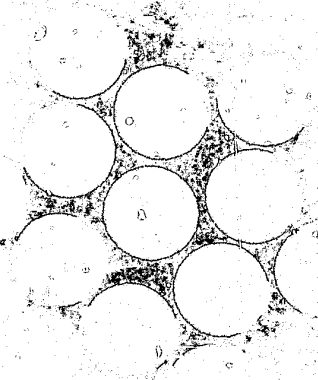


# FEDERAL PRISON SYSTEM WORKING





## FEDERAL PRISON SERVICE

The three "C" logo of the Federal Prison Service emphasizes its closely inter-related missions of Care, Custody, and Correction.

## THE FEDERAL PRISON SYSTEM IS WORKING

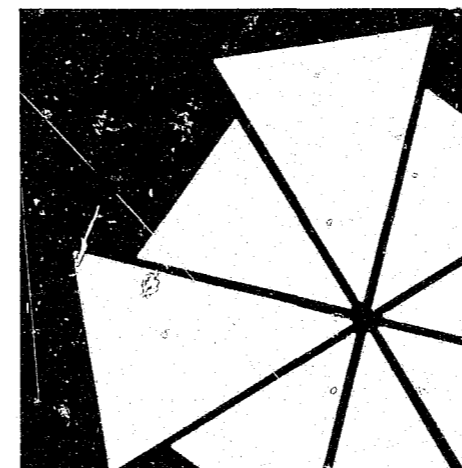
The population of the Federal Prison System has been rising steadily. It also is undergoing a change in the type of offender coming into the system. Currently, more than one of every five residents in Federal Institutions has been convicted of violent offenses: rape, kidnapping, homicide or assault.

Over 98 percent of these inmates will eventually return to society. A recent study by the Federal Prison System showed that two of every three inmates released from the Federal System did not return to prison within a two-year period. This represents a recidivism rate of 33 percent, which is a substantial difference from the 70 to 80 percent rate frequently quoted.

This significant increase in the number of inmates achieving a successful adjustment upon their return to the community indicates that the Federal Prison System IS WORKING.

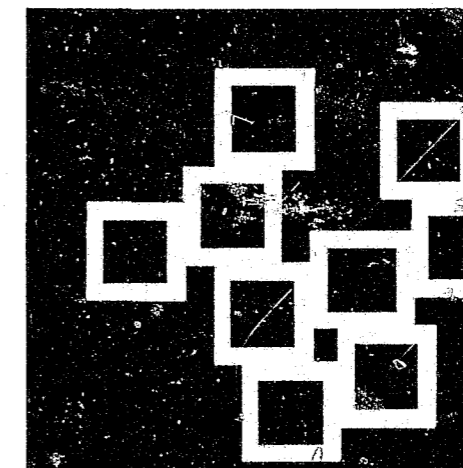
### WORKING TO:

Replace old, unmanageably large and isolated institutions with smaller urban facilities. . . . .



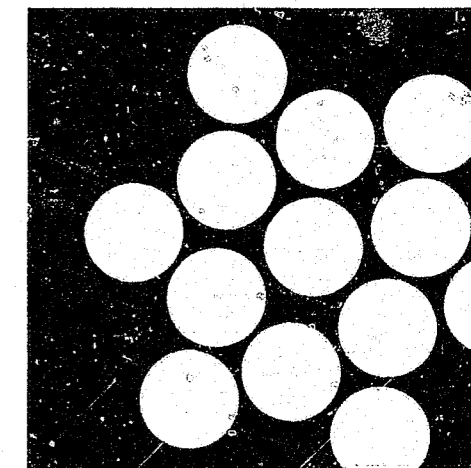
### WORKING TO:

Replace tradition-bound concepts with innovative programs and activities designed to meet individual needs. . . . .



### WORKING TO:

Continue in the development of the professional corrections team.

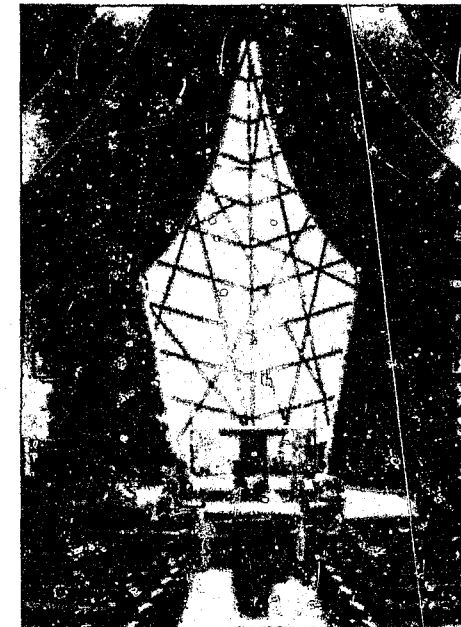


The options open to the courts in dealing with offenders range from probation to incarceration. Community resources are increasingly being used as an alternative to confinement.

Such alternatives are effective and much less costly — keeping the offender in the community under supervision costs approximately one-fifth as much as it does to incarcerate him in an institution.

Not all inmates, however, are suitable candidates for community treatment, at least initially. These are individuals with records of serious criminal acts or repeated involvement in crime, for whom confinement in an institution is the only responsible option.

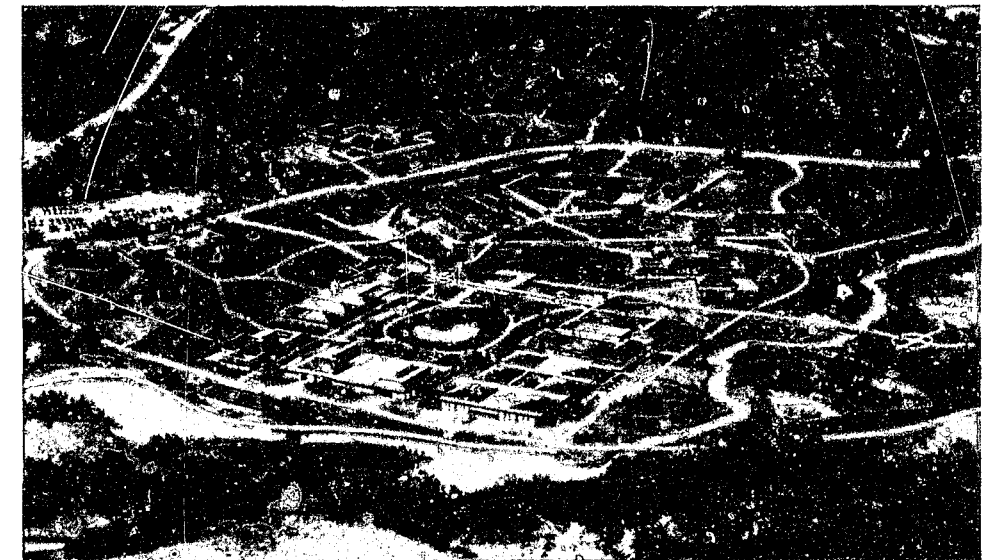
Therefore, the Federal Prison system has 52 facilities across the country, serving specific categories of offenders and offering a variety of programs and activities tailored to individual needs.



#### FACILITY NEEDS

The 70's marked the implementation of a long-range program of facility development and improvement for the Federal Prison System. This program was designed to meet a variety of needs:

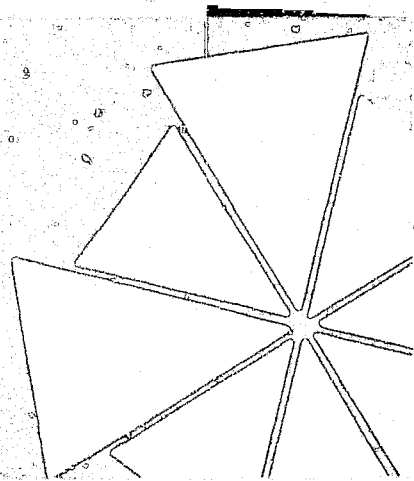
- 1) to reduce the critical overcrowding in existing institutions,
- 2) to provide smaller institutions with environments designed to facilitate correctional treatment programs and meet human needs for privacy and dignity, and
- 3) to replace the most antiquated institutions in the system.

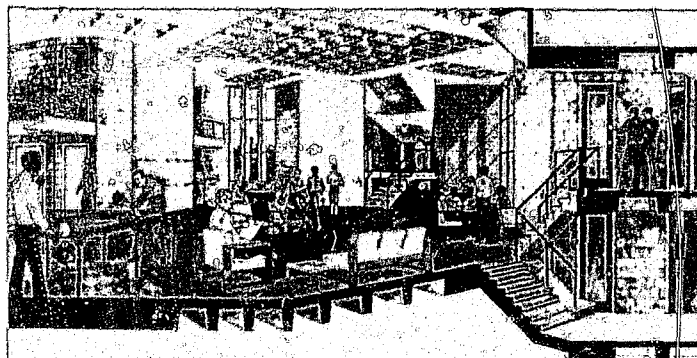


The Federal Prison System, which houses one out of every ten inmates in the Nation's prisons, is seriously overcrowded. The population in March, 1974, was 23,000 or about 3,400 over the planned capacity of the existing institutions.

The current trend to longer sentences, coupled with an increasing number of commitments, forecasts a continuing rise in the number of inmates.

Projections indicate that by 1975 the population figure will go over 24,000.

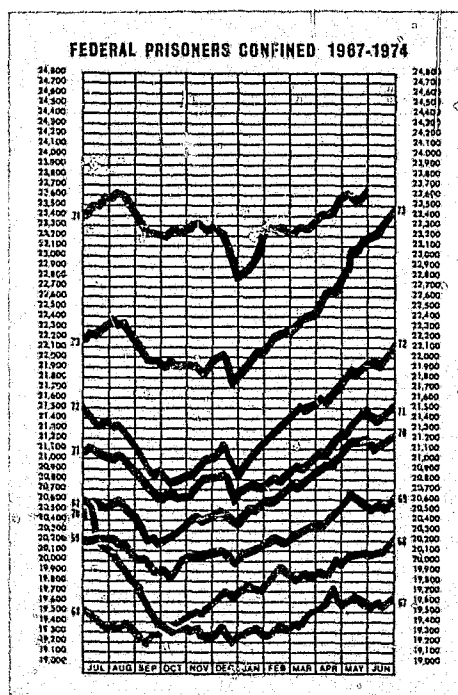
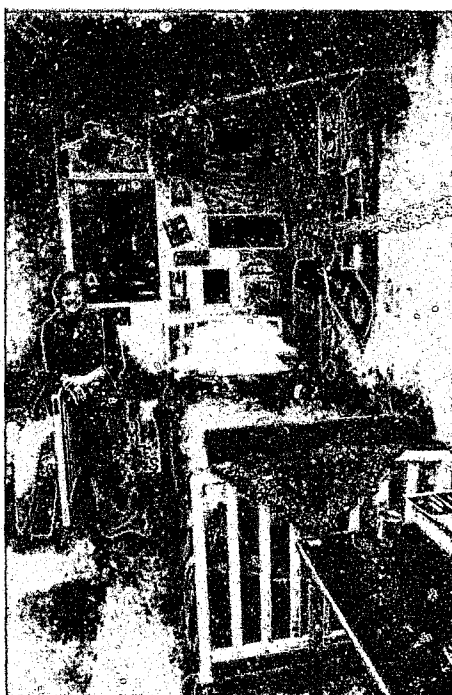




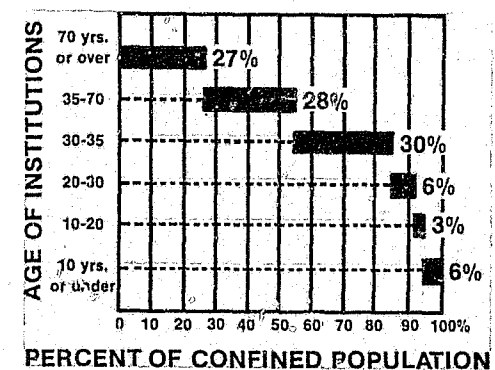
The social climate of the institution and the correctional techniques employed must serve to stimulate motivation and personal responsibility. Also, the physical plant must reinforce these by providing pleasant, facilitative surroundings.

These concepts are implemented in the Federal Prison System's facility development plan by:

- Reducing, as much as possible, the adverse consequences of confinement through design.
- Using programs, policies, and procedures that encourage constructive behavior and provide alternative avenues for problem resolution.
- Designing for an organizational structure where major decision making authority is delegated to staff who have the most intimate and direct involvement with the inmates.
- Planning for participation and representation of residents in institutional matters which affect their welfare.
- Designing living, program and recreational areas that incorporate differential treatment approaches within the institution.



Facilities constructed in the 1800's currently house over 25 percent of the Federal inmates.



The correctional program developed for each inmate is designed to give him the kind of education, training and counseling that will help him become a responsible, productive member of the community.

#### ACTIVITIES

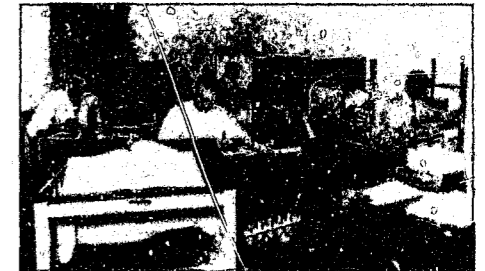
Pre-trial Diversion  
Education ABE  
Education GED  
College Programs  
Recreation  
Vocational Training  
On-the-job Training  
Industry  
Psychotherapy  
Counseling  
Health Services  
Voluntary & Community Groups  
Work Release  
Study Release  
General Maintenance  
Community Treatment Centers

part to the recent increase in Mental Health position allocations. The staff increase has produced parallel increases in diagnostic and therapeutic services to offenders.

Over 25 percent of the Federal inmates have a history of drug addiction or drug dependency. The Federal Prison System's first intensive treatment units for drug offenders were established for those committed under Title II of the 1966 Narcotic Addict Rehabilitation Act (NARA).

An essential part of that treatment program is community aftercare, which provides continuity between the institutional treatment and parole supervision. The Federal Prison System contracts with over 150 private and public agencies to provide aftercare services which include counseling, drug use surveillance, training, job placement, and housing.

An intensive treatment unit was established for alcoholics at the Federal Correctional Institution, Fort Worth, Tex. in FY 1973 and similar units have been established at the U. S. Penitentiary, Leavenworth, Kans. and the Federal Correctional Institution Lexington, Ky. In addition, chapters of Alcoholics Anonymous are active in almost all Bureau institutions. In many instances these programs are supplemented by other treatment activities, such as group counseling.



#### EDUCATION, OCCUPATIONAL TRAINING AND RECREATION

The major thrust of the Federal Prison System's rehabilitation effort is to equip an individual with the knowledge, skills and attitudes to lead a law-abiding, productive life on release.

The educational program makes extensive use of such innovative programs as learning centers, team teaching, programmed instruction, videotapes, and remedial help for learning and speech disabilities.

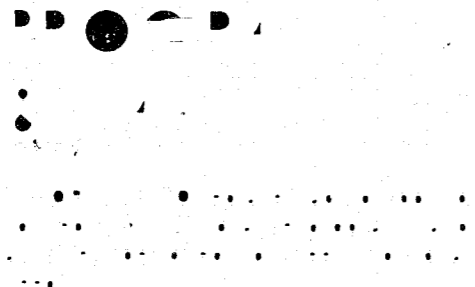
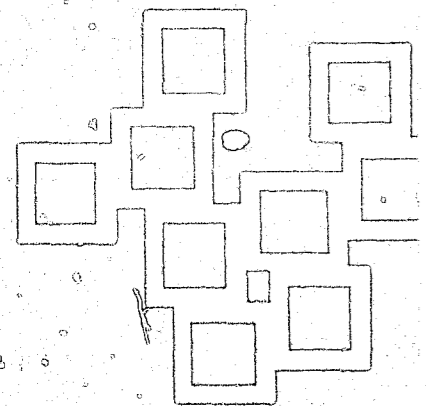
There is a daily pupil load averaging more than 8,300 and a full-time staff of 450. Classes range from remedial reading through college level courses.

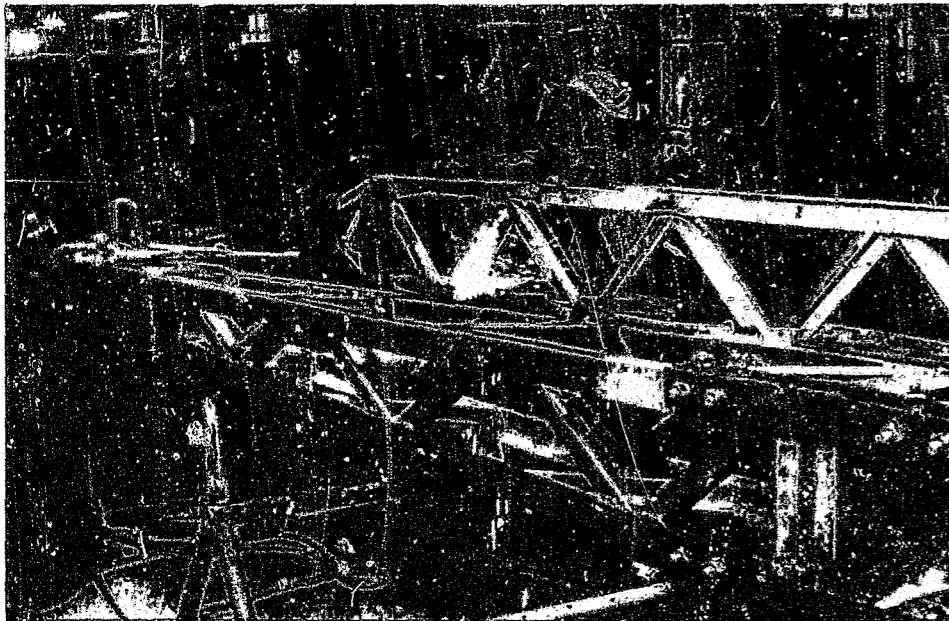
Inmates generally have little or no work skills for gainful employment. To provide them with the necessary skills to earn a satisfactory livelihood, there are a wide variety of vocational training programs offered. There are over 8,000 inmates currently enrolled in these vocational programs covering 52 different skills.



#### MENTAL HEALTH, DRUG ABUSE, AND ALCOHOLIC TREATMENT PROGRAMS

Every major Bureau of Prisons institution now has a Mental Health program, an achievement due at least in





#### FEDERAL PRISON INDUSTRIES

Federal Prison Industries, Inc. (FPI), a self-supporting government owned corporation which operates 49 industries in 21 institutions, provides a wide range of products and services for use by Federal Government agencies. The industrial operations range from electronic cable assembly to the manufacture of office furniture and keypunch services.

FPI funds the vocational training programs and in addition, supplies diversified, salaried work experience for over 5,000 inmates.

#### LEGAL SERVICES

Long before there was general interest in offenders' rights, the Federal Prison Service initiated and helped establish legal assistance programs in its institutions.

The programs are conducted through Legal Aid projects associated with law schools and are in no way connected with or responsible to the Federal Prison Service.

Qualified students from 12 law schools now visit the institutions. Under the supervision of their instructors, the

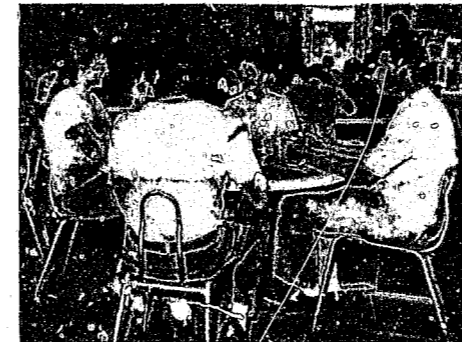
students assist inmates with their civil problems, criminal cases, and issues affecting their confinement.

A legal reference library is available at each institution for offenders who want to prepare their own legal papers.

#### MEDICAL SERVICES

Federal offenders receive comprehensive medical and dental care equivalent to that available in most communities. About 500 full-time professionals, including physicians, physician's assistants, dentists and technical personnel, staff the Bureau's facilities.

Most of the Bureau's institutions have hospitals that provide comprehensive health care. Facilities without full-time physicians have clinics staffed by physician's assistants and physicians in the community who visit regularly and are on call.



#### CO-CORRECTIONS

Another concept that is making an impact on the Federal Prison System is co-corrections. In co-correctional institutions men and women are housed separately but join in most activities such as education, counseling, religious services, meals, and certain vocational training and recreation programs.

#### COMMUNITY PROGRAMS

The Federal Prison System places a great deal of emphasis on the development of community programs designed to assist inmates in making successful adjustments upon release.

Such programs include: work and study release, furlough programs for eligible inmates, nationwide employment placement services and Community Treatment Centers.

The Community Treatment Centers provide probationers, parolees and

short-term offenders with services such as re-establishing community ties, furthering education and training, obtaining jobs, and resolving personal problems.

#### PRE-TRIAL DIVERSION

The Federal Prison System is participating in a series of pilot programs in an attempt to provide alternatives to confinement for those persons who are awaiting trial. These programs in areas such as alcoholism and drug abuse provide non-institutional treatment.

#### UNIT MANAGEMENT

Over the past several years, the Federal Prison System has implemented a classification system that helps staff set specific goals for an inmate according to his individual needs and the availability of institutional resources.

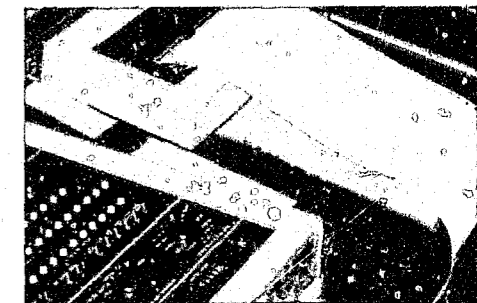
Institutions are now building on this process through a correctional treatment approach that maximizes staff-resident interaction. This concept is called the functional unit. These are small, self-contained housing units, operating in a semi-autonomous fashion within the confines of the larger correctional institution.

Each unit has its own program objectives, such as work release or drug abuse treatment, and is supervised

by a team of on-site specialists. The team, made-up of staff from the case management, correctional, education and vocational training services, works with the inmates to develop individualized correctional programs.

#### RESEARCH AND EVALUATION

One of the continuing needs of corrections is to find a way to measure how well programs are operating in terms of actual results accomplished compared with established goals. Equally important is the need to make this information available in a timely and usable form to support future decisions.

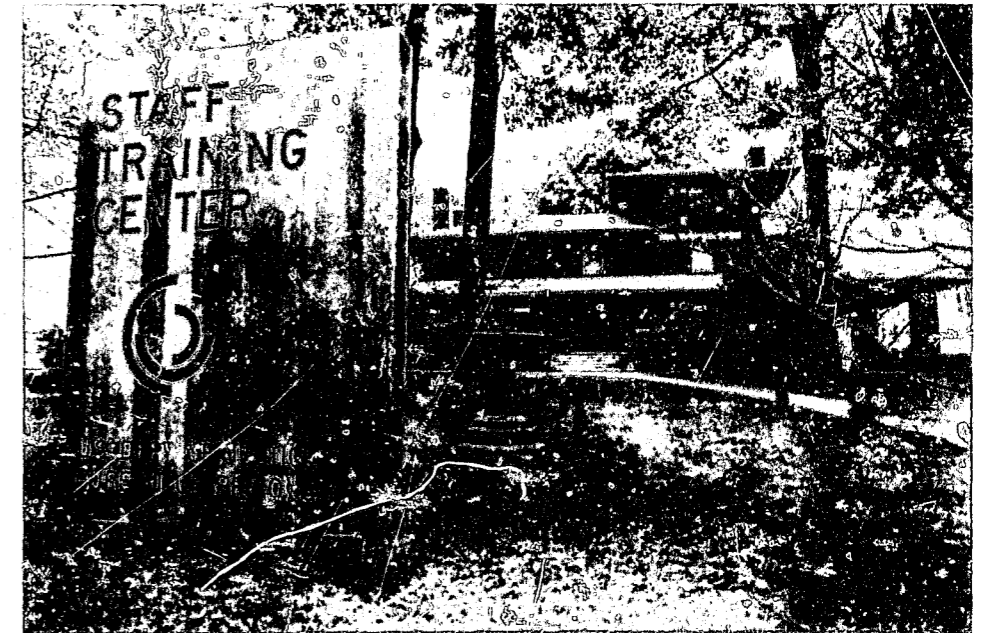


The Federal Prison System has instituted a process for assessing the effectiveness of its operations. The process involves development of objectives to be accomplished within a given time span (through management by objectives); collection of data (through computerized information systems); analysis of data for current management decisions; and followup research studies to aid long-range planning.

To help inmates change their attitude and behavior so they can function successfully on their return to society, the Federal Prison System has developed a number of innovative, intensive treatment programs. These programs require a staff of highly trained, highly motivated corrections professionals.

The Federal Prison System employs over 7,000 men and women in a wide variety of technical and professional skills. They include mechanical and food service personnel, educators, vocational instructors, counselors, administrative staff, and correctional officers.

The largest group of line staff, who also have the most direct day-to-day contact with inmates, are the Correctional Officers. Their constructive support, assistance and guidance play a vital role in promoting positive behavior changes.



#### RECRUITMENT

FPS' programs and operations are designed to attract and present challenging occupational opportunities in the corrections field to career-minded men and women. Undergraduate and graduate students in a variety of disciplines regularly receive intern and practical experience at various facilities.

Nearly 100 joined the work force for diversified experience as summer interns last year.

Minority group members makeup approximately one-third of the inmate population in Federal institutions. To achieve a proportional balance between minority staff and inmates, the Federal Prison System established a goal of selecting at least one-third of all new appointments from minority groups.



#### TRAINING

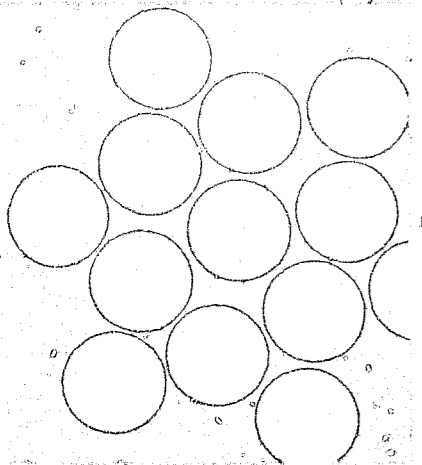
The number of staff, the wide range of occupational specialties, and the geographically dispersed facilities required the Federal Prison System to develop a unique, integrated approach to training - called the Staff Training Network.

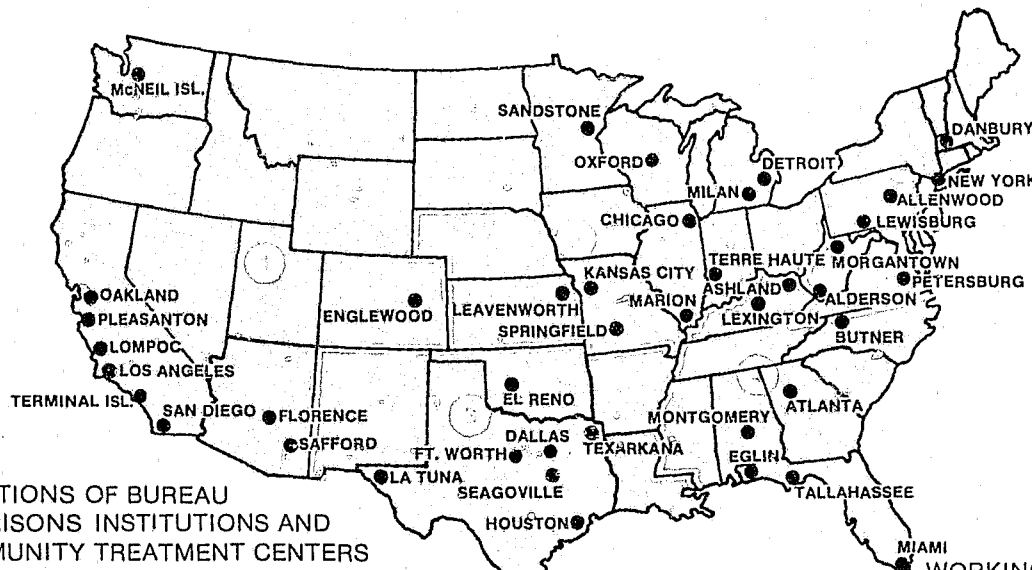
The objectives of the Staff Training Network are:

- To provide each new employee with

160 hours of formal training within his first year of employment.

- To provide 30 hours of specialized training at a residential training center.
- To assure that each employee receives refresher courses at a residential training center at least once every three years.
- To assign a full-time staff member at each institution to manage and coordinate standardized and specialized training programs.





- SAN FRANCISCO REGION (1)
- KANSAS CITY REGION (2)
- DALLAS REGION (3)
- ATLANTA REGION (4)
- PHILADELPHIA REGION (5)

**LOCATIONS OF BUREAU OF PRISONS INSTITUTIONS AND COMMUNITY TREATMENT CENTERS**

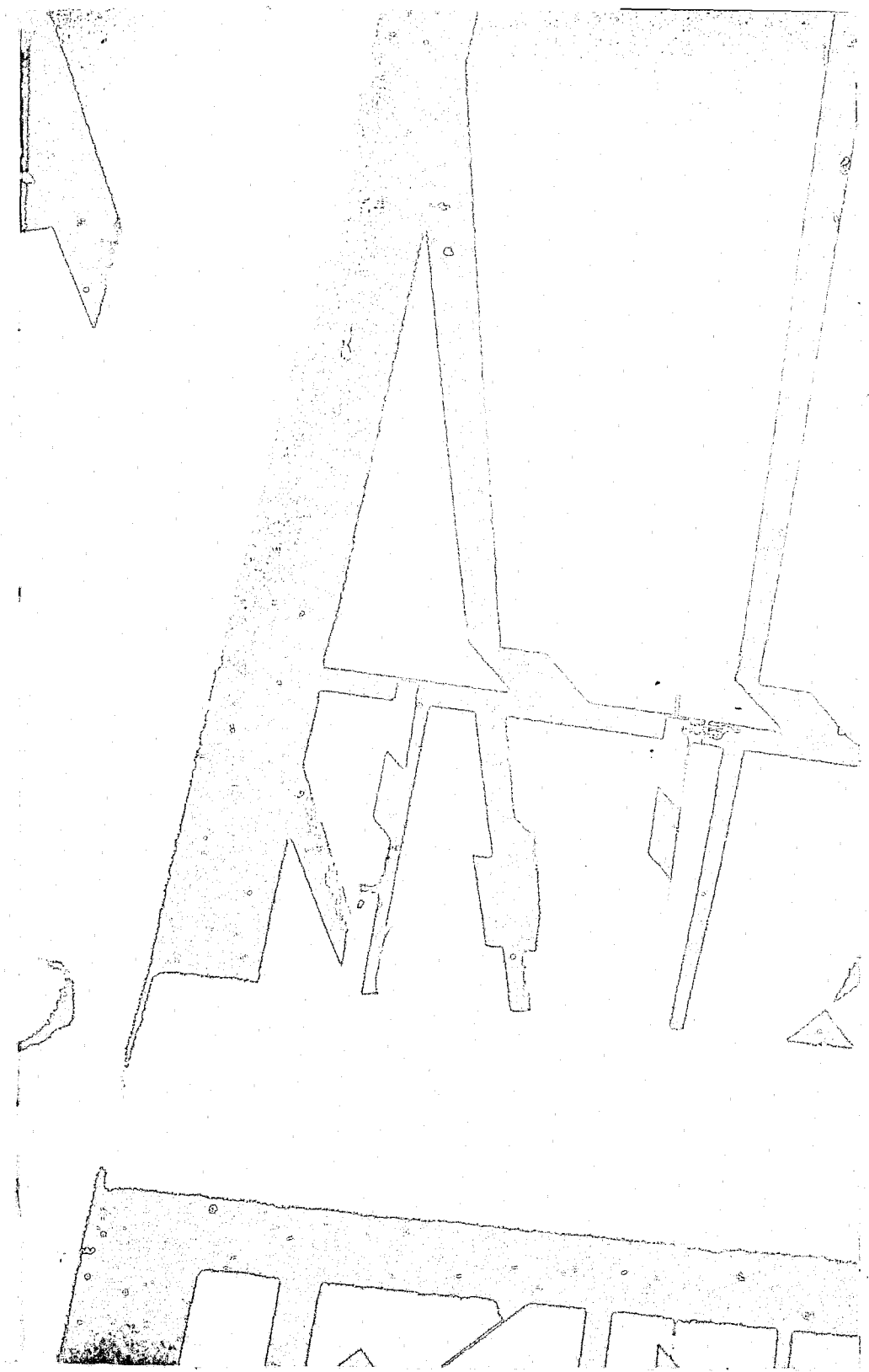
- LONG--TERM ADULTS**  
 Atlanta, Georgia  
 Leavenworth, Kansas\*  
 Lewisburg, Pennsylvania\*  
 Marion, Illinois\*  
 McNeil Island, Washington\*  
 Terre Haute, Indiana\*
- INTERMEDIATE--TERM ADULTS**  
 Danbury, Connecticut  
 Fort Worth, Texas  
 (male and female)  
 La Tuna, Texas  
 Lexington, Kentucky  
 (male and female)  
 Sandstone, Minnesota  
 Terminal Island, California  
 (male and female)  
 Texarkana, Texas
- YOUNG ADULTS**  
 El Reno, Oklahoma  
 Lompoc, California\*  
 Milan, Michigan  
 Oxford, Wisconsin  
 Petersburg, Virginia  
 Seagoville, Texas  
 Tallahassee, Florida
- SHORT--TERM ADULTS**  
 Allenwood, Pennsylvania  
 Eglin AFB, Florida  
 El Paso, Texas  
 Florence, Arizona
- Montgomery, Alabama  
 New York, New York  
 Safford, Arizona
- YOUTH AND JUVENILE**  
 Ashland, Kentucky  
 Englewood, Colorado  
 Morgantown, West Virginia  
 (male and female)
- YOUTH COMPLEX**  
 West Coast:  
 Pleasanton, California  
 Southeast:  
 (under construction)  
 Miami, Florida
- FEMALE**  
 Alderson, West Virginia  
 Fort Worth, Texas  
 (Women's Division)  
 Lexington, Kentucky  
 (Women's Division)  
 Morgantown, West Virginia  
 (Women's Division)  
 Terminal Island, California  
 (Women's Division)
- MEDICAL CENTER**  
 Springfield, Missouri\*
- FEDERAL CENTER FOR CORRECTIONAL RESEARCH**  
 Butner, North Carolina  
 (under construction)
- METROPOLITAN CORRECTIONAL CENTERS**  
 Chicago, Illinois  
 New York, New York  
 San Diego, California  
 (if three are under construction)
- COMMUNITY TREATMENT CENTERS**  
 Atlanta, Georgia  
 Chicago, Illinois  
 Dallas, Texas  
 Detroit, Michigan  
 Houston, Texas  
 Kansas City, Missouri  
 Los Angeles, California  
 New York, New York  
 Oakland, California  
 (There are also five satellite Community Treatment Centers--two in Chicago, Illinois; two in New York City; and one in Long Beach, California.)
- STAFF TRAINING CENTERS**  
 Atlanta, Georgia  
 Dallas, Texas  
 Petersburg, Virginia &  
 Oxford, Wisconsin  
 (Food Service Training)  
 Springfield, Missouri  
 (Physician's Assistant Training)

\*Satellite Camps Attached

**WORKING AS A CORRECTIONS PROFESSIONAL**

In the past few years the Federal Prison System has grown rapidly both in size and complexity. This growth had made it more difficult for a centralized management system to give timely and effective guidance to local institutional decisions. Therefore, the Federal Prison System recently underwent a major reorganization designed to bring management support closer to the institutions through a system of regional management.

Now organized into five administrative regions which provide administrative and support services to the facilities within their geographic area, the Federal Prison System, is better able to manage its complex of 52 facilities, 7,000 staff and over 23,000 inmates.



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