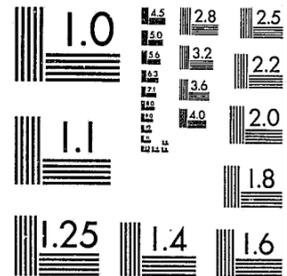


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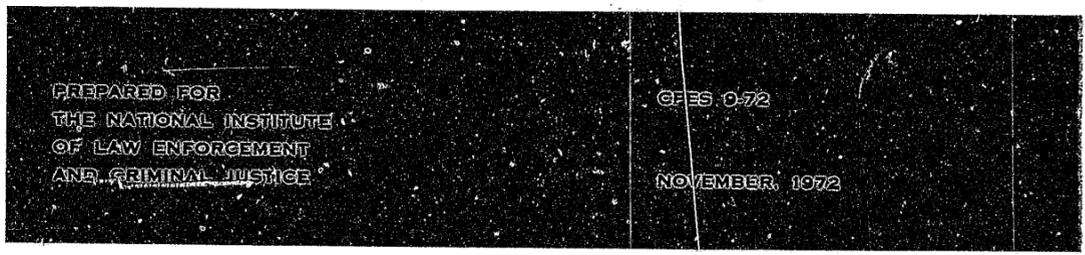
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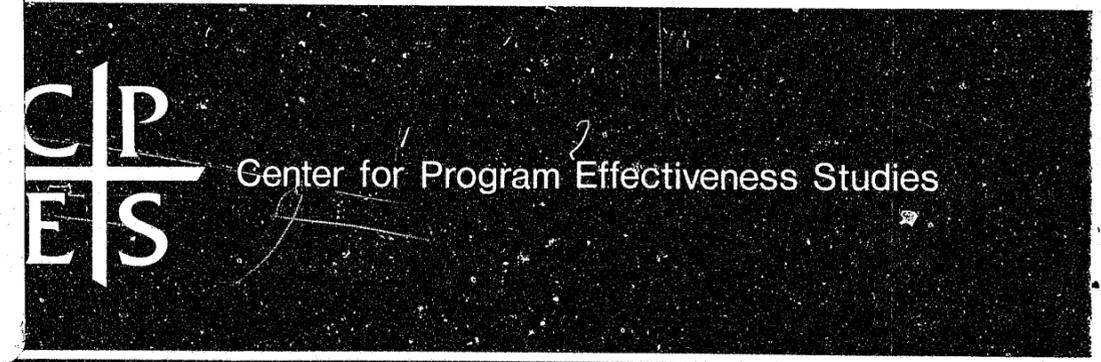
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SIXTH QUARTERLY REPORT
OFFENDER AID AND RESTORATION
EVALUATION PROJECT

68663



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ACQUISITIONS

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SIXTH QUARTERLY REPORT

OFFENDER AID AND RESTORATION EVALUATION PROJECT

CPES 9-72

A Study Undertaken In Cooperation With
Offender Aid and Restoration of Virginia, Inc.
Prepared Under Grant No. NI 71-072-G
National Institute of Law Enforcement and Criminal Justice
Under The Authority of The Omnibus Crime Control
And Safe Streets Act of 1968

Charlottesville, Virginia

November, 1972

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INTRODUCTION

The current report covers the period August 16, 1972, to November 15, 1972. Since the date of the last report, each of the sites, with the exception of Newport News, has trained at least one new class of Volunteers. No other major developments have taken place in OAR operations.

Terminology

Several conventions have been adopted in this report. In referring to OAR Volunteers, the word "Volunteer" is always capitalized. When used in lower case, the word "volunteer" refers to volunteers in other programs or is used generically. Similarly, the capitalized word "Offender" refers to offenders or accused persons with whom OAR is working. In lower case, it refers to any criminal or accused offender. The term "inmates" refers generally to persons incarcerated in jails. The racial terminology used in official State reports is "White" and "Non-white". In Virginia, non-whites are almost exclusively blacks. For practical purposes, the terms "non-white" and "black" may be considered synonymous.

Virginia Jail and General Population Data

The characteristics of Virginia jail inmates and of the general community population are presented in several sections for comparison purposes.

Demographic and related data on Virginia jail inmates is as of the year ending June 30, 1971. The source of this data is Commitments to County and City Jails and City Jail Farms, Year Ended June 30, 1971, Commonwealth of Virginia, Department of Welfare and Institutions, 1971.

Demographic and related data on the OAR Community jail inmates is for those admissions which took place during the four months of May through August 1971. The sources of this data is the Jail Record Card, Welfare and Institutions Form W-2. Because of the volume of cards a four month period was selected rather than attempting to analyze a whole year's records. The sex and race distributions obtained from these cards matches those given in the Annual State report, lending support to the assumption that the four month period is reasonably representative of the entire year's admissions. Analysis of these cards provides us with considerably more data than was available from the Annual State report.

General population figures for each OAR Community include the entire jail catchment area. For the Roanoke City

Jail and the Newport News City Jail Farm this includes only the city itself. The Fairfax County Jail catchment area includes Fairfax County, the city of Fairfax and the city of Falls Church. The Albemarle County Jail area includes not only Albemarle County, but Madison County, Fluvanna County and Greene County. These counties, plus the city of Charlottesville, served by its City Jail, are included in the operating area for the Charlottesville-Albemarle OAR site.

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CURRENT STATUS OF RESEARCH

Planning

Much of the planning of the research was accomplished prior to May, 1971. In the research proposal, the problem had already been formulated and the general methods of gathering data selected. We are using most of the methods then projected; including official statistics, interviews, questionnaires, observations, and documents.

During the first year of the study, we concentrated upon collecting data on the inputs to the OAR program, the structure of the program and the process of carrying out the program. The research conducted in the first year has provided us with a fairly clear picture of the persons engaging in the one-to-one relationships (that is, the Volunteers and Offenders), the manner in which they carry on the relationships and the organizational environment in which they are functioning. During the second year, we have shifted our attention to the most crucial aspect of the evaluation: the outcome of the relationships. That is, we have begun to measure the extent to which OAR Offenders are, in fact, rehabilitated or "restored."

We have by now identified approximately 160 OAR Offenders who have been engaged in "persistent" relationships (i.e. a

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relationship which has lasted at least 6 months or was terminated sooner because OAR felt the Offender no longer required assistance). Data on post-relationship behavior is being gathered by a new interview schedule which elicits data on contact with the criminal justice system, support of dependents, and integration into the community. We hope to have the first results of this phase of the research available for inclusion in the next quarterly report.

Designing Procedures

We have designed three instruments with which to evaluate one-to-one relationships in OAR. The first of these, which we call the Initial Offender Interview Schedule, gathers data on the demographic, social, occupational, and related characteristics of the Offenders. An Initial Volunteer Questionnaire elicits similar data for the OAR Volunteers, and includes supplementary questions on their morale and attitudes towards corrections. The third instrument, which gathers data on the content of Volunteer-Offender relationships is called the Quality of Relationship Interview Checklist, and is presently being tested.

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Collecting Data

Human Inputs. (1) OAR Staff. "Occupational Life History" interviews have been completed for the OAR State Director and each Community Director. Similar interviews are being conducted with other key figures in OAR and its environment. (2) Volunteers. Basic demographic data and some other information on all new Volunteers has been collected and Volunteer profiles kept current. (3) Offenders. IBM record cards on all Offenders in each site have been obtained from the State of Virginia. Initial analysis of these cards has been completed, adding considerably to our knowledge about OAR community jail inmates. We now have registrations for 314, or 58%, of the 542 Offenders who have worked with OAR, allowing us to plot Offender profiles with reasonable confidence in the distributions. A considerable fraction of the missing data is for Offenders who participated in the OAR program in the early stages and are now lost. Recent coverage is almost complete.

Structure

In addition to collecting data on the composition of the Boards, we have assembled data on the formal and informal structure of OAR. Our objective is to explain the influence

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of the structure of the program upon its effectiveness. A paper on the structure of OAR is in draft stage. Particular items of interest are the autonomy of the local projects, their relationship to the State Board; the relationship among the Community Director, the State Director, the Local Board and the State Board; professionalization of the OAR administrative structure; and variances from the proposed plan of operation. A number of points-of-stress have been uncovered. Indications are that there are significant gaps in the formal definitions of responsibilities, authority, and interaction. These gaps have, in some cases, been filled by informal arrangement. The informal arrangements selected by various functionaries do not always coincide, which puts some strain on the organizational structure.

Process

Each site's files and Local Board minutes continue to be reviewed monthly in order to update our scenarios on the development of the sites. Research staff members have visited each site during the report period, filling in gaps of information, etc. Unstructured interviews concerning the content of Volunteer-Offender relationships have been conducted in Newport News, Fairfax County, and Roanoke. These interviews had two purposes: to gather information on the quality of actual relationships, and to check on the

accuracy of reports on Volunteer-Offender relationships.

Analyzing Data

Analysis has been concentrated on the following areas.

1. Updating the profile of the Volunteers, examining how representative they are of the community, and determining how well they match the inmate population of their jail.
2. Updating data on Volunteer-Offender relationship status rates, to determine progress toward goals and potential for goal achievement.
3. Examining relationships to identify problems.
4. Analyzing the quality of relationship interviews carried out in Newport News, Fairfax County and Roanoke
5. Analyzing the data extracted from the state Jail Admission Cards.
6. Examining the correlation between Volunteer and Offender characteristics, the outcome of relationships and the matching of characteristics and outcome.

THE OFFENDERS

Characteristics of Jail Inmates

Introduction

The following discussion deals with some legal characteristics of persons admitted to the jail sites described during the period May to August, 1972. The data were extracted from Jail Admission Cards sent by each facility to the Department of Welfare and Institutions at the end of each month.

The data for the Charlottesville-Albemarle site are not presently available. Of the two facilities in the Newport News OAR jurisdiction, data are listed only for the jail farm, where nearly all inmates are misdemeanants. Newport News Offenders now come primarily from that facility. It will be apparent that there are distinct differences between it and the other facilities where Offenders may be either misdemeanants or felons.

Reason Admitted to Jail

The data indicate that 90% of the inmates admitted to jail are there because they have not yet been offered or can not afford bond, and are in jail awaiting trial. As will be seen below, a large percentage of those admitted are out of jail within 30 days (see Table 1). At the Newport

TABLE 1

NUMBER DAYS SPENT IN JAIL#
INMATES ADMITTED TO SELECTED LOCAL JAILS
AUGUST-NOVEMBER 1972
OAR Project, November 15, 1972

<u>Number of Days in Jail</u>	<u>Roanoke</u>	<u>Newport News Farm</u>	<u>Fairfax</u>
Released Same Day	*	0%	*
1 Day	67	13	83
2 Days	12	9	5
3 to 5 Days	8	47	6
6 to 10 Days	8	21	4
11 to 15 Days	4	4	2
16 to 30 Days	2	6	1
	100	100	100
Total N	(2,459)	(509)	(1,677)
No Answer N*	(606)	(298)	(301)

*Less than 1%

**The 'no answer' category indicates those inmates not released in the same month; some of whom may have spent more than 30 days in jail.

#For inmates admitted and released during the same calendar month.

News Jail Farm (a misdemeanor facility) virtually all admissions during the May to August sample period were for the purpose of awaiting trial. On the other hand, as seen in Table 1, 95% of those released from this facility either had served their sentence or paid their fine and costs. This indicates that most inmates were admitted, tried, served sentence, and released during the same month.

Number of Days Spent in Jail

Table 1 describes only those inmates who were admitted and released in the same month. The data for Newport News Jail Farm shows longer stays for inmates because the farm is used more as a sentencing facility than are the other jails. Seventy-four percent of the admitted inmates stayed fewer than 30 days. Sixty-six percent of all persons entering the three facilities during this three month period stayed 15 days or less. As we shall see below, this high "turnover rate" in the jails in which OAR is working is a potential problem to the Community Directors. Many of the inmates are difficult to reach because of their short stay in the facilities.

Reason Released

Table 2 describes inmates admitted and released in the same month. At the Roanoke Jail, over 80% of the admissions are released within 30 days. This compares with 84% for the

TABLE 2

REASON RELEASED
INMATES ADMITTED TO SELECTED LOCAL JAILS
AUGUST-NOVEMBER, 1972
OAR Project, November 15, 1972

	Roanoke	Newport News Farm	Fairfax
Served Sentence	15%	77%	9%
Fine & Cost Paid	31	18	4
Bonded	28	3	72
Local Dept Welfare	0	0	0
Court Order	22	2	8
Other*	5	2	7
	100	100	100
Number Released	(2,523)	(539)	(1,724)
Not Released	(533)	(265)	(253)
No Answer	10	3	1

*"Other" includes inmates released to a hospital for the insane, other jail farms; other civil authority, military authority, or a state penal institution. It also includes inmates who have escaped or had their charges dismissed.

Fairfax system and 64% for the Newport News Farm. Because of its status as a misdemeanor facility we find that almost all inmates released within the thirty day period by the Newport News facility have either completed their sentence and/or paid their fines. The Fairfax County Jail, on the other hand, appears to have the most liberal bonding policy. Seventy-two percent of those released go out on bond, as opposed to 28% in Roanoke. It is of interest that in the Fairfax system 44% of the inmates remaining in the facility beyond the thirty-day period were misdemeanants. This contrasts with 80% in Roanoke.

Type of Offense

While it is not an established policy of OAR, there is a general feeling that it is better to assign Volunteers to misdemeanants rather than felons. From the high proportion of misdemeanors (99%, 88%, and 78% for Newport News, Roanoke and Fairfax respectively), it would appear that Community Directors would have little trouble limiting assignment of Volunteers to felons. Though adequate data is not yet available on the type of offenses committed by OAR Offenders, indications from site Directors are that Volunteers are being assigned to felons.

Category of Offense

Table 3 shows the distribution of cases in each

TABLE 3

CATEGORY OF OFFENSES
INMATES ADMITTED TO SELECTED LOCAL JAILS
AUGUST-NOVEMBER 1972
OAK Project, November 15, 1972

	<u>Roanoke</u>	<u>Newport News Farm</u>	<u>Fairfax</u>
Against Persons	10%	4%	9%
Against Property	8	8	17
Commercial Vices	0	0	*
Other Sex Offenses ¹	0	*	1
Against Family	2	*	3
Disorderly Conduct	7	7	7
Public Justice	3	1	4
Public Policy	0	2	*
Narcotic/Drug	1	1	5
Drunk & Disorderly	49	71	26
Traffic & Vehicle	11	5	22
Other	<u>7</u>	<u>0</u>	<u>6</u>
	100	100	100
N	(3,064)	(807)	(1,978)
No Answer N	1	1	0

*Less than 1%

category of offense for the three facilities. Roanoke and Newport News show some similarity in a high percentage of drunk and disorderly cases (Roanoke 48%, Newport News 71%). This high percentage at Newport News is due to the use of the jail farm as a misdemeanor facility, and a large portion of the misdemeanors in that community being in the drunk and disorderly category. Highly suburban Fairfax is heavy in vehicular offenses (22% of the total) and property offenses (26% of the total). Newport News used primarily as a misdemeanor facility, shows a much lower rate of offenses against persons and property (12%) than do the other sites.

CHARACTERISTICS OF OAR OFFENDERS

Introduction

This section describes the characteristics of local jail inmates who have participated in the OAR program. Data on Offenders are taken from Offender registration forms, which are designed to be filled out by inmates as they come into the program. Data are available on 78% of the 542 Offenders who have been assigned to Volunteers. When possible, OAR Offenders have been compared with the local population (U.S. Census data) and the local jail population (from two sources: the 1971 annual report of jail commitments of the Virginia Department of Welfare and Institutions, and Jail Admission Cards for each offender filed by local jails each month with the Department of Welfare and Institutions). Specifically, data for the Charlottesville-Albemarle local jail population are incomplete. Thus, when comparing all OAR Offenders with the aggregate OAR local jail population, the Charlottesville site may not be included. When this is the case we will note it as "less Charlottesville."

Age

As Table 4 shows, 87% of all OAR Offenders (less Charlottesville) are under the age of 35. When compared with the 38% of the general population of the selected communities

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TABLE 4
AGE DISTRIBUTION
OAR OFFENDERS, LOCAL JAIL, AND SELECTED LOCAL POPULATIONS
OAR Project, November 15, 1972

Age	Charlottesville-Albemarle Jail Area			Fairfax County Jail Area			Newport News Jail Area			Roanoke Jail Area			Aggregate OAR Jail Communities* Less Charlottesville		
	1970 Adult Popu-lation*	Local Jail Popu-lation#	OAR Offenders	1970 Adult Popu-lation*	Local Jail Popu-lation#	OAR Offenders	1970 Adult Popu-lation*	Local Jail Popu-lation#	OAR Offenders	1970 Adult Popu-lation*	Local Jail Popu-lation#	OAR Offenders	1970 Adult Popu-lation*	Local Jail Popu-lation#	OAR Offenders
Under 20	7%	--	42%	5%	21%	22%	7%	7%	17%	5%	8%	16%	5%	12%	21%
20 - 34	33	--	43	33	49	68	37	25	60	23	38	68	33%	42	66
35 - 49	26	--	15	38	22	8	28	41	20	26	33	12	33	30	11
50 and over	34	--	0	24	8	2	28	27	3	46	21	4	29	11	2
	100		100	100	100	100	100	100	100	100	100	100	100	100	100
Total N	(67,287)	--	85	(296,522)	(1,969)	127	(89,869)	(373)	35	(64,688)	(3,031)	25	(518,366)	(5,533)	187
No Answer N		--	0		9	134		0	89		34	47		43	270

*Adult population 18 years of age or older.

#Based on jail admissions May-August 1971.

that is under age 35, this is an exceptionally high figure. It is only partially explained by the fact that 54% of the jail population from which the Offenders are drawn is under 35 years of age.

Sex

Eighty-nine percent of OAR Offenders are male. Whereas at Charlottesville, Fairfax and Newport News this proportion parallels the local jail population, as Table 5 shows, Roanoke is an exception. At the Roanoke site 43% of the Offenders are female. This reflects the jail policy of allowing female Volunteers to work only with female inmates. This policy has changed recently.

Race

Forty percent of OAR Offenders are non-white. This percentage is high when compared either with the aggregate proportion of non-whites in the general population of the site communities, which is only 11%, or with the proportion of non-white in the local jail populations, which is 25%. There is considerable variation among the sites. As Table 6 shows, the racial distribution of OAR Offenders at Newport News is almost precisely the same as the distribution of the jail population at that site. Distributions at Fairfax and Roanoke also approach the racial distributions of the respective local jail population. It is only at the

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TABLE 5

SEX DISTRIBUTION
OAR OFFENDERS, LOCAL JAIL, AND SELECTED LOCAL POPULATIONS
OAR Project, November 15, 1972

Sex	Charlottesville-Albemarle Jail Area			Fairfax County Jail Area			Newport News Jail Area			Roanoke Jail Area			Aggregate Jail Area Communities		
	1970 Adult Popu-lation*	Local Jail Popu-lation@	OAR Offenders	1970 Adult Popu-lation*	Local Jail Popu-lation@	OAR Offenders	1970 Adult Popu-lation*	Local Jail Popu-lation@	OAR Offenders	1970 Adult Popu-lation*	Local Jail Popu-lation@	OAR Offenders	1970 Adult Popu-lation*	Local Jail Popu-lation@	OAR Offenders
Male	488	92%	91%	49%	90%	95%	52%	92%	95%	44%	92%	57%	49%	75%	89%
Female	51	8	9	51	10	5	48	8	5	56	8	43	51	25	11
	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Total N	(61,752)	(2,559)	85	(282,550)	(1,978)	156	(83,927)	(373)	110	(61,700)	(3,065)	61	(489,929)	(18,589)	412
No Answer N			0		0	105		0	14		0	11			130

*Adult population 20 years of age or older.

#Based on jail admissions May-August 1971.

@Based on 1971 figures of Virginia Department of Welfare and Institutions.

TABLE 6
RACIAL DISTRIBUTION
OAR OFFENDERS, LOCAL JAIL, AND SELECTED LOCAL POPULATIONS
OAR Project, November 15, 1972

Race	Charlottesville Albemarle Jail Area			Fairfax County Jail Area			Newport News Jail Area			Roanoke Jail Area			Aggregate OAR Jail Communities		
	1970 Adult Popu-lation*	Local Jail Popu-lation@	OAR Offen-ders	1970 Adult Popu-lation	Local Jail Popu-lation#	OAR Offen-ders	1970 Adult Popu-lation	Local Jail Popu-lation#	OAR Offen-ders	1970 Adult Popu-lation	Local Jail Popu-lation#	OAR Offen-ders	1970 Adult Popu-lation	Local Jail Popu-lation#	OAR Offen-ders
White	85%	68%	46%	96%	85%	75%	73%	30%	29%	83%	78%	68%	81%	75%	60%
Non-White	<u>15</u>	<u>32</u>	<u>54</u>	<u>4</u>	<u>15</u>	<u>25</u>	<u>27</u>	<u>70</u>	<u>71</u>	<u>17</u>	<u>22</u>	<u>32</u>	<u>11</u>	<u>25</u>	<u>40</u>
	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Total N	(61,752)	(2,559)	85	(282,550)	(1,978)	149	(83,527)	(807)	48	(61,700)	(3,065)	28	(489,929)	(18,589)	310
No Answer N			0		0	112		0	76			44			232

*Adult population 20 years of age or older.
 #Based on jail admissions May-August 1971.
 @Based on 1971 figures of Virginia Department of Welfare and Institutions.

TABLE 7

MARITAL STATUS
OAR OFFENDERS, LOCAL JAIL, AND SELECTED LOCAL POPULATIONS
OAR Project, November 15, 1972

Marital Status	Charlottesville-Albemarle Jail Area			Fairfax County Jail Area			Newport News Jail Area			Roanoke Jail Area			Aggregate OAR Jail Communities Less Charlottesville		
	1970 Adult Popu-lation*	Local Jail Popu-lation#	OAR Offenders	1970 Adult Popu-lation*	Local Jail Popu-lation#	OAR Offenders	1970 Adult Popu-lation*	Local Jail Popu-lation#	OAR Offenders	1970 Adult Popu-lation*	Local Jail Popu-lation#	OAR Offenders	1970 Adult Popu-lation*	Local Jail Popu-lation#	OAR Offenders
Single	29%	--	60%	24%	49%	54%	26%	70%	42%	22%	48%	52%	25%	51%	51%
Widowed	8	--	1	4	0	1	6	0	--	11	1	7	5	0	2
Separated	2	--	12	1	4	13	3	0	21	3	3	14	2	3	15
Divorced	3	--	9	2	3	8	3	0	7	5	5	10	3	3	8
Married	<u>59</u>	<u>--</u>	<u>18</u>	<u>69</u>	<u>44</u>	<u>24</u>	<u>62</u>	<u>30</u>	<u>30</u>	<u>59</u>	<u>44</u>	<u>17</u>	<u>65</u>	<u>42</u>	<u>24</u>
	100		100	100	100	100	100	100	100	100	100	100	100	100	100
Total N	(73,914)	--	85	(310,304)	(1,975)	150	(100,254)	(807)	43	(71,303)	(3,064)	29	(585,775)	(5,850)	222
No Answer N			0		3	111		3	81		1	43		4	235

*Adult population 20 years of age or older.

#Based on jail admissions May-August 1971.

Charlottesville site that non-white inmates are significantly more likely to become OAR Offenders than are white inmates, even when taking into account the racial distribution of the jail population. We do not yet have an explanation of this pattern.

Marital Status

Table 7 describes the marital status of OAR Offenders. A little over one-half (51%) are single, while almost one-quarter are either married (24%) or separated or divorced (23%). Leaving out Charlottesville, OAR Offenders are similar to all jail inmates only in the proportion of them who are single. When comparing OAR Offenders to the 1970 adult population (less Charlottesville), we find Offenders are a little more than one-third as likely to be married, three times as likely to be divorced, seven times as likely to be separated, and twice as likely to be single as adults in the general population. Variation between sites is not great, although Newport News has a somewhat higher percentage of Offenders who are married or separated.

Occupational Distribution

Table 8 presents the occupational distribution of Offenders by site. Nearly half (49%) of all Offenders are blue-collar workers. Compared to the adult population, OAR Offenders are one-sixth as likely to be professional,

TABLE 8

OCCUPATIONAL DISTRIBUTION
OF OAR OFFENDERS AND SELECTED LOCAL POPULATIONS
OAR Project, November 15, 1972

Occupation	Charlottesville- Albemarle Jail Area		Fairfax County Jail Area		Newport News Jail Area		Roanoke Jail Area		Aggregate OAR Jail Communities	
	1970 Adult Popu- lation*	OAR Offen- ders	1970 Adult Popu- lation*	OAR Offen- ders	1970 Adult Popu- lation*	Oar Offen- ders	1970 Adult Popu- lation*	OAR Offen- ders	1970 Adult Popu- lation*	OAR Offen- ders
Professionals, Executives, Managers, etc.	28%	3%	44%	9%	26%	6%	20%	4%	36%	6%
Sales & Clerical	23	7	32	15	24	--	27	11	29	10
Blue Collar	32	37	16	52	35	78	37	37	24	49
Other	17	54	8	25	15	16	16	48	12	35
Total N	100	100	100	100	100	100	100	100	100	100
No Answer N		76		151		32		27		286
		9		110		92		45		256

*Adult population age 20 years and older.

TABLE 9
EDUCATIONAL ATTAINMENT
OF OAR OFFENDERS AND SELECTED LOCAL POPULATIONS
OAR Project, November 15, 1972

Educational Attainment	Charlottesville- Albemarle Jail Area		Fairfax County Jail Area		Newport News Jail Area		Roanoke Jail Area		Aggregate OAR Jail Communities	
	1970 Adult Popu- lation*	OAR Offen- ders	1970 Adult Popu- lation*	OAR Offen- ders	1970 Adult Popu- lation*	OAR Offen- ders	1970 Adult Popu- lation*	OAR Offen- ders	1970 Adult Popu- lation*	OAR Offen- ders
0 - 11 years	59%	77%	21%	50%	50%	63%	52%	85%	37%	62%
12 years	21	16	32	35	28	35	28	8	28	27
1 - 3 years College	9	6	17	14	11	2	11	8	14	10
College grad or higher	12	1	30	1	12	--	9	--	21	1
	100	100	100	100	100	100	100	101	100	100
Total N	49,915	84	245,976	152	66,351	40	54,203	26	466,300	302
No Answer N		0		109		84		46		240

*Adult population age 20 years and older.

managerial or executive workers; one-third as likely to be sales or clerical workers; twice as likely to be blue-collar workers; and almost three times as likely to fall in the "other" category of service workers, farmers and persons out of the labor force.

Education

Clearly, OAR Offenders are less well-educated than the general population. Among adults in the general population aged 20 years and older, somewhat less than four out of every ten have less than a high school diploma. Among the Offenders, more than six out of every ten have less than a high school diploma. Table 9 presents precise percentages. Interestingly, Fairfax has a population almost half of which have some college (47%) and also has the highest proportion of Offenders with post-high school education (15%).

Religious Preference

Table 10 presents the religious preferences of OAR Offenders. Comparative data are not available for the local or jail populations. Some caution must be taken in reading of this table, because of the high no response rate. It is likely that the high percentage of Baptist preference (36%) reflects the strength of that denomination in the local communities.

TABLE 10

RELIGIOUS PREFERENCE
OAR OFFENDERS
OAR Project, November 15, 1972

<u>Religious Preference</u>	<u>Charlottesville-Albemarle Jail Area</u>	<u>Fairfax County Jail Area</u>	<u>Newport News Jail Area</u>	<u>Roanoke Jail Area</u>	<u>Aggregate OAR Jail Communities</u>
Catholic	0%	18%	20%	0%	12%
Baptist	45	26	40	53	36
Other Protestant*	16	35	20	27	28
Jewish	0	0	0	0	0
Other@	<u>39</u>	<u>21</u>	<u>20</u>	<u>20</u>	<u>24</u>
	100	100	100	100	100
Total N	62	112	20	15	209
No Answer N	23	149	104	57	333

*Includes Presbyterian, Methodist, Episcopalian, Lutheran, General Protestant, and "Christian".

@Includes categories No Preference, None, Aetheist, Pantheist, etc.

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Summary

OAR Offenders tend to be young (87% under the age of 35), male (90%) and non-white (40%). Half the OAR Offenders are single, a quarter are married and about a quarter are separated or divorced. Half are blue-collar workers and 62% have less education than a high school diploma. Thirty-six percent of the Offenders are Baptist, and another 28% identify with other Protestant denominations.

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OAR VOLUNTEERS

As of November 15, 1972, 462 Volunteers have been recruited into OAR and have completed training. This figure represents an increase of 126 Volunteers since the Quarterly report of August, 1972, was prepared. A total of 18 Volunteers have been given special assignments excluding them from one-to-one relationships with Offenders, leaving 444 available for service.

In Fairfax County, a special effort has been made to recruit Volunteers from among college and university students. In addition, Fairfax has recruited and trained a special group of teen-agers, aged 14 to 18, who are assigned to supportive duties.

Charlottesville-Albemarle has continued its policy of working with juvenile as well as adult Offenders, a policy which began with the incorporation of the Volunteer Program of the Charlottesville Juvenile Court into the local OAR in April, 1972. Charlottesville-Albemarle has also recruited and trained a cohort of youthful Volunteers who will be assigned to juvenile Offenders.

Selection Process

In practice, OAR Community Directors are permitted wide latitude in the acceptance and rejection of Volunteer

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candidates. Candidates are generally interviewed by the Community Director and are required to complete a brief application, from which data on basic characteristics are obtained.

Characteristics of Volunteers

We have compared OAR Volunteers to the correctional volunteers surveyed by Louis Harris in 1969¹ (subsequently referred to as the Harris Survey), to the volunteers surveyed by the U.S. Department in 1965² (subsequently referred to as the Manpower Survey), and to the adult populations of the communities from which they are recruited.

Since the number of Volunteers in Newport News (57) and Roanoke (61) is relatively small, each individual represents nearly two percentage points. Caution must, therefore, be exercised in examining percentages referring to Newport News. Volunteers for Charlottesville-Albemarle, with 101 Volunteers, Fairfax County, with 243 Volunteers, and for OAR as a whole, with over 450 Volunteers, percentage

¹Harris, Louis and Associates, Volunteers Look at Corrections, Joint Commission on Correctional Manpower Training, Washington, D.C., 1969.

²Groom, Phyllis, American Volunteer, Manpower/Automation Research Monograph No. 10, Manpower Administration, U.S. Department of Labor, April, 1969.

TABLE 11

AGE DISTRIBUTION
OAR VOLUNTEERS AND VIRGINIA
ADULT POPULATION*
OAR Project, November 15, 1972

	Percent		Cumulative Percent	
	OAR Volunteers	1970 Virginia Adult Population	OAR Volunteers	1970 Virginia Adult Population
20-24	31	15	2.	15
25-29	23	12	54	27
30-34	9	10	63	37
35-39	8	09	71	46
40-44	7	10	78	56
45-54	18	18	96	74
Over 54	4	26	100	100
Median	29	42		
N	439	2,884,289		
No Answer	23			

*Adult population includes those at least 20 years of age or older.

distributions can be read with considerably more confidence.

Overall, there have been few substantial changes in the characteristics of OAR Volunteers since the last report was prepared. The introduction of significant numbers of college-aged Volunteers in Charlottesville-Albemarle and Fairfax County appears to be the most significant change.

Age

The age distribution of OAR Volunteers is presented in Tables 11 and 12. Although all but the "over-54" age groups in the active population are represented, OAR Volunteers are a rather young group and have been getting younger. Their median age is 29; compared to 42 in the general population of adults. In August, the OAR median age was 33. The modal age range is 20-24, with almost one-third of all Volunteers falling into this category. The Harris Survey respondents and the Manpower respondents were more evenly distributed among the age groups, as is indicated in Table 12.

Charlottesville-Albemarle, Fairfax County, and Newport News have each experienced an increase in the percentage of Volunteers under 35 since August, 1972, and a concomitant decrease in the median age. The active enlistment of college students in Charlottesville-Albemarle and Fairfax County most likely explains the shift in these two cities.

TABLE 12
AGE DISTRIBUTION
OAR VOLUNTEERS, OTHER VOLUNTEERS, AND SELECTED LOCAL POPULATIONS
OAR Project, November 15, 1972

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Age	Charlottesville-Albemarle Jail Area			Fairfax County Jail Area			Newport News Jail Area			Roanoke Jail Area			Aggregate OAR Jail Communities			Harris Survey Correctional Volunteers (1969)		U.S. Labor Department Manpower Survey All Types of Volunteers (1965)
	1970 Adult Population*	OAR	Rate#	1970 Adult Population*	OAR	Rate#	1970 Adult Population*	OAR	Rate#	1970 Adult Population*	OAR	Rate#	1970 Adult Population*	OAR	Rate#	Adult Institutions	All Institutions	
Under 35		60																
	40		271	38%	65	145	44%	63	90	29%	41	114	38%	148	25%	35%		38%
35-49		17			27			23			35		26		40	40		37
	26		139	38	60		28	51		26	107		33	71				
50 and Over		23			7			13			24		11		33	25		25
	34		57	24	27		28	30		46		43		35				
All Ages	100	100	164	100	99	84	100	99	62	100	79	100	99	90				
Total N	(62,752)	(101)		(282,550)	(237)		(83,927)	(52)		(61,700)	(49)		(490,929)	(439)				
Median Age		28			28			31			39			29				
No Answer N		(0)			(6)			(5)			(12)			(23)				

*Adult population includes those 20 years of age or older.

#Number of Volunteers per 100,000 Adult Population.

In Roanoke, where the data on age are incomplete, an increase in the median age of Volunteers seems to have occurred.

Sex

The sex distribution of OAR Volunteers is shown in Table 13. It is identical with that of the 1970 adult population.

By site, the proportion of male Volunteers varies from a low of 38 percent in Newport News to a high of 56 percent in Roanoke. Slight changes in the proportion of males have been noted at each site since the last report.

The Harris Survey found that the majority of correctional Volunteers working in adult institutions were male: some 83 percent, which approximates OAR's initially stated objective.

Race

Thirteen percent of all OAR Volunteers were non-white at the end of October, 1972, as compared to 17 percent in August.

Most investigations have indicated that few blacks are involved in Volunteer efforts. The National Manpower Survey found that only six percent of all volunteers were non-white; only four percent of the respondents in the Harris Survey were black.

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TABLE 13
SEX DISTRIBUTION
OAR VOLUNTEERS, OTHER VOLUNTEERS, AND SELECTED LOCAL POPULATIONS
OAR Project, November 15, 1972

Sex	Charlottesville-Albemarle Jail Area			Fairfax County Jail Area			Newport News Jail Area			Roanoke Jail Area			Aggregate OAR Jail Communities			Harris Survey Correctional Volunteers(1969)		U.S. Labor Department Manpower Survey All Types of Volunteers(1965)
	1970 Adult Population*	OAR Rate#		1970 Adult Population*	OAR Rate#		1970 Adult Population*	OAR Rate#		1970 Adult Population*	OAR Rate#		1970 Adult Population*	OAR Rate#		Adult Institutions	All Institutions	
Male	48	55	188	49	46	80	52	38	49	44	56	125	49	49	93	83	53	40
Female	52	45	141	51	54	89	48	62	86	56	44	78	51	51	94	17	47	60
Both Sexes	100	100	164	100	100	85	100	100	67	100	100	99	100	100	93	100	100	100
Total N	(101)			(239)			(56)			(61)			(457)					
	(61,752)			(282,550)			(83,927)			(61,700)			(489,929)					
No Answer N	0			4			1						5					

*Adult population includes those 20 years of age or older.

#Number of Volunteers per 100,000 Adult population.

OAR's experience suggests that this may be due either to intentional or unintentional selective recruitment. In Charlottesville-Albemarle, Fairfax County, and Roanoke, the proportion of blacks among the Volunteers (9%, 3%, and 16% respectively) approximates fairly closely the proportion of blacks in the adult population. In Newport News, on the other hand, blacks constitute 27 percent of the adult population and 71 percent of the Volunteers. The OAR Community Director in Newport News is black and has focused his attention on the black community. Indeed, Newport News is the only site which showed an increase, albeit small, in the proportion of black Volunteers during the past quarter (from 67 to 71 percent).

The racial distribution of OAR Volunteers is presented in Table 14.

Marital Status

The distribution of marital statuses for OAR Volunteers is available in Table 15. Only 54 percent of the OAR Volunteers are married - a strikingly low proportion for a Volunteer program. The selective recruiting of younger Volunteers in Charlottesville-Albemarle and Fairfax County has resulted in an increase in the percentage of single Volunteers in these two sites in the past quarter (from 28 percent to 35 percent).

TABLE 14
 RACIAL DISTRIBUTION
 OAR VOLUNTEERS, OTHER VOLUNTEERS, AND SELECTED LOCAL POPULATIONS
 OAR Project, November 15, 1972

Race	Charlottesville-Albemarle Jail Area			Fairfax County Jail Area			Newport News Jail Area			Roanoke Jail Area			Aggregate OAR Jail Communities			Harris Survey Correctional Volunteers (1969)	U.S. Labor Department Manpower Survey All Types of Volunteers (1965)
	1970 Adult Population*	OAR	Rate#	1970 Adult Population*	OAR	Rate#	1970 Adult Population*	OAR	Rate#	1970 Adult Population*	OAR	Rate#	1970 Adult Population*	OAR	Rate#	All Institutions	
White	85%	91	176	96%	97	84	73%	29	19	83%	84	99	89%	87	88	95%	94%
Non-White	15	09	96	4	03	66	27	71	134	17	16	97	11	13	105	4	6
All Races	100	100	163	100	100	83	100	100	50	100	100	99	100	100	90	100	100
Total N	(61,752)	(101)		(282,550)	(235)		(83,927)	(42)		(61,700)	(61)		(489,929)	(439)			
No Answer N		(0)			8			15			0			23			

*Adult population includes those 20 years of age or older.

#Number of Volunteers per 100,000 Adult Population.

Table 15

MARITAL STATUS
OAR VOLUNTEERS, OTHER VOLUNTEERS, AND SELECTED LOCAL POPULATIONS
OAR Project, November 15, 1972

Marital Status	Charlottesville-Albemarle Jail Area		Fairfax County Jail Area		Newport News Jail Area		Roanoke Jail Area		Aggregate OAR Jail Communities		Civilian Non-Institutional Population	U.S. Labor Department Manpower Survey All Types of Volunteers (1965)
	1970 Adult Population*	OAR	1970 Adult Population*	OAR	1970 Adult Population*	OAR	1970 Adult Population*	OAR	1970 Adult Population*	OAR		
Single	29%	38%	24%	36%	26%	33%	22%	22%	25%	35%	23	17
Widowed	8		4	3	6	7	11	0	5	02		
Divorced	3	5	2	6	3	9	5	8	3	07	7	7
Separated	2	3	1	2	3	4	3	0	2	02		
Married	59	54	69	53	62	47	59	69	65	54	68	76
Total	100	100	100	100	100	100	100	99	100	100	100	100
N	73,914	(101)	310,304	(238)	100,254	(55)	71,303	(49)	585,775	(443)		
No answer N		0		5		2		12		19		

*Population includes 14 years of age and over.

Education

OAR continues to attract well-educated Volunteers; 44 percent of them are college graduates, in contrast to 21 percent of the adult population and 15 percent of the Manpower Survey respondents. The contrast between OAR Volunteers and the local population is most extreme in Charlottesville-Albemarle where 65 percent of the Volunteers are college graduates; compared to only 12% of the general population. The Manpower Survey found that only 15% of all Volunteers were college graduates.

The educational distribution is presented in Table 16.

Occupation

Data on employment status and occupation of OAR Volunteers are shown in Table 17. Overall, 65 percent of all Volunteers are currently employed. Among those employed, the distribution is still skewed toward the professionals, executives, and the like, with 54 percent of all Volunteers so employed. In August, however, the comparable figure was 68 percent.

While no substantive changes in the percentage of lesser white collar and blue collar workers have occurred, service workers now constitute 13 percent of all Volunteers, in contrast to 3 percent of the August population. The occupational distribution of OAR Volunteers now rather

TABLE 16

EDUCATIONAL ATTAINMENTS
OAR VOLUNTEERS, OTHER VOLUNTEERS, AND SELECTED LOCAL POPULATIONS
OAR Project, November 15, 1972

Educational Attainments	Charlottesville-Albemarle Jail Area		Fairfax County Jail Area		Newport News Jail Area		Roanoke Jail Area		Aggregate OAR Jail Communities		Harris Survey Correctional Volunteers (1969)		U.S. Labor Department Manpower Survey All Types of Volunteers (1965)
	1970 Adult Population*	OAR	1970 Adult Population*	OAR	1970 Adult Population*	OAR	1970 Adult Population*	OAR	1970 Adult Population*	OAR	Adult Institutions	All Institutions	
-11 yrs,	59	04	21	05	50	04	52	04	37	05	8	06	28
2 yrs.	21	07	32	11	28	45	28	15	28	15	15	20	43
3 yrs. college	09	24	17	40	11	27	11	51	14	36	26	26	15
4 yrs. college	12	65	30	43	12	24	09	30	21	44	50	48	15
Total	49,152		245,976	238	66,351	51	54,203	47	466,300	435			
Do not answer N =	2		5		6		14		27				

Breakdown of 4 Years of College or More

*Population includes those 25 years of age and over.

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closely approximates that of the Harris Survey respondents.

Housewives make up a much smaller percentage of OAR Volunteers generally. On the other hand, students are more heavily represented in the OAR population than in the Manpower and Harris samples. They are especially numerous in Charlottesville-Albemarle and Fairfax County.

Social Class

Taking education and occupation together, OAR Volunteers are still predominantly middle-class, except perhaps in Newport News.

TABLE 17

OCCUPATIONAL DISTRIBUTION
OAR VOLUNTEERS, OTHER VOLUNTEERS, AND SELECTED LOCAL POPULATIONS
OAR Project, November 15, 1972

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Occupation of Employed	Charlottesville- Albemarle Jail Area		Fairfax County Jail Area		Newport News Jail Area		Roanoke Jail Area		Aggregate OAR Jail Communities		Harris Survey Correctional Volunteers (1969)	U.S.Labor Department Manpower Survey All Types of Volunteers (1965)
	1970 Adult Popu- la- tion*	OAR	1970 Adult Popu- la- tion*	OAR	1970 Adult Popu- la- tion*	OAR	1970 Adult Popu- la- tion*	OAR	1970 Adult Popu- la- tion*	OAR	All Institutions	
Professional, Executive, etc.	28%	64	44%	56	26%	50	20%	57	36%	57	54%	35%
Salesworker, Clerical, etc.	23	24	32	28	24	21	27	16	29	25	28	25
Blue Collar	32	03	16	04	35	07	36	14	24	05	10	22
Other	17	09	08	12	15	21	16	14	12	13	09	18
Total %	100	100	100	100	100	99	100	101	101	100	101	100
N		66		135		42		37		280		
No answer N												
Employment Status		67		58		81		79		65		
Employed	57		61		57		57		59		67	54
Unemployed	01	01	01	02	02	06	02	02	02	02	-	01
Housewife	23	05	27	11	29	08	28	08	27	09	26	32
Student	13	27	08	28	07	06	05	08	08	23	02	09
Other	07	00	03	00	05	00	08	02	04	00	05	03
Total %	101	100	100	99	100	101	100	99	100	99	100	99
N		(99)		(231)		(52)		(47)		(429)		
No answer N		(2)		(12)		(05)		(14)		(33)		

*Adult population includes civilian, non-institutional population 16 years of age and older.

GOAL ACHIEVEMENT

Goal achievement is presented as of September, 1972, for all four of the sites. In some tables, earlier levels of goal achievement are presented to illuminate trends.

In order to compare the performance of Volunteer cohorts, we have accumulated goal achievement data separately for each cohort at 30 day intervals, beginning with the day they complete training. Consequently, when we report aggregate goal achievement for an OAR community, or for the OAR as a whole, we are cumulating cohort data as of the dates that individual cohorts complete an integral number of 30 day periods.

Volunteers

Recruitment

With respect to recruitment, OAR has achieved 85% of its programmed goal. This is an improvement over the 75% achievement level as of the last reporting period. Programmed interim goals are calculated using the following formula:

$$\text{Interim Goal} = \frac{\text{Days Elapsed}}{365} \times \text{Annual Goal}$$

At the end of its first year of operation, Roanoke had achieved only 37% of its annual goal. As can be seen in

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TABLE 18

VOLUNTEERS COMPLETED TRAINING: GOAL ACHIEVEMENT
OAR Project, November 15, 1972

Site	Actual Number of Volunteers	Most Recent 30 Day Period			% of Interim Goal Achieved						
		Annual Goal	Elapsed Days	% of Goal Achieved	Interim Goal*	540 Days	450 Days	360 Days	270 Days	180 Days	90 Days
Roanoke	61		557	43%		40%	34%	37%	34%	37%	48%
09/26/72		94			143						
Newport News	57		543	66%		66	72	91	86	100	114
09/25/72		58			86						
Fairfax County	243#		482	92%		--	75	93	79	92	110
09/28/72		201			265						
Charlottesville-Albemarle	99		354	206%		--	--	--	189	283	283
11/06/72		49			48						
OAR Aggregate	461		--	85%							
		402			542						

*Interim goals are calculated using the following formula: $\text{Interim Goal} = \text{Annual Goal} \times \frac{\text{Elapsed Days}}{365}$

#Includes 9 Volunteers not trained, but assigned or available for assignment.

Table 18, this site stabilized at about this level after only a few months of operation, but during the past quarter there was some improvement. Roanoke at present has achieved 43% of its programmed goal. At the end of its first year of operation Newport News had achieved just over 90% of its annual goal. Since that time, one small class of Volunteers has been trained, and, goal achievement has fallen off to its present level of 66%. After one year in operation, Fairfax County had achieved 93% of its established goal. It has been able to maintain this level of recruitment and its present level of achievement is 92% of its programmed goal. After almost nine months in operation, the Charlottesville-Albemarle site had achieved 189% of its programmed goal.

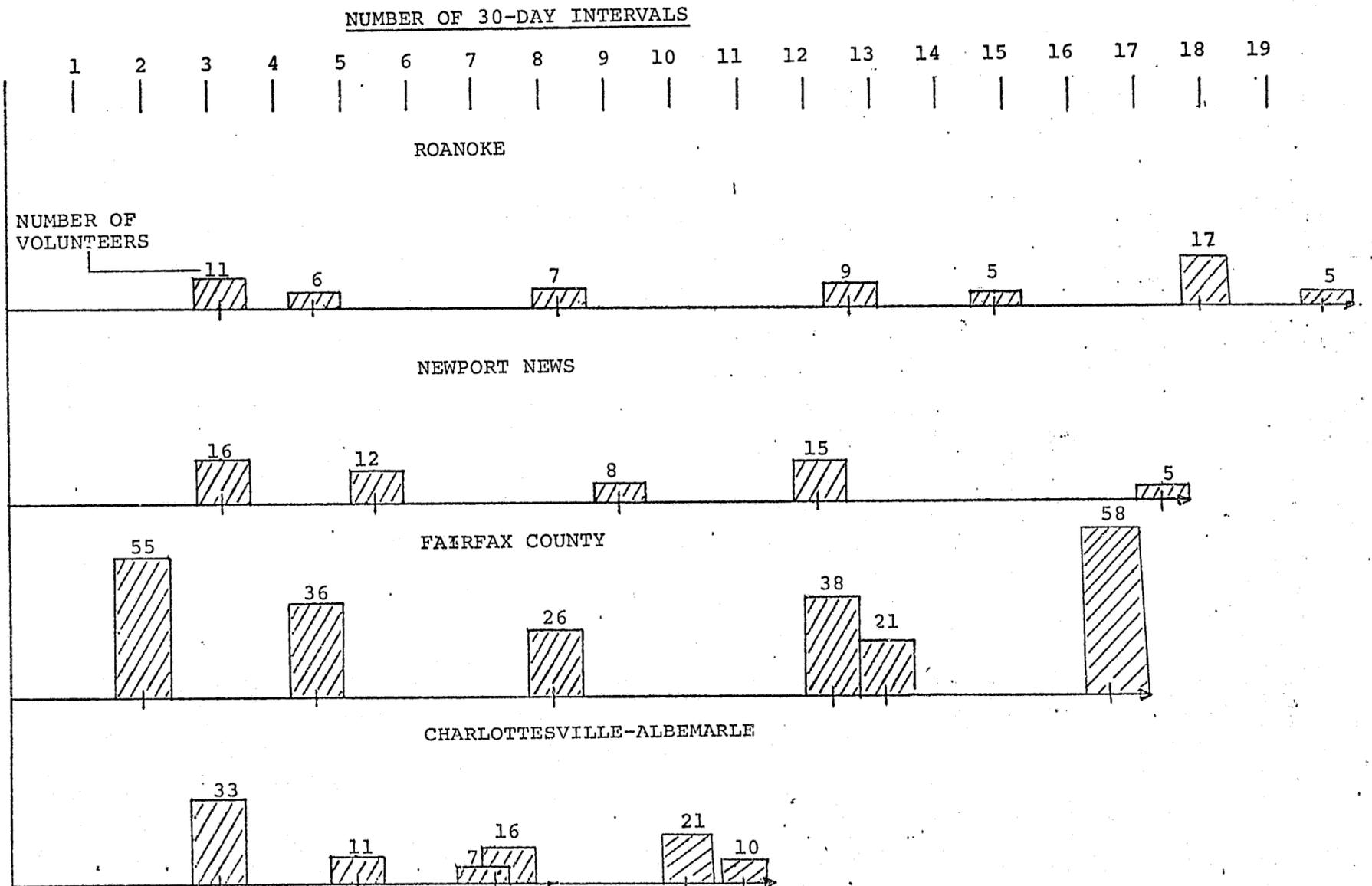
While the data indicate that all sites do best during the initial months of operation, Charlottesville-Albemarle has done extraordinarily well in maintaining its high level of performance. At present, the site has achieved 206% of its programmed goal for the first year.

In summary, Charlottesville-Albemarle is oversatisfying its programmed goals. Fairfax County is close enough to the goal so that some additional recruiting on their part would result in reaching the 100% goal achievement level. Newport News has lost ground in its attempt to reach the 100% plateau. Roanoke has had a continual recruitment problem.

TABLE 19

OAR RECRUITMENT PATTERN
OAR Project, November 15, 1972

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A factor impinging upon recruitment goals which has not been heretofore considered is the capability of the local OAR offices to manage Volunteers. Currently, the Community Director has the entire responsibility for supervising Volunteers. As the number of Volunteers increases, the span of control becomes enormous. Two alternative solutions suggest themselves. First, the organizational structure of local OAR programs could be altered to increase the number of supervisory personnel. Second, the number of Volunteers could be limited to those that can be adequately supervised by the Community Director. At present OAR has decided to limit the number of Volunteers rather than to alter the organizational structure of the program. A limit of 100 was set at a meeting of OAR staff.

Clearly, only active Volunteers impinge upon the Community Director's span of control. As Table 19 indicates only Fairfax County and Charlottesville-Albemarle have approached or exceeded the established limit of 100 Volunteers. Both Roanoke and Newport News are far below it, so that it does not play any part in modifying their recruitment policies.

Recruiting Rates

In this section, we distinguish between total recruitment rates for all Volunteers and rates of active Volunteers only. While a relationship exists between the two, total recruitment rates can be used as a measure of site recruiting efficiency,

TABLE 20

RECRUITMENT RATE OAR Project, November 15, 1972

Site	Volunteers		Volunteers Per 100,000 Adult Population		Volunteers Per 1000 Jail Admissions		Volunteers Per 1000 Jail Inmates*	
	Total	Active						
Roanoke	61	50	94	77	7	6	34	28
Newport News	57	38	63	42	27	18	54	36
Fairfax County	243	184	82	62	44	33	203	153
Charlottesville-Albemarle	97	95	149	143	39	37	162	156
OAR Aggregate	461	367	89	71	25	20	99	78

*The mean daily jail population (Jail Inmates, here) is calculated by dividing the number of prisoner-days by 365.

and active Volunteer rates as a measure of potential impact on the jail population.

Table 20 presents several interesting recruitment rates. The number of Volunteers per 100,000 adult population, for example, measures recruiting success relative to the pool of eligibles. In these terms, Charlottesville-Albemarle is the most successful with 149 total Volunteers per 100,000 adult population. Roanoke is also doing well in these terms with a recruitment rate above the OAR aggregate rate. The recruitment rate in Fairfax County approaches the OAR aggregate rate, while Newport News has the lowest rate of total Volunteers per 100,000 adult population (63).

The number of Volunteers per 1,000 admissions measures long-term potential for impact upon the jail population. The difficulty with this measure is that it gives equal weight to offenders committed to jail for one or two days and those committed for longer periods. OAR generally does not work with extremely short-term offenders. The number of Volunteers per 100 inmates in the mean daily population is, probably at present, our best measure of potential impact upon the jail population. By this measure, Fairfax County is doing the best with two Volunteers for every inmate.

Additionally, in Table 20, we have provided data on active volunteers, so that the effect of volunteer retention on a site's real potential for impact on its jail population can be seen. Looking at the rate per 100,000 adult population

and rate per 100 inmates together gives us some insight into the kinds of recruiting problems faced by the various OAR sites. Roanoke because of its lower adult population and its higher jail population would have to be six times as effective as Fairfax in recruiting Volunteers, in order to have the same potential impact upon its jail population. Newport News would require a recruitment rate over four times Fairfax's rate. Charlottesville-Albemarle, on the other hand, would only have to increase recruitment of Volunteers 25% to have the same potential impact as Fairfax upon its jail inmates.

If we look at Table 20, we find that, in fact, Fairfax County is only moderately effective in terms of its recruitment rate per 100,000 adult population (Charlottesville-Albemarle and Roanoke are more so). Nevertheless because of the adult population to jail inmates ratio, Fairfax County has the best Volunteer to jail inmates ratio.

It should be noted that the new recruiting goals take the size of the adult population into account. They do not require the same order of potential impact upon the jail population. As was indicated in the previous report though, some disparity in recruiting effectiveness is called for. So, for example, Fairfax County and Newport News should be about equally effective in recruiting Volunteers. Charlottesville-Albemarle is expected to be only half again as effective as the former mentioned sites. Roanoke must be about twice as

TABLE 21

VOLUNTEERS ACCEPTING FIRST ASSIGNMENTS
OAR Project, November 15, 1972

<u>Site/Cohort</u>	<u>Date Completed Training</u>	<u>Goal*</u>	<u>Volunteers Accepting 1st Assignment</u>	<u>Percent of Goal Achieved</u>
<u>Roanoke</u>				
Aggregate		46	46	100%
Cohort 1	May 8	8	11	138%
2	June 19	5	5	100
3	Oct 9	5	5	100
4	Feb 18	7	8	114
5	Apr 22	4	2	50
6	Jul 27	13	14	108
7	Sep 26	4	1	25
<u>Newport News</u>				
Aggregate		42	54	129%
Cohort 1	May 22	12	14	117%
2	Jul 30	9	13	144
3	Nov 19	6	8	133
4	Feb 16	11	15	136
5	Jul 22	4	4	100
<u>Fairfax County</u>				
Aggregate		185	139	75%
Cohort 1	June 16	41	41	100%
2	Oct 2	27	33	122
3	Jan 18	20	24	120
4	May 23	29	21	72
5	June 17	16	17	106
6	Oct 5	45	0	0
00	Sept 28	7	3	43
<u>Charlottesville-Albemarle</u>				
Aggregate		74	69	93%
Cohort 1	Jan 6	26	29	112%
2	May 7	8	10	125%
3	May 10	5	6	120
4	May 10	11	15	136
5	Sept 20	15	8	53
6	Nov 6	8	0	0
00	Nov 6	1	1	100

*Goal is three quarters of those Volunteers completing training, not counting those given special assignments other than one-to-one relationships.

effective as Fairfax County and Newport News. While Roanoke is drawing more heavily for Volunteers on its adult population than are two other sites, it is least effective in terms of meeting its programmed recruitment goals.

Assignment of Volunteers

The goal for assignments is that 75% of those Volunteers who have completed training accept assignments.

The data in Table show that OAR is having little or no difficulty meeting this assignment goal. Apart from those cohorts which have been operational for only a short time, all have met or surpassed their goals. Apparently Community Directors have become adept at performing this aspect of the job. Thus, most cohorts reach the 75% level within their first month of operation.

Achieving Persistent Relationships

The goals for achieving persistent relationships are:

- (1) One-third of those who accept assignments will achieve persistent relationships on the first attempt;
- (2) Of those who fail on their first attempt, one-quarter will achieve a persistent relationship on their second attempt.

A relationship is said to persist if it lasts for at least six months or else terminates sooner because the Offender no longer needs the sponsor's support. Relationships may be interrupted for two conceptually different reasons.

First a relationship may be interrupted because the Offender and the Volunteer are unable to establish rapport. We call these "internal interruptions." Second, a relationship may be interrupted by circumstances effectively beyond the control of the Offender and/or Volunteer. We call these "external interruptions". We have also considered that if a first attempt at a relationship is interrupted for external reasons, the Volunteer has not had a "fair" chance at establishing a persistent relationship. Therefore, his next attempt is also considered a first attempt or first try at a persistent relationship.

Eleven of the twenty-four cohorts in existence as of the most recent data have been operating for less than six months, and are therefore excluded from Table 22. The proportion of persistent relationships, of course, gives us a direct measure of the extent of goal achievement. We can also measure potential for persistent relationships by means of its reciprocal: the proportion of interruptions which can occur and still allow for achievement of the goal is two-thirds.

For OAR as a whole, among those cohorts which have been active for six months or more, the goal of one-third persistent relationships has been exceeded. Some 44% of the first relationships initiated have persisted at least six months. Some 50% have been interrupted and 6% are yet to be resolved. We can see from Table 23 that for cohorts operating 6 months

TABLE 22

OUTCOME OF RELATIONSHIP: FIRST TRY* AT RELATIONSHIP
FOR COHORT OPERATING 6 MONTHS OR MORE
 OAR Project, Most Recent Data

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Site/Cohort	Data Completed Training	Total Relationships	Persistent Relationships	Percent Persistent	Interrupted Relationships	Percent Interrupted
Roanoke (7/18/72)						
Cohort 1	8 May 71	15	2	13%	13	87%
2	19 Jun 71	5	3	60	2	40
3	9 Oct 71	5	1	20	4	80
4	18 Feb 72	7	3	43	4	57
Total		<u>32</u>	<u>9</u>	<u>28%</u>	<u>23</u>	<u>72%</u>
Newport News (4/28/72)						
Cohort 1	22 May 71	23	9	39%	13	56%
2	30 Jul 71	15	7	47	8	53
3	19 Nov 71	18	4	22	12	67
4	16 Feb 72	23	2	9	14	61
Total		<u>79</u>	<u>22</u>	<u>28%</u>	<u>47</u>	<u>60%</u>
Fairfax County (7/5/72)						
Cohort 1	10 Jun 71	53	18	34%	34	64%
2	2 Oct 71	36	19	53	16	44
3	18 Jan 72	26	20	77	5	19
Total		<u>115</u>	<u>57</u>	<u>50%</u>	<u>55</u>	<u>48%</u>
Charlottesville-Albemarle (6/5/72)						
Cohort 1	6 Jan 72	34	22	65%	11	33%
2	7 Mar 72	10	9	90	0	0
Total		<u>44</u>	<u>31</u>	<u>70%</u>	<u>11</u>	<u>25%</u>
OAR Aggregate						
Cohorts operating 6 months or more		270	119	44%	136	50%

or more, both Fairfax County (50%) and Charlottesville-Albemarle (70%) have surpassed the goal of one-third persistent relationships. Roanoke (28%) and Newport News (28%) are somewhat behind this goal. However, Newport News, with 12% of the relationships still unresolved, could reasonably be expected to meet its goal. Roanoke was unsuccessful in its attempt at reaching the goal. The explanation may lie, in part, in the fact that, in the early cohorts in particular, a very high proportion of the Offenders that Roanoke worked with had significant alcohol problems. OAR is not specifically equipped to deal with this sort of problem and these Offenders are likely to be poor risks.

Data on the resolution of second attempts at persistent relationships is sparse. In the next report we should be able to deal more clearly with second attempt relationships and additionally give some indication of whether OAR sites are approaching their goals with regard to these relationships.

A number of Volunteers have been given multiple assignments. In these cases, we have considered the earliest assignment to be the Volunteer's first assignment and placed the other in a category separate from first or second tries. The overall rate of interruption of Volunteer-Offender relationships, including all categories, is given in Table 23.

TABLE 23

PERCENT OF INTERRUPTIONS BY TYPE OF INTERRUPTION
OAR Project, November 15, 1972

	<u>First Tries</u>		<u>All Relationships</u>			
	<u>Number of Relationships</u>	<u>Percent External Interruptions</u>	<u>Percent Internal Interruptions</u>	<u>Number of Relationships</u>	<u>Percent External Interruptions</u>	<u>Percent Internal Interruptions</u>
Roanoke	49	23%	20%	76	17%	16%
Newport News	83	41	23	136	40	13
Fairfax County	159	16	15	288	15	14
Charlottesville	75	7	7	97	11	6

Looking at aggregate OAR data, 39% of all relationships have been interrupted, while 32% became persistent relationships. Newport News has the highest rate of interrupted relationships, 54%. Table 24 sheds some light on the problem of interruptions at Newport News and other sites. The table indicates that the proportion of first relationships interrupted for both "external" and "internal" reasons is considerably higher at Newport News than at the other sites. Further investigation is necessary in order to explain why certain sites are more subject to "external" and/or "internal" interruptions.

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TABLE 24

OUTCOME OF RELATIONSHIP: ALL RELATIONSHIPS
OAR Project, November 15, 1972

Co	Site/Cohort	Data Completed Training	Total Relationships	Persistent Relationships	Percent Persistent	Interrupted Relationships	Percent Interrupted
	<u>Roanoke (3/1/72)</u>						
	Cohort 1	8 May 71	31	7			
	2	19 Jun 71	8	4	23%	16	52%
	3	9 Oct 71	7	1	50	3	38
	4	18 Feb 72	12	3	14	5	71
	5	22 Apr 72	2	0	75	5	42
	6	27 Jul 72	15	0	0	0	0
	7	26 Sep 72	1	0	0	1	7
	Aggregate		76	15	20%	30	39%
	<u>Newport News (4/15/72)</u>						
	Cohort 1	22 May 71	44	12			
	2	30 Jul 71	33	12	27%	25	57%
	3	19 Nov 71	24	5	36	16	48
	4	16 Feb 72	31	3	21	15	63
	5	22 Jul 72	4	0	10	17	55
	Aggregate		136	32	24%	73	54%
	<u>Fairfax County (2/15/72)</u>						
	Cohort 0	Not Applicable	5	1			
	1	16 Jun 71	89	28	20%	3	60%
	2	2 Oct 71	68	32	31	53	60
	3	18 Jan 72	48	31	47	27	40
	4	23 May 72	30	1	65	8	17
	5	17 Jun 72	20	0	3	6	20
	6	5 Oct 72	0	0	0	5	25
	Aggregate		260	93	36%	102	39%
	<u>Charlottesville-Albemarle (4/4/72)</u>						
	Cohort 0	Not Applicable	1	1			
	1	6 Jan 72	47	24	100%	0	0%
	2	7 Mar 72	15	9	51	16	34
	3	10 May 72	6	1	60	0	0
	4	10 May 72	19	9	17	1	17
	5	20 Sep 72	9	0	47	2	11
	6	6 Nov 72	0	0	0	0	0
	Aggregate		97	44	45%	19	20%
	OAR Aggregate		569	184	32%	224	39%

Volunteer Retention

The goal for Volunteer retention is that one-half of those Volunteers who accept assignments persist in the OAR program for one year. OAR aggregate data indicates that among those cohorts active for one year or more, 66% of all Volunteers accepting assignments are still active. By comparing the retention performance of these older cohorts to that of the younger ones, we can get an indication of OAR's retention experience. As might be expected, the retention rate is higher among the newer cohorts; highest among those active less than six months (97%); while not quite so high among cohorts active six months to a year (82%), yet higher than the 66% for cohorts active a year or more. OAR's retention rate is quite good.

QUALITY OF RELATIONSHIP

Introduction

In order to gain some insight into the actual conduct of relationships between Volunteers and Offenders, a Quality of Relationship Interview Checklist has been developed. Initially, some 20 unstructured interviews of Offenders and Volunteers were conducted in Newport News during the Fall of 1971. Analysis of these interviews led to the development of a more refined instrument which was administered to 33 Offenders and Volunteers in Roanoke and Fairfax County in February, 1972.

A total of 53 Quality of Relationship Interviews have been conducted; 17 with OAR Offenders and 36 with OAR Volunteers. These interviews deal with some 57 Offender-Volunteer relationships in which at least one meeting took place. Seventeen of these relationships were interrupted after less than one-month duration. The Offenders who were involved in these relationships were not available and, in large measure, account for the disparity between the number of Offenders interviewed and the number of Volunteers interviewed. These relationships were interrupted because either the Offender rejected OAR assistance or was almost immediately transferred to an institution out of the OAR

TABLE 25
ACTIVE VOLUNTEERS
OAR Project, Most Recent Data

Site/Cohort	Date Completed Training	Volunteers Accepted Assignment	Volunteers Active	Percent Active	Other Volunteers	Others Active
Roanoke (3/1/72)						
Cohort 1	8 May 71	11	11	100%	-	-
2	19 June 71	5	3	60	3	-
3	9 Oct 71	5	2	40	2	2
4	18 Feb 72	8	6	75	2	1
5	22 Apr 72	2	2	100	3	2
6	27 Jul 72	14	14	100	3	2
7	26 Sep 72	1	1	100	4	4
Aggregate		46	39	85%	17	11
Newport News (4/15/72)						
Cohort 1	22 May 71	14	11	80%	5	-
2	30 Jul 71	13	7	54	6	-
3	19 Nov 71	8	6	75	2	-
4	16 Feb 72	15	9	60	6	-
5	22 Jul 72	4	4	100	-	1
Aggregate		54	37	69%	19	1
Fairfax County (2/15/72)						
Cohort 0	Not Applicable	3	1	33%	4	4
1	10 June 71	41	22	62	14	4
2	2 Oct 71	33	25	91	3	1
3	18 Jan 72	24	20	88	2	-
4	23 May 72	21	19	94	17	10
5	17 Jun 72	17	16	100	4	4
6	5 Oct 72	0	0	0	0	0
Aggregate		139	103	74%	42	23
Charlottesville-Albemarle (4/4/72)						
Cohort 0	Not Applicable	1	1	100%	-	-
1	6 Jan 72	29	26	-	5	3
2	7 Mar 72	10	10	100	1	1
3	10 May 72	6	6	100%	1	1
4	10 May 72	15	15	100	1	1
5	20 Sep 72	8	8	100	13	13
6	6 Nov 72	0	0	0	0	0
Aggregate		69	66	96%	21	19
OAR Aggregate						
Cohorts Active 1 year or more		125	82	66%	37	11
Cohorts Active 6 months to 1 year		95	78	82%	18	5
Cohorts Active less than 6 months		88	85	97%	44	38
Total		308	245	80%	99	54

community area. Eliminating these cases from our sample leaves 40 relationships to analyze.

For each of these 40 relationships, the interviews contain descriptions of concrete actions (amount of contact, substantive assistance). Evaluative and attitudinal responses were less frequently offered. None of the Newport News interviews include specific information about expectations of the OAR program, nor do they include estimates of the degree of friendship a relationship has achieved. Therefore, these interviews have been excluded from our analysis of OAR attitudes, as have the few offender interviews from Fairfax and Roanoke since they are too few to constitute a viable subsample. Our sample for attitudinal analysis now consists of 30 relationships.

In the discussion of amount of contact and substantive assistance, the sample consists of the 40 relationships described above. The discussion of OAR attitudes and friendships with Offenders is based on 30 relationships from interviews with 23 Volunteers in Fairfax and Roanoke.

Volunteer Attitudes Toward Their OAR Work

Three questions were asked to elicit attitudes toward the OAR experience.

1. "What do you expect your work in OAR to be like?"
2. "What do you feel you are trying to accomplish in

OAR?"

3. "What do you think you are supposed to be doing in OAR?"

Expectations

Volunteers responded to the question on expectations in a number of ways: some recalled how they felt prior to doing actual field work; some explained the ways in which they had been surprised by the work they found themselves doing. The answers are replies to a question understood from several slightly different viewpoints. The high response rate (100%) is probably a reflection of the fact that this question was one of the first on the interview schedule and was always asked.

Fifteen Volunteers offered a description of what they expected from the OAR program. Their responses grouped in five categories (see Table 26). "Working with a general problem" includes seeing a need one can help meet, seeing the problems in our jails, etc. An "experience" includes simple curiosity, testing oneself, wanting to meet offenders, etc. "One-to-one" is comprised of three categories. "General" refers to a wish to be a friend to an Offender, to listen, to show him someone cares, etc. "Specific services" includes mention of concrete services a Volunteer can render in being a liaison between the jail and the community. "Keeping

TABLE 26

VOLUNTEER EXPECTATIONS OF WHAT THEIR OAR WORK WOULD BE LIKE: FAIRFAX AND ROANOKE*
OAR Project, November 15, 1972

<u>Expectations</u>	<u>Summary</u>	
	<u>Number</u>	<u>Percent</u>
Working With A General Problem	5	15
An "Experience"	4	13
One-to-One	8	26
General	5	
Specific Services	3	
Keeping Out Of Jail	0	
Social Issues	2	06
Serving Man	2	
Changing Systems	0	
Don't Know	13	40
No Answer	0	0

*The number of answers exceeds the number of cases since multiple answers were accepted.

out of jail" includes expectations of getting an offender out, rehabilitating him, and keeping him out. "Social issues" is divided into two categories. "Serving man" refers to a feeling that OAR work is charitable or social action work whose performance improves social conditions. "Changing the system" means just that. "Don't know" answers usually mean that the Volunteer did not report any expectations about OAR.

In Table 26, only the "summary" column includes percentages since the numbers involved are very small.

Expected Accomplishments

The second and third questions ("what do you hope to accomplish" and "what do you think you are supposed to do") overlap. In several cases the interviewer did not ask what the Volunteer felt he was "supposed to do", but only what he "hoped to accomplish." In 16 out of 23 cases Volunteers answered the two questions in the same way. We will, therefore, present only the answers to what Volunteers "hope to accomplish."

Summary

Volunteers enter their OAR experience with only a hazy idea of what to expect: 40% "didn't know." Of those opinions expressed, 26% describe OAR work as involving face-to-face relationships, while 28% viewed it in general terms-- dealing with a problem, or having an experience.

After working with Offenders, however, Volunteers

TABLE 27

VOLUNTEER ESTIMATES OF WHAT THEY HOPE TO ACCOMPLISH IN OAR; FAIRFAX AND ROANOKE*
OAR Project, November 15, 1972

<u>Accomplishments</u>	<u>Summary</u>	
	<u>Number</u>	<u>Percent</u>
Working With A General Problem	0	0
An "Experience"	2	05
Face-to-Face	27	73
General	14	
Special Services	7	
Keeping Out Of Jail	6	
Social Issues	5	14
Serving Man	3	
Changing System	2	
Don't Know	0	0
No Answer	3	08

*The number of answers exceeds the number of cases since multiple answers were accepted.

become clearer about what they feel they can do in OAR. No one "didn't know" what he was to be doing. Only 5% of the answers were of the general type (a problem, or an experience). Seventy-three percent of the answers show an expectation of accomplishment in terms of one-to-one interpersonal relationships.

Friendships

By asking whether or not Volunteers feel they have become friends with their Offenders we can gain insight into how successful these interpersonal relationships have been. OAR of Virginia states that developing friendships with "lonely and friendless inmates" can be "most important of all (the services a Volunteer can perform) in many cases."

All Volunteers were asked whether or not they thought of their Offender as a friend. Opinions of what a friend was varied from "a few in a life time" to "some one I feel relaxed with." Estimates of friendship show no patterns based on matching of age, sex or race; nor do duration or frequency of contact seem to affect the estimate. But one should remember that only fully established relationships are discussed in these interviews. Contacts lasting one month or less were excluded from the sample.

Answers were grouped as follows: 44% of the Volunteers consider their Offender a friend; 16% of the Volunteers have

a close relationship with their Offender but wouldn't describe it as one of "friendship"; 40% of the Volunteers do not consider their Offender to be a friend. Of the 5 Offender interviews from which we have comparable information, all 5 consider their Volunteer to be a friend. In each case the feeling is reciprocated.

Summary

Volunteers enter the OAR program uncertain of what to expect. Experiences with Offenders serve to stress the importance of the one-to-one relationship. In so far as a feeling of friendship is an indication of the success of an interpersonal relationship, over half of the Volunteers have been successful. Preliminary indications from Offender interviews suggest that these estimates are shared by both parties to a Volunteer-Offender relationship.

Amount of Contact

Frequency

Volunteers interact with Offenders in person, by telephone, and by mail. Mail contacts play a negligible role in the Volunteer-Offender relationships. In practice, a letter has generally been a last-ditch attempt to keep a relationship going or to re-establish contact. Telephone contacts constituted an important part of the relationship in only a

few cases. In most relationships, the telephone was used primarily as a means of making appointments. For the present, we discuss face-to-face contacts only.

OAR's initially stated objective was for Volunteers to meet with their Offenders at least three weeks out of every four. Twelve, or 31%, of the cases we examined maintained this frequency throughout the relationship. Some 28% of the relationships examined had an overall frequency of at least two, but less than three times a month. The typical pattern in the foregoing cases was for the Volunteer to meet with his Offender weekly in the early stage of the relationship and then to reduce the frequency to once or twice a month. In about one-fifth of the cases, the Volunteer met with his Offender once a month. In the remaining one-fifth of the cases, the Volunteer met with his Offender less than once a month.

Duration of Meetings

Estimates of the average length of meetings can be made for 31 of the 40 relationships examined. In sixteen percent of the cases, the typical meeting lasted less than half an hour. The typical meeting lasted just about half an hour in forty-two percent of the cases. In twenty-six percent of the cases the typical meeting lasted an hour or more.

Monthly Exposure

Considering both the frequency and the duration of

meetings, we may estimate the gross amount of exposure per month between Volunteers and Offenders. Sufficient information is available for us to make such estimates for 33 out of 40 cases examined. In somewhat less than one-fifth of these cases, the gross amount of exposure per month amounted to less than one-half an hour. In about one-quarter of the cases, it amounted to at least one-half hour, but less than a full hour. In the largest number of cases, accounting for some 39% of the total, the gross amount of exposure was between one and two hours per month. In the remaining one-fifth of the cases, the gross amount of exposure per month was between two and five hours per month.

Summary

Among those cases which we have examined, the model relationship was one in which the Volunteer met with his Offender between two and three times a month for about a half an hour, with a total exposure of between one and two hours per month.

Since the cases examined do not constitute a random sample of Volunteer-Offender relationships, and since the number of cases is small, considerable caution must be exercised in interpreting their figures. It appears, however, that in many cases Volunteers are not meeting with their Offenders as frequently as OAR contemplates. As we noted

above, the typical relationship began with weekly meetings and then tapered off. It appears from the interview that this is generally not due to a conscious decision that the Offender requires less attention.

Substantive Assistance

In the OAR Volunteer's Handbook, the Volunteer is instructed that:

What you do means more than what you say--
Early in your relationship your Offender may need some concrete help. He may need cigarettes or writing paper...What you do for him at this point may speak louder to him than anything you can say.

OAR, the, conceives of substantive assistance to the Offender as a means of establishing the credibility of the Volunteer's interest in the Offender. This is seen as the first step in establishing a bond between the Volunteer and Offender, which, in turn, is viewed as a necessary condition for rehabilitation of the Offender.

Among the 40 relationships examined, assistance with "things" played a small role, as compared to assistance with people. In some 38% of the relationships, the Volunteer brought the Offender some personal items or more substantial gifts. On the other hand, in 75% of the relationships, the Volunteer acted as liaison with some third party in the

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Offender's interest.

In only 10% of the cases did the Volunteer get cigarettes or other minor personal items for the Offender. In about one-quarter of the relationships, the Volunteer gave more substantial things to the Offender; such as watches or books.

In 43% of the relationships, the Volunteer assisted the Offender in contacting his family or close friends. Sometimes the assistance consisted of being a communications link; keeping the Offender up-to-date on how his family is and passing messages back and forth. Sometimes it consisted of relieving his anxieties concerning a family situation either by resolving a family problem or assuring the Offender that no problem existed.

In 28% of the relationships, the Volunteer contacted the Offender's lawyer for him; in a few cases, he obtained a lawyer for him. In some 23% of the relationships the Volunteer served as a liaison between the Offender and people other than friends, relatives or lawyers. In several cases, for example, the Volunteer helped the Offender in contacts with school.

In 8% of the relationships examined the Volunteer helped the Offender get a job. In some 10% of the relationships some other kind of substantive assistance was given.

In one-quarter of the relationships the Volunteer reported that he or she provided no substantive assistance to the Offender. While the small number of cases makes any such conclusion extremely tentative, it appears that it is primarily

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among the short-lived relationships that no substantive assistance was given. We are not yet able to state whether or not the lack of assistance contributed to the early termination of the relationship.

Summary

Among the relationships examined, the most common sort of assistance given the Offenders by the Volunteers was liaison with the general community, thereby reducing the isolation of the Offender.

CHANGES IN THE JAILS

OAR's presence in the jails is, itself, a source of institutional change. In the past, their jails have been somewhat isolated from the non-official community, except for visits by friends, relatives and clergymen.

Charlottesville

In the summer of 1971, prior to the activation of the local OAR program, the Charlottesville City Jail had no library, though the Jailer expressed an interest in one, and no educational program of any kind. A work release program was authorized, but utilized only two or three times a year. A library has since been installed, and an adult education program begun; both as a direct result of OAR efforts. OAR has also been instrumental in encouraging a much more vigorous work release program.

Roanoke

At the time of our summer 1971 study of the OAR Community Jails, the Roanoke City Jail had no recreational or rehabilitative programs of any kind. At that time, OAR had been actively operating in Roanoke for under two months. Since then, an active work release program has begun and a library has been established. OAR has obtained and installed a number

of TV sets. In addition, a group therapy program, conducted by a psychologist, has been initiated as a direct result of OAR efforts.

Fairfax

The Fairfax County Jail was rehabilitation-conscious, even prior to OAR's work in the jail. A library of several hundred volumes existed, as did an active work release program. The Fairfax Public School system conducted adult education classes, leading to high school equivalency diplomas. OAR has invigorated the work release program and expanded the library. OAR has also introduced "reality therapy" groups, conducted by non-professional Volunteers, both at the County Jail and at nearby Camp 30 of the State Penal system.

Newport News

At the time of our survey in the summer of 1971, no recreational or rehabilitative programs of any kind existed in the Newport News City Jail. Since then the local OAR program has established a library.

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