EMPLOYMENT SERVICES ENCOURAGE EMPLOYERS AND POTENTIAL EMPLOYEES ALIKE TO USE THEIR PLACING FACILITIES WHICH OFFER SPECIAL SERVICES FOR THE DISADVANTAGED INSTEAD OF RELYING ALMOST EXCLUSIVELY ON NEWSPAPER JOB ADVERTISEMENTS.

Availability: APEX CHARITABLE TRUST, 9 POLAND STREET, LONDON W1V 3DG, ENGLAND.

70. K. SOOTHILL. EFFORT INVOLVED IN FINDING EMPLOYMENT FOR WHITE-COLLAR OFFENDERS. BRITISH ASSOCIATION OF SOCIAL WORKERS, 16 KENT STREET, BIRMINGHAM B5 6RD, ENGLAND. *BRITISH JOURNAL OF SOCIAL WORK*, V 6, N 4 (1976), P 449-463. **NCJ-40939**

A STUDY INDICATING SOME OF THE POTENTIAL DANGERS IN PROVIDING SHORT TERM AID IN PLACING EX-OFFENDERS AND STRESSING PROBLEMS IN THE PLACEMENT OF WHITE-COLLAR EX-OFFENDERS. DURING 1970-1973 AN EMPLOYMENT ORGANIZATION FOR EX-OFFENDERS MADE OVER 18,000 TELEPHONE CALLS AND LETTERS TO EMPLOYERS IN TRYING TO PLACE 474 WHITE-COLLAR EX-OFFENDERS, BUT ONLY 173 OF THESE WERE ACTUALLY PLACED AS A RESULT OF THESE EFFORTS. THE AUTHOR SUGGESTS THAT THE AGENCY NOT LIMIT ITS EFFORTS IN PLACING CLIENTS.

Supplemental Notes: REPRINT.

71. L. E. STRYKER and J. F. SCORZELL. WORK, COUNSELING, AND EX-LAW OFFENDER. HAWORTH PRESS, 149 FIFTH AVENUE, NEW YORK NY 10010. *OFFENDER REHABILITATION*, V 1, N 3 (SPRING 1977), P 263-266. **NCJ-42995**

STRATEGIES FOR THE COUNSELOR IN HELPING AN EX-OFFENDER MOVE TOWARD EMPLOYABILITY ARE DISCUSSED. A SENSE OF FACING ONE'S ABILITIES, MOTIVATIONS, AND PATTERNS OF SELF-EXPRESSION ARE EMPHASIZED. FINDING A VOCATIONAL IDENTITY THAT IS AN IMPORTANT EXPRESSION OF ONE'S SELF IS CONSIDERED THE MOST STABILIZING INFLUENCE IN THE EX-OFFENDERS REHABILITATION. BEING AN ADVOCATE TO SECURE SERVICES FOR THE CLIENT, WITHOUT DEVELOPING DEPENDENCY; GIVING DATA ABOUT HIMSELF TO THE CLIENT TO HELP HIM WORK ON HIS SELF-IMAGE; AND GUIDANCE TO HELP HIM MOVE TOWARD WHAT HE WANTS TO DO FOR A LIVING ARE SOME OF THE GUIDELINES SUGGESTED FOR COUNSELING.

72. R. TAGGART 3RD. PRISON OF UNEMPLOYMENT—MANPOWER PROGRAMS FOR OFFENDERS. 116 p. 1972. **NCJ-10032**

MANPOWER POLICIES AND VOCATIONAL AND EDUCATIONAL PROGRAMS WHICH PREPARE EX-OFFENDERS TO COPE WITH THE JOB MARKET. PRISONERS AND EX-OFFENDERS ON PROBATION AND PAROLE ARE A LARGELY UNTAPPED MANPOWER RESOURCE. WRITTEN FROM A 'MANPOWER PERSPECTIVE', IT VIEWS OFFENDERS AS 'A HIGHLY DISADVANTAGED CLIENTELE WITH SERIOUS DEFECTS IN THE WORK WORLD...NEEDING A WIDE RANGE OF SERVICES.' PRE—AND POST-RELEASE SERVICES WHICH CAN ASSIST IN THE TRANSITION FROM A CLOSED TO AN OPEN ENVIRONMENT INCLUDE PRISON INDUSTRY, WORK RELEASE, SELECTED VOCATIONAL AND EDUCATIONAL TRAINING PROJECTS, AND INCOME MAINTENANCE DURING POST RELEASE ADJUSTMENT. EACH OF THESE SERVICES IS EVALUATED INDIVIDUALLY. THE AUTHOR EMPHASIZES THE NEED FOR EARLY INTERVENTION STRATEGIES, ALTERNATIVES TO INCARCERATION AND INSTITUTIONAL CHANGE. HIS RECOMMENDATIONS FOR IMPROVEMENT INCLUDE GREATER MONITORING AND EVALUATION OF EXISTING PROGRAMS, IMPROVING CURRENT EXPERIMENTAL METHODS, AND TESTING FOR NEW STRATEGIES. ALSO SUGGESTED IS GREATER SELECTIVITY IN CHOOSING PARTICIPANTS FOR OFFENDER MANPOWER PROGRAMS. THIS MONOGRAPH WAS INITIALLY WRITTEN AS A BACKGROUND PAPER FOR CONSIDERATION BY THE NATIONAL MANPOWER POLICY TASK FORCE IN PREPARING A POLICY STATEMENT ON THE SAME SUBJECT.

Availability: JOHNS HOPKINS UNIVERSITY PRESS, BALTIMORE MD 21218.

73. M. A. TOBORG, L. J. CENTER, R. H. MILKMAN, and D. W. DAVIS. TRANSITION FROM PRISON TO EMPLOYMENT—AN ASSESSMENT OF COMMUNITY-BASED ASSISTANCE PROGRAMS—CASE STUDY ANALYSES AND FLOW DIAGRAMS—NATIONAL EVALUATION PROGRAM—PHASE 1 REPORT. LAZAR INSTITUTE, 1800 M STREET, NW, WASHINGTON DC 20036. 312 p. 1976. **NCJ-42242**

THIS WORKING PAPER, PART OF THE NATIONAL EVALUATION PROGRAM'S PHASE I ASSESSMENT OF COMMUNITY BASED PROGRAMS OFFERING EMPLOYMENT SERVICES TO EX-OFFENDERS, CONTAINS DESCRIPTIONS OF THE OPERATIONS OF 15 EXISTING PROJECTS. THE REPORT REPRESENTS THE SECOND STAGE OF THE EMPLOYMENT SERVICES PROGRAM STUDY. AFTER IDENTIFICATION OF THE PROGRAM UNIVERSE (NCJ-42243), A SURVEY OF 500 FEDERAL, REGIONAL, STATE, AND LOCAL PROGRAMS RESULTED IN SELECTION OF A SAMPLE OF PROGRAMS FOR MORE DETAILED ANALYSIS. THE SAMPLE REFLECTED THE RANGE IN VARIATION IN THE PROGRAM UNIVERSE IN SUCH AREAS AS PROGRAM AGE; NUMBER OF CLIENTS SERVED; SOCIO-DEMOGRAPHIC CHARACTERISTICS OF CLIENTS; TYPES OF SERVICES PROVIDED; STAFF SIZE AND TYPE; PROGRAM SUCCESS CRITERIA; FUNDING SOURCE AND LEVEL; NUMBERS OF PRISON RELEASEES SERVED; AND RELATIONSHIP WITH CORRECTIONS OFFICIALS. THE PROGRAMS CHOSEN FOR DETAILED ANALYSIS AND DESCRIBED IN

THIS REPORT ARE: EMPLOY-EX, INC., IN DENVER (CO); OPERATION DARE, CHICAGO; COMMUNITY CORRECTIONAL SERVICES PROJECT FOR THE SIXTEENTH JUDICIAL CIRCUIT, GENEVA (IL); VOCATIONAL ALTERNATIVES PROGRAM, DECATUR (IL); PROJECT HELPING INDUSTRY RECRUIT EX-OFFENDERS (HIRE), MINNEAPOLIS; PROJECT NEWGATE, MINNEAPOLIS; PAROLE REHABILITATION AND EMPLOYMENT PROJECT (PREP), COLUMBUS (OH); LOUISVILLE (KY) CLEARINGHOUSE FOR EX-OFFENDERS; INSTITUTE OF GENERAL, MECHANICAL, AND ELECTRICAL SCIENCE, PHILADELPHIA; LAW OFFENDER SERVICES DIVISION, BOSTON; PROJECT MORE, NEW HAVEN (CT); ALAMEDA COUNTY EX-OFFENDER SKILLS BANK, OAKLAND (CA); ASSISTANCE TO OFFENDERS, INC., ATLANTA; OFFENDER AID AND RESTORATION, FAIRFAX (VA); AND IMPACT MANPOWER SERVICES PROJECT, BALTIMORE. INFORMATION WAS COLLECTED DURING SITE VISITS TO THE 15 SAMPLE PROGRAMS, AND REVEALED FACTS ABOUT THE NATURE AND PROBLEMS OF COMMUNITY BASED EX-OFFENDER EMPLOYMENT SERVICES WHICH ARE INCLUDED IN THE NARRATIVE DESCRIPTIONS OF EACH PROGRAM AND ILLUSTRATED IN THE ACCOMPANYING CLIENT FLOW DIAGRAMS. FOR OTHER WORKING PAPERS AND A SUMMARY OF THE PHASE I ASSESSMENT, SEE NCJ-42243 THROUGH 42245.

Sponsoring Agency: U S DEPARTMENT OF JUSTICE, LAW ENFORCEMENT ASSISTANCE ADMIN, NATIONAL INSTITUTE OF LAW ENFORCEMENT AND CRIMINAL JUSTICE.

Availability: NCJRS MICROFICHE PROGRAM.

74. **M. A. TOBORG, L. J. CENTER, and R. H. MILKMAN. TRANSITION FROM PRISON TO EMPLOYMENT—AN ASSESSMENT OF COMMUNITY-BASED ASSISTANCE PROGRAMS—UNIVERSAL IDENTIFICATION AND SAMPLE SELECTION—NATIONAL EVALUATION PROGRAM—PHASE I REPORT.** LAZAR INSTITUTE, 1800 M STREET, NW, WASHINGTON DC 20036. 54 p. 1976. **NCJ-42243**

THIS WORKING PAPER, PART OF THE NATIONAL EVALUATION PROGRAM'S PHASE I ASSESSMENT OF COMMUNITY BASED PROGRAMS OFFERING EMPLOYMENT SERVICES TO EX-OFFENDERS, IDENTIFIES THE RANGE OF SERVICES PROVIDED BY SUCH PROGRAMS. THE PAPER DESCRIBES THE PROCEDURES USED TO IDENTIFY THE UNIVERSE OF RELEVANT PROGRAMS; THE CHARACTERISTICS OF THESE PROGRAMS; AND THE MAJOR FEATURES OF THE PROGRAM SAMPLE SELECTED FOR SITE VISIT ANALYSIS. FOR LATER WORKING PAPERS AND A SUMMARY OF THE PHASE I ASSESSMENT, SEE NCJ-42242, 42244, AND 42245. (AUTHOR ABSTRACT MODIFIED)

Sponsoring Agency: U S DEPARTMENT OF JUSTICE, LAW ENFORCEMENT ASSISTANCE ADMIN, NATIONAL INSTITUTE OF LAW ENFORCEMENT AND CRIMINAL JUSTICE.

75. **M. A. TOBORG, L. J. CENTER, and R. H. MILKMAN. TRANSITION FROM PRISON TO EMPLOYMENT—AN ASSESSMENT OF COMMUNITY-BASED ASSISTANCE PROGRAMS—ISSUES REVIEW NATIONAL EVALUATION PROGRAM—PHASE I REPORT.** LAZAR INSTITUTE, 1800 M STREET, NW, WASHINGTON DC 20036. 140 p. 1976. **NCJ-42244**

THIS WORKING PAPER, PART OF THE NATIONAL EVALUATION PROGRAM'S PHASE I ASSESSMENT OF COMMUNITY BASED PROGRAMS PROVIDING EMPLOYMENT SERVICES TO PRISON RELEASEES, SUMMARIZES THE RESULTS OF A RELEVANT LITERATURE SEARCH. THE PAPER DISCUSSES THE PRESENT STATE OF KNOWLEDGE ABOUT SUCH PROGRAMS, INCLUDING THE WAYS IN WHICH THEY OPERATE; THE OUTCOMES OF CLIENTS WHO PARTICIPATE IN THEM; THE OUTLOOK FOR EVALUATING THE PROGRAMS' IMPACT; AN ANALYSIS OF THE ASSUMPTIONS WHICH UNDERLIE THE PROGRAMS' OPERATIONS; AND CONSIDERATION OF MAJOR ISSUES WHICH WILL AFFECT FUTURE EVALUATIONS OF THE PROGRAMS. FOR OTHER WORKING PAPERS AND A SUMMARY

OF THE ASSESSMENT, SEE NCJ-42242, 42243, AND 42245. (AUTHOR ABSTRACT MODIFIED)

Sponsoring Agency: U S DEPARTMENT OF JUSTICE, LAW ENFORCEMENT ASSISTANCE ADMIN, NATIONAL INSTITUTE OF LAW ENFORCEMENT AND CRIMINAL JUSTICE.

Availability: NCJRS MICROFICHE PROGRAM.

76. **G. B. TRUBOW. FROM JAIL TO JOB—A PLANNED APPROACH.** NATIONAL OFFENDER SERVICES COORDINATION PROGRAM AMERICAN BAR ASSOCIATION, 1800 M STREET, NW, WASHINGTON DC 20036. 68 p. 1977. **NCJ-43292**

THIS HANDBOOK PRESENTS INFORMATION TO SPONSORS ON THE COMPREHENSIVE EMPLOYMENT TRAINING ACT (CETA) SERVICES AVAILABLE TO EX-OFFENDERS. AN OVERVIEW OF THE PURPOSE AND FUNCTION OF THE CRIMINAL JUSTICE SYSTEM IS FIRST OFFERED. POTENTIAL ENTRY POINTS FOR CETA SERVICES HELP TO IDENTIFY POTENTIAL PROGRAM OPPORTUNITIES. THE HANDBOOK ACQUAINTS THE CETA SPONSOR WITH THE GENERAL PROFILE OF THE OFFENDER, INDICATING SIMILARITY BETWEEN THAT PROFILE AND THE TYPICAL PROFILE OF ANY CETA CLIENT. ALSO DISCUSSED ARE PLANNING METHODOLOGY (SPECIFICALLY SERVICE COORDINATION WITH CRIMINAL JUSTICE) AND RESOURCES AVAILABLE OUTSIDE CETA TO ASSIST THE CRIME SPONSOR IN DEVELOPING AND EXECUTING OFFENDER-ORIENTED PROGRAMS. PERTAINING TO PROGRAM IMPLEMENTATION, THE HANDBOOK PRESENTS SOME ORGANIZATIONAL OPTIONS THAT A SPONSOR MAY USE IN DEVELOPING INTERNAL STRUCTURE FOR PROGRAM DEVELOPMENT AND DELIVERY. SUGGESTED TECHNIQUES THAT MAY BE USED IN IMPLEMENTING PROGRAMS ARE DISCUSSED. THE HANDBOOK PROVIDES A VARIETY OF IDEAS AND OPTIONS THAT CAN BE ADAPTED OR RESTRUCTURED TO MEET THE NEEDS AND GOALS OF A PARTICULAR SPONSOR.

Sponsoring Agencies: US DEPARTMENT OF LABOR EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON DC 20212; COMMISSION ON CORRECTIONAL FACILITIES AND SERVICES, 1800 M STREET, NW, WASHINGTON DC 20036.

77. **A. D. WITTE. EARNINGS AND JOBS OF EX-OFFENDERS—A CASE STUDY.** US DEPARTMENT OF LABOR. *MONTHLY LABOR REVIEW* (DECEMBER 1976), P 31-39. **ICJ-40756**

EXAMINATION OF THE POST-RELEASE LABOR MARKET ACTIVITY OF A RANDOMLY CHOSEN SAMPLE OF 641 MEN WHO WERE IMPRISONED IN NORTH CAROLINA IN 1969 OR 1971. THE ACTIVITIES OF MEN IN THE SAMPLE (30 PERCENT OF WHOM WERE FELONS) WERE FOLLOWED FROM THREE TO 71 MONTHS, WITH AN AVERAGE FOLLOW-UP PERIOD OF 37 MONTHS. PERSONAL INTERVIEWS WERE CARRIED OUT BETWEEN JULY 1973 AND JUNE 1974 WITH THE 74 PERCENT (453 MEN) OF THE SAMPLE WHO AGREED TO BE INTERVIEWED. THE INCOME EARNED BY THE EX-OFFENDERS WAS 70 PERCENT BELOW THE MEAN INCOME FOR ADULT MEN, BUT TWO AND ONE-QUARTER TIMES THE POVERTY LEVEL. THE JOBS HELD WHILE ON WORK RELEASE AND IMMEDIATELY AFTER RELEASE WERE THE LOWEST PAYING AND THE LOWEST SKILLED. MEN WHO PARTICIPATED IN THE WORK RELEASE PROGRAM EXPERIENCED SIGNIFICANTLY LONGER UNEMPLOYMENT RATES, HIGHER WAGES, AND LONGER JOB TENURE THAN THOSE WHO DID NOT. IN GENERAL, THE LABOR MARKET FACING EX-OFFENDERS IMPROVED WITH TIME FROM RELEASE, WITH THE MOST ECONOMICALLY DIFFICULT TIME COMING IMMEDIATELY AFTER RELEASE. BASED ON THESE FINDINGS, IT IS SUGGESTED THAT PROGRAMS AIMED AT ENCOURAGING GOOD JOB HABITS (PARTICULARLY WORK STABILITY), AIDING EX-OFFENDERS ECONOMICALLY IN THE FIRST YEAR AFTER RELEASE, AND ENCOURAGING THE FORMATION OF MORE REALISTIC ESTIMATES OF THEIR ECONOMIC POSITION ON RELEASE COULD BE VERY BENEFICIAL IN DEALING WITH FRUSTRATIONS WHICH COULD CAUSE A RETURN TO CRIMINAL ACTIVITY.

76. E. S. WYRICK and O. H. OWENS. **BLACK WOMEN—INCOME AND INCARCERATION (FROM BLACKS AND CRIMINAL JUSTICE, 1977, BY CHARLES E. OWEN AND JIMMY BELL-SEE NCJ-43691).** D C HEATH AND COMPANY, 125 SPRING STREET, LEXINGTON MA 02173. 8 p. 1977. **NCJ-43098**

THE RELATIONSHIP BETWEEN INCOME AND INCARCERATION FOR BLACK WOMEN AND PROGRAMS TO HELP EX-OFFENDERS GAIN MEANINGFUL AND WELL-COMPENSATED EMPLOYMENT IN SOCIETY ARE DISCUSSED. STATISTICS INDICATE THAT PRISON INMATES ARE INCREASINGLY FEMALE AND BLACK. A CLOSER ANALYSIS OF THE PRISON POPULATION HAS SHOWN, IN FACT, THAT THE BLACK FEMALE REMAINS OVERREPRESENTED. PRO- NOUNCED PARALLELS EXIST BETWEEN THE BLACK FEMALE LABOR MARKET AND THE LOW ECONOMIC PROFILE OF BLACK FEMALE OFFENDERS. THE BLACK FEMALE OFFENDER NOT ONLY IS STATISTICALLY POOR, BUT ALSO YOUNG, UNDEREDUCATED, AND OFTEN SINGLE. SHE IS ALSO LIKELY TO HAVE DEPENDENT CHILDREN, WHICH MAKES HER LOW OR NO INCOME STATUS EVEN MORE ALARMING. BLACK UNEMPLOYMENT CONTINUES TO BE HIGH, WITH A PARTICULARLY HIGH RATE FOR BLACK TEEN- AGERS. IT IS NOT SURPRISING, THEN, THAT THE CRIMES FOR WHICH BLACK FEMALES ARE MOST FREQUENTLY INCARCERATED ARE ECONOMICALLY RELATED: THEFT, FORGERY, OR LARCENY. THE NEXT MOST COMMON CONVICTIONS ARE RELATED TO DRUG OFFENSES. SINCE THERE IS NO DIFFERENCE BETWEEN THE ECO- NOMIC NEEDS OF THE BLACK FEMALE OFFENDER BEFORE AND AFTER HER INCARCERATION, IT IS EASY TO PREDICT HER RE- VERSION TO CRIME; THIS TREND TOWARD RECIDIVISM CAN ALSO BE OBSERVED WITH DRUG OFFENDERS. THE NEEDS OF THE BLACK FEMALE OFFENDER COULD BEST BE MET BY IMPROVING REHABILITATIVE AND VOCATIONAL TRAINING. IDEALLY, TRAINING PROGRAMS SHOULD BE PREPARATION FOR JOBS THAT PAY SUB- STANTIALLY MORE THAN THE MINIMUM WAGE, SHOULD TAKE NO LONGER THAN TWO-AND-A-HALF TO THREE YEARS TO COM- PLETE, AND SHOULD BE GEARED TO THE VOCATIONAL INTER- ESTS OF YOUNG WOMEN. MOST TRAINING PROGRAMS OFFER LITTLE MORE THAN PREPARATION FOR LOW-PAYING AND LOW-STATUS JOBS. FORTUNATELY, SEVERAL POTENTIALLY VAL- UABLE MODEL PROGRAMS DO EXIST, PREPARING WOMEN FOR CAREERS IN KEYPUNCHING, NURSING, COSMETOLOGY, AND ALSO FOR MANY LUCRATIVE JOBS TRADITIONALLY RESERVED FOR MEN. COMMUNITY-BASED EMPLOYMENT AND SUPPORTIVE SERVICES ARE PARTICULARLY VALUABLE IN ASSISTING THE FEMALE EX-OFFENDER WITH HER TRANSITION INTO SOCIETY. NOTABLY, BLACK WOMEN ARE UNDERREPRESENTED IN THE CORRECTIONAL WORK FORCE. TO REMEDY THIS SITUATION, HISTORICALLY BLACK COLLEGES AND UNIVERSITIES ARE EN- COURAGED TO OFFER CRIMINAL JUSTICE COURSES AND DE- GREES. BLACK WOMEN CAN CONTRIBUTE IN A MYRIAD OF CRIMI- NAL JUSTICE CAREERS, AND IT IS IMPERATIVE THAT BLACK FEMALE EX-OFFENDERS BE HIRED BY GOVERNMENT AGENCIES, CORRECTIONAL INSTITUTIONS, AND POLICE DEPARTMENTS. A COMMITMENT TO COOPERATION IS NEEDED AMONG THE MANY AGENCIES IN THE TRAINING AND ACTUAL FOLLOWUP OF EX-OFFENDERS TO DECREASE RECIDIVISM. A BIBLIOGRAPHY IS INCLUDED.

SUPPORTED WORK

79. **S. R. BELENKO and L. N. FRIEDMAN. IMPACT OF SUPPORTED WORK ON ARREST RATES OF EX-ADDICTS.** ADMINISTRATIVE OFFICE OF THE UNITED STATES COURTS, SUPREME COURT BUILDING, WASHINGTON DC 20544. *FEDERAL PROBATION*, V 41, N 2 (JUNE 1977), P 14-20. **NCJ-43391**

EVALUATION OF A SUPPORTED WORK PROGRAM FOR HEROIN ADDICTS IN NEW YORK CITY FOUND THAT SUPPORTED WORK HAS A POSITIVE IMPACT ON ARREST RATES DURING THE FIRST 6 MONTHS, BUT THIS LEVELS OFF AFTER THE SECOND 6 MONTHS. THE PROGRAM EVALUATED WAS THE WILDCAT SERVICE CORPORATION, A PROJECT SET UP BY THE VERA INSTITUTE OF JUSTICE USING DIVERTED WELFARE FUNDS, SERVICE CONTRACTS, AND GOVERNMENT GRANTS TO SUPPLY WORK-TRAINING PROGRAMS AND A TRANSITIONAL WORK SETTING FOR EX-ADDICTS AND EX-OFFENDERS. FROM 1972 TO 1975, IT EMPLOYED 1300 PERSONS. THIS 3-YEAR LONGITUDINAL STUDY COMPARED 264 PARTICIPANTS IN THE WILDCAT PROGRAM AND 267 CONTROLS FOR WHOM CONFIRMABLE ARREST RECORDS WERE AVAILABLE. THE GROUPS WERE ESSENTIALLY COMPARABLE WITH AN 8.6 MEAN NUMBER OF PRIOR ARRESTS, A MEAN AGE OF 20 AT FIRST ARREST, AND A MEAN AGE OF 30 AT TIME OF ENTRY INTO THE PROGRAM. THE EXPERIMENTAL GROUP HAD 0.91 ARRESTS PER YEAR PRIOR TO TIME OF ENTRY INTO THE PROGRAM; THE CONTROL GROUP PREVIOUSLY HAD 0.98 ARRESTS PER YEAR. VERIFIED ARREST DATA SHOWED 0.58 ARRESTS PER YEAR BEFORE THE PROGRAM AND .37 ARRESTS PER YEAR DURING THE YEAR AFTER ADMISSION TO THE PROGRAM FOR THE EXPERIMENTAL GROUP. THE ARREST RATE WAS 0.33 DURING THE FIRST 6 MONTHS AND 0.41 DURING THE SECOND 6 MONTHS. FOR THE CONTROL GROUP, ARREST RATES WERE 0.66 BEFORE START OF STUDY, 0.43 AFTER THE FIRST YEAR, WITH 0.47 DURING THE FIRST 6 MONTHS AND 0.39 AFTER THE SECOND 6 MONTHS. ARREST RATES FOR FELONIES AND MISDEMEANORS WERE ESSENTIALLY THE SAME FOR BOTH GROUPS. HOWEVER, THE SUPPORTED WORK SUBJECTS HAD A SUBSTANTIALLY LOWER ARREST RATE FOR PROPERTY CRIMES, A DROP FROM 0.25 TO 0.09 FOR THE EXPERIMENTAL GROUP AND FROM 0.23 TO 0.13 FOR THE CONTROLS. THOSE WHO STAYED ACTIVE IN THE PROGRAM FOR A FULL YEAR HAD LOWER ARREST RATES THAN THOSE WHO WERE TERMINATED. THERE WERE NO DIFFERENCES AMONG TERMINEES, GRADUATES, AND ACTIVE EXPERIMENTALS IN RATE OF DISMISSED CHARGES. AMONG THOSE CONVICTED, SENTENCE DIFFERENCES BETWEEN TERMINEES AND ACTIVES SUGGEST THAT EMPLOYED PERSONS RECEIVE MORE LENIENT TREATMENT FROM THE COURTS. A SIMILAR SITUATION WAS

FOUND FOR THE CONTROLS, SHOWING THAT EMPLOYMENT RATHER THAN SUPPORTED WORK PROGRAM EMPLOYMENT WAS THE DETERMINING FACTOR. ALTHOUGH THE LOWER ARREST RATES WERE NOT STATISTICALLY SIGNIFICANT FOR ALL EXPERIMENTAL SUBJECTS, THE TOTALS REPRESENT SUBSTANTIAL SAVINGS TO THE TAXPAYER. AT ESTIMATED COSTS OF \$2150 PER ARREST FOR PROCESSING AND \$40 PER DAY FOR INCARCERATION, THE NEW YORK CRIMINAL JUSTICE SYSTEM SAVED ABOUT \$207,000 THE FIRST YEAR AFTER THE PROJECT BEGAN. PROJECTED TO ALL 1300 WILDCAT EMPLOYEES, THE SAVINGS WERE ABOUT \$1 MILLION.

Sponsoring Agencies: US DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE NATIONAL INSTITUTE ON DRUG ABUSE, 11400 ROCKVILLE PIKE, ROCKVILLE MD 20852; NEW YORK CITY DEPARTMENT OF EMPLOYMENT, NEW YORK NY.

80. **E. CHAYET. IMPACT EVALUATION, V 2—SUPPORTED WORK—THE IMPLEMENTATION OF A TRANSITIONAL EMPLOYMENT ENTERPRISE.** MASSACHUSETTS DEPARTMENT OF CORRECTION, 100 CAMBRIDGE STREET, BOSTON MA 02202. 21 p. 1977. **NCJ-44290**

A TRAINING AND COMMUNITY WORK EXPERIENCE PROGRAM FOR PRERELEASE INMATES AND PAROLEES AT THE CONCORD FACILITY OF THE MASSACHUSETTS DEPARTMENT OF CORRECTION IS EVALUATED. THE SUPPORTED WORK PROGRAM WAS DESIGNED TO EQUIP THE MARGINALLY EMPLOYABLE OFFENDER OR EX-OFFENDER WITH THE SKILLS AND ATTITUDES NEEDED TO OBTAIN AND HOLD A JOB. THE PROGRAM SUBCONTRACTS WITH SELF-SUPPORTING BUSINESS VENTURES, WHICH TRAIN CLIENTS AND ENABLE THEM TO WORK FOR WAGES. FOUR ENTERPRISES SERVED AS TRAINING SITES FOR 53 CORRECTIONAL CLIENTS. THE CLIENTS WERE PROVIDED EXPERIENCE IN EITHER PAINT LEADING, BUILDING REPAIR AND MAINTENANCE, OR GRAPHIC ARTS. OF THE 36 INDIVIDUALS WHOSE PARTICIPATION IN THE PROGRAM WAS TERMINATED, 8 FOUND OTHER JOBS OR DECIDED TO PURSUE AN EDUCATION; 17 WERE EITHER FIRED, REARRESTED, OR RETURNED TO CUSTODY; AND 11 EITHER MOVED, RESIGNED DUE TO HEALTH FACTORS, OR BECAME DISSATISFIED WITH THE PROGRAM. NEARLY 42 PERCENT OF THE PROGRAM CLIENTS WERE EMPLOYED FOR 1 MONTH OR LESS; 25 PERCENT REMAINED EMPLOYED FOR 5 MONTHS OR LONGER. IMPLICATIONS OF THE FINDINGS ARE DISCUSSED. THE POSSIBILITY THAT THE PROGRAM IS NOT BEING IMPLEMENTED AS ORIGINALLY CONCEIVED IS RAISED. NO CONCLUSIONS ARE DRAWN WITH REGARD TO THE SHORT-TERM OR LONG-RANGE IMPACT OF THE PROGRAM. SUPPORTING DATA ARE INCLUDED.

Availability: NCJRS MICROFICHE PROGRAM.

SUPPORTED WORK

81. M. FAY, W. J. GRINKER, J. GUERON, and G. WALKER. NATIONAL SUPPORTED WORK DEMONSTRATION—SECOND ANNUAL REPORT, APRIL 1978. MANPOWER DEMONSTRATION RESEARCH CORPORATION, 3 PARK AVENUE, NEW YORK NY 10016. 222 p. 1978.

NCJ-47820

CLIENT CHARACTERISTICS, RECRUITMENT, PROGRAM DESIGN, WORK SITE DEVELOPMENT, CLIENT PERFORMANCE, AND OTHER ASPECTS OF A NATIONAL SUPPORTED WORK DEMONSTRATION PROGRAM ARE REPORTED AT THE END OF THE PROGRAM'S SECOND YEAR. THE PURPOSE OF SUPPORTED WORK, DEFINED AS A STRUCTURED, TRANSITIONAL EMPLOYMENT EXPERIENCE, IS TO PROVIDE HARD-TO-EMPLOY PERSONS WITH THE KIND OF ENVIRONMENT IN WHICH THEY CAN DEVELOP INTO WORKERS. SUPPORT WORK IS DISTINGUISHED FROM OTHER MANPOWER PROGRAMS BY THREE ELEMENTS: PEER SUPPORT, GRADUATED STRESS, AND CLOSE SUPERVISION. AT THE END OF THE PROGRAM'S SECOND YEAR, THERE WERE 2,000 ACTIVE PARTICIPANTS AT 14 SITES. A TOTAL OF 5,400 PERSONS—EX-OFFENDERS, EX-ADDICTS, WOMEN WHO WERE LONG-TERM RECIPIENTS OF AID TO FAMILIES WITH DEPENDENT CHILDREN (AFDC) PAYMENTS, AND SCHOOL DROPOUTS—HAD BEEN ENROLLED IN THE PROJECTS. OF THE 3,600 PERSONS WHO HAD LEFT THE PROGRAM, 25 PERCENT MADE THE TRANSITION TO REGULAR, NONSUBSIDIZED EMPLOYMENT. DURING THE SECOND YEAR, ENROLLMENT DOUBLED, THE NUMBER OF WORK SITES INCREASED, AND THE PER-PERSON COST OF RUNNING THE PROGRAM WAS REDUCED. THE IMPORTANCE OF GOOD MANAGEMENT AT THE LOCAL LEVEL BECAME APPARENT, DIFFERENCES IN PROGRAM IMPACT AMONG TARGET GROUPS BECAME CLEARER, AND THE EXCEPTIONAL PERFORMANCE OF THE AFDC TARGET GROUP WAS PARTICULARLY EVIDENT. OF 1,098 EX-OFFENDERS WHO LEFT THE PROGRAM DURING THE SECOND YEAR, 28.9 PERCENT HAD POSITIVE DEPARTURES (TO SCHOOL OR TO A JOB), 54.7 PERCENT HAD NEGATIVE DEPARTURES (FIRED, REINCARCERATED, ETC.), AND 16.4 PERCENT HAD NEUTRAL DEPARTURES. THE SECOND-YEAR REPORT PRESENTS DETAILED INFORMATION AND STATISTICS ON CHARACTERISTICS OF THE CLIENT POPULATION, METHODS BY WHICH PARTICIPANTS ARE IDENTIFIED AND RECRUITED, PROGRAM DESIGN, JOB CREATION (WORK SITE DEVELOPMENT), PARTICIPANT PERFORMANCE, AND THE SUCCESS OF SUPPORTED WORK AS COMPARED TO OTHER EMPLOYMENT PROGRAMS. PLANS FOR FOLLOWUP EVALUATION OF PROGRAM PARTICIPANTS ARE ALSO PROVIDED.

Sponsoring Agencies: US DEPARTMENT OF LABOR EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON DC 20212; US DEPARTMENT OF JUSTICE LAW ENFORCEMENT ASSISTANCE ADMINISTRATION; US DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE NATIONAL INSTITUTE ON DRUG ABUSE, 11400 ROCKVILLE PIKE, ROCKVILLE MD 20852; US DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE OFFICE OF PLANNING AND EVALUATION, WASHINGTON DC 20201; US DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT OFFICE OF POLICY DEVELOPMENT AND RESEARCH, WASHINGTON DC 20410; FORD FOUNDATION, 320 EAST 43RD STREET, NEW YORK NY 10017.

82. L. N. FRIEDMAN and H. ZEISEL. VERA INSTITUTE OF JUSTICE—SUPPORTED EMPLOYMENT ANNUAL RESEARCH REPORT, 1ST. VERA INSTITUTE OF JUSTICE, 30 EAST 39TH STREET, NEW YORK NY 10018. 163 p. 1973.

NCJ-14592

PROGRAM AIMED AT REMOVING EX-ADDICTS FROM WELFARE ROLLS BY PROVIDING GROUP WORK SITUATIONS, ON-JOB ORIENTATION AND TRAINING, GRADUATED PERFORMANCE DEMANDS, CLOSE SUPERVISION AND FEEDBACK IN A LOW STRESS ENVIRONMENT. TO ASSESS THE EFFECTS OF THIS PROGRAM ON VARIOUS TYPES OF EX-ADDICT PARTICIPANTS IN A VARIETY OF WORK SITUATIONS, A CONTROLLED STUDY WAS CONDUCTED ON 300 SUPPORTED WORK EMPLOYEES AND 300 CONTROLS. TWO QUALIFIED APPLICANTS WERE IDENTIFIED FOR EACH JOB OPENING AND WERE RANDOMLY ASSIGNED EITHER TO AN EXPERIMENTAL OR A CONTROL GROUP. CONTROL GROUP MEMBERS WERE LEFT TO FIND THEIR OWN JOBS. BOTH GROUPS WERE IN-

STRATEGIES FOR

TERVIEWED BI-MONTHLY. ADDITIONAL DATA WAS OBTAINED FROM POLICE AND WELFARE RECORDS AND REPORTS FROM EMPLOYERS AND ADDICTION TREATMENT AGENCIES. FINDINGS SHOW THAT AFTER ONE YEAR, 66 PERCENT OF THOSE AIDED ARE STILL EMPLOYED. EIGHT PER CENT LEFT FOR BETTER JOBS OR SCHOOLING. EXPERIMENTALS WERE EMPLOYED FOR 82 PERCENT OF THE FIRST SIX MONTHS COMPARED TO 18 PERCENT FOR THE CONTROLS. THE ARREST RATE FOR EXPERIMENTALS WAS HALF THAT FOR CONTROLS. TWO TYPES OF COST-BENEFIT ANALYSIS WERE PERFORMED. THE SOCIAL COST-BENEFIT-ANALYSIS INDICATED THAT THE PROGRAMS SOCIAL BENEFIT IN THIS FIRST YEAR WAS 1.4 TIMES GREATER THAN THE COST. THE TAXPAYER COST-BENEFIT ANALYSIS SHOWED THAT THE PROGRAM DOES NOT CAUSE A SUBSTANTIAL REDISTRIBUTION OF INCOME. EVALUATORS CONCLUDED THAT THE PROGRAM IS VALUABLE IN HELPING TO BREAK THE ADDICT'S STREET-PRISON-STREET CYCLE.

Sponsoring Agency: US DEPARTMENT OF LABOR MANPOWER ADMINISTRATION, WASHINGTON DC 20210.

83. L. N. FRIEDMAN. WILDCAT—THE FIRST TWO YEARS—ANNUAL RESEARCH REPORT ON SUPPORTED WORK, 2D. VERA INSTITUTE OF JUSTICE, 30 EAST 39TH STREET, NEW YORK NY 10018. 204 p. 1974.

NCJ-19333

THE WILDCAT SERVICE CORPORATION IS A PRIVATE, NOT FOR PROFIT CORPORATION WHICH HIRES UNEMPLOYED EX-ADDICTS AND EX-OFFENDERS TO WORK IN PUBLIC SERVICE PROJECTS DEVELOPED IN COOPERATION WITH MUNICIPAL AND COMMUNITY AGENCIES. WILDCAT'S OBJECT IS TO PREPARE ITS WORKERS, FOR NON-SUBSIDIZED JOBS IN INDUSTRY OR GOVERNMENT THROUGH A PROGRAM OF 'SUPPORTED WORK'—WORK IN SMALL, CLOSELY SUPERVISED GROUPS. THE FIRST SECTION OF THIS REPORT DESCRIBES WILDCAT'S OPERATIONS AND ORGANIZATION AND INCLUDES RELEVANT DATA ON PROMOTIONS, TERMINATIONS, AND ABSENCE FIGURES. THE RESULTS OF A CONTROLLED STUDY ON THE IMPACT OF SUPPORTED WORK ARE ALSO PRESENTED. THE PROGRESS OF 300 SUPPORTED WORKERS IS COMPARED WITH THE PROGRESS OF 300 SIMILAR INDIVIDUALS NOT OFFERED EMPLOYMENT IN THE AREAS OF EMPLOYMENT, AND INCOME, CRIMINAL ACTIVITY, ADDICTION AND DRUG USE, EDUCATION, HEALTH, AND CHANGES IN LIFE PATTERNS. THIS REPORT ALSO CONTAINS A COST-BENEFIT ANALYSIS OF THE PROGRAM, A DESCRIPTION OF TWO WILDCAT PROJECTS (THE EX-OFFENDER PROJECT AND THE TRANSITIONAL EMPLOYMENT PROJECT), AND A DISCUSSION OF THE FINANCIAL STRUCTURE OF WILDCAT. A LIST OF REFERENCES IS PROVIDED ALONG WITH A GLOSSARY OF TERMS USED IN THE REPORT. THE APPENDIX CONTAINS A DEMOGRAPHIC PROFILE OF THE RESEARCH SAMPLE FOR THE STUDY, A LIST OF WILDCAT PROJECTS, AND DATA ON THE REASONS FOR EXPERIMENTAL AND CONTROL HOSPITALIZATIONS.

84. INNER LONDON PROBATION AND AFTERCARE SERVICE, 73 GREAT PETER STREET, LONDON SW1P 2BN, ENGLAND. INNER LONDON PROBATION AND AFTERCARE SERVICE—BULLDOG MANPOWER SERVICES LTD (SUPPORTED WORK PROJECT)—REPORT ON THE SECOND YEAR. 26 p. 1978. United Kingdom.

NCJ-48336

HIGHLIGHTS AND PROBLEMS OF THE SECOND YEAR ARE REPORTED, ALONG WITH A COST-EFFECTIVENESS STUDY AND A RESEARCHER'S OBSERVATIONS. BULLDOG MANPOWER SERVICES IS A NONPROFIT COMPANY FOUNDED BY THE INNER LONDON PROBATION AND AFTERCARE SERVICE TO PROVIDE WORK FOR YOUNG PROBATIONERS WHO ARE CONSIDERED UNEMPLOYABLE. THE COMPANY, WITH THE ASSISTANCE OF THE SUPERVISING PROBATION OFFICER, AIMS TO CONDITION BASIC WORK HABITS AND ATTITUDES IN THE EMPLOYEES WITH THE GOAL OF ENABLING THEM TO MOVE INTO THE OPEN LABOR MARKET AFTER ABOUT 6 MONTHS. WORK PROJECTS COMPLETED DURING THE YEAR ARE DESCRIBED, WITH PARTICULAR SUCCESSSES AND PROBLEMS BEING NOTED ON EACH. IT IS INDICATED THAT THE FINDING OF SUITABLE WORK, WHICH INTERESTS

REINTEGRATING THE EX-OFFENDER

AND MOTIVATES THE EMPLOYEES, IS ALWAYS A PROBLEM. PLEASING THE EMPLOYING ORGANIZATION OR INDIVIDUAL ON A GIVEN PROJECT WHILE GIVING ATTENTION TO DEVELOPING THE WORK HABITS OF PROBATIONER EMPLOYEES IS CONSIDERED A MAJOR TENSION ON MOST JOBS. WHILE WAGES PAID TO BULLDOG EMPLOYEES HAVE NOT ALTERED DURING THE FIRST 2 YEARS, AN 8 PERCENT TO 10 PERCENT INCREASE IS PROPOSED FOR THE THIRD YEAR. THIS INCREASE, ADDED TO INCREASED COSTS OF EQUIPMENT, MATERIALS, AND TRAVEL, REQUIRES FINDING WORK WITH AN ADEQUATE FINANCIAL RETURN. WORK REQUIRING LITTLE OR NO NEW EQUIPMENT WITH A CONCENTRATION ON LABOR INVESTMENT WILL HAVE PRIORITY. THE COST-EFFECTIVENESS STUDY CONDUCTED BY THE ECONOMIC PLANNING UNIT OF THE HOME OFFICE CONCLUDES THAT BULLDOG IS A COST-EFFECTIVE METHOD OF HELPING YOUNG, UNEMPLOYABLE PROBATIONERS. THE HOME OFFICE RESEARCHER WHO OBSERVED THE BULLDOG PROJECT MONITORED THE CONTINUING DEVELOPMENT OF THE PROJECT, PARTICULARLY IN REGARD TO PROBLEMS IDENTIFIED IN THE RESEARCH REPORT FROM THE FIRST YEAR OF OPERATION, AND ALSO FOCUSED ON THE EXTENT TO WHICH BULLDOG IS CONSTRUED AS A REAL WORK SITUATION. THE RESEARCHER'S REPORT IS ACKNOWLEDGED NOT TO BE A SCIENTIFIC STUDY OF THE PROJECT, BUT RATHER INSIGHTS FROM A TRAINED OBSERVER WHO HAS BEEN IN CONTACT WITH THE PROJECT FROM ITS INCEPTION. THE RESEARCH CONCLUDES THAT BULLDOG IS APPARENTLY SUCCESSFUL IN OVERCOMING THE PROBLEM OF MAINTAINING A BALANCE BETWEEN A SUPPORTIVE WORK SITUATION AND ONE THAT IS REALISTIC ENOUGH TO PREPARE EMPLOYEES FOR ENTRY TO THE OUTSIDE WORLD OF EMPLOYMENT. DATA ON OPERATING COSTS AND PHOTOGRAPHS ARE INCLUDED.

Availability: NCJRS MICROFICHE PROGRAM.

85. TEMPLE UNIVERSITY. EVALUATION OF THE SUPPORTED WORK PROGRAM OF THE LOWER KENSINGTON (PA) ENVIRONMENTAL CENTER. 54 p. 1974.

NCJ-19339

EVALUATION RESULTS FOR THE FIRST SEVEN MONTHS OF OPERATION FOR THIS PROGRAM WHICH PROVIDES SUPERVISED EMPLOYMENT AND SUPPORTIVE SERVICES TO EX-DRUG OR ALCOHOL ADDICTS. THE GOALS OF THE SUPPORTED WORK PROGRAM (SWP) ARE TO INCREASE EX-ADDICT REHABILITATION THROUGH THE REDUCTION OF EX-ADDICT UNEMPLOYMENT, TO EMPLOY 88 EX-ADDICTS BY THE END OF THE PROGRAM YEAR, TO PROVIDE SUPPORTIVE SERVICES, TO REDUCE POST-RELEASE DRUG OR CRIMINAL VIOLATIONS, AND TO PLACE 80 PERCENT OF THE PROGRAM PARTICIPANTS INTO REGULAR EMPLOYMENT. THE PROJECT HAS THREE MAJOR WORK UNITS—ELECTRONICS, DEMOLITION, AND MAINTENANCE. PROGRAM CLIENTS ARE REFERRED BY DRUG AND ALCOHOL TREATMENT PROGRAMS, AND PARTICIPATE IN ONE OF THE THREE WORK UNITS. EVALUATION ACTIVITIES CONSISTED OF INTERVIEWS WITH SWP STAFF, EMPLOYEES, AND CONTRACTORS, OBSERVATION OF SWP OPERATIONS, AND AN INTENSIVE ANALYSIS OF EMPLOYEE (EXADDICT) CHARACTERISTICS RELATIVE TO EMPLOYEE SUCCESS IN THE PROGRAM. A CONTINUING PROBLEM WAS NOTED IN SECURING COMPETENT SUPERVISION FOR THE DEMOLITION CREW. PROBLEMS IN PROJECT RECORD-KEEPING AND MANAGEMENT WEAKNESSES WERE ALSO NOTED. SOME INCREASE IN EMPLOYEE ABILITY TO ASSUME JOB RESPONSIBILITY WAS FOUND. HOWEVER, A MAJOR PROBLEM IN EMPLOYEE RETENTION WAS DISCOVERED, SINCE 60 PERCENT OF THE PERSONS EMPLOYED IN SWP WERE TERMINATED FROM THE PROGRAM. IN SPITE OF THE NUMEROUS PROBLEMS IN PROGRAM IMPLEMENTATION AND OPERATION DURING THE FIRST SEVEN MONTHS, THE EVALUATORS STATE THAT THE PROGRAM SHOWS A SIGNIFICANT POTENTIAL FOR FILLING A GAP IN THE DRUG ADDICT AND ALCOHOL TREATMENT-REHABILITATION SYSTEM. IT IS RECOMMENDED

SUPPORTED WORK

THAT FUNDING BE CONTINUED AND THAT THE PRESENT FUNDING LEVEL BE INCREASED. (AUTHOR ABSTRACT MODIFIED)

Sponsoring Agency: PENNSYLVANIA GOVERNOR'S JUSTICE COMMISSION, PENNSYLVANIA DEPARTMENT OF JUSTICE, P O BOX 1167, FEDERAL SQUARE STA, HARRISBURG, PA 17120.

Availability: NCJRS MICROFICHE PROGRAM.

86. VERA INSTITUTE OF JUSTICE, 30 EAST 39TH STREET, NEW YORK NY 10018. PIONEER MESSENGER SERVICE—SUPPORTED EMPLOYMENT PROJECT OF THE VERA INSTITUTE OF JUSTICE—REPORT ON PHASE 1, JANUARY 1, 1971 TO APRIL 1, 1972. 86 p. 1972.

NCJ-14561

EXPERIMENTAL EFFORT IN THE EMPLOYMENT OF INDIVIDUALS CONSIDERED UNEMPLOYABLE BECAUSE OF POOR WORK HISTORIES, AND BACKGROUNDS OF DRUG ADDICTION, INCARCERATION OR ALCOHOLISM. THE UNDERLYING PREMISE OF THIS PROJECT IS THAT A SATISFACTORY WORK EXPERIENCE FOR SUCH AN INDIVIDUAL OFTEN REQUIRES NOT ONLY AN EMPLOYMENT OPPORTUNITY, BUT ALSO WORK-RELATED SUPPORTS TO LESSEN THE STRESS CAUSED BY THE DEMANDS OF REGULAR EMPLOYMENT AND AN ALTERED LIFESTYLE. PROJECT PIONEER'S RESEARCH GOALS WERE TWOFOLD—TO DISCOVER THE EXTENT AND TYPE OF SUPPORT SERVICES APPROPRIATE TO A BUSINESS ENVIRONMENT, AND TO DEVELOP PROFILES OF THE TYPES OF INDIVIDUALS MOST LIKELY TO BE AIDED BY SUPPORTED EMPLOYMENT. THE THERAPEUTIC AND INDIVIDUAL DIRECTION OF THE PROJECT SIGNIFICANTLY CHANGED DURING THE FIRST YEAR. IT WAS FOUND THAT A PARTICIPANT'S MESSENGER WORK SUCCESS, AND CAPACITY TO HANDLE MORE RESPONSIBLE WORK, BORE LITTLE RELATION TO HIS ATTENDANCE TO THERAPY SESSIONS OR PARTICIPATION IN THEM. THEREFORE, THE PRESENT PROJECT PROGRAM DOES NOT PROVIDE OR REQUIRE THERAPY. INSTEAD, IT OPERATES ON THE BELIEF THAT WORK SUCCESS ALONE MAY PROVIDE THE STABILITY NECESSARY FOR AN INDIVIDUAL TO AVOID A PREVIOUS LIFE OF CRIME, ADDICTION, OR ALCOHOLISM.

Sponsoring Agency: US DEPARTMENT OF LABOR MANPOWER ADMINISTRATION, WASHINGTON DC 20210.

EMPLOYMENT IN CRIMINAL JUSTICE AGENCIES

87. **D. W. BELESS and W. S. PILCHER. USE OF INDIGENOUS NONPROFESSIONALS IN PROBATION AND PAROLE.** ADMINISTRATIVE OFFICE OF THE UNITED STATES COURTS, SUPREME COURT BUILDING, WASHINGTON DC 20544. *FEDERAL PROBATION*, V 36, N 1 (MARCH 1972), P 10-15. **NCJ-09758**

UTILIZATION OF PARAPROFESSIONALS, FOCUSING ON A CHICAGO RESEARCH PROJECT EMPLOYING EX-OFFENDERS AS PROBATION OFFICER ASSISTANTS. THE AUTHOR CONCLUDES THAT THE PROJECT HAS DEMONSTRATED THAT BENEFIT CAN ACCRUE TO SOCIETY THROUGH EFFECTIVE UTILIZATION AND INCLUSION OF THE POOR, THE ALIENATED, AND OTHERS CUT OFF FROM THE NORMAL PARTICIPATION IN THE MAINSTREAM OF AMERICAN LIFE. (AUTHOR ABSTRACT MODIFIED)

Sponsoring Agency: UNIVERSITY OF CHICAGO CENTER FOR STUDIES IN CRIMINAL JUSTICE, 1111 EAST 60TH STREET, CHICAGO IL 60637.

88. **L. R. BLACK. ALTERNATIVE EDUCATION AND CORRECTIONS—SOME NEW DIMENSIONS.** UNION FOR EXPERIMENTING COLLEGES AND UNIVERSITIES, 930 CORRY, YELLOW SPRINGS OH 45387. 6p. 1975. **NCJ-31157**

DESCRIPTION OF A FOUR-STATE CORRECTIONAL EDUCATION PROGRAM IN WHICH INMATES, EX-OFFENDERS, PRISON GUARDS, AND COMMUNITY PERSONS BECOME CERTIFIED TEACHERS IN THEIR INSTITUTIONS AND IN REGULAR PUBLIC SCHOOL SYSTEM. THIS TEACHER-PREPARATION PROGRAM, IN OPERATION IN MARYLAND, RHODE ISLAND, MINNESOTA, AND COLORADO SINCE 1973, IS FUNDED BY THE TEACHERS CORPS AND RUN BY THE UNION FOR EXPERIMENTING COLLEGES AND UNIVERSITIES, A CONSORTIUM OF 33 INSTITUTIONS JOINED TOGETHER TO FOSTER RESEARCH, EXPERIMENTATION, AND CHANGE IN HIGHER EDUCATION. THIS MONOGRAPH FOCUSES ON THE SPECIAL ASPECTS OF INVOLVING INSTITUTIONALIZED PERSONS IN TEACHER PREPARATION PROGRAMS, THE RATIONALE FOR DOING SO, AND SOME OF THE UNION'S PLANS TO HAVE AN IMPACT ON THE ADMINISTRATION OF THE CRIMINAL JUSTICE SYSTEM. THE UNION EMPHASIZES TEACHER PREPARATION (A) IN ORDER TO ADDRESS INEQUITIES OF TRADITIONALLY BARRING EX-OFFENDERS FROM TEACHING; (B) BECAUSE EX-OFFENDERS OFTEN HAVE SPECIAL QUALIFICATIONS, PARTICULARLY IN RELATING TO LOW SOCIOECONOMIC CLASS STUDENTS; AND (C) SO THAT PRESERVICE STUDENTS WILL LEARN BY TEACHING INMATES WHO NEED TO DEVELOP BASIC SKILLS OR PASS HIGH SCHOOL EQUIVALENCY TESTS. THE PROGRAM HAS DEMONSTRATED THAT (A) IT CAN ASSIST STUDENTS TO DEVELOP EF-

FECTIVE TEACHING SKILLS, ESPECIALLY FOR PROBLEM LEARNERS; (B) STUDENTS AND INMATES WILL BE ABLE TO BENEFIT THEIR COMMUNITIES IN NEEDY AREAS; AND (C) THE PROGRAM CAN SUCCEED EVEN WITHIN THE CONSTRAINTS OF THE PENAL SYSTEM. (AUTHOR ABSTRACT MODIFIED)

Availability: ERIC DOCUMENT REPRODUCTION SERVICE, P O BOX 190, ARLINGTON VA 22210 Stock Order Nos. ED 107 603; SP 009226 (Microfiche); NCJRS MICROFICHE PROGRAM.

89. **C. H. BLEW, K. CARLSON, and P. CHERNOFF. ONLY EX-OFFENDERS NEED APPLY—EXEMPLARY PROJECT.** ABT ASSOCIATES, INC. 55 WHEELER STREET, CAMBRIDGE MA 02138. 122 p. 1976. **NCJ-35432**

THIS MANUAL DOCUMENTS OHIO'S EXPERIENCE WITH THE SELECTION, TRAINING, EMPLOYMENT, AND EVALUATION OF A PROGRAM OF PAROLE SUPERVISION WHICH USES EX-OFFENDERS AS PAROLE OFFICER AIDES (POA'S). CAREFULLY SCREENED AND TRAINED EX-OFFENDERS WORK UNDER THE SUPERVISION OF A SENIOR PAROLE OFFICER, HANDLING THEIR OWN CASELOADS AND DEVELOPING JOB OPPORTUNITIES FOR PAROLEES. SINCE THE AIDES ARE FORMER PAROLEES THEMSELVES, THEY ARE PARTICULARLY AWARE OF THE ATTITUDES, NEEDS AND POTENTIAL PROBLEMS OF PAROLEES. AT THE SAME TIME, THE POA PROGRAM CREATES VIABLE EMPLOYMENT FOR EX-OFFENDERS. DEVELOPED IN 1972 BY THE ADULT PAROLE AUTHORITY OF THE OHIO DEPARTMENT OF REHABILITATION AND CORRECTIONS, THIS PROGRAM HAS BEEN DESIGNATED AN EXEMPLARY PROJECT BY LEAA'S NATIONAL INSTITUTE OF LAW ENFORCEMENT AND CRIMINAL JUSTICE. INDIVIDUAL CHAPTERS DISCUSS THE SPECIFIC ORGANIZATION OF THE PAROLE UNITS WHERE POA'S ARE SITUATED, THE ADMINISTRATIVE AND SUPERVISORY RESPONSIBILITY FOR THE WORK OF THE POA, THE RECRUITMENT AND SELECTION PROCESS, THE FORMAL TRAINING PROGRAM DEVELOPED FOR RECRUITS, AND A DISCUSSION OF THE ACTIVITIES AND RESPONSIBILITIES OF POA'S (CASE MANAGEMENT, JOB DEVELOPMENT, SPEAKING ENGAGEMENTS, AND OTHER PAROLEE SUPPORT ACTIVITIES). IN ADDITION, THE RESULTS OF AN OHIO STATE UNIVERSITY STUDY OF THE POA PROJECT ARE PRESENTED AND THE MAJOR COST FACTORS ASSOCIATED WITH OPERATING A PROGRAM OF THIS TYPE ARE EXPLAINED. ATTENTION IS ALSO GIVEN TO THE ISSUES WHICH MAY AFFECT THE DEGREE TO WHICH THE OPERATIONS AND APPROACH OF THE OHIO POA PROJECT CAN BE USED IN OTHER COMMUNITIES. A FINAL CHAPTER DISCUSSES FUTURE RESEARCH NEEDS AND PRESCRIBES

AN EVALUATION DESIGN FOR MONITORING THE PERFORMANCE OF POA'S. (AUTHOR ABSTRACT MODIFIED)

Sponsoring Agency: U S DEPARTMENT OF JUSTICE, LAW ENFORCEMENT ASSISTANCE ADMIN, NATIONAL INSTITUTE OF LAW ENFORCEMENT AND CRIMINAL JUSTICE.

Availability: GPO Stock Order No. 027-000-00426-1; NCJRS MICROFICHE PROGRAM.

90. D. BRIGGS. DE-CLIENTING SOCIAL WORK. 4 p. 1975. United Kingdom. NCJ-28492

THE AUTHOR URGES THAT THE DISADVANTAGED, THE EX-OFFENDER, AND THE EX-MENTAL PATIENT BE EMPLOYED IN SOCIAL WORK POSITIONS, AND OUTLINES THE CHANGES THAT COULD HAVE TO BE MADE TO PROVIDE SUCH EMPLOYMENT. IT IS ARGUED THAT SUCH EX-SOCIAL SERVICE CLIENTS POSSESS SPECIALIZED KNOWLEDGE OF THE VERY SOCIAL PROBLEMS WHICH AGENCIES ARE ATTEMPTING TO TREAT AND THAT THESE PERSONS FORM A SIZEABLE AND VALUABLE MANPOWER RESOURCE. THE PROBLEMS WHICH THESE PERSONS MAY FACE IN TRYING TO GAIN SOCIAL WORK POSITIONS ARE DISCUSSED. THESE INCLUDE LACK OF EDUCATION, LACK OF MOTIVATION, AND OVERT DISCRIMINATION. THE AUTHOR SUGGESTS THAT INSTEAD OF EXPECTING THESE EX-CLIENTS TO CHANGE AND CONFORM TO THE CURRENT STANDARDS FOR SOCIAL SERVICE PROFESSIONALS, THE REQUIREMENTS AND SELECTION METHODS FOR SOCIAL SERVICE EMPLOYMENT SHOULD BE ALTERED. SUCH REFORMS AS NEW EDUCATIONAL METHODS GEARED TO THE DISADVANTAGED, NEW WAYS OF EVALUATING APPLICANTS' QUALIFICATIONS, AND NEW APPROACHES TO RECRUITMENT ARE SUGGESTED. THE AUTHOR CONCLUDES THAT EMPLOYMENT OF EX-OFFENDERS AND THE DISADVANTAGED WOULD BENEFIT BOTH THE EX-CLIENTS AND THE SOCIAL WORK PROFESSIONS.

Supplemental Notes: REPRINT OF 3 ARTICLES FROM SOCIAL WORK TODAY, V 3, N 21 (25 JANUARY, 1973)—PRICE INCLUDES ALL 3.

Availability: NATIONAL ASSOCIATION FOR THE CARE AND RESETTLEMENT OF OFFENDERS, 125 KENNINGTON PARK ROAD, LONDON SE11, ENGLAND.

91. P. C. BUFFUM. PHILADELPHIA—COURT OF COMMON PLEAS—PROJECT JAGUAR FINAL EVALUATION REPORT AND JULY 1974 UPDATE. SOCIAL RESEARCH ASSOCIATES, 400 EAST GOWAN AVENUE, PHILADELPHIA PA 19119. 25 p. 1974. NCJ-27504

THIS PROJECT INVOLVED THE HIRING OF A PROJECT COORDINATOR AND SIX EX-OFFENDERS AS PROBATION OFFICER HUMAN SERVICE AIDES WITHIN THE CITY PROBATION DEPARTMENT TO ASSIST IN DEALING WITH A SOCIAL NUMBER OF HIGH RISK CLIENTS. CASELOAD SIZE PER JAGUAR AIDE RANGED FROM 12 TO 25 CLIENTS, WITH OVER TWO-THIRDS REQUIRING INTENSIVE SUPERVISION. THE PROGRAM EVALUATION METHODOLOGY WAS BUILT UPON SITE VISITS, CLINICAL INTERVIEWS AND RATINGS, AND STATISTICAL FOLLOW-UP OF NINETY-NINE JAGUAR CLIENTS AND 290 CONTROL CASES. EVALUATORS FOUND THAT THE PARAPROFESSIONALS HAD BEEN MODERATELY WELL ACCEPTED BY OTHER PROBATION OFFICERS AND SUPERVISORS, AND THAT THE OVERALL QUALITY OF THEIR COUNSELING WAS RATED HIGH. FOR CASES OF MAXIMUM DIFFICULTY, JAGUAR AIDES HAD SLIGHTLY LOWER RATES OF CLIENT VIOLATIONS THAN REGULAR (CONTROL) OFFICERS (17.5 PERCENT VS. 24 PERCENT AFTER 3 1/2 MONTHS). THIS DIFFERENCE WAS DUE TO A SIGNIFICANTLY LOWER RATE OF TECHNICAL VIOLATIONS AND FAILURES TO REPORT. IT IS SUGGESTED THAT THIS FINDING REFLECTED THE RESULTS OF BETTER RAPPORT AND TIGHTER SUPERVISION. THERE WERE NO SIGNIFICANT DIFFERENCES BETWEEN JAGUAR AND CONTROL CLIENTS ON REARRESTS FOR NEW CRIMES. A SERIES OF IMMEDIATE STEPS WERE RECOMMENDED TO FURTHER INTEGRATE THE AIDES INTO THE DEPARTMENTAL STRUCTURE. IT WAS ALSO RECOMMENDED THAT MORE ATTENTION BE GIVEN TO DEVELOPING PROGRAMS FOR EX-OFFENDERS IN GENERAL, ESPECIALLY THE SPECIFYING OF CAREER LADDERS FOR THE PARAPROFESSIONAL AIDES. PROJECT CONTINUATION WAS

STRONGLY RECOMMENDED. NO SIGNIFICANT CHANGES WERE NOTED IN THE PROJECT UPDATE. (AUTHOR ABSTRACT MODIFIED)

Sponsoring Agency: PENNSYLVANIA GOVERNOR'S JUSTICE COMMISSION, PENNSYLVANIA DEPARTMENT OF JUSTICE, P O BOX 1167, FEDERAL SQUARE STA, HARRISBURG, PA 17120.

Availability: NCJRS MICROFICHE PROGRAM.

92. T. J. CALLANAN. POTENTIALITIES AND LIMITATIONS OF THE EX-OFFENDER PARA-PROFESSIONAL IN A CORRECTIONAL SETTING. NEW YORK STATE PROBATION AND PAROLE ASSOCIATION. PROBATION AND PAROLE, N 5 (SUMMER 1973), P 64-70. NCJ-12243

WHILE THE CONCEPT OF EX-OFFENDERS AS PARA-PROFESSIONALS IN THE CORRECTIONAL SETTING HAS BEEN ACTIVATED, THERE IS MORE RHETORIC THAN ACTUAL EMPLOYMENT. THE FIRST LARGE SCALE USE OF PARA-PROFESSIONALS IN SOCIAL SERVICE FIELDS CAME ABOUT WITH THE MOVEMENT TO END DISCRIMINATION AGAINST BLACKS AND OTHER MINORITIES AND WITH THE DEVELOPMENT OF 'NEW CAREERS' PROGRAMS FOR MINORITIES TO STOP THE POVERTY-WELFARE SYNDROME. THE REWARDS OF USING EX-OFFENDER PARA-PROFESSIONALS IN THE CORRECTIONS SETTING INCLUDE BETTER RELATIONSHIPS WITH CLIENTS BECAUSE OF KNOWLEDGE OF LOWER CLASS LIFE STYLE AND THE ABILITY TO COMMUNICATE AND BE ACCEPTED BY THEIR PEERS. PITFALLS THAT MAY LIMIT EFFECTIVE USE OF EX-OFFENDERS AS PARA-PROFESSIONALS INCLUDE FAILURE OF PROFESSIONALS TO ACCEPT THEM, OVERIDENTIFICATION WITH THE AGENCY AND UNDERIDENTIFICATION WITH THE COMMUNITY, AND SUSPICION BY THE CLIENTS THAT THE EX-OFFENDER IS A TRAITOR. IN SPITE OF WIDESPREAD EXPERIMENTAL USE OF EX-OFFENDERS AS CORRECTIONAL PARAPROFESSIONALS, MORE THAN FORTY STATES HAVE EITHER STATUTORY OR ADMINISTRATIVE PROHIBITIONS AGAINST THE EMPLOYMENT OF EITHER PAROLEES OR PROBATIONERS.

93. CANADA SOLICITOR GENERAL, 340 LAURIER AVENUE, WEST, OTTAWA, ONTARIO, CANADA K1A 0P8. OFFENDER AND EX-OFFENDER AS A CORRECTIONAL MANPOWER RESOURCE. 96 p. 1974. Canada. (In English and French) NCJ-19843

THIS STUDY CONCENTRATES ON THE EMPLOYMENT OF EX-OFFENDERS IN THE CRIMINAL JUSTICE SYSTEM AND ON THE BARRIERS AND ATTITUDES FOUND IN THE SYSTEM WITH REGARD TO EX-OFFENDER EMPLOYMENT. TOPICS SUCH AS WHAT SEGMENTS OF THE CRIMINAL JUSTICE SYSTEM, IF ANY, SHOULD EMPLOY EX-OFFENDERS, THE CRITERIA FOR SELECTING EX-INMATES FOR EMPLOYMENT IN THE FORMAL SYSTEM (AS DIFFERENTIATED FROM THE INFORMAL CRIMINAL JUSTICE SYSTEM OF VOLUNTEER PROJECTS AND EXPERIMENTAL PROGRAMS, PARA-PROFESSIONAL ROLES, AND THE EXCLUSION OF CERTAIN OFFENDER CATEGORIES FROM EMPLOYMENT CONSIDERATION ARE DISCUSSED. THE INMATE AS A CORRECTIONAL MANPOWER RESOURCE IS ALSO DISCUSSED. CASE STUDIES, A REVIEW OF LITERATURE, AND A SHORT BIBLIOGRAPHY ARE INCLUDED.—IN FRENCH AND ENGLISH

94. DISTRICT OF COLUMBIA DEPARTMENT OF CORRECTIONS, 614 H STREET, NW, WASHINGTON DC 20001. EX-OFFENDER AS PAROLE OFFICER—FINAL PROJECT REPORT. 41 p. 1973. NCJ-18854

THE EFFECTIVENESS OF PAROLE SUPERVISION BY EX-OFFENDERS IS MEASURED IN THIS STUDY BY COMPARING RECIDIVISM RATES AND ATTITUDES OF TWO GROUPS, EACH WITH 50 PAROLEES RANDOMLY SELECTED. THE CONTROL GROUP PAROLEES WERE ASSIGNED TO 18 DISTRICT OF COLUMBIA DEPARTMENTS OF CORRECTIONS PAROLE OFFICER. THE EXPERIMENTAL GROUP PAROLEES WERE ASSIGNED TO TWO EX-OFFENDER PAROLE SUPERVISORS HIRED BY BONABOND, INC., AN ORGANIZATION OF EX-OFFENDERS WHICH PROVIDE SURETY BONDS TO PRISON RELEASEES WHO ARE OTHERWISE UNBONDABLE. THE REPORT COMPARES THE NATURE OF SUPER-

VISION AND CASELOADS OF THE TWO TYPES OF PAROLE OFFICER, AS WELL AS THE HISTORIES OF THE TWO PAROLE GROUPS AFTER PAROLE ASSIGNMENT. CONSIDERED AS A WHOLE, THE COMPARISON RESULTS SEEM TO SUGGEST LITTLE DIFFERENCE IN THE EFFECTIVENESS OF THE TWO TYPES OF PAROLE OFFICER. THE TEST PROJECT INCLUDED A SURVEY OF THE PAROLEES' ATTITUDES TOWARD EX-OFFENDER SUPERVISORS VS. NON-OFFENDER SUPERVISORS; SAMPLES OF THE QUESTIONNAIRES AND ATTITUDINAL TESTS USED IN THIS SURVEY ARE APPENDED.

Sponsoring Agency: U S DEPARTMENT OF JUSTICE, LAW ENFORCEMENT ASSISTANCE ADMIN, NATIONAL INSTITUTE OF LAW ENFORCEMENT AND CRIMINAL JUSTICE.

Availability: NCJRS MICROFICHE PROGRAM.

95. **E. L. DURHAM. ST LEONARD'S HOUSE—A MODEL IN THE USE OF EX-OFFENDERS IN THE ADMINISTRATION OF CORRECTION.** NATIONAL COUNCIL ON CRIME AND DELINQUENCY, CONTINENTAL PLAZA, 411 HACKENSACK AVENUE, HACKENSACK NJ 07601. *CRIME AND DELINQUENCY*, V 20, N 3 (JULY 1974), P 269-280.

NCJ-16974

THIS ARTICLE, REFLECTING ON THE NEW CAREERS CONCEPT, DISCUSSED THE ISSUES INVOLVED IN THE SELECTION, TRAINING, AND EVALUATION OF OFFENDERS AS ADMINISTRATORS AND PROVIDERS OF SERVICE. IT IS CONTENDED THAT LITTLE OR NO THOUGHT HAS BEEN GIVEN TO THE POSSIBILITY THAT EX-OFFENDERS EMPLOYED IN CORRECTIONAL PROGRAMS SHOULD SHARE IN THE DECISION-MAKING OF THE AGENCY OR THAT THEIR EXPERIENCES COULD PREPARE THEM FOR A CAREER IN THE ADMINISTRATION OF THE AGENCY. THE OPERATIONS OF THE ST. LEONARD'S HALFWAY HOUSE (SLH) ARE DESCRIBED. IN THIS PROGRAM, EX-OFFENDERS AND EX-DRUG ADDICTS NOW OCCUPY ONE-FOURTH OF THE TOP ADMINISTRATIVE POSITIONS. THE IMPACT OF SOME CURRENT CORRECTIONAL ISSUES ON THE SLH, ALTERNATIVE ADMINISTRATIVE BEHAVIORS, AND ISSUES IN THE IMPLEMENTATION OF THIS TYPE OF PROGRAM FOR CORRECTIONS ARE DISCUSSED. (AUTHOR ABSTRACT MODIFIED)

96. **L. L. DYE. NEW ROLES FOR EX-OFFENDERS IN CORRECTIONS (FROM CORRECTIONS IN THE COMMUNITY—SUCCESS MODELS IN CORRECTIONAL REFORM, 1977 BY E. EUGENE MILLER AND M. ROBERT MONTILLA—SEE NCJ-42175).** RESTON PUBLISHING COMPANY, INC, BOX 547, RESTON VA 22090. 16 p. 1977.

NCJ-42184

IN THIS ARTICLE, THE AUTHOR, AN EX-OFFENDER HIMSELF, OUTLINES THE CASE FOR AND BARRIERS TO FORMAL EX-OFFENDER INVOLVEMENT IN CORRECTIONS AS A MANPOWER RESOURCE AND LISTS EXAMPLES OF EX-OFFENDER PARTICIPATION IN THE FIELD. POINTED OUT IS THE FACT THAT, ALTHOUGH EX-OFFENDERS HAVE UNIQUE INSIGHTS INTO WHAT WORKS AND WHAT DOES NOT WORK IN CORRECTIONS, SEVERAL FACTORS HAVE SERVED TO RETARD THEIR ENTRY, INCLUDING A LACK OF TRUST ON THE PART OF CORRECTIONAL ADMINISTRATORS AND THE PAPER QUALIFICATIONS REQUIRED BY CIVIL SERVICE PROCEDURES. SELF-HELP EFFORTS, IN WHICH FORMER OFFENDERS FORM GROUPS, NON-PROFIT CORPORATIONS AND THE LIKE, HAVE BEEN INSTRUMENTAL IN OVERCOMING THESE BARRIERS IN SOME JURISDICTIONS. IN ADDITION, EMPLOYMENT PROGRAMS, RESIDENTIAL CENTERS, HALFWAY HOUSES, AND SIMILAR EFFORTS HAVE BEEN ESTABLISHED AND ARE RUN BY EX-OFFENDERS. ALSO, THE CLIENT PARTICIPATION MODEL FOR CORRECTIONAL CHANGE CALLS FOR PROFESSIONALS (STAFF) AND NONPROFESSIONAL CLIENTS (INMATES) ALIKE TO HAVE A VOICE IN A PARTICIPATORY MANAGEMENT POLICY OF THE INSTITUTION.

97. **N. HIN'ON. OFFENDERS AS SOCIAL WORKERS.** NATIONAL ASSOCIATION FOR THE CARE AND RESETTLEMENT OF OFFENDERS, 125 KENNINGTON PARK ROAD, LONDON SE11, ENGLAND. 3 p. 1975. United Kingdom.

NCJ-28493

A DESCRIPTION OF THE ENGLISH NACRO (NATIONAL ASSOCIATION FOR THE CARE AND RESETTLEMENT OF OFFENDERS) PROJECT WHICH IS TO PROVIDE INTENSIVE, ACTION-ORIENTED SOCIAL WORK TRAINING TO A SELECTED GROUP OF YOUNG OFFENDERS. THE RATIONALE BEHIND THIS PROJECT IS FIRST EXPLAINED. IT IS STATED THAT SOCIAL WORK CLIENTS' OWN LIFE EXPERIENCE GIVES THEM A CONSIDERABLE POTENTIAL FOR WORKING IN THIS FIELD, AND THAT AN OPPORTUNITY FOR WORK IN THE SOCIAL SERVICES CAN PROVIDE MEANINGFUL ALTERNATIVES TO THE OFFENDERS' LIFE-STYLE. THIS NEW CAREERS PROJECT WAS TO SELECT 28 YOUNG OFFENDERS AGED BETWEEN 17 AND 22 IN GROUPS OF FOUR OVER A 20 MONTH PERIOD. THE FOUR MONTH TRAINING PERIOD WOULD CONSIST OF JOB TRAINING AND AID IN MASTERING THE OFFENDERS' OWN PERSONAL PROBLEMS. THE BASIC SKILLS TO BE LEARNED INCLUDE PERSONAL MANAGEMENT, CURRENT AFFAIRS, GROUP SKILLS, HUMAN GROWTH AND DEVELOPMENT, STUDY SKILLS, METHODS AND OBSERVATION, AND RECORDING AND EVALUATION SKILLS. THE STAFF, ADMINISTRATION, AND PLANNED EVALUATION OF THE PROJECT ARE DESCRIBED.

Supplemental Notes: REPRINT OF 3 ARTICLES FROM SOCIAL WORK TODAY, V 3, N 21 (25 JANUARY, 1973)—PRICE INCLUDES ALL 3.

98. **JOINT COMMISSION ON CORRECTIONAL MANPOWER AND TRAINING. OFFENDERS AS A CORRECTIONAL MANPOWER RESOURCE A SEMINAR, WASHINGTON, D.C. MARCH 7-8, 1968.** 103 p. 1970.

NCJ-02180

PAPERS AND SEMINAR PRESENTATIONS ON THE USE OF OFFENDERS AND EX-OFFENDERS AS A CORRECTIONAL MANPOWER RESOURCE A SUBJECT OF GENERAL CONCERN BUT LITTLE AGREEMENT. SELF-HELP PROGRAMS SUCH AS ALCOHOLICS ANONYMOUS AND SYNANON HAVE ATTRACTED WIDE ATTENTION. THE CONCEPT OF USING A PRODUCT OF THE PROBLEM TO HELP OTHERS WITH THE SAME PROBLEM IS NOT NEW. IT HAS BEEN APPLIED TO ONLY A LIMITED DEGREE IN THE REHABILITATION OF THE PUBLIC OFFENDER. THE JOINT COMMISSION ON CORRECTIONAL MANPOWER AND TRAINING CONVENED A SEMINAR IN MARCH 1968 TO EXAMINE THE PROMISE AND PROBLEMS OF SUCH A PROGRAM FOR THE OFFENDER HIMSELF, FOR THE CORRECTIONAL SYSTEM, AND FOR SOCIETY. THEY PRESENTED VARYING POINTS OF VIEW, SOME AT ODDS WITH OTHERS. SOME POINTS MADE ARE ALSO AT ODDS WITH MUCH OF THE PRACTICE IN CORRECTIONS TODAY. SUBJECTS INCLUDED ARE THE GENERAL THEORETICAL ISSUES, LAW AND POLITICS, SOURCES OF RESISTANCE TO EX-OFFENDER USAGE, MODEL PROGRAMS AND STRATEGIES FOR IMPLEMENTING THE USE OF OFFENDERS FOR REHABILITATION. (AUTHOR ABSTRACT MODIFIED)

Availability: AMERICAN CORRECTIONAL ASSOCIATION, 4321 HARTWICK ROAD, COLLEGE PARK MD 20740.

99. **KING COUNTY LAW AND JUSTICE PLANNING OFFICE, ROOM 340, KING COUNTY COURTHOUSE, 3RD & JAMES, SEATTLE, WA 98104. VIEW OF THE PRE-SENTENCE COUNSELING PROGRAM OF THE SEATTLE-KING COUNTY PUBLIC DEFENDER ASSOCIATION.** 49 p. 1974.

NCJ-25138

EVALUATION OF THE KING COUNTY (WA) PUBLIC DEFENDER ASSOCIATION'S PRE-SENTENCE COUNSELING UNIT TO DETERMINE IF THIS UNIT SAVES COURT APPOINTED COUNSEL TIME IN THE PREPARATION OF REQUIRED PRE-SENTENCE REPORTS. THIS EVALUATION REPRESENTS AN ASSESSMENT OF THE SHORT TERM EFFECTS OF A PROGRAM WHICH EMPLOYS EX-OFFENDER COUNSELORS TO ELICIT BACKGROUND INFORMATION FROM CLIENTS AND TO DEVELOP WITH THEM THE LEAST RESTRICTIVE REHABILITATIVE ALTERNATIVE TO IMPRISONMENT. EVALUATION OF LONG-TERM IMPACT ON RECIDIVISM AND CASE REOPENINGS IS CONTINGENT UPON ACCUMULATION OF MORE DATA. IT WAS FOUND THAT ALTHOUGH THE PRE-SENTENCE COUNSELING UNIT DID NOT REDUCE REPORT PREPARATION TIME, IT DID GREATLY INCREASE THE LEVEL OF SERVICE OFFERED TO PUBLIC DEFEND-

ER ASSOCIATION CLIENTS. JUDGES AND ATTORNEYS FAMILIAR WITH THE PROGRAM SUPPORTED ITS CONTINUATION.

Availability: NCJRS MICROFICHE PROGRAM.

100. R. P. PRIESTINO and H. E. ALLEN. **PAROLE OFFICER AIDE PROGRAM IN OHIO—AN EXEMPLARY PROJECT.** OHIO STATE UNIVERSITY PROGRAM FOR THE STUDY OF CRIME AND DELINQUENCY, 1314 KINNEAR ROAD, COLUMBUS OH 43212. 158 p. 1975. **NCJ-35045**

EVALUATION OF A PROJECT USING EX-OFFENDERS AS PAROLE OFFICER AIDES IN OHIO IN AN EFFORT TO DECREASE RECIDIVISM AND REDUCE PAROLE VIOLATIONS BY BRIDGING THE GAP BETWEEN THE APA (ADULT PAROLE AUTHORITY) AND PAROLEES. THE TWENTY-THREE PAROLE OFFICER AIDES WERE COMPARED TO A CONTROL GROUP OF PAROLE OFFICERS. THE SEVEN APPROACHES TO EVALUATING THE EFFECTIVENESS OF THE AIDES INCLUDED AN ATTITUDINAL SURVEY OF PAROLE OFFICERS AND AIDES, IN-DEPTH INTERVIEWS WITH THE AIDES, FIELD OBSERVATION BY STUDENTS, AND SUPERVISORS' RATINGS OF OFFICERS AND AIDES. OTHER TECHNIQUES EMPLOYED INCLUDE AN ASSESSMENT OF INMATE ATTITUDES TOWARD THE PROGRAM, EVALUATIONS OF OFFICERS AND AIDES BY PAROLEES, AND A SURVEY OF STATE DIRECTORS OF CORRECTIONS TO DETERMINE THEIR ATTITUDES TOWARD PROGRAMS OF A SIMILAR NATURE. THE RECIDIVISM RATES FOR AIDES' AND PAROLE OFFICERS' CASELOADS, MEASURED IN 1974, INDICATED THAT THOSE CLIENTS SUPERVISED BY AIDES HAD SIGNIFICANTLY LESS FAILURES IN EVERY CATEGORY THAN DID CLIENTS OF PAROLE OFFICERS. AIDE PERFORMANCES WERE DEEMED EQUALLY EFFECTIVE WHEN COMPARED TO PAROLE OFFICERS. AS A RESULT, THE OHIO PAROLE AUTHORITY HIRED ADDITIONAL AIDES AND BRO. UJENED THEIR RESPONSIBILITIES.

Sponsoring Agency: OHIO DEPARTMENT OF ECONOMIC AND COMMUNITY DEVELOPMENT, 30 EAST BROAD STREET, 26TH FLOOR, COLUMBUS OH 43215.

101. R. R. PRIESTINO. **COMPARATIVE ANALYSIS OF THE FUNCTIONING OF EX-OFFENDERS AND PAROLE OFFICERS AS PAROLE AGENTS.** 191 p. 1976. **NCJ-41134**

AN EVALUATION OF THE EFFECTIVENESS OF OHIO'S PAROLE OFFICER AIDE PROGRAM WHICH ATTEMPTS TO PROVIDE EX-OFFENDERS WITH MEANINGFUL CAREERS IN SOCIAL SERVICES. THE PROGRAM'S THREE-YEAR OPERATION IS EVALUATED. THIS STUDY PRESENTS SOME BACKGROUND OF THE PAROLE SYSTEM AND ITS DEVELOPMENT, AS WELL AS THE DEVELOPMENT OF THE USE OF EX-OFFENDERS IN HELPING SERVICES. THE PROGRAM IS DESCRIBED AND METHODOLOGY IS PRESENTED WHICH INCLUDED AN ATTITUDINAL QUESTIONNAIRE AND INTERVIEWS. FINDINGS FROM THE STUDY CONCLUDE THAT THE PROGRAM IS EFFECTIVE AND SHOULD BE EXPANDED. (AUTHOR ABSTRACT MODIFIED)

Supplemental Notes: OHIO STATE UNIVERSITY—DOCTORAL DISSERTATION.

Availability: UNIVERSITY MICROFILMS, 300 NORTH ZEEB ROAD, ANN ARBOR MI 48106.

102. G. F. RIEDE. **SYMBOLIC MODELING IN PREPARATION FOR HALFWAY HOUSE PLACEMENT.** 105 p. 1975. **NCJ-49249**

THE EFFECTIVENESS OF USING EX-OFFENDERS AS ROLE MODELS IN A PRERELEASE PROGRAM DESIGNED TO PREPARE INMATES FOR HALFWAY HOUSE PLACEMENT IS ASSESSED. MISSOURI'S PRERELEASE PROGRAM IS LOCATED AT ONE OF THE STATE PRISON FARMS. INMATES COME TO THE PROGRAM FROM ALL OF THE CORRECTIONAL INSTITUTIONS IN THE STATE. DURING THE 6-WEEK COURSE OF THE PRERELEASE PROGRAM, INMATES RECEIVE COUNSELING, EVALUATION, AND PREPARATION FOR HALFWAY HOUSE PLACEMENT. STUDY SUBJECTS ARE 60 MALE INMATES FROM THE MISSOURI STATE PENITENTIARY WHO WERE ASSIGNED TO HALFWAY HOUSE PLACEMENT FROM THE LAST 6 MONTHS OF THEIR SENTENCES. THE CONTROL

GROUP RECEIVED THE PRERELEASE PROGRAM'S CUSTOMARY TREATMENT, WHICH CONSISTED PRIMARILY OF INDIVIDUAL AND GROUP COUNSELING. THE EXPERIMENTAL GROUP RECEIVED SIMILAR COUNSELING AND VIEWED VIDEOTAPES SHOWING ROLE MODELS—INMATES WHO HAD SUCCESSFULLY COMPLETED THE HALFWAY HOUSE PROGRAM. COMPARISON OF THE HALFWAY HOUSE EXPERIENCES OF THE TWO GROUPS DOES NOT PROVIDE HIGHLY CONCLUSIVE RESULTS BUT INDICATES THAT THE ROLE MODEL VIDEOTAPES CAN FAVORABLY AFFECT THE POTENTIAL FOR ADJUSTMENT TO A HALFWAY HOUSE SETTING. SUGGESTIONS FOR FURTHER INVESTIGATION ARE OFFERED. SUPPORTING DATA AND A LIST OF REFERENCES ARE INCLUDED.

Supplemental Notes: UNIVERSITY OF MISSOURI-COLUMBIA—DOCTORAL DISSERTATION.

Availability: UNIVERSITY MICROFILMS, 300 NORTH ZEEB ROAD, ANN ARBOR MI 48106. Stock Order No. 76-7540.

103. R. R. SMITH, L. F. WOOD, and M. A. MILAN. **EX-OFFENDER EMPLOYMENT POLICIES—A SURVEY OF AMERICAN CORRECTIONAL AGENCIES.** SAGE PUBLICATIONS, INC, 275 SOUTH BEVERLY DRIVE, BEVERLY HILLS CA 90212. *CRIMINAL JUSTICE AND BEHAVIOR*, V 1, N 3 (SEPTEMBER 1974), P 234-246. **NCJ-17835**

RESULTS OF A SURVEY OF THE 50 STATE CORRECTIONAL SYSTEMS, THE DISTRICT OF COLUMBIA DEPARTMENT OF CORRECTIONS, AND THE FEDERAL BUREAU OF PRISONS, INDICATING THE DEGREE OF EX-OFFENDER EMPLOYMENT WITHIN THE CORRECTION SYSTEMS. THE SURVEY SHOWED THAT 44 OF THE 52 AGENCIES HAVE DROPPED WHATEVER BLANKET PROHIBITIONS THEY MAY HAVE ON THE HIRING OF EX-OFFENDERS. OF THESE 44 AGENCIES, 38 EMPLOYED A TOTAL OF 280 EX-OFFENDERS AT THE TIME OF THE SURVEY. SLIGHTLY MORE THAN HALF THE EX-OFFENDER EMPLOYEES REPORTED ON HELD POSITIONS SUCH AS COUNSELOR, TEACHER, AND CORRECTIONAL OFFICER, WHICH INVOLVED EXTENSIVE INTERACTION WITH THE INMATE POPULATION. THE WORK PERFORMANCE OF THE EX-OFFENDERS WAS ROUTINELY RATED AS EQUAL OR SUPERIOR TO THAT OF NON-OFFENDER COUNTERPARTS, WITH RESPONDENTS GENERALLY ADVOCATING MORE WIDESPREAD EMPLOYMENT OF EX-OFFENDERS IN THE CRIMINAL JUSTICE SYSTEM. (AUTHOR ABSTRACT)

Sponsoring Agency: US DEPARTMENT OF LABOR MANPOWER ADMINISTRATION, WASHINGTON DC 20210.

104. R. R. SMITH, L. F. WOOD, and M. A. MILAN. **SURVEY OF EX-OFFENDER EMPLOYMENT POLICIES IN AMERICAN CORRECTIONAL AGENCIES.** REHABILITATION RESEARCH FOUNDATION, P O BOX BV, UNIVERSITY AL 35486. 11 p. 1974. **NCJ-38647**

THE SURVEY REPORTED IN THIS ARTICLE ASSESSED THE DEGREE TO WHICH THE POLICY OF EMPLOYING EX-OFFENDERS IS FOLLOWED WITHIN THE CORRECTIONAL SYSTEM ITSELF. A QUESTIONNAIRE REGARDING THE HIRING OF EX-OFFENDERS WAS DISTRIBUTED IN APRIL 1972 TO THE DIRECTORS OF THE DEPARTMENTS OF CORRECTIONS IN ALL 50 STATES, THE DISTRICT OF COLUMBIA, AND THE FEDERAL BUREAU OF PRISONS. ALL AGENCY DIRECTORS RESPONDED WITH THE EXCEPTION OF OKLAHOMA WHICH RETURNED THE QUESTIONNAIRE UNANSWERED. SURVEY FINDINGS INDICATED THAT 44 AGENCIES HAVE DISCONTINUED BLANKET PROHIBITIONS AGAINST HIRING EX-OFFENDERS; 38 HAVE EX-OFFENDERS EMPLOYED WITHIN THEIR SYSTEMS; AND EX-OFFENDERS ARE EMPLOYED AT ALL POSITION AND SALARY LEVELS, WITH PERFORMANCES EQUAL TO OR SUPERIOR TO THEIR NON-OFFENDER COUNTERPARTS. HOWEVER, IT IS SUGGESTED THAT THE FACT THAT LESS THAN 300 EX-OFFENDERS WERE CURRENTLY EMPLOYED WITHIN CORRECTIONAL AGENCIES REFLECTED A FORM OF DE FACTO DISCRIMINATION ON THE PART OF THE AGENCIES THEMSELVES. REFERENCES ARE INCLUDED.

Sponsoring Agency: US DEPARTMENT OF LABOR MANPOWER ADMINISTRATION, WASHINGTON DC 20210.

Availability: REHABILITATION RESEARCH FOUNDATION, P O BOX BV, UNIVERSITY AL 35486; NCJRS MICROFICHE PROGRAM.

105. R. J. WICKS. **INDIGENOUS CORRECTIONAL PARAPROFESSIONALS—BOURGEOIS NIGGER OR EMPATHETIC WORKER? -A BRIEF POSITION PAPER.** JOURNAL OF SOCIOLOGY AND SOCIAL WELFARE INCORPORATED SCHOOL OF SOCIAL WORK UNIVERSITY OF CONNECTICUT, WEST HARTFORD CT 06117. *JOURNAL OF SOCIOLOGY AND SOCIAL WELFARE*, V3, N6 (JULY 1976), P 672-678. **NCJ-49728**

THE EFFECTIVENESS AND ADVANTAGES OF THE USE OF PARAPROFESSIONALS IN CORRECTIONAL WORK ARE DISCUSSED, AND THE DANGER OF MINORITY PARAPROFESSIONALS BECOMING ALIENATED FROM MINORITY INMATES IS CONSIDERED. THE EXTENSIVE USE OF PARAPROFESSIONALS IN PROBATION AND PRISON PROGRAMS IS ADVOCATED AS A MEANS OF STIMULATING HELPING RELATIONSHIPS BETWEEN OFFENDERS AND PARAPROFESSIONALS (OFTEN EX-OFFENDERS)WHO COME FROM SIMILAR BACKGROUNDS.REHABILITATION EFFORTS ARE EFFECTIVELY EXTENDED AT A LOWER COST THAN WOULD OTHERWISE BE REQUIRED.ALTHOUGH THE RETENTION OF PARAPROFESSIONALS WAS A PROBLEM IN THE PAST, THIS HAS BEEN RESOLVED TO SOME DEGREE BY PROVIDING A STRUCTURE FOR ECONOMIC AND VOCATIONAL PROGRESS WITHIN A PARAPROFESSIONAL CAREER STRUCTURE. A PROBLEM FORESEEN IN THIS UPGRADING OF PARAPROFESSIONALS, PARTICULARLY MINORITY PERSONNEL, TO CAREER STATUS IS THE POSSIBLE EVOLVING ALIENATION BETWEEN THE PARAPROFESSIONAL WHO HAS JOINED THE SYSTEM AND THE INMATE OF SIMILAR BACKGROUND WHO HARBORS HOSTILITY AND DISILLUSIONMENT ABOUT ANY REPRESENTATIVE OF THE SYSTEM. TO REMEDY THIS PROBLEM,IT IS SUGGESTED THAT RECENT EXOFFENDERS WITH SUCCESSFUL REENTRY FOR AS BRIEFLY AS ONE YEAR BE EMPLOYED FOR TEMPORARY PARAPROFESSIONAL WORK TO HELP WITH INMATES NOT INCLINED TO ACCEPT A RELATIONSHIP WITH CAREER PARAPROFESSIONALS. REFERENCES ARE PROVIDED.

CIVIL DISABILITIES

106. **B. H. BYRNES. EXPUNGEMENT IN CALIFORNIA—LEGISLATIVE NEGLECT AND JUDICIAL ABUSE OF THE STATUTORY MITIGATION OF FELONY CONVICTIONS.** UNIVERSITY OF SAN FRANCISCO SCHOOL OF LAW, 2130 FULTON STREET, SAN FRANCISCO CA 94117. *UNIVERSITY OF SAN FRANCISCO LAW REVIEW*, V 12, N 1 (FALL 1977), P 155-183. **NCJ-52576**

THE LEGAL AND SOCIAL STIGMA WHICH BURDEN CONVICTED CALIFORNIA FELONS ARE NOT AMELIORATED BY THE PROVISIONS OF PENAL CODE SECTION 1203.4, AND THE SECTION SHOULD BE AMENDED APPROPRIATELY. ALTHOUGH CALIFORNIA PENAL CODE SECTION 1203.4 IS THE OLDEST EXPUNGEMENT STATUTE IN THE UNITED STATES, AND HAS SERVED AS THE PRECEDENT AND MODEL IN MANY OTHER JURISDICTIONS, THE STATUTE IS NOW AN ANACHRONISM AND A FAILURE. HAVING BEEN DRAFTED FOR THE PURPOSE OF RELIEVING THE LEGAL AND COLLATERAL DISABILITIES OF A FELONY CONVICTION, THE STATUTE HAS PROVED INEFFECTIVE IN ASSISTING FORMER OFFENDERS IN THEIR REHABILITATION. DESPITE CONSIDERABLE CRITICISM OF REMOVAL OF THE DISABILITIES WHICH CONFRONT PERSONS WITH RECORDS OF CONVICTION, THERE IS A NATIONAL TREND WHICH FAVORS RELIEF FOR EX-OFFENDERS. SUCH RELIEF, GRANTED THROUGH THE EXPUNGEMENT STATUTES, PROHIBITS EMPLOYERS FROM DISCRIMINATING AGAINST EX-OFFENDERS WHO SEEK JOBS AND LICENSES. EXPUNGEMENT MAY PREVENT ACCESS TO THE RECORDS OF EX-OFFENDERS AFTER THEIR PROBATION, OR IT MAY INCLUDE THE PHYSICAL DESTRUCTION OF THE RECORDS OF VARIOUS CLASSES OF OFFENDERS. THE POLICY OF EXPUNGEMENT RECOGNIZES SEVERAL VALID SOCIAL FACTORS INCLUDING THE PROTECTION OF SOCIETY, THE IMPORTANCE OF PRESERVING OFFICIAL RECORDS, AND THE PERSONAL RIGHTS OF THE INDIVIDUALS INVOLVED. RECENT LEGISLATION HAS ATTEMPTED TO FORMULATE AN EQUITABLE BALANCE BETWEEN THE VARIOUS INTERESTS; THE STATUTES IN CALIFORNIA, HOWEVER, HAVE NOT PROVIDED THE BROAD RELIEF THAT THE LEGISLATORS INTENDED. A SERIES OF COURT CASES HELD THAT SECTION 1203.4 IS INEFFECTIVE AGAINST DISCRIMINATION IN THE AREAS OF LICENSING AND PROFESSIONAL PRACTICE. SUBSEQUENT LEGISLATION ONLY COMPLICATED THE EXPUNGEMENT PROCEDURE AND REMOVED THE PRIVILEGE OF OBTAINING COMPREHENSIVE MITIGATION OF THE COLLATERAL EFFECTS OF CONVICTION. A MODEL ACT FOR IMPROVING EXPUNGEMENT STATUTES HAS BEEN PROPOSED BY THE NATIONAL COUNCIL ON CRIME AND DELINQUENCY. THE PROPOSAL PROVIDES FOR THE RESTORATION OF ALL CIVIL RIGHTS FOR PERSONS DISCHARGED ON PROBATION AND

FOR THE ANNULMENT OF THEIR CONVICTIONS. LICENSING BOARDS WOULD BE LIMITED TO INQUIRY REGARDING CONVICTIONS THAT WERE NOT ANNULLED BY A COURT. THE CURRENT EXPUNGEMENT STATUTES OF SEVERAL STATES ARE EXAMINED AND COMPARED WITH ANTIDISCRIMINATION STATUTES AND WITH A RECOMMENDED RECODIFICATION OF SECTION 1203.4 THAT WOULD RETURN WORTHY EX-OFFENDERS TO THEIR STATUS QUO ANTE. AMENDING THE STATUTE WOULD NOT BE AS COMPREHENSIVE AN APPROACH AS ITS RECODIFICATION BUT WOULD BE AN EASIER METHOD OF LEGISLATIVE REFORM AND STILL WOULD MITIGATE THE WORST ASPECTS OF DISCRIMINATION. FOOTNOTES ARE PROVIDED.

107. **N. P. COHEN. FORGIVING THE CRIMINAL OFFENDER BRITISH STYLE—THE REHABILITATION OF OFFENDERS ACT.** HARVARD LEGISLATIVE RESEARCH BUREAU LANGDELL HALL HARVARD LAW SCHOOL, CAMBRIDGE MA 02138. *HARVARD JOURNAL ON LEGISLATION*, V 14, N 1 (DECEMBER 1976), P 111-150. **NCJ-48598**

THE MAJOR THRUSTS OF THE REHABILITATION OF OFFENDERS ACT ARE DESCRIBED AND CRITICIZED, AND ITS APPLICATION TO THE AMERICAN APPROACH TO EX-OFFENDERS IS DISCUSSED. RECOGNIZING THAT MODERN PENOLOGISTS URGE THE REHABILITATION AND SOCIETAL REINTEGRATION OF EX-OFFENDERS, WHILE THE PREJUDICES OF EMPLOYERS AND THE GENERAL PUBLIC LIMIT OPPORTUNITIES FOR THE EX-OFFENDER TO EXPERIENCE FULL REINTEGRATION, THE BRITISH PARLIAMENT ENACTED THE REHABILITATION OF OFFENDERS ACT IN 1974, WITH THE INTENT OF CONTROLLING THE EFFECTS OF SOCIETAL PREJUDICES AGAINST THE REFORMED EX-OFFENDER. THE ACT PROHIBITS GENERAL DISCLOSURE OF THE CRIMINAL RECORDS OF EX-OFFENDERS WHO MEET THE CONDITIONS DESCRIBED IN THE ACT. ALL PERSONS JUDGED GUILTY OF A CRIME AND RECEIVING A NONCUSTODIAL SENTENCE, OR A CUSTODIAL SENTENCE NO LONGER THAN 30 MONTHS ARE ELIGIBLE FOR THE ACT'S PROTECTION. CONVICTIONS BY MILITARY TRIBUNALS AND FOREIGN COURTS ARE NOT EXPECTED. THOSE ELIGIBLE FOR THE ACT'S SECRECY PROVISIONS MUST COMPLETE THE 'REHABILITATION PERIOD' PRESCRIBED FOR THE SENTENCE RECEIVED WITHOUT ADDITIONAL CONVICTION OF AN INDICTABLE OFFENSE DURING THAT PERIOD. SUCH COMPLETION OF THE 'REHABILITATION PERIOD' QUALIFIES ELIGIBLES FOR ALL THE PROVISIONS OF THE ACT. TO ENFORCE ITS PROVISIONS, THE ACT PROVIDES FOR CIVIL AND CRIMINAL LIABILITY AGAINST THOSE WHO BREACH THE SECRECY PROVISIONS OF THE ACT. THE ACT DOES PROVIDE, HOWEVER, FOR EXEMPTING FROM SECRECY IN JOB-HIRING

PROCEDURES EX-OFFENDERS WHO APPLY FOR SPECIFIC JOBS OR CLASSES OF JOBS LISTED IN THE ACT. THE AUTHOR LAUDS THE BASIC INTENT OF THE ACT, WHILE CRITICIZING ITS LIMITED SCOPE. IT IS CONSIDERED THAT TOO MANY 'REHABILITATED' EX-OFFENDERS ARE EXCLUDED FROM ELIGIBILITY, NOTABLY THOSE CONVICTED OF SERIOUS OFFENSES. IN ADDITION, MANY OF THE JOBS EXCLUDED FROM THE PROVISION OF THE ACT ARE DESIRABLE, HIGH-PAYING RESPONSIBLE JOBS TOWARD WHICH AMBITIOUS AND GIFTED EX-OFFENDERS MIGHT ASPIRE. IT IS BELIEVED, THEREFORE, THAT THE ACT EVIDENCES THE SAME KIND OF PREJUDICES IT PURPORTS TO PROTECT. THE EFFECTS OF PREJUDICES AGAINST THE REHABILITATED EX-OFFENDER ARE CONSIDERED VIRTUALLY UNCHECKED BY LAW IN THE UNITED STATES. IT IS SUGGESTED THAT JUST AS THERE ARE LAWS PROHIBITING RACIAL DISCRIMINATION IN EMPLOYMENT, HOUSING, AND OTHER PRIMARY ASPECTS OF LIVING, THERE SHOULD BE LAWS CONTROLLING THE EFFECTS OF PREJUDICE AGAINST THE REFORMED EX-OFFENDER. THE BRITISH MODEL IS CONSIDERED A BEGINNING.

108. CONTRACT RESEARCH CORPORATION, 25 FLANDERS ROAD, BELMONT MA 02178. ANALYSIS OF THE FEDERAL BONDING PROGRAM, V 2—PROGRAM ANALYSIS—FINAL REPORT. 200 p. 1975. **NCJ-34933**

SECOND VOLUME OF A FINAL REPORT OF A PROJECT PROVIDING FEDERALLY FUNDED FIDELITY BONDS TO EX-OFFENDERS AND OTHERS EXCLUDED FROM CERTAIN JOBS BY THE 'FRAUDULENT OR DISHONEST' CLAUSE IN COMMERCIAL FIDELITY BOND CONTRACTS. THIS VOLUME PRESENTS A DESCRIPTIVE ANALYSIS OF THE MANNER IN WHICH THE PROGRAM WAS UTILIZED DURING THE PERIOD 1966-1974. THIS IS DONE TO PROVIDE SYSTEMATIC DATA CONCERNING THE BONDING AND POST-BONDING EXPERIENCES OF PARTICIPANTS, CHANGES IN EMPLOYER ATTITUDES AND BEHAVIOR FOLLOWING PARTICIPATION, AND CHANGES IN ATTITUDES AND POLICIES OF THE FIDELITY BONDING INDUSTRY AS WELL AS ADDITIONAL INFORMATION TO EXPLAIN CHANGES IN EMPLOYERS AND INSURERS. THE DEPARTMENT OF LABOR PROVIDED MONTHLY PRINT-OUTS AND SUMMARIES INCLUDING NAME OF BONDEE, STATE OR SPONSOR, EMPLOYER, TIME OF BONDING, AND COVERAGE UNITS; FORMS CONTAINING DEMOGRAPHIC CHARACTERISTICS, EMPLOYMENT HISTORY, AND CRIMINAL RECORDS OF BONDEES BETWEEN 1966-1970 AND FORMS ON ALL BUT TWO BONDEES IN ILLINOIS BETWEEN 1966-1974; AND CLAIMS FROM THE BONDING AGENT ON ESSENTIAL INFORMATION RELATED TO CLAIMS SUBMITTED BY EMPLOYERS. INFORMATION COLLECTED BY THE EVALUATORS INCLUDES INFORMATION ON BONDEE EMPLOYMENT, DEMOGRAPHIC CHARACTERISTICS OF ILLINOIS RESIDENTS, ILLINOIS INMATE CHARACTERISTICS, EMPLOYEE AND EMPLOYER POST-BONDING INFORMATION, AND INFORMATION ON CANADIAN FIDELITY BONDING AND A SIMILAR CANADIAN PROGRAM AS WELL AS RELATED INSURANCE PROGRAMS FUNDED BY FEDERAL AGENCIES. FOR THE OTHER VOLUME OF THE FINAL REPORT WHICH PRESENTS A PROGRAM HISTORY, SEE NCJ-34934. FOR THE FINAL REPORT SUMMARY, SEE NCJ-32804.

Sponsoring Agency: US DEPARTMENT OF LABOR MANPOWER ADMINISTRATION, WASHINGTON DC 20210.

Availability: NCJRS MICROFICHE PROGRAM.

109. CONTRACT RESEARCH CORPORATION, 25 FLANDERS ROAD, BELMONT MA 02178. ANALYSIS OF THE FEDERAL BONDING PROGRAM, V 1—PROGRAM HISTORY—FINAL REPORT. 250 p. 1975. **NCJ-34934**

FIRST VOLUME OF A FINAL REPORT OF A PROJECT PROVIDING FEDERALLY FUNDED FIDELITY BONDS TO EX-OFFENDERS AND OTHERS EXCLUDED FROM CERTAIN JOBS BY THE 'FRAUDULENT OR DISHONEST' CLAUSE IN COMMERCIAL FIDELITY BOND CONTRACTS. THIS VOLUME PROVIDES A HISTORY OF THE BONDING PROGRAM FROM INITIAL AUTHORIZATION IN THE MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962, AS AMENDED IN 1965, THROUGH THE PASSAGE OF THE COMPREHENSIVE EMPLOY-

MENT AND TRAINING ACT (CETA) IN DECEMBER, 1973, FOCUSING UPON KEY EVENTS IN THAT EVOLUTION. THIS IS DONE NOT ONLY TO PROVIDE AN ACCURATE HISTORY OF THE PROGRAM, BUT ALSO TO PROVIDE INSIGHTS INTO THE INTERESTS AND EXPECTATIONS OF KEY MEMBERS OF THE SPONSORING AGENCY, THE DEPARTMENT OF LABOR, AS WELL AS EXAMINING INSURANCE AGENCIES' POLICIES AND ATTITUDES TOWARD EX-OFFENDERS AND BAD CREDIT RISKS, AND GAUGING INSURANCE INDUSTRY PERSPECTIVES TOWARD THE PROGRAM. DATA COLLECTION WAS ACCOMPLISHED THROUGH REVIEW OF THE HISTORICAL FILES AND INTERVIEWS WITH KEY PROGRAM PARTICIPANTS. THE RESULTS INCLUDE A CHRONOLOGICAL LISTING OF THE MAJOR EVENTS IN THE HISTORY AND EVOLUTION OF THE PROGRAM AND EXPLANATIONS OF HOW AND WHY THE PROGRAM EVOLVED AS IT DID. FOR THE OTHER VOLUME OF THE REPORT WHICH PRESENTS A PROGRAM ANALYSIS, SEE NCJ-34933. FOR THE FINAL REPORT SUMMARY, SEE NCJ-32804.

Sponsoring Agency: US DEPARTMENT OF LABOR MANPOWER ADMINISTRATION, WASHINGTON DC 20210.

Availability: NCJRS MICROFICHE PROGRAM.

110. M. W. DALE. BARRIERS TO THE REHABILITATION OF EX-OFFENDERS. NATIONAL COUNCIL ON CRIME AND DELINQUENCY, CONTINENTAL PLAZA, 411 HACKENSACK AVENUE, HACKENSACK NJ 07601. *CRIME AND DELINQUENCY*, V 22, N 3 (JULY 1976), P 322-337.

NCJ-35545

THIS PAPER DISCUSSES STATUTORY AND OTHER BARRIERS TO THE EMPLOYMENT OF EX-OFFENDERS AND EXAMINES POSSIBLE CONSTITUTIONAL CHALLENGES TO THIS PRACTICE. THE EMPLOYMENT BARRIERS DISCUSSED ARE THE POOR BACKGROUND OF MOST EX-OFFENDERS, THE STIGMA OF CRIMINALITY ATTACHED TO EX-OFFENDERS BY THE GENERAL PUBLIC, THE REQUIREMENT IN CERTAIN BUSINESSES THAT APPLICANTS BE BONDED AS A PRECONDITION TO BEING HIRED, AND THE NUMEROUS STATUTORY AND CONSTITUTIONAL PROVISIONS THAT RESTRICT ENTRY INTO GOVERNMENT EMPLOYMENT AND THE LICENSED OCCUPATIONS. CONSTITUTIONAL CHALLENGES TO FALSE PRESUMPTIONS OF UNWORTHINESS FOR EMPLOYMENT OR OVERLY VAGUE OR UNARTICULATED STANDARDS UNDER THE FOURTEENTH AMENDMENT'S DUE PROCESS CLAUSE ARE CITED. THE OTHER CONSTITUTIONAL ARGUMENTS AGAINST CIVIL DISABILITY STATUTES EXAMINED ARE THE RIGHT TO EQUAL PROTECTION FROM SUSPECT CLASSIFICATIONS AND THE EIGHTH AMENDMENT'S BAN AGAINST CRUEL AND UNUSUAL PUNISHMENT.

Availability: NCJRS MICROFICHE PROGRAM.

111. R. V. DEL CARMEN. EX-OFFENDER OCCUPATIONAL LICENSING—HELP OR HINDRANCE. TEXAS CORRECTIONS ASSOCIATION. *TEXAS JOURNAL OF CORRECTIONS*, V 4, N 14 (MAY/JUNE 1978), P 9-13.

NCJ-47954

STATE LICENSING RESTRICTIONS POSE SIGNIFICANT BARRIERS TO THE EMPLOYMENT OF THE EX-OFFENDER. IN VIEW OF THE RELATION BETWEEN EMPLOYMENT AND RECIDIVISM, SUCH RESTRICTIONS ARE SELF-DEFEATING AND REQUIRE REMEDY. A STUDY BY THE AMERICAN BAR ASSOCIATION INDICATED THAT THERE ARE 1,948 SEPARATE STATUTORY PROVISIONS IN THE COUNTRY THAT AFFECT THE LICENSING OF INDIVIDUALS WITH A RECORD OF CONVICTION. WHILE THE LICENSING OF OCCUPATIONS MAY BE A SOUND AND NECESSARY PRACTICE FOR IMPROVING AND MAINTAINING THE QUALITY OF PROFESSIONAL SERVICE, IT IS NECESSARY THAT SUCH REQUIREMENTS BE FAIR AND EQUITABLE AND NOT TO AUTOMATICALLY DISCRIMINATE AGAINST ANY ONE CLASS OF INDIVIDUALS. THE IMPORTANCE OF THIS ISSUE FOR CORRECTIONS IS ILLUSTRATED BY THE FACT THAT MANY INSTITUTIONS TRAIN INMATES FOR VOCATIONAL SKILLS. FOR INSTANCE, BARBERING IS TAUGHT IN MANY INSTITUTIONS, YET BARBERING REQUIRES LICENSING IN 46 STATES. AN EXAMPLE OF THE IMPACT OF LICENSING RESTRICTIONS ON EX-OFFENDER EMPLOYABILITY CAN BE SEEN IN THE REGULA-

TIONS AND LAWS OF TEXAS. SUCH LAWS COVER 61 OCCUPATIONS FROM WHICH AN EX-OFFENDER MAY BE DISQUALIFIED. THE DISQUALIFYING PROVISIONS FALL INTO SIX GENERAL CATEGORIES: NEED FOR GOOD MORAL CHARACTER, SPECIFIC PROVISIONS AGAINST EX-OFFENDERS, REFUSAL OF LICENSE TO PERSONS OF QUESTIONABLE CHARACTER, NEED FOR BUSINESS INTEGRITY, REQUIREMENT OF GOOD CHARACTER AND REPUTATION, AND THE REQUIREMENT THAT THE APPLICANT NOT BE CONVICTED OF A FELONY. A NUMBER OF THESE REQUIREMENTS ARE BROAD, VAGUE, AND DENY LICENSING TO AN EX-OFFENDER REGARDLESS OF OFFENSE. SINCE MOST LICENSING DISABILITIES ARE LEGISLATIVELY OR ADMINISTRATIVELY IMPOSED, THE MOST EXPEDIENT SOLUTION TO THE PROBLEM WOULD BE BY LEGISLATION WHICH CLEARLY DEFINES LICENSING GUIDELINES. THE TEXAS STATE BAR HAS APPROVED A MODEL BILL WHICH SEEKS TO MODIFY BARRIERS TO EX-OFFENDER EMPLOYMENT BY PROPOSING THAT PRIOR CONVICTION NOT BE A GROUND FOR WITHHOLDING A LICENSE UNLESS THE CRIME RELATES DIRECTLY TO THE DUTIES AND RESPONSIBILITIES OF THE OCCUPATION. JUDICIAL ALTERNATIVE REMEDIES CAN BE FOUND IN THREE CONSTITUTIONAL PROVISIONS: THE DUE PROCESS CLAUSE, THE EQUAL PROTECTION CLAUSE, AND THE PROVISION AGAINST CRUEL AND UNUSUAL PUNISHMENT. A THIRD REMEDY IS THE ISSUANCE OF AN OPINION BY THE STATE ATTORNEY GENERAL DEFINING OPERATIONAL STANDARDS FOR DISQUALIFICATION. IN GENERAL, LEGISLATIVE REMEDIES ARE PROBABLY THE MOST EFFECTIVE. FOOTNOTES ARE INCLUDED.

- 112. J. GARRETT. SECOND CLASS CITIZENS—FOREVER?** UNIVERSITY OF IOWA SCHOOL OF SOCIAL WORK, NORTH HALL, IOWA CITY IA 52242. *IOWA JOURNAL OF SOCIAL WORK*, V 7, N 4, SPECIAL ISSUE (DECEMBER 1976), P 68-79. **NCJ-49386**

THE WIDESPREAD APPLICATION OF CIVIL DISABILITY STATUTES WHICH STRIP EX-OFFENDERS OF A VARIETY OF RIGHTS, THE COMPLEX PROBLEMS SURROUNDING RESTORATION OF RIGHTS, AND THE NEED FOR REFORM ARE DISCUSSED. THE PROBLEM OF CIVIL DISABILITIES HAS BEEN GENERALLY IGNORED BY THE LEGAL PROFESSION AND MOST CONVICTED. PERSONS KNOW LITTLE ABOUT THE RIGHTS THEY WILL LOSE AS A RESULT OF BEING CONVICTED. THESE CAN INCLUDE THE RIGHT TO VOTE, THE RIGHT TO RECEIVE AN OCCUPATIONAL LICENSE, THE RIGHT TO SERVE ON A JURY, OR THE RIGHT TO SERVE AS EXECUTOR OF AN ESTATE. IN FACT, THERE IS STRONG REASON TO BELIEVE THAT MOST CIVIL DISABILITY STATUTES ARE UNCONSTITUTIONAL BECAUSE THEIR WORDING IS VAGUE, THEY STRIP A PERSON OF RIGHTS WITHOUT CLEAR NOTIFICATION, AND THEY OFTEN BEAR LITTLE RELATIONSHIP TO THE PROTECTION OF SOCIETY. PROCEDURES FOR RESTORATION OF RIGHTS ARE SO EXTREMELY COMPLEX AND THE EX-OFFENDER OFTEN IS UNABLE TO TRAVEL THE REQUIRED LEGAL MAZE. THE HISTORY OF THE COMMON LAW CONCEPTS OF 'CIVIL DEATH,' 'FORFEITURE,' AND 'CORRUPTION OF THE BLOOD' IS TRACED. ALL WERE PART OF THE ENGLISH SYSTEM OF 'ATTAINER,' WHICH WAS LATER SPECIFICALLY PROHIBITED IN THE U.S. CONSTITUTION. HOWEVER, STATE CIVIL DISABILITY STATUTES KEEP THESE CONCEPTS ALIVE. REFORM IS URGED. THE STATUTES OF HAWAII AND NEW HAMPSHIRE ARE CITED AS MODELS. BOTH STATES HAVE ADOPTED THE UNIFORM ACT ON THE STATUS OF CONVICTED OFFENDERS PREPARED BY A COMMITTEE OF THE COUNCIL OF STATE GOVERNMENTS. THIS ESSENTIALLY RESTORES ALL RIGHTS LOST BY THE OFFENDER AS THE RESULT OF CONVICTION AFTER FINAL DISCHARGE. SUCH LEGISLATION IS CALLED AN AID TO REHABILITATION AND A BETTER PROTECTION FOR SOCIETY, THAN THE CURRENT CONFUSING SYSTEM OF CIVIL DISABILITIES, WHICH HINDERS THE EX-OFFENDERS' RESUMPTION OF A USEFUL ROLE IN SOCIETY. FOOTNOTES ARE PROVIDED.

- 113. J. W. HUNT and J. E. BOWERS. LAWS, LICENSES AND THE OFFENDER'S RIGHT TO WORK—A STUDY OF STATE LAWS RESTRICTING THE OCCUPATIONAL LICENSING OF FORMER OFFENDERS.** AMERICAN BAR ASSOCIATION, 1800 M STREET, NW, WASHINGTON DC 20036. 84 p. 1973. **NCJ-10545**

STUDY OF THE LICENSING RESTRICTIONS THAT PRESENT OBSTACLES TO EMPLOYMENT OF THE EX-OFFENDER, AND ACTIONS RECOMMENDED TO MODIFY THESE RESTRICTIONS. THIS VOLUME CONTAINS FINDINGS OF A STATE-BY-STATE STUDY OF THE LAWS WHICH RESTRICT THE LICENSING OF FORMER OFFENDERS IN THE MOST COMMON OCCUPATIONS. THE STUDY WAS PROMPTED BY A RECOGNITION THAT, ALTHOUGH UNEMPLOYMENT IS A CHIEF CAUSE OF RECIDIVISM IN ADULT OFFENDERS, THE UNEMPLOYMENT RATE OF EX-OFFENDERS FAR EXCEEDS THAT OF OTHER PERSONS IN THE LABOR MARKET. EX-OFFENDERS ARE BARRED FROM JOBS FOR A VARIETY OF REASONS, ONLY ONE OF WHICH IS STATUTORY RESTRICTION. THE AUTHORS FEEL, HOWEVER, THAT EFFORTS AT REMEDIAL EDUCATION, VOCATIONAL TRAINING AND JOB PLACEMENT WILL BE FRUITLESS UNLESS UNREASONABLE LEGAL BARRIERS ARE REMOVED. STATUTORY PROVISIONS USED TO DENY OCCUPATIONAL LICENSES TO EX-OFFENDERS TAKE THREE FORMS—THOSE WHICH SPECIFICALLY REFER TO CRIMINAL OFFENSES AS GROUNDS FOR DENIAL, THOSE REQUIRING THAT THE APPLICANT POSSESS 'GOOD MORAL CHARACTER,' AND THOSE WHICH BAR LICENSING BECAUSE OF CRIMES OF 'MORAL TURPITUDE.' A TOTAL OF 1,948 DIFFERENT PROVISIONS WHICH LIMIT EX-OFFENDERS' EMPLOYMENT OPPORTUNITIES, DUE TO ONE OR MORE OF THESE RESTRICTIONS, ARE DISCLOSED BY THE SURVEY. SOME OF THE OCCUPATIONS IN WHICH MOST INDIVIDUALS ARE RESTRICTED INCLUDE BARBERING, COSMETOLOGY/BEAUTICIAN, PRACTICAL NURSING, PLUMBING, EMPLOYMENT IN ESTABLISHMENTS WHERE ALCOHOL IS CONSUMED, AND PROFESSIONAL OCCUPATIONS. SOME COURTS HAVE STRUCK DOWN THOSE RESTRICTIONS WHICH ARE UNREASONABLE AND UNRELATED TO JOB PERFORMANCE OR WHICH CONTRAVENE CONSTITUTIONAL SAFEGUARDS. CALIFORNIA, FLORIDA AND WASHINGTON STATUTES REMOVING RESTRICTIONS ON LICENSING AND A STATE TABLE OF STATUTORY CONDITIONS RELATIVE TO SEVERAL HUNDRED LICENSED OCCUPATIONS ARE IN THE APPENDIX.

Sponsoring Agency: US DEPARTMENT OF LABOR MANPOWER ADMINISTRATION, WASHINGTON DC 20210.

Availability: AMERICAN BAR ASSOCIATION, 1800 M STREET, NW, WASHINGTON DC 20036.

- 114. J. W. HUNT and J. E. BOWERS. GUIDE TO LEGISLATIVE ACTION—A REVIEW OF STRATEGIES TO REMOVE STATUTORY RESTRICTIONS ON OFFENDER JOB OPPORTUNITIES.** AMERICAN BAR ASSOCIATION, 1800 M STREET, NW, WASHINGTON DC 20036. 15 p. 1975. **NCJ-18213**

MONOGRAPH WHICH OFFERS GUIDANCE ON TECHNIQUES FOR SUCCESSFUL LEGISLATIVE CHANGE AT THE STATE LEVEL IN THE REMOVAL OF UNREASONABLE JOB BARRIERS IMPOSED ON EX-OFFENDERS BY STATE STATUTES AND CODES. PART ONE OF THE MONOGRAPH OUTLINES THE GENERAL ELEMENTS OF THE LEGISLATIVE PROCESS AND SUMMARIZES STRATEGIC CONSIDERATIONS OF WHICH REFORM PROPONENTS SHOULD BE AWARE. PART TWO TRACES IN DETAIL THE SPECIFIC AND DIFFERING KINDS OF INITIATIVES USED IN THE STATES OF FLORIDA, WASHINGTON, CALIFORNIA AND CONNECTICUT TO ACHIEVE LEGISLATIVE SUCCESS IN REMOVING STATUTORY EMPLOYMENT BARRIERS. SOME OF THE PRACTICAL CONSIDERATIONS MENTIONED IN THESE EXPERIENCES INCLUDE: THE SELECTION OF A COMMITTEE TO CONSIDER THE BILL; WHETHER TO INTRODUCE THE MEASURE IN ONE HOUSE OR BOTH SIMULTANEOUSLY; THE EXTENT TO WHICH THE BILL SHOULD BE PUBLICIZED; AND THE TYPE OF ORGANIZATIONS THAT HELPED TO SUPPORT THE BILL. THE LEGISLATIVE ACTION HAS USUALLY DEALT WITH PUBLIC EMPLOYMENT (CIVIL SERVICE) RESTRICTIONS ALONG WITH OCCUPATIONAL LICENSING BARRIERS. THROUGHOUT, THE DISCUSSION

SION DWELLS ON PROCEDURAL RATHER THAN SUBSTANTIVE ASPECTS OF LEGISLATIVE ACTION. (AUTHOR ABSTRACT)

Sponsoring Agency: US DEPARTMENT OF LABOR MANPOWER ADMINISTRATION, WASHINGTON DC 20210.

Availability: AMERICAN BAR ASSOCIATION, 1800 M STREET, NW, WASHINGTON DC 20036; NCJRS MICROFICHE PROGRAM.

115. H. ITZKOWITZ and L. OLDAK. **RESTORING THE EX-OFFENDER'S RIGHT TO VOTE—BACKGROUND AND DEVELOPMENTS.** AMERICAN BAR ASSOCIATION, 1800 M STREET, NW, WASHINGTON DC 20036. *AMERICAN CRIMINAL LAW REVIEW*, V 11, N 3 (SPRING 1973), P 721-770. NCJ-11220

HISTORY OF CIVIL DISABILITIES, THEIR EVALUATION IN LIGHT OF CONTEMPORARY PUNISHMENT THEORIES, AND A REVIEW OF RECENT JUDICIAL AND LEGISLATIVE ACTIVITY IN THIS AREA. THE DEVELOPMENT AND USE OF DISENFRANCHISEMENT IN ANCIENT GREECE AND ROME IS TRACED THROUGH THE INCORPORATION OF CIVIL DISABILITIES INTO COLONIAL AMERICAN LAW. FOUR MODERN THEORIES OF PUNISHMENT—REHABILITATION, RETRIBUTION, DETERRENCE, AND INCAPACITATION OF THE OFFENDER—ARE EXAMINED AND FOUND TO BE INADEQUATELY SERVED BY DISENFRANCHISEMENT. THE PRACTICES OF ALL FIFTY STATES AND THE DISTRICT OF COLUMBIA ARE REVIEWED IN BOTH NARRATIVE AND TABULAR FORM. FINALLY, IT IS POINTED OUT THAT RECENT COURT DECISIONS INTIMATE THAT VOTING RIGHTS ARE THE SUBJECT OF SPECIAL SCRUTINY AND THAT THE NECESSARY DEMONSTRABLE CONNECTION BETWEEN DEPRIVATION OF THESE RIGHTS AND STATE INTEREST MAY NOT BE SATISFIED BY THE IMPOSITION OF CIVIL DISABILITY ON EX-OFFENDERS.

116. T. KLINE. **EX-CONVICT CIVIL DISABILITIES—AN ANALYSIS OF BERGANSKY V STATE OF NEW YORK LIQUOR AUTHORITY.** WARREN, GORHAM AND LAMONT, INC, 210 SOUTH STREET, BOSTON MA 02111. *CRIMINAL LAW BULLETIN*, V 11, N 1 (JANUARY-FEBRUARY 1975), P 29-47. NCJ-16281

REVIEW OF A 1973 NEW YORK CASE INVOLVING AN EX-FELON WHO WAS DENIED PERMISSION TO WORK AT A RESTAURANT LICENSED TO SERVE LIQUOR AND A COMPARISON TO OTHER AREAS OF ADMINISTRATIVE LAW. THE NEW YORK COURT OF APPEALS ALLOWED AN ADMINISTRATIVE AGENCY TO APPLY AN IRREFUTABLE PRESUMPTION THAT THE PETITIONER—A MAN WITH AN EXTENSIVE AND RECENT CRIMINAL HISTORY—WAS NOT ENTITLED TO A HEARING ON THE ISSUE OF HIS REHABILITATION. ADDITIONALLY, THE COURT FAILED TO RESPOND TO BERGANSKY'S CLAIM THAT THE CRIMES HE COMMITTED WERE UNRELATED TO THE JOB HE SOUGHT. HOWEVER, THE COURT IMPLIED THAT THE AGENCY DID NOT HAVE TOTAL DISCRETION AND ON DIFFERENT FACTS IT MIGHT HAVE AN INCREASED DUTY TO INQUIRE INTO THE REHABILITATION OF THE APPLICANT. THE AUTHOR NOTES THAT THE SUPREME COURT DEALT WITH THE ANALOGOUS ISSUE OF A DENIAL OF A STATE LICENSE TO PRACTICE LAW AND FOUND THAT EVIDENCE OF RECENT REHABILITATION MUST BE CONSIDERED AND THAT RESTRICTIONS MUST BE RATIONALLY RELATED TO THE OCCUPATION COVERED BY THE LICENSE. THE AUTHOR SUGGESTS THAT THROUGH THE UTILIZATION OF A JOB-RELATEDNESS APPROACH, A BALANCE CAN BE SOUGHT BETWEEN THE GOALS IMPLICIT IN A LICENSING REQUIREMENT ON THE ONE HAND (THAT PEOPLE PERFORMING SENSITIVE JOBS BE UNQUESTIONABLY QUALIFIED TO PERFORM THEM), AND THE FACILITATION OF THE REHABILITATION AND THE REENTRY INTO SOCIETY OF THE EX-CONVICT ON THE OTHER. (AUTHOR ABSTRACT MODIFIED)

117. T. LARKIN. **REMOVING THE EX-OFFENDERS' CATCH-22.** AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION, 1607 NEW HAMPSHIRE AVENUE, N W, WASHINGTON DC 20009. *JOURNAL OF EMPLOYMENT COUNSELING*, V 12, N 3 (SEPTEMBER 1975), P 126-131. NCJ-46478

STATE LICENSING RESTRICTIONS PLACED ON EX-OFFENDERS ARE DISCUSSED, AND THE WORK OF THE NATIONAL CLEARING-

HOUSE ON OFFENDER EMPLOYMENT RESTRICTIONS IS REVIEWED. A NUMBER OF STATES HAVE LICENSING AND EMPLOYMENT RESTRICTIONS WHICH PLACE OFFENDERS IN A 'CATCH-22' SITUATION—THEIR OFFENDER STATUS PREVENTS THEM FROM FINDING EMPLOYMENT, AND THEIR LACK OF EMPLOYMENT PREVENTS THEM FROM BEING ELIGIBLE FOR AN EARLY OR WORK RELEASE. THE IMPACT OF SUCH RESTRICTIONS ON THE 10 MILLION INDIVIDUALS ARRESTED ANNUALLY AND FOR THE 1.8 MILLION WITHIN THE CORRECTIONS SYSTEM ON ANY GIVEN DAY ARE ENORMOUS. SUCH RESTRICTIONS ARE OFTEN RESPONSIBLE FOR UNEMPLOYMENT AMONG EX-OFFENDERS, AND UNEMPLOYMENT IS ASSOCIATED WITH RECIDIVISM. IN 1971, THE MANPOWER ADMINISTRATION CONTRACTED WITH THE AMERICAN BAR ASSOCIATION TO ESTABLISH THE CLEARINGHOUSE. A SURVEY OF STATE LEGISLATIVE CODES AFFECTING THE LICENSING OF EX-OFFENDERS REVEALED THE EXISTENCE OF 1,948 STATUTORY PROVISIONS AFFECTING OVER 300 OCCUPATIONS, MOSTLY IN THE SERVICE INDUSTRIES AND GOVERNMENT. THE RATIONALES BEHIND MANY OF THESE RESTRICTIONS ARE OBSCURE. FOR EXAMPLE, MANY STATES REQUIRE GOOD MORAL CHARACTER FOR SUCH JOBS AS SEPTIC TANK CLEANING OR LIMBURGER CHEESEMAKING, WHILE OF ALL THE STATES ONLY NEW YORK PROHIBITS EX-OFFENDERS OPENING A GUN STORE. AN ANALYSIS OF EMPLOYMENT PROHIBITIONS INDICATES THAT THEY GENERALLY TAKE ONE OF THREE FORMS: SPECIFIC REFERENCE TO CRIMINAL OFFENSES SUCH AS FELONY CONVICTION; A MORAL CHARACTER REQUIREMENT; OR DENIAL OF A LICENSE BECAUSE OF OFFENSES INVOLVING MORAL TURPITUDE. THE CLEARINGHOUSE IS ENGAGED IN TAKING ACTION AGAINST THESE THREE TYPES OF PROHIBITION. ONE CLEARINGHOUSE PUBLICATION INCLUDES A MODEL LICENSING STATUTE WHICH PROVIDES FOR AUTOMATIC RESTORATION OF LICENSING RIGHTS TO EX-OFFENDERS AND OTHER ACTION TOOLS FOR USE BY LEGISLATURES, GOVERNORS, AND ATTORNEYS GENERAL. ANOTHER CLEARINGHOUSE PUBLICATION, A 'GUIDE TO LEGISLATIVE ACTION,' EXAMINES THE LEGISLATIVE PROCESS IN SEVERAL STATES THAT HAVE ENACTED LAWS REMOVING EX-OFFENDER EMPLOYMENT RESTRICTIONS. ANOTHER IS A COMPILATION OF FEDERAL CONSTITUTIONAL PROVISIONS AND RELATED DECISIONS AND PRECEDENTS SUPPORTING CHALLENGES OF STATE LICENSING RESTRICTIONS. THE CLEARINGHOUSE ENGAGES IN A NUMBER OF ADDITIONAL ADVOCACY ACTIVITIES, INCLUDING THE DISSEMINATION OF INFORMATION THROUGH WORKSHOPS AND CONFERENCES, CONSULTATIVE SERVICES TO CONCERNED GROUPS, AND LEGISLATIVE TESTIMONY. AS A RESULT OF SUCH ACTIVITIES, OVER ONE-THIRD OF THE STATES HAVE PASSED REMEDIAL LEGISLATION OR REGULATIONS. THROUGH ITS WORK, THE CLEARINGHOUSE IS HELPING TO REMOVE SELF-DEFEATING STATE BARRIERS TO PRISONER REHABILITATION.

118. H. S. MILLER. **CLOSED DOOR—THE EFFECT OF A CRIMINAL RECORD ON EMPLOYMENT WITH STATE AND LOCAL PUBLIC AGENCIES.** GEORGETOWN UNIVERSITY INSTITUTE OF CRIMINAL LAW AND PROCEDURE, 600 NEW JERSEY AVENUE, NW, WASHINGTON DC 20001. 252 p. 1972. NCJ-08985

SURVEY OF STATE AND LOCAL GOVERNMENT STATUTORY PROVISIONS AND POLICIES ON EX-OFFENDER EMPLOYMENT. A SURVEY OF STATE AND LOCAL JURISDICTIONS WAS MADE TO DETERMINE STATUTORY PROVISIONS AND POLICIES ON EX-OFFENDER EMPLOYMENT, WITH EMPHASIS ON THE CIVIL SERVICE AT THE STATE AND LOCAL LEVELS. NUMEROUS LEGAL, ADMINISTRATIVE, AND CUSTOMARY OBSTACLES WERE FOUND TO EXIST REGARDING THE EMPLOYMENT OF PERSONS HAVING ANY KIND OF CRIMINAL RECORD, INCLUDING JUVENILE RECORDS WHICH ARE SUPPOSEDLY CONFIDENTIAL. AN ARREST RECORD NOT FOLLOWED BY A CONVICTION WAS DISCOVERED TO BE A BAR TO EMPLOYMENT AT TIMES. THE RESEARCH ALSO COVERED THE FOLLOWING AREAS EMPLOYER INQUIRIES AND THE CONFIDENTIALITY OF JUVENILE RECORDS, JOB APPLICATION FORMS REQUESTING INFORMATION ABOUT CRIMINAL RECORDS, ANNUL-

MENT AND EXPUNGEMENT STATUTES, AND CIVIL SERVICE PROCEDURES AND EDUCATIONAL REQUIREMENTS FOR HIRING EX-OFFENDERS. THE RESEARCHERS CONCLUDED THAT EXISTING STATUTES FOR ANNULING AND EXPUNGING CRIMINAL RECORDS ARE INADEQUATE AND OFFER SEVERAL RECOMMENDATIONS INCLUDING MODEL STATE LAWS TO REMEDY THESE AND OTHER DEFICIENCIES THAT WERE DISCOVERED. APPENDED MATERIAL INCLUDES CHARTS SHOWING THE STATUS OF JUVENILE STATUTES, CIVIL SERVICE STATUTES, LICENSING RESTRICTIONS, AND EXPUNGEMENT STATUTES IN THE VARIOUS STATES. THE FINDINGS AND RECOMMENDATIONS OF THIS REPORT WILL BE OF INTEREST TO STATE AND LOCAL ADMINISTRATORS IN CHARGE OF PERSONNEL SELECTION, AS WELL AS THOSE WORKING WITH EX-OFFENDERS.

Sponsoring Agency: US DEPARTMENT OF LABOR MANPOWER ADMINISTRATION, WASHINGTON DC 20210.

Availability: NTIS. Accession No. PB 207 680.

119. N. MILLER. ARTIFICIAL BARRIERS TO EMPLOYMENT OF CRIMINAL OFFENDERS. 82 p. 1975.

NCJ-40285

THIS ARTICLE PRESENTS ALTERNATIVES UNDER TITLE III OF THE COMPREHENSIVE EMPLOYMENT TRAINING ACT (CETA) FOR THE U.S. DEPARTMENT OF LABOR (DOL) TO USE IN BREAKING DOWN ARTIFICIAL BARRIERS TO EX-OFFENDER EMPLOYMENT. A DESCRIPTION AND ANALYSIS IS GIVEN OF THE ARTIFICIAL BARRIERS TO EMPLOYMENT FACING THE OFFENDER. IT IS SHOWN THAT MUCH OF THE INFORMATION PROVIDED BY ARREST RECORDS IS IRRELEVANT AND IMPROPERLY USED. THE SUITABILITY OF THE APPLICANT CAN BE DETERMINED BY THE USE OF MORE RELEVANT INFORMATION SUCH AS HIS/HER WORK HISTORY. IT IS CONCLUDED THAT THERE ARE TWO AREAS IN WHICH DISCRIMINATION OF THIS SORT CAN BE FOUGHT: BY CHANGING EMPLOYERS' BELIEFS IN THE RELEVANCY OF CRIMINAL RECORDS, AND BY LIMITING THE AVAILABILITY OF CRIMINAL RECORDS TO EMPLOYERS. NUMEROUS RECOMMENDATIONS ARE MADE FOR ACTION BY THE DOL THROUGH THE PUBLIC EMPLOYMENT PROGRAM UNDER CETA, THROUGH COORDINATION OF OTHER DOL ACTIVITIES SUCH AS JOB COPS AND BUREAU OF APPRENTICE SHIP AND TRAINING, THROUGH WORK WITH OTHER FEDERAL AGENCIES TO INCREASE ACCESS TO FEDERAL CIVIL SERVICE EMPLOYMENT, STATE AND LOCAL GOVERNMENT EMPLOYMENT AND PRIVATE SECTOR EMPLOYMENT UNDER THEIR JURISDICTIONS. THE DOL SHOULD CONTINUE EFFORTS TO ENCOURAGE REPEAL OF STATE AND LOCAL GOVERNMENTAL BARRIERS TO OFFENDER EMPLOYMENT, TO INFORM EMPLOYERS OF THE ILLEGALITY OF PRESENT BARRIER PRACTICES. IT SHOULD ALSO WORK WITH THE CRIMINAL JUSTICE SYSTEM FOR THE DEVELOPMENT OF NEW MANPOWER LINKED CRIMINAL JUSTICE MODELS, AND TO LINK MANPOWER SERVICES WITH BAIL AGENCIES OR PROBATION. FURTHER RESEARCH SHOULD ALSO BE DONE ON EMPLOYER DISCRIMINATION. (AUTHOR ABSTRACT)

Sponsoring Agency: US DEPARTMENT OF LABOR.

Availability: NTIS Accession No. PB 256 654 (Microfiche); NCJRS MICROFICHE PROGRAM.

120. NATIONAL CLEARINGHOUSE ON OFFENDER EMPLOYMENT RESTRICTIONS—FINAL REPORT. 31 p. 1976.

NCJ-43328

OPERATIONAL STRATEGY USED TO REMOVE LEGISLATIVE AND REGULATORY BARRIERS TO EMPLOYMENT FOR EX-OFFENDERS IS DETAILED; ALSO NOTED THE 21 STATES IN WHICH EFFECTIVE ACTION HAS BEEN ACHIEVED AND STATUS IN REMAINING STATES. THE NATIONAL CLEARINGHOUSE ON OFFENDER EMPLOYMENT RESTRICTIONS, A PROJECT SPONSORED JOINTLY BY THE COMMISSION ON CORRECTIONAL FACILITIES AND SERVICES AND THE SECTION OF CRIMINAL JUSTICE, BOTH OF THE AMERICAN BAR ASSOCIATION, HAD FOUR GOALS: (1) TO GATHER INFORMATION RELATING TO EMPLOYMENT PROBLEMS OF EX-OFFENDERS AND DISTRIBUTE IT; (2) TO CONDUCT A SEARCH OF STATE LAWS RESTRICTING OCCUPATIONAL LICENSING OF

FORMER OFFENDERS; (3) TO CONDUCT WORKSHOPS DEALING WITH SUCH JOB RESTRICTIONS; AND (4) TO PROVIDE CONSULTATIVE SERVICES TO ASSIST IN REMOVAL OF SUCH RESTRICTIONS. AS A RESULT OF ITS ACTIVITIES AND PUBLICATIONS, BRIEFLY SUMMARIZED IN THIS REPORT, AND (AFFIRMATIVE EXECUTIVE ACTIONS TAKEN) FEDERAL REPEAL OF AN ORDER FORBIDDING EMPLOYMENT OF WORK RELEASEES BY FEDERAL CONTRACTORS. STATUTORY RESTRICTIONS ON THE EMPLOYMENT OF EX-OFFENDERS HAVE BEEN REMOVED IN 21 STATES: ARKANSAS, CALIFORNIA, COLORADO, CONNECTICUT, FLORIDA, HAWAII, ILLINOIS, INDIANA, IOWA, KANSAS, MAINE, MARYLAND, MICHIGAN, MINNESOTA, MONTANA, NEW JERSEY, NEW MEXICO, OHIO, OREGON, RHODE ISLAND, AND WASHINGTON. STATUS OF BILLS OR EXECUTIVE ORDERS IN THE REMAINING STATES IS SUMMARIZED. A SURVEY OF IMPLEMENTATION OF THE NEW, NONRESTRICTIVE LAWS SHOWS THAT THEY HAVE HAD THE GREATEST IMPACT IN STATES WHERE LICENSING BOARDS ARE UNDER A SINGLE AGENCY OR WHERE A SINGLE UNIT IN THE ATTORNEY GENERAL'S OFFICE RULES ON BOARD DECISIONS. CONVERSELY, WHEN BOARD CONTROL IS SCATTERED AMONG A NUMBER OF STATE AGENCIES, LICENSING DECISIONS APPEAR TO CONTINUE WITHOUT ANYONE'S AWARENESS OF THE CHANGE. NOTIFICATION BY STATE OFFICIALS AND PRISONER RIGHTS GROUPS TO FORMER FELONS IS SPOTTY, DEPENDING UPON THE INITIATIVE OF INTERESTED INDIVIDUALS. DATA ON ENFORCEMENT OF NEW LAWS ARE HARD TO EXTRACT FROM APPLICATION FILES. ALMOST EVERY STATE THAT HAS TAKEN REMEDIAL ACTION HAS HAD PROBLEMS WITH THE DEFINITION 'DIRECT RELATIONSHIP;' A PROVISION IN THE LAWS STATES THAT THE FORMER OFFENDER NOT BE BARRED FROM A LICENSE OR PUBLIC EMPLOYMENT UNLESS IT IS SHOWN THAT THERE IS A DIRECT RELATIONSHIP BETWEEN OFFENSE COMMITTED AND JOB OR LICENSE SOUGHT. ALL INTERVIEWED FELT THE COMMITTEE'S EFFORTS HAD CHANGED ATTITUDES TOWARD THE FORMER OFFENDER AND WOULD HAVE LONG-RUN BENEFITS.

Sponsoring Agencies: US DEPARTMENT OF LABOR EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON DC 20212; AMERICAN BAR ASSOCIATION, 1800 M STREET, NW, WASHINGTON DC 20036.

Availability: NTIS.

121. A. NUSSBAUM. SECOND CHANCE—AMNESTY FOR THE FIRST OFFENDER. 285 p. 1974.

NCJ-19159

A DISCUSSION OF THE UNINTENDED 'HIDDEN PUNISHMENTS' INFLECTED BY SOCIETY ON THE REHABILITATED FIRST OFFENDER, WITH A REVIEW OF AMNESTY PROPOSALS AND AMNESTY PROGRAMS THAT HAVE BEEN LEGISLATIVELY ENACTED. THE AUTHOR REVIEWS THE MANY SECONDARY EFFECTS THAT A CRIMINAL CONVICTION MAY BRING. POSSIBLE JOB LOSSES LOSS OF MANY CIVIL RIGHTS, LOSS OF LICENSES, AND RESTRICTION OF ENTRY INTO CERTAIN PROFESSIONS ARE STATED TO BE ONLY A FEW OF THESE SECONDARY PUNISHMENTS. SEVERAL CASE HISTORIES IN WHICH A REHABILITATED FIRST OFFENDER SUFFERED UNNECESSARILY AS A RESULT OF A PAST CONVICTION ARE PRESENTED. THE AUTHOR ALSO DETAILS THE POSSIBLE CONNECTION BETWEEN RECIDIVISM AND THE SECONDARY PUNISHMENTS THAT THE FIRST OFFENDER MUST FACE. A PROGRAM IS PROPOSED IN WHICH THE FIRST OFFENDER WOULD BE ALLOWED AMNESTY AFTER THE PRECONDITION OF LAWFUL PUNISHMENT HAD BEEN FULFILLED AND AFTER COMPLETION OF A FIXED PROBATIONARY PERIOD FOLLOWING THE TERMINATION OF THE SENTENCE—FIVE YEARS FOR A FELONY, THREE YEARS FOR A MISDEMEANOR, AND ONE YEAR FOR A MINOR OFFENSE. A MODEL AMNESTY BILL IS APPENDED.

Availability: HAWTHORN BOOKS, 260 MADISON AVENUE, NEW YORK NY 10016.

122. R. PLOTKIN. CONSTITUTIONAL CHALLENGES TO EMPLOYMENT DISABILITY STATUTES. AMERICAN BAR ASSOCIATION, 1800 M STREET, NW, WASHINGTON DC 20036.

18 p. NCJ-18330

EXAMINATION OF THE LEGAL BASES FOR SUPREME COURT DECISIONS LIMITING THE AUTHORITY OF A GOVERNMENT AGENCY TO IMPOSE ARBITRARY JOB RESTRICTIONS FOR EX-OFFENDERS. CITED ARE NUMEROUS JUDICIAL DECISIONS WHICH CHALLENGE CIVIL DISABILITY LAWS ON THE BASIS OF THE FOURTEENTH AMENDMENT'S DUE PROCESS AND EQUAL PROTECTION CLAUSES, AND THE EIGHTH AMENDMENT BAN AGAINST CRUEL AND UNUSUAL PUNISHMENT.

Sponsoring Agency: US DEPARTMENT OF LABOR MANPOWER ADMINISTRATION, WASHINGTON DC 20210.

Availability: NCJRS MICROFICHE PROGRAM.

123. **M. G. PRITCHARD. AUTOMOBILE INSURANCE AND THE EX-OFFENDER—THE EFFECT OF CRIMINAL RECORDS ON INSURANCE DECISIONS IN WISCONSIN.** CENTER FOR PUBLIC REPRESENTATION, INC, 520 UNIVERSITY AVENUE, MADISON WI 53703. 43 p. 1975. **NCJ-31343**

THE TEN LARGEST INSURANCE COMPANIES IN WISCONSIN, A SAMPLE OF INDEPENDENT AGENTS AND A SAMPLE OF EX-OFFENDERS WERE SURVEYED ON THE PRACTICE OF AND EXPERIENCE WITH EX-OFFENDER AUTOMOBILE INSURANCE. THE SURVEY INDICATES THAT SEVEN OF THE TOP TEN AUTO INSURANCE WRITERS IN WISCONSIN DISCRIMINATE IN SOME MANNER AGAINST INDIVIDUALS WITH CRIMINAL RECORDS. AN EXTENDED INQUIRY WAS ABLE TO FIND NO CREDIBLE, STATISTICAL JUSTIFICATION FOR THESE DISCRIMINATORY PRACTICES EITHER IN THE PREMIUM/LOSS EXPERIENCE OF THE INSURANCE COMPANIES OR IN THE BODY OF SOCIAL SCIENCE RESEARCH ON DRIVING BEHAVIOR. THE INCIDENCE OF THIS DISCRIMINATION APPARENTLY FALLS MOST HEAVILY ON THOSE CONVICTED OF MORE SERIOUS OFFENSES RATHER THAN THOSE WITH ONLY ARREST AND/OR MISDEMEANOR CONVICTION RECORDS. THE APPLICATION OF THIS BIAS IN MOST INSTANCES APPEARS TO BE ON AN ERRATIC, HIT OR MISS BASIS DUE TO THE VARYING POLICIES FOLLOWED BY DIFFERENT COMPANIES AND THE DIFFICULTY CONFRONTING INSURERS IN OBTAINING RELIABLE CRIMINAL RECORD INFORMATION. THE AUTHORS CONCLUDED THAT THIS PATTERN OF DISCRIMINATION HAS A SERIES OF NEGATIVE IMPACTS BOTH IN TERMS OF THE INDIVIDUAL EX-OFFENDER AND FOR THE SOCIETY AS A WHOLE; AND THERE IS A LACK OF INFORMATION AMONG OFFENDERS, AND THOSE WHO ADVISE THEM WITH RESPECT TO THE VARIATION IN RATES AND UNDERWRITING POLICIES REGARDING EX-OFFENDERS AMONG THE DIFFERENT COMPANIES; ALSO, THAT THIS LACK OF INFORMATION EXTENDS IN SOME INSTANCES TO THOSE SELLING INSURANCE. (AUTHOR ABSTRACT)

124. **RCA INSTITUTES, INC. INVISIBLE PRISON—AN ANALYSIS OF BARRIERS TO INMATE TRAINING AND POST-RELEASE EMPLOYMENT IN NEW YORK AND MAINE.** 233 p. 1972. **NCJ-10843**

REVIEW OF NEW YORK AND MAINE PRACTICES TO IDENTIFY BARRIERS TO TRAINING AND EMPLOYMENT FOR INMATES AND EX-INMATES. THE OBJECTIVE OF THE STUDY WAS TO IDENTIFY AND ANALYZE PRACTICES AND PROCEDURES, RULES AND REGULATIONS, AND PUBLIC LAWS WHICH HINDER OR PREVENT INMATE TRAINING AND POST-RELEASE EMPLOYMENT AND TO RECOMMEND MODIFICATIONS. VISITS WERE MADE TO TEN CORRECTIONAL INSTITUTIONS IN NEW YORK AND MAINE AND INTERVIEWS WERE HELD WITH CORRECTIONS PERSONNEL, PAROLE OFFICERS, INMATES, AND EX-INMATES. RESEARCH OF LEGISLATION WAS CONDUCTED IN BOTH STATES AND SURVEYS WERE MADE OF POLICIES AND PRACTICES OF STATE LICENSING AND CERTIFICATION BOARDS AND MAJOR PRIVATE EMPLOYERS. SIXTY-SIX RECOMMENDATIONS WERE MADE IN THE AREAS OF INSTITUTIONAL OPERATION, TRAINING PROGRAMS, EMPLOYMENT, PAROLE AND AFTERCARE. MANY OF THE RECOMMENDATIONS ARE DIRECTED SPECIFICALLY AT THE STATES OF NEW YORK AND MAINE BUT OTHER STATES WITH EQUIVALENT RESTRICTIONS

ON THE EMPLOYMENT AND TREATMENT OF OFFENDERS WILL FIND THEM APPLICABLE. (AUTHOR ABSTRACT MODIFIED)

Sponsoring Agency: US DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, 330 INDEPENDENCE AVENUE, SW, WASHINGTON DC 20201.

Availability: NTIS. Accession No. PB 223 875/AS.

125. **R. D. SCHWARTZ and J. H. SKOLNICK. TWO STUDIES OF LEGAL STIGMA (FROM CRIME AND DELINQUENCY, A READER, 1970 BY CARL A BERSANI—SEE NCJ-006248).** MACMILLAN, 866 THIRD AVENUE, NEW YORK NY 10022. 8 p. 1962. **NCJ-10214**

A COMPARISON OF OCCUPATIONAL HARM AS RESULT OF A CRIMINAL COURT RECORD ON UNSKILLED WORKERS AND OF A MEDICAL MALPRACTICE SUIT ON DOCTORS. WHILE THE EXISTENCE OF A CRIMINAL RECORD CAUSED SUBSTANTIAL OCCUPATIONAL HARM TO UNSKILLED WORKERS, THE MALPRACTICE SUITS DID NOT DO WIDESPREAD OCCUPATIONAL DAMAGE TO THE DOCTORS INVOLVED. SEVERAL EXPLANATIONS ARE OFFERED TO CLARIFY THIS DISPARITY. ONE POSSIBLE EXPLANATION IS THAT DIVERSE MOTIVES OPERATED TO DISTORT THE REPORTS OF DOCTORS, WHILE THE INTERVIEW METHOD DID NOT ALLOW DISTORTION ON THE PART OF THE UNSKILLED WORKERS. ANOTHER FACTOR MAY BE THE FACT THAT ALL POTENTIAL EMPLOYERS KNEW OF THE WORKERS CRIMINAL RECORD WHEREAS FEW PATIENTS KNEW ANYTHING ABOUT THE MALPRACTICE SUITS IN WHICH THE DOCTORS WERE INVOLVED.

Supplemental Notes: REPRINTED FROM SOCIAL PROBLEMS, V 10, N 2 (FALL 1962), P 133-140.

126. **R. R. SMITH and W. O. JENKINS. BONDING ASSISTANCE—A DEMONSTRATION PROJECT IN PRISONER TRAINING PROGRAMS—FINAL REPORT.** REHABILITATION RESEARCH FOUNDATION, P O BOX BV, UNIVERSITY AL 35486. 25 p. 1972. **NCJ-08975**

DESCRIPTION OF METHODS USED IN PROVIDING BONDING ASSISTANCE TO EX-OFFENDERS, UTILIZING A CENTRAL AGENCY, AND DEMOGRAPHIC DATA ON EX-OFFENDERS WHO REQUIRED BOND. THIS PROJECT, STARTED IN AUGUST 1969, IS PART OF THE LARGER FEDERAL BONDING PROGRAM WHICH THE DEPARTMENT OF LABOR HAS BEEN CONDUCTING SINCE 1966. ONE OF THE OBJECTIVES OF THIS CURRENT STUDY WAS TO ASSESS THE FEASIBILITY OF A CENTRAL AGENCY ADMINISTERING THE PROJECT FOR NUMEROUS GEOGRAPHICALLY DISPERSED PRISONER TRAINING PROJECTS. THE EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS (EMLC) AT THE DRAPER CORRECTIONAL CENTER IN ELMORE, ALABAMA, ACTED AS THE CENTRAL AGENCY AND COLLECTED, ANALYZED, AND REPORTED THE DEMOGRAPHIC DATA WHICH WERE GATHERED ON THE BONDEES. ONLY MINOR PROBLEMS WERE ENCOUNTERED IN THE CENTRAL AGENCY ADMINISTRATION, AND THEY WERE REMEDIED QUICKLY. TWO IMPORTANT FINDINGS FROM THE ANALYSIS OF THE DEMOGRAPHIC DATA AND ANECDOTAL MATERIAL ARE NOTEWORTHY—(1) THE PROJECT APPEARS TO HAVE HAD ITS GREATEST IMPACT IN ASSISTING JOB-QUALIFIED EX-OFFENDERS TO OBTAIN EMPLOYMENT WHO WOULD OTHERWISE HAVE BEEN UNABLE TO OBTAIN THOSE JOBS, AND (2) MANY EX-OFFENDERS WERE PLACED IN JOBS WITHOUT HAVING A BOND NEGOTIATED. IN REPORTS FROM BONDING CERTIFICATION AGENTS TRAINED BY THE EMLC, IT WAS INDICATED THAT THEY WERE PLACING EX-OFFENDERS IN JOBS MERELY BECAUSE THE EMPLOYERS WERE SOLD ON THEIR QUALIFICATIONS AS SOON AS IT WAS LEARNED THAT THE FEDERAL GOVERNMENT WOULD BOND THEM IF NEEDED. (AUTHOR ABSTRACT MODIFIED)

Sponsoring Agency: US DEPARTMENT OF LABOR.

127. **P. SULTAN and G. E. EHMANN. EMPLOYMENT OF PERSONS WITH ARREST RECORDS AND THE EX-OFFENDER.** NATIONAL CONFERENCE OF CHRISTIANS AND JEWS, 43 WEST 57TH STREET, NEW YORK NY 10019. 40 p. 1971. **NCJ-10715**

ANALYSIS OF THE EXTERNAL AND INTERNAL BARRIERS FACED BY AN EX-OFFENDER IN THE EMPLOYMENT MARKET AND SOME

RECOMMENDATIONS OF SOLUTIONS TO THE PROBLEMS. ALTHOUGH IT HAS BEEN SHOWN THAT EMPLOYING EX-OFFENDERS SIGNIFICANTLY REDUCES RECIDIVISM RATES AND THAT PRISONERS ARE TRAINABLE AND EDUCABLE, EVEN THE BEST CORRECTIONAL SYSTEMS ARE GIVING ONLY TWENTY PERCENT OF THEIR INMATES USABLE JOB TRAINING. THIS PROBLEM IS FURTHER COMPOUNDED BY THE FACT THAT THE TYPICAL OFFENDER HAS DEFICIENT EDUCATION, POOR WORK HABITS, NO JOB SKILLS, AND THE PSYCHOLOGICAL STIGMA OF A PRISON EXPERIENCE. PROGRAMS FOR JOB TRAINING AND PLACEMENT CAN, NEVERTHELESS, BE HIGHLY SUCCESSFUL, AS SOME EXAMPLES OF SUCH TRAINING DEMONSTRATE. ONE SUCH PROGRAM IS THE SEVENTH STEP FOUNDATION WHICH IS OPERATED ENTIRELY BY EX-OFFENDERS AND CONSISTS OF GROUP COUNSELING SESSIONS WHILE INMATES ARE STILL IN PRISON AND FOLLOW-UP COUNSELING AND AID AFTER RELEASE. OTHER PROGRAMS WHICH WARRANT EXPLORATION AND EXPANSION ARE WORK RELEASE, FURLOUGHS, RELEASE FOR TRAINING AND EDUCATION, AND HALFWAY HOUSES. THIS BROCHURE ALERTS THE EMPLOYER TO THE NEED FOR DISTINGUISHING BETWEEN ARREST AND CONVICTION AND BETWEEN PETTY AND MORE SERIOUS CRIMES. THE AUTHORS URGE THE EMPLOYER TO CONSIDER THE AGE OF THE APPLICANT AT THE TIME OF THE OFFENSE, THE NATURE OF THE OFFENSE, AND THE RELEVANCE OF THE OFFENSE TO JOB EFFECTIVENESS BEFORE DENYING EMPLOYMENT TO INDIVIDUALS WITH ARREST OR CONVICTION RECORDS. EMPLOYERS ARE ADVISED TO HELP CREATE LABOR MARKETS THROUGH IN-SERVICE JOB TRAINING FOR THE HARD-CORE UNEMPLOYED AND BY EXTENDING JOB ORIENTATION AND PROBATIONARY PERIODS FOR EX-OFFENDERS, BOTH TO REDUCE CRIME AND ELIMINATE THE WASTE OF HUMAN RESOURCES.

Availability: NATIONAL CONFERENCE OF CHRISTIANS AND JEWS, 43 WEST 57TH STREET, NEW YORK NY 10019.

- 128. US CONGRESS SENATE SUBCOMMITTEE ON NATIONAL PENITENTIARIES, WASHINGTON DC 20510. OFFENDER REHABILITATION ACT—HEARING BEFORE THE SENATE SUBCOMMITTEE ON NATIONAL PENITENTIARIES RELATING TO THE NULLIFICATION OF CERTAIN CRIMINAL RECORDS, FEBRUARY 3, 15, 23, MARCH 15, 1972. 202 p. 1973. NCJ-15087**

TESTIMONY AND OTHER MATERIALS CONCERNING A BILL TO QUIET CERTAIN OLD CRIMINAL RECORDS WHICH ARE BARRIERS TO THE EMPLOYMENT OF REHABILITATED FORMER OFFENDERS. WITNESSES INCLUDED PROMINENT EDUCATORS AND CORRECTIONAL ADMINISTRATORS AS WELL AS THE CHIEF OF POLICE OF SEAT PLEASANT, MD AND THE EXECUTIVE DIRECTOR OF THE AMERICAN CIVIL LIBERTIES UNION. A FULL TEXT OF S.2732—A BILL RELATING TO THE NULLIFICATION OF CERTAIN CRIMINAL RECORDS IS INCLUDED AS IT WAS INTRODUCED IN 1971.

Availability: NCJRS MICROFICHE PROGRAM.

- 129. US GENERAL ACCOUNTING OFFICE, DISTRIBUTION SECTION, ROOM 4522, 441 G STREET, NW, WASHINGTON DC 20548. CIVIL SERVICE COMMISSION ACTIONS AND PROCEDURES DO NOT HELP EX-OFFENDERS GET JOB WITH THE FEDERAL GOVERNMENT. 17 p. 1976. NCJ-35717**

THIS REPORT FOUND THAT THE EFFECTIVENESS OF THE CIVIL SERVICE COMMISSION'S PROGRAM FOR FEDERAL EMPLOYMENT OF REHABILITATED OFFENDERS IS QUESTIONABLE, DUE IN PART TO ITS PASSIVE NATURE. IN CONTRAST TO THE HIGH LEVEL OF ACTIVITY IN THE EARLY YEARS OF THE PROGRAM, RECENT EFFORTS TO ENCOURAGE FEDERAL EMPLOYMENT OF REHABILITATED OFFENDERS HAVE BEEN MEAGER. THE PROGRAM CURRENTLY RECEIVES LITTLE EMPHASIS, AND LITTLE COORDINATION EXISTS BETWEEN THE COMMISSION AND FEDERAL AGENCIES. ALSO THE COMMISSION OFTEN TAKES TOO LONG TO DETERMINE THE SUITABILITY OF EX-OFFENDER APPLICANTS THUS DECREASING THEIR CHANCES OF EMPLOYMENT. FURTHER, INCONSISTENT DECISIONS ARE MADE IN SOME CASES REGARDING THE SUIT-

ABILITY OF REHABILITATED OFFENDERS FOR FEDERAL EMPLOYMENT. (AUTHOR ABSTRACT)

Availability: US GENERAL ACCOUNTING OFFICE, DISTRIBUTION SECTION, ROOM 4522, 441 G STREET, NW, WASHINGTON DC 20548. Stock Order No. FPCD-76-87.

- 130. WASHINGTON UNIVERSITY SCHOOL OF LAW, ST LOUIS MO 63130. CONVICTION RECORDS AS BARRIERS TO EMPLOYMENT—RACIAL DISCRIMINATION UNDER TITLE 7—GREEN V MISSOURI PACIFIC RAILROAD, 523 F.2D 1290 (8TH CIR. 1975). WASHINGTON UNIVERSITY LAW QUARTERLY, V 1976, N 1 (1976), P 122-134. NCJ-38548**

THIS DECISION HELD THAT STATISTICAL EVIDENCE SUPPORTS A FINDING THAT A BLANKET RULE AGAINST HIRING EX-OFFENDERS IS, PRIMA FACIE, RACIALLY DISCRIMINATORY, AND CANNOT BE JUSTIFIED BY BUSINESS NECESSITY. THIS CASE COMMENT ANALYZES THIS DECISION ALONG WITH OTHER PERTINENT CASE LAW DEALING WITH RACIALLY DISCRIMINATORY BUSINESS PERSONNEL POLICIES UNDER TITLE VII OF THE CIVIL RIGHTS ACT OF 1964.

EX-OFFENDER-OPERATED PROGRAMS

131. **M. BUCKLEY. ENTER—THE EX-CON.** ADMINISTRATIVE OFFICE OF THE UNITED STATES COURTS, SUPREME COURT BUILDING, WASHINGTON DC 20544. *FEDERAL PROBATION*, V 36, N 4 (DECEMBER 1972), P 24-30.

NCJ-09209

EVOLUTION OF PROJECT RE-ENTRY, A MODEL PRE-RELEASE PREPARATION SERVICE CONDUCTED BY SUCCESSFUL EX-INMATES AT THE MASSACHUSETTS CORRECTIONAL INSTITUTION IN NORFOLK. THE AIM OF PROJECT RE-ENTRY IS TO USE THE UNDERSTANDING AND EXPERIENCE OF SUCCESSFUL EX-OFFENDERS IN PREPARING INMATES FOR SUCCESSFUL ADJUSTMENT TO LIFE AFTER RELEASE FROM PRISON. PROBLEMS ENCOUNTERED INCLUDED SCHEDULING THE MEETING TIMES TO THE AVAILABILITY OF THE EX-INMATES, MODIFYING PRISON SECURITY, AND RELAXING THE RULE AGAINST ASSOCIATING WITH EX-INMATES, WHO HAD AIDED EACH OTHER BOTH IN REGIONAL MEETINGS AND PERSONAL CONTACTS. THE PROJECT FINALLY EVOLVED INTO A SUCCESSFUL PRERELEASE COUNSELING SERVICE IN WHICH TWO EX-INMATES HOLD WEEKLY MEETINGS WITH AN INMATE WHO IS WITHIN THREE MONTHS OF THE PAROLE BOARD.

132. **P. D. MCANANY, D. SULLIVAN, W. KAPLAN, and E. TROMANHAUSER. IDENTIFICATION AND DESCRIPTION OF EX-OFFENDER GROUPS IN THE CHICAGO AREA.** UNIVERSITY OF CHICAGO CENTER FOR STUDIES IN CRIMINAL JUSTICE, 1111 EAST 60TH STREET, CHICAGO IL 60637. 68 p. 1974.

NCJ-31705

A DESCRIPTION OF INMATE AND EX-OFFENDER GROUPS THAT WERE FORMED IN THE CHICAGO AREA BY INMATES AND RELEASED PRISONERS DURING THE PERIOD FROM 1968 TO 1973. THE NAMES OF INDIVIDUALS AND GROUPS IN THIS REPORT HAVE BEEN WITHHELD IN THE INTEREST OF CONFIDENTIALITY. THE NATIONAL HISTORY OF GROUPS SUCH AS THE SEVENTH STEP AND THE FORTUNE SOCIETY AND THE LOCAL HISTORIES OF THE CHICAGO-AREA GROUPS ARE SKETCHED OUT. THE ORGANIZATIONAL ELEMENTS OF THE GROUPS—GOALS, MEMBERSHIP, STRUCTURE, PROGRAMS, LEADERSHIP, AND FUND-RAISING—ARE DISCUSSED IN THE BODY OF THE REPORT. THE RESEARCHERS FEEL THAT THE ORGANIZATION AND PROLIFERATION OF PRISONER AND EX-OFFENDER GROUPS IS THE GENESIS OF A NEW SOCIAL MOVEMENT.

Availability: NCJRS MICROFICHE PROGRAM.

133. **P. D. MCANANY and E. TROMANHAUSER. ORGANIZING THE CONVICTED—SELF-HELP FOR PRISONERS AND EX-PRISONERS.** NATIONAL COUNCIL ON CRIME AND DELINQUENCY, CONTINENTAL PLAZA, 411 HACKENSACK AVENUE, HACKENSACK NJ 07601. *CRIME AND DELINQUENCY*, V 23, N 1 (JANUARY 1977), P 68-74.

NCJ-38874

AFTER A BRIEF EXAMINATION OF THE HISTORY AND DEVELOPMENT OF THE PRISONER ORGANIZATION MOVEMENT, THE RESULTS OF A 1974 STUDY OF CHICAGO AREA EX-OFFENDER AND PRISONER GROUPS IS PRESENTED. THE CHICAGO AREA STUDY SHOWED THAT PATTERNS IN THE PRISONER ORGANIZATIONS DID EMERGE INSPITE OF THE FACT THAT THE GROUPS ASSERTED AND PURSUED A WIDE ARRAY OF GOALS. SOME COMMON OBJECTIVES WERE (1) IDENTITY OF SELF AND GROUP, (2) SELF-HELP, (3) SELF-CHANGE, (4) SURVIVAL, (5) CHANGE OF PUBLIC ATTITUDES, AND (6) SYSTEM CHANGE. ONE PRIMARY FOCUS OF ALL GROUPS WAS THE SURVIVAL NEEDS OF THE PAROLEE IMMEDIATELY ON RELEASE. THE RESEARCHERS NOTED THAT THE EXCLUSION OF EX-OFFENDER GROUPS FROM PRISONS AND A LACK OF FUNDING WERE MAJOR OBSTACLES TO MOVEMENT DEVELOPMENT. ALSO, THE DECLINE OF BROAD PUBLIC INTEREST IN OFFENDERS' PROBLEMS AND REDUCED FINANCIAL SUPPORT FOR REFORM EFFORTS AFFECTED THE PRISONER ORGANIZATION MOVEMENT. (AUTHOR ABSTRACT MODIFIED)

134. **G. SALES. JOHN MAHER OF DELANCEY STREET—A GUIDE TO PEACEFUL REVOLUTION IN AMERICA.** 176 p. 1976.

NCJ-32567

ACCOUNT OF THE DEVELOPMENT OF A SAN FRANCISCO, CALIFORNIA INTERRACIAL COMMUNITY OF EX-ADDICTS AND EX-OFFENDERS AND OF THE PERSONAL STORY OF THE FORMER ADDICT AND CONVICT WHO STARTED THE COMMUNITY. THE MEMBERS OF THE COMMUNITY OPERATE THEIR OWN BUSINESSES (PLUMBING, CONSTRUCTION, RESTAURANT, AUTO REPAIR); THEY HAVE THEIR OWN HIGH SCHOOL, VOCATIONAL COLLEGE, AND CREDIT UNION; THEY OWN RESIDENTIAL AND COMMERCIAL REAL ESTATE IN SAN FRANCISCO. THIS WAS BUILT UP IN JUST FOUR YEARS, INDEPENDENT OF FEDERAL AID, WELFARE, PROFESSIONAL SOCIAL WORKERS, AND LARGE FOUNDATION FUNDS. THIS BOOK, RELYING LARGELY ON MAHER'S OWN WORDS, TELLS MAHER'S PERSONAL STORY, EXPLAINS HOW DELANCEY STREET WORKS, AND OUTLINES PLAN FOR ITS FUTURE.

Availability: W W NORTON, 500 FIFTH AVENUE, NEW YORK NY 10036.

EX-OFFENDER-OPERATED PROGRAMS

135. M. S. SERRILL. FORTUNE SOCIETY—CHAMPIONING THE EX-OFFENDER. CORRECTIONAL INFORMATION SERVICE, INC, 801 SECOND AVENUE, NEW YORK NY 10017. *CORRECTIONS MAGAZINE*, V 1, N 5 (MAY/JUNE 1975), P 13-20. NCJ-26488

THIS ARTICLE DESCRIBES THE EFFECTS OF THE FORTUNE SOCIETY TO DE-INSTITUTIONALIZE THE EX-OFFENDER. NEW YORK'S FORTUNE SOCIETY WAS FOUNDED BY THE PRODUCER OF THE PLAY 'FORTUNE AND MEN'S EYES' IN RESPONSE TO FAVORABLE PUBLIC COMMENT ON THE ISSUES RAISED BY THE PLAY. THE DEVELOPMENT OF THE SOCIETY'S PROGRAMS IS DISCUSSED. THE PROGRAMS RANGE FROM JOB-COUNSELING TO PUBLIC SPEAKING ENGAGEMENTS BY THE PROJECT STAFF, ALMOST ALL OF WHOM ARE EX-CONVICTS.

136. UNIVERSITY OF TEXAS. I AIN'T GOING BACK. 1972. NCJ-19763

DESCRIBES NEW DIRECTIONS PROGRAM, WHICH CONSISTS OF EX-CONVICTS WHO HELP NEW RELEASEES ADJUST TO LIFE OUTSIDE OF PRISON. THE FILM BEGINS BY SHOWING PROBLEMS FACED BY INDIVIDUALS RECENTLY RELEASED FROM PRISON. INCLUDED ARE FINDING JOBS, FINDING A PLACE TO STAY, AND PUBLIC ATTITUDES TOWARDS EX-CONVICTS. IT IS THEN DEMONSTRATED HOW THE NEW DIRECTIONS PROGRAM HELPS TO INSTILL CONFIDENCE IN AN EX-CONVICT, HELPS HIM TO OBEY PAROLE RULES TO AVOID REVOCATION, AND PROVIDES COMPANIONSHIP FOR THE EX-CONVICT.

Supplemental Notes: COLOR, 1972 PRISONS & REHABILITATION/CORRECTIONS.

Sponsoring Agency: MOODY FOUNDATION, 704 MOODY NATIONAL BANK BUILDING, GALVESTON TX 77550.

Availability: TEXAS CRIMINAL JUSTICE DIVISION, 411 WEST 13TH STREET, AUSTIN TX 78701 (Film) (Not available through NCJRS Document Loan Program)

REFERENCE SOURCES

137. AMERICAN BAR ASSOCIATION, 1800 M STREET, NW, WASHINGTON DC 20036. EMPLOYMENT AND THE OFFENDER. 19 p. 1973. NCJ-14797

LISTING OF REFERENCE MATERIALS ON THE PROBLEM OF EX-OFFENDER EMPLOYMENT. THE LITERATURE MENTIONED IN THIS REPORT COVERS THE FOLLOWING CATEGORIES—EMPLOYMENT AND THE OFFENDER, CIVIL DISABILITIES, THE PROBLEMS, 'EMPLOYABILITY' AND CORRECTIONAL REFORM, NEW CAREERS, AND VOLUNTEERS. A LARGE PART OF THE TITLES LISTED ARE GOVERNMENT PUBLICATIONS.

Availability: NCJRS MICROFICHE PROGRAM.

138. AUSTRALIAN INSTITUTE OF CRIMINOLOGY J V BARRY MEMORIAL LIBRARY, P O BOX 28, WODEN ACT 2602, AUSTRALIA. CONSEQUENCES OF CONVICTION—A BIBLIOGRAPHY. 4 p. 1977. Australia. NCJ-52687

THIS BIBLIOGRAPHY CITES 24 AUSTRALIAN AND U.S. JOURNAL ARTICLES AND OTHER PUBLICATIONS DEALING WITH THE CONSEQUENCES OF A CRIMINAL CONVICTION ON AN OFFENDER'S LIFE AFTER RELEASE. THE CITED MATERIALS, PUBLISHED BETWEEN 1962 AND 1976, ARE ARRANGED ALPHABETICALLY BY AUTHOR AND DEAL WITH SUCH TOPICS AS REMOVING EMPLOYMENT RESTRICTIONS ON EX-OFFENDERS, THE NEED FOR AN EMPLOYMENT CLEARINGHOUSE FOR EX-OFFENDERS, THE ADVERSE LEGAL CONSEQUENCES OF CONVICTION, THE COLLATERAL EFFECTS OF A CRIMINAL CONVICTION, RESTORING THE EX-OFFENDER'S RIGHT TO VOTE, THE EXPUNGEMENT OF CRIMINAL CONVICTIONS AS A REHABILITATIVE TOOL, JOB TRAINING AND PLACEMENT FOR EX-OFFENDERS, THE SOCIAL CONSEQUENCES OF CONVICTION, AND THE PROBLEMS, EXPECTATIONS, AND POSTRELEASE ADJUSTMENT OF FEMALE FELONS. NO INDEX IS PROVIDED.

Availability: NCJRS MICROFICHE PROGRAM.

139. AUSTRALIAN INSTITUTE OF CRIMINOLOGY J V BARRY MEMORIAL LIBRARY, P O BOX 28, WODEN ACT 2602, AUSTRALIA. TEMPORARY LEAVE FOR PRISONERS, INCLUDING WORK RELEASE—A BIBLIOGRAPHY. 6 p. 1977. Australia. NCJ-52596

THIS BIBLIOGRAPHY CITES 33 AUSTRALIAN AND U.S. JOURNAL ARTICLES DEALING WITH FURLOUGHS AND WORK RELEASE FOR INCARCERATED OFFENDERS. THE CITED MATERIALS, PUBLISHED BETWEEN 1968 AND 1977, ARE ARRANGED ALPHABETICALLY BY AUTHOR AND DEAL WITH SUCH TOPICS AS DIFFICULTIES ENCOUNTERED IN WORK-RELEASE PROGRAMS, PROPOSALS FOR WORK RELEASE IN VICTORIA, AUSTRALIA, WORK RELEASE IN

COMMUNITY AND INSTITUTIONAL SETTINGS, COLLEGE FURLOUGHS FOR FELONS, GRADUATED RELEASE, CONJUGAL VISITS, AND WORK-RELEASE LEGISLATION AND EVALUATION. NO INDEX IS PROVIDED.

Availability: NCJRS MICROFICHE PROGRAM.

140. CONTACT, INC, P O BOX 81826, LINCOLN NE 68501. REVOLVING DOOR—INFORMATION ON RECIDIVISM. 64 p. 1977. NCJ-47596

ABSTRACTS OF STUDY REPORTS, ARTICLES, AND BOOKS ON RECIDIVISM AND RELATED ISSUES ARE PRESENTED. ABSTRACTS ARE PROVIDED OF SEVEN RANDOMLY SELECTED STUDY REPORTS OF EXPERIENCES WITH RECIDIVISM IN VIRGINIA, NORTH CAROLINA, GEORGIA, AND MISSOURI. FACTORS THAT MAY INFLUENCE RECIDIVISM (E.G., COMMUNITY EXPERIENCES, INSTITUTIONAL EXPERIENCES, TIME SERVED, PRERELEASE CENTERS, PRISON TREATMENT, VOCATIONAL TRAINING, OFFENSE HISTORY, SIZE OF PROBATION OFFICER'S CASELOAD) ARE EXAMINED IN 23 OF THE PUBLICATIONS ABSTRACTED. OTHER ABSTRACTS CONCERN BOTH MEASUREMENT ISSUES AND RECIDIVISM AS A FUNCTION OF PERSONALITY. A REVIEW OF THE BOOK, 'THE CRIMINAL PERSONALITY,' BY YOCHELSON AND SAMENOW IS ALSO INCLUDED.

Availability: CONTACT, INC, P O BOX 81826, LINCOLN NE 68501.

141. CONTACT, INC, P O BOX 81826, LINCOLN NE 68501. NATIONAL EX-OFFENDER ASSISTANCE DIRECTORY, 1978. 169 p. 1978. NCJ-48889

THIS DIRECTORY IS INTENDED AS THE FIRST CONTACT BETWEEN EX-OFFENDERS AND PEOPLE AND ORGANIZATIONS WHO CAN RESPOND TO THEIR NEEDS. THIS MODIFIED DIRECTORY LISTS SOME OF THE SOCIAL SERVICES AGENCIES, ORGANIZATIONS, AND INDIVIDUALS WHO CAN BE CONTACTED TO PROVIDE EITHER DIRECT SERVICE HELP OR REFERRAL TO OTHER AGENCIES. AGENCIES THAT HANDLE THE MOST COMMON PROBLEMS SUCH AS SHELTER, FOOD, MEDICAL CARE, EMPLOYMENT, AND COUNSELING, EITHER DIRECTLY OR BY REFERRAL, ARE LISTED. IN ADDITION TO STATE-BY-STATE LISTINGS, SECTIONS REGARDING NATIONAL ASSOCIATIONS AND ORGANIZATIONS, MILITARY CRIMINAL JUSTICE DEPARTMENTS, AFFILIATED BODIES OF THE AMERICAN CORRECTIONAL ASSOCIATION, AND INTERNATIONAL ASSOCIATIONS ARE PROVIDED. FOR EACH LISTING, THE TITLE OF THE ORGANIZATION, THE ADDRESS, THE CITY AND STATE, THE ZIP CODE, THE AREA CODE AND TELEPHONE NUMBER, THE DIRECTOR/CONTACT PERSON AND THE HOURS, COST, AND ELIGIBILITY REQUIREMENTS FOR THE SERVICE PROVIDED ARE INDICATED. THE DIRECTORY CONTAINS OVER 1,000 INDIVIDUAL PROGRAMS

REFERENCE SOURCES

WHICH HAVE BEEN IDENTIFIED, VERIFIED, AND RESEARCHED REGARDING THE SCOPE OF THEIR ADVERTISED SERVICES IN ASSISTING EX-OFFENDERS WITH PROBLEMS OF REENTRY INTO THE COMMUNITY, INCLUDING EMPLOYMENT, HOUSING, COUNSELING, TRANSPORTATION, VOCATIONAL TRAINING, ETC. ALSO INCLUDED ARE UP-TO-DATE LISTINGS OF EACH STATE'S DEPARTMENT OF CORRECTIONS, DEPARTMENT OF PAROLE/PROBATION, AND THE INTERSTATE COMPACT AUTHORITIES, AS WELL AS ADDITIONAL INFORMATION ON OTHER TYPES OF AVAILABLE CORRECTIONAL SERVICES AND INFORMATION IN THE CRIMINAL JUSTICE AREA. A NATIONAL DIRECTORY DATA SHEET, A PROCEDURE OUTLINE OF THE CONTACT REFERRAL SYSTEM, AND A REFERRAL FORM ARE INCLUDED.

Availability: CONTACT, INC, P O BOX 81826, LINCOLN NE 68501.

142. A. M. HOOPER, M. MARCUS, and R. J. WHEATON, Eds. **WORK RELEASE—A SELECTED BIBLIOGRAPHY.** NATIONAL CRIMINAL JUSTICE REFERENCE SERVICE, BOX 6000, ROCKVILLE MD 20850. 100 p. 1976.

NCJ-35886

AN ANNOTATED LISTING OF 65 SELECTED WORKS DEALING WITH THE FUNCTIONS, OBJECTIVES, AND FORMS OF WORK RELEASE. WORK RELEASE IS A CORRECTIONAL PRACTICE THAT PERMITS SELECTED INMATES TO WORK FOR PAY OUTSIDE A CORRECTIONAL FACILITY IN REGULAR CIVILIAN EMPLOYMENT WHILE RETURNING TO CONFINEMENT DURING NONWORK HOURS. AFTER SEVERAL DECADES OF SLOW DEVELOPMENT, THE CONCEPT OF WORK RELEASE IS NOW EXPANDING RAPIDLY AT ALL LEVELS OF GOVERNMENT. BECAUSE OF THE DIFFERENCES IN ENABLING LEGISLATION, INMATE POPULATIONS, AND PRIMARY GOALS, THE WORK RELEASE CONCEPT IS EXPRESSED IN SO MANY FORMS THAT NO SINGLE OPERATIONAL MODEL WILL HAVE GENERAL ACCEPTANCE OR APPLICATION. THIS BIBLIOGRAPHY PRESENTS A SELECTED PORTION OF SIGNIFICANT LITERATURE ON WORK RELEASE IN AN ATTEMPT TO AID THE READER IN UNDERSTANDING THE GOALS, FUNCTIONS, FORMS, AND STATUTES OF WORK RELEASE. THE SIXTY-THREE SELECTIONS ARE ARRANGED ALPHABETICALLY BY AUTHOR AND A BRIEF ABSTRACT OF EACH IS PROVIDED. THE DOCUMENTS LISTED DATE FROM 1967 TO 1975. A SUBJECT INDEX IS ALSO INCLUDED TO HELP READERS TO LOCATE DOCUMENTS APPROPRIATE TO THEIR INFORMATION NEEDS.

Sponsoring Agency: U S DEPARTMENT OF JUSTICE, LAW ENFORCEMENT ASSISTANCE ADMIN, NATIONAL INSTITUTE OF LAW ENFORCEMENT AND CRIMINAL JUSTICE.

Availability: NCJRS MICROFICHE PROGRAM.

143. C. JOHNSON and M. KRAVITZ, Eds. **HALFWAY HOUSES—A SELECTED BIBLIOGRAPHY.** NATIONAL CRIMINAL JUSTICE REFERENCE SERVICE, BOX 6000, ROCKVILLE MD 20850. 51 p. 1978.

NCJ-46851

SELECTED DOCUMENTS FROM THE NCJRS DATA BASE RELATING TO HALFWAY HOUSES ARE PROVIDED IN THIS ANNOTATED BIBLIOGRAPHY. THE BIBLIOGRAPHY IS DIVIDED INTO THREE MAJOR SECTIONS: DEVELOPMENT, STANDARDS, AND PROGRAM DESCRIPTIONS; EVALUATION; AND DIRECTORIES. THE DOCUMENTS IN THE FIRST SECTION DISCUSS THE CONCEPT UNDERLYING HALFWAY HOUSES AND DESCRIBE THE DEVELOPMENT OF HALFWAY HOUSES IN SPECIFIC COMMUNITIES. GUIDELINES AND STANDARDS FOR HALFWAY HOUSES AND DESCRIPTIONS OF SPECIFIC PROGRAMS ARE ALSO INCLUDED. THE SECTION ON EVALUATION CONTAINS BOTH FISCAL AND PROGRAM EVALUATIONS OF HALFWAY HOUSES. THE MEASURES OF EVALUATION ARE VARIED AND INCLUDE COST-BENEFIT ANALYSES, RECIDIVISM RATES, AND THE EFFECT OF HALFWAY HOUSES ON CRIME. SUMMARY REPORTS OF THE NATIONAL INSTITUTE OF LAW ENFORCEMENT AND CRIMINAL JUSTICE'S NATIONAL EVALUATION PROGRAM ARE ALSO INCLUDED. PUBLISHED LISTINGS OF FACILITIES ARE FURNISHED IN THE SECTION ON DIRECTORIES. THE DOCUMENTS IN THIS BIBLIOGRAPHY RANGE FROM FILMS, JOURNAL ARTICLES AND FOREIGN LANGUAGE DOCUMENTS TO OTHER BIB-

LIOGRAPHIES; MOST ENTRIES DATE SINCE 1972. APPENDICES INCLUDE A LIST OF SOURCES AND RESOURCE AGENCIES WHICH ARE PERFORMING RESEARCH IN THE GENERAL AREA OF HALFWAY HOUSES. INFORMATION IS PROVIDED ON DOCUMENT AVAILABILITY. (AUTHOR ABSTRACT MODIFIED)

Sponsoring Agency: U S DEPARTMENT OF JUSTICE, LAW ENFORCEMENT ASSISTANCE ADMIN, NATIONAL INSTITUTE OF LAW ENFORCEMENT AND CRIMINAL JUSTICE.

Availability: NCJRS MICROFICHE PROGRAM.

144. C. JOHNSON and M. KRAVITZ, Eds. **PRISON INDUSTRIES—A SELECTED BIBLIOGRAPHY.** NATIONAL CRIMINAL JUSTICE REFERENCE SERVICE, BOX 6000, ROCKVILLE MD 20850. 41 p. 1978.

NCJ-49701

AN ANNOTATED BIBLIOGRAPHY OF 43 BOOKS, REPORTS, AND JOURNAL ARTICLES ON PRISON INDUSTRIES SELECTED FROM THE NCJRS COLLECTION IS PROVIDED. THIS BIBLIOGRAPHY WAS COMPILED FROM THE NCJRS DATA BASE TO HIGHLIGHT THE ISSUES OF PRISON INDUSTRIES, BOTH IN TERMS OF SETTING GOALS AND IN DEVELOPING PROGRAMS TO ACHIEVE THEM. THE SELECTED WORKS DATE FROM 1969 TO 1978 AND INCLUDE INFORMATION ON FEDERAL AND STATE INITIATIVES AND THE EFFORTS OF VARIOUS FOREIGN NATIONS, INCLUDING CANADA, SWEDEN, FINLAND, AUSTRALIA, AND ISRAEL. IN ADDITION TO THE ANNOTATIONS AND THE STANDARD BIBLIOGRAPHIC CITATIONS, CORRESPONDING NCJRS ACCESSION NUMBERS ARE PROVIDED ALONG WITH INFORMATION ON HOW TO OBTAIN THE DOCUMENTS. APPENDED MATERIALS INCLUDE A LIST OF SOURCES AND TABLES CONCERNING THE BASIC LEGAL PROVISIONS FOR PRISON INDUSTRIES IN SELECTED STATES, THE PRISON INDUSTRIES THAT EXIST IN STATE INSTITUTIONS IN THE U.S., AND THE PRODUCTS AND SERVICES OF FEDERAL PRISON INDUSTRIES.

Sponsoring Agency: U S DEPARTMENT OF JUSTICE, LAW ENFORCEMENT ASSISTANCE ADMIN, NATIONAL INSTITUTE OF LAW ENFORCEMENT AND CRIMINAL JUSTICE.

Availability: GPO. (Microfiche)

145. R. J. TRUDEL, M. MARCUS, and R. J. WHEATON, Eds. **RECIDIVISM—A SELECTED BIBLIOGRAPHY.** NATIONAL CRIMINAL JUSTICE REFERENCE SERVICE, BOX 6000, ROCKVILLE MD 20850. 33 p. 1976.

NCJ-34360

ALPHABETICAL LISTING OF 48 STUDIES, REPORTS AND OTHER DOCUMENTS ON ALL MEASURES OF RECIDIVISM (REARREST, REINSTITUTIONALIZATION, TECHNICAL VIOLATIONS) RELATING TO ADULT OFFENDERS RELEASED FROM CORRECTIONAL INSTITUTIONS. EXCLUDED ARE PERSONS RELEASED FROM COMMUNITY FACILITIES, SUCH AS HALFWAY HOUSES; PRETRIAL RELEASES; PROBATIONERS; AND PERSONS RELEASED FROM DIVERSION PROGRAMS. STUDIES REFERENCED HAVE A MINIMUM FOLLOW-UP PERIOD OF MORE THAN TWELVE MONTHS, AND INCLUDE NEW MEASURES OF RECIDIVISM OR CRITIQUES OF EXISTING MEASURES. THE 48 ANNOTATED ENTRIES, DATING FROM 1966 TO 1974, ARE ARRANGED ALPHABETICALLY BY AUTHOR, AND A SUBJECT INDEX IS PROVIDED. A LIST OF THE PUBLISHERS' NAMES AND ADDRESSES APPEARS IN THE APPENDIX. (THE DOCUMENTS LISTED ARE NOT AVAILABLE FROM NCJRS, EXCEPT THOSE INDICATED BY THE WORDS 'LOAN' OR 'MICROFICHE') (AUTHOR ABSTRACT MODIFIED)

Sponsoring Agency: U S DEPARTMENT OF JUSTICE, LAW ENFORCEMENT ASSISTANCE ADMIN, NATIONAL INSTITUTE OF LAW ENFORCEMENT AND CRIMINAL JUSTICE.

Availability: NCJRS MICROFICHE PROGRAM.

APPENDIX

The following national organizations offer information about support services to ex-offenders:

CONtact, Inc.
P.O. Box 81826
Lincoln, NE 68501
Telephone: (402) 464-0602

Employ-Ex
1600 Pennsylvania
Denver, CO 80203
Telephone: (303) 837-8842

Fortune Society
229 Park Avenue South
New York, NY 10003
Telephone: (212) 677-4600

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