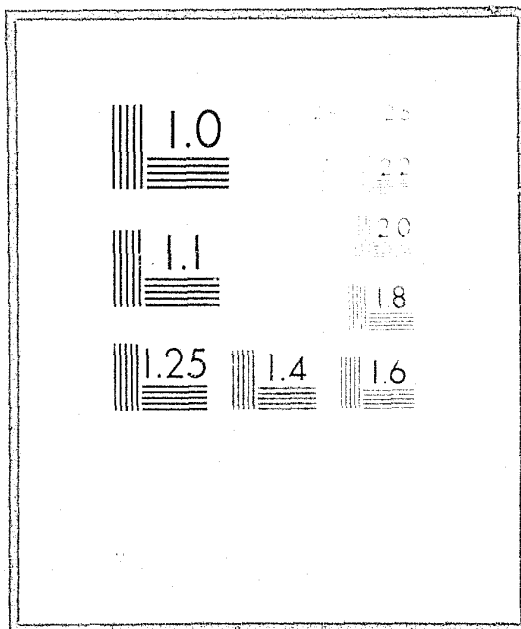


NCJRS

This microfiche was produced from documents received for inclusion in the NCJRS data base. Since NCJRS cannot exercise control over the physical condition of the documents submitted, the individual frame quality will vary. The resolution chart on this frame may be used to evaluate the document quality.



Microfilming procedures used to create this fiche comply with the standards set forth in 41CFR 101-11.504

Points of view or opinions stated in this document are those of the author(s) and do not represent the official position or policies of the U.S. Department of Justice.

U.S. DEPARTMENT OF JUSTICE
LAW ENFORCEMENT ASSISTANCE ADMINISTRATION
NATIONAL CRIMINAL JUSTICE REFERENCE SERVICE
WASHINGTON, D.C. 20531

11/3/76

1 5 3 3 1 1 m e d

32927

READING ROOM

FINAL REPORT OF ONE AMERICA KEY PROGRAM

J-LEAA-011-72 Justice Department
SB3-3-0-8 (a)72-C-072

This report on the rehabilitation of female offenders was prepared under a contract with the Law Enforcement Assistance Administration, U. S. Department of Justice under the authority of the Omnibus Crime Control and Safe Streets Act. Organizations undertaking such projects under Federal government sponsorship are encouraged to express their own judgement freely. Therefore opinions expressed do not necessarily represent the official positions or policies of the U. S. Department of Justice, U. S. Department of Labor, or the Federal Bureau of Prisons.

A. Fact Sheet

Operating Agency:

One America, Inc.
1330 Massachusetts Avenue, N. W.
Suite 205
Washington, D. C. 20005

Funding Agency:

Law Enforcement Assistance Adminis-
tration
U. S. Department of Justice
Washington, D. C. 20530

Starting Date:

September 27, 1971

Completion Date:

May 27, 1973

Areas of Operation:

Alabama	Maryland
District of Columbia	Michigan
Florida	Missouri
Georgia	New York
Illinois	Ohio
Indiana	Tennessee
Louisiana	Texas
	Alderson, West Virginia

TABLE OF CONTENTS

FACT SHEET A iia

LIST OF ILLUSTRATIONS iie

ACKNOWLEDGEMENTS iif

STAFF iig

SUMMARY iii

REPORT METHODOLOGY vi

STATISTICS x

I. INTRODUCTION 1

 A. RATIONALE 2

 B. PROGRAM GOALS 4

II. PROGRAM DESCRIPTION 7

 A. ORGANIZATION AND STRUCTURE 8

 B. SERVICES 10

 1. Counselling 10

 2. Referrals 12

 3. Support to Correctional Personnel 13

 4. Linkage to the Local Community 15

C.	FIELD COORDINATION	16
1.	Staff Field Coordinators	16
a.	Profile	17
b.	Recruitment	17
c.	Training	18
d.	Coordinator's Supervisory Responsibility	19
2.	Volunteers	22
a.	Profile	22
b.	Recruitment	24
c.	Training	24
d.	Supervisory Responsibility	26
III.	PARTICIPANTS	28
A.	GENERAL INFORMATION	29
B.	BIOGRAPHICAL BACKGROUND	30
C.	SELECTION AND RECRUITMENT	30
D.	PARTICIPANT NEEDS	30
1.	Employment	31
2.	Housing	32A
3.	Health Care	34
4.	Education and Employment Training	35
5.	Child Care, Child Custody, and Legal Aid	37
IV.	COUNSELLING	38

V. OBSERVATIONS AND RECOMMENDATIONS	44
A. PROGRAM OPERATIONS	45
1. Central Coordination	45
2. Pre-Release	46
3. Post-Release	48
B. RELATIONSHIPS WITH OUTSIDE AGENCIES	50
1. Halfway Houses	50
2. U. S. Probation and Parole Officers	51
C. INSTITUTIONAL TRAINING PROGRAMS	52
1. Alderson Vocational Training	52
2. Halfway Houses	52

APPENDICES

A. EXPLANATION OF APPENDICES	2
B. MEMORANDUM OF UNDERSTANDING BETWEEN ALDERSON AND ONE AMERICA	4
C. MEMORANDUM OF UNDERSTANDING BETWEEN DELTA SIGMA THETA, INC. AND ONE AMERICA	11
D. FORM ONE AMERICA-1 (EXAMPLES)	18
E. ONE AMERICA PROFILE (EXAMPLES)	27
F. ONE AMERICA COORDINATOR MONTHLY REPORT FORM	37
G. NON-PARTICIPANT GROUP.....	44

LIST OF ILLUSTRATIONS

FACT SHEETS

FACT SHEET A ii

STATISTICS xi

1. Participants x

2. Field Coordinators xii

3. Volunteersxiii

4. Areas of Material Assistance Provided
Participants 37A-D

5. Areas of Pre-Release and Post-Release
Counselling 42-43

6. Non-Participant Group (APPENDIX) 46-48

ORGANIZATIONAL CHART 9

OPERATIONS PROCEDURES (APPENDIX) 10

ACKNOWLEDGEMENTS

Virginia McLaughlin - Warden, Federal Reformatory for Women,
Alderson, West Virginia

Norman A. Carlson - Director, Bureau of Prisons,
U. S. Department of Justice

Roberta Dorn - Project Monitor, Technical Assistance Division,
L.E.A.A., U. S. Department of Justice

Elsie Denison - Social Science Advisor, Women's Bureau,
U. S. Department of Labor

Irene Pindle - Manpower Development Specialist, Manpower
Administration, U. S. Department of Labor

Paula Tennant - Member, U. S. Board of Parole

Curtis Crawford - Member, U. S. Board of Parole
U. S. Probation Officers

Lillian Benbow - National President

Delta Sigma Theta Sorority, Inc.

Frankie Freeman - Immediate Past President,

Delta Sigma Theta Sorority, Inc.

Theodore Ledbetter - Pastor, Plymouth Congregational Church

United Church of Christ

ONE AMERICA KEY PROGRAM STAFF

<u>NAME</u>	<u>POSITION</u>
Elaine B. Jenkins	Director
Judith E. Jenkins	Coordinator
Kathleen E. Arnold	Administrative Secretary
Carolyn L. Jefferson	Counselor
Euphesenia Deal	Counselor
John L. Cavanagh	Counselor
June N. Cuff	Counselor
Winifred Myrick	Counselor
John H. Ford	Counselor
Richard Frederick	Evaluation Chairman

BIRMINGHAM, ALABAMA

Reverend Andrew Cooper
Field Coordinator

MIAMI, FLORIDA

Mrs. Margaret Darden
Field Coordinator

Roosevelt Harris
Assistant Coordinator

Mrs. Louella McBride
Assistant in Jacksonville

WASHINGTON, D. C.

Miss Norlishia Jackson
Field Coordinator

Mrs. Miriam Anderson
Co-Coordinator

ATLANTA, GEORGIA

Miss Charlette Neighbors
Field Coordinator

Mrs. Burnella Jackson
Assistant Coordinator

CHICAGO, ILLINOIS

Reverend Thomas H. Ellis
Field Coordinator

Ms. Ann Stewart
Assistant Coordinator

INDIANAPOLIS, INDIANA

Mrs. Dorothy White
Field Coordinator

NEW ORLEANS, LOUISIANA

Mrs. Gloria B. Banks
Field Coordinator

Ms. Clara Antoine
Co-Coordinator

BALTIMORE, MARYLAND

Mrs. Bernita Fuller
Field Coordinator

Ms. Nahketah B. Gregory
Co-Coordinator

DETROIT, MICHIGAN

Mrs. Annie Evans
Field Coordinator

Mrs. Ada Kendall
Co-Coordinator

KANSAS CITY AND
ST. LOUIS, MISSOURI

Mrs. Captoria D. Foxx
Field Coordinator

Mrs. Asenath P. Lakes
Co-Coordinator

CLEVELAND, OHIO

Reverend Hiram Maddox
Field Coordinator

Reverend Josiah Johnson
Assistant Coordinator

BROOKLYN, NEW YORK

Reverend Samuel Varner
Field Coordinator

MEMPHIS, TENNESSEE

Mrs. Addie Jones
Field Coordinator

Ms. Charlene Turner
Co-Coordinator

HOUSTON, TEXAS

Mrs. Eula Butler
Field Coordinator

Ms. Juanita Gillon
Co-Coordinator

A. SUMMARY

This report describes and assesses the One America Key Program, an 18 month demonstration project in the Rehabilitation of Female Ex-Offenders, designed and implemented by One America, Inc. The project was funded by the Law Enforcement Assistance Administration of the U. S. Department of Justice, in conjunction with the U. S. Department of Labor and the Federal Bureau of Prisons.

In essence, the One America Key Program represented an opportunity for the direct provision of supplemental resources in the rehabilitation of program participants, both during the period of their incarceration and in their home communities, following their release from the institution. The program also represented an opportunity for citizens of local communities to become actively involved in the correctional rehabilitation process.

Participants in the program were residents of the Federal Reformatory for Women in Alderson, West Virginia. The program was open to all residents of the Alderson facility, provided they were returning to one of the twenty-seven (27) cities in which Key Program post-release units were established and provided they were eligible to be released from the institution - whether on parole or on expiration of sentence - between the dates of January 1, and December 31, 1972.

Participation in the Key Program was entirely voluntary. It was neither a condition for obtaining release from prison; nor was it - as in the case of parolees - a condition for obtaining parole. Key Program staff personnel and program volunteers

were in no instance given legal, supervisory authority over participants. Response to the Key Program, therefore, was completely the result of participant interest.

During the 18 month period, two hundred and twenty-eight (228) participants were recruited by One America Key Program staff personnel with the cooperation of the institution's administrative and professional staff.

Organizational and staff resources were provided by One America, Inc., a private corporation, in cooperation with the Delta Sigma Theta Sorority, a national women's organization, and the United Church of Christ. Together, the three organizations secured the services of fourteen (14) Field Coordinators and recruited a large corps of volunteer assistants, who provided direct assistance to program participants in twenty-seven (27) cities located in fourteen (14) states around the country.

Structurally the Key Program consisted of two basic phases:

1. A Pre-Release Phase which covered selection of participants and provided supportive services to participants as assistance in their development of realistic post-release plans; and,
2. A Post-Release Phase which focused on implementation of participant post-release plans and the mobilization of community resources to support such plans.

The implementation of both program phases was organized around ten specifically defined goals which are described in Section I B.2 of this report.

Categorically, program services were not offered in lieu of comparable services provided by institutional staff and/or by other

agencies of the Federal Correctional Rehabilitation System operating in the local program sites. Key Program activities were supplemental and supportive services to correctional rehabilitation personnel, primarily in bringing private resources to bear in direct support of participants' efforts to successfully re-establish their lives in the free world.

Members of the Delta Sigma Theta Sorority and ministers of the United Church of Christ were hired as Field Coordinators in each of the fourteen (14) states. Due to the number of program participants involved, as well as the geographic locations of cities involved, co-coordinators and assistant coordinators were also recruited.

The volunteer corps consisted of three hundred and forty-three (343) volunteer assistants, recruited mainly from the manpower resources of the two, above-mentioned, national organizations.

Field Coordinators and volunteers represented a broad spectrum of professional experience and expertise, and included inter alia, school teachers, school counsellors, clergymen, housewives, and human resource specialists.

In addition to the Field Coordinators and volunteers who were formally considered to be Key Program personnel, were numerous other individuals including the staff of many public and private organizations and concerns. Their supportive assistance to the program often went beyond the normal scope of their professional duties and responsibilities. A partial list of the agencies and organizations referred to included the following: State Vo-

cational Rehabilitation Services, Public Housing Authorities, local office of the United States Employment Service, Child Day-Care Centers, Community Colleges, local civic groups, and local chapters of National Service organizations.

The same form of supportive assistance was also established in most program locations with personnel of the Federal Correctional Rehabilitation System representing, in particular, United States Parole and Probation Officers, staff of NARA (Narcotics Addict Rehabilitation Act) agencies, staff of local community treatment centers (Halfway Houses), and the administrators and professional staff of the Alderson Reformatory.

In its entirety, the One America Key Program has demonstrated effectively that the rehabilitation of the female offender can be successfully achieved through the coordinated involvement of private citizens in the correctional rehabilitation process.

B. REPORT METHODOLOGY

In preparing this report, data has been identified and assembled which will appropriately indicate the nature of program tasks, the organizational and operational techniques employed, and the effectiveness of those techniques in addressing the tasks performed.

Information was gathered from four (4) sources:

Monthly Field Coordinator Reports, which were collected at the end of each month of Program operations.

Program Assessment Forms, which were administered to Field

Coordinators, volunteers, and participants two months prior to the expiration date of program funding.

Personal Interviews with Field Coordinators, volunteers, participants, central staff members, and other individuals who were in direct contact with the program during its initial 18 month period.

Written and personal interviews with a non-participant group, i.e., persons who had been released from Alderson between January 1, 1972, and December 31, 1972, but who had not participated in either phase of the program.

In the initial stages of designing a plan for assessing the Key Program, an attempt was made to identify a statistically representative sample among the program participants, for purposes of comparing their eventual responses to the Program Assessment Form. Two important factors, however, would not permit such a sample to be identified.

1. The large number of variables between participants caused by differences in their many backgrounds and in the environment from which they came and to which they returned; and,

2. The voluntary character of participation in the program, which applied, as well, to the participants' response to the program assessment effort.

The eventual strategy, decided upon, was to reach as many of the participants as possible in each of the program cities and to interpret their responses as descriptive indicators for the types of problems which had confronted them upon their release

from prison. For example, a discussion of employment as a general problem confronting female ex-offenders is provided in the report. No attempt was made to compare the differences in employment patterns between the various geographic locations in which the Key Program operated. The same method of data interpretation was applied in all other categories of Program assistance.

All data collected for the purpose of assessing the program has been compiled to serve as descriptive indicators of the types of problems dealt with, the scope of Field Coordinators, volunteers, and central staff activities, and the resource requirements, which the program encountered.

Organizational strategies are described in the context of their use as tools by both participants and by the persons who served them. For example, the report describes the format for staff services in counselling participants in the formulation of realistic release plans. Counselling, however, was an activity common to both the pre-release and post-release phases of the program - the former emphasizing the formulation of the release plan; the latter emphasizing the actual implementation of the plan. In both instances, the counselling format, understood as an organizational strategy, provided an excellent opportunity to assess the participant's self-image, and to utilize techniques of counselling to improve that image. Understood from the participant's point of view - regardless of the program phase in which the counselling effort occurred - the counselling effort afforded an excellent opportunity for participants, themselves, to consciously deal with the improvement of their individual self-images.

In the same vein, the report presents the overall dimensions of the joint efforts on the parts of participants, coordinators, and volunteers to achieve the goal of successful reassimilation into the life of the local community. Again, all information which has been collected and displayed in this report, via tables, charts, and narrative statements is offered as descriptive indicators of the scope of services provided by the program and the resources necessary to insure their provision.

Finally, the report represents an appraisal of all program elements regarding their effectiveness and efficacy in achieving the basic purposes of the Key Program.

C. Fact Sheet - Statistics

1. Participants

PROFILES	NUMBER	PERCENT
<u>PARTICIPANTS</u>		
No. of Participants	228	100%
Released as of Jan. 1, 1973	203	89%
Released on parole	161	79.3%
Mandatory release	42	20.7%
Program drop-outs	34	16.8%
Participants reincarcerated	9	4.4%
Participants returned to Alderson	7	3.5%
Participants referred by parole officers	6	3.0%
<u>AGE DISTRIBUTION</u>		
20 and younger	21	9.1%
21 to 30	133	58.3%
31 to 40	54	23.8%
40 and over	20	8.8%
<u>ETHNIC BACKGROUND</u>		
Black	171	75%
White	46	20%
Spanish	11	5%
<u>MARITAL STATUS</u>		
Single	101	44.5%
Married	46	20%
Divorced	26	11.4%
Separated	50	21.8%
Widowed	5	2.4%

PROFILES	NUMBER	PERCENT
<u>PARTICIPANT DEPENDENTS</u>		
No. of dependents	78	33.8%
One dependent	48	21%
Two dependents	57	24.9%
Three dependents	15	6.5%
Four dependents	10	4.5%
Five dependents	13	5.9%
Six dependents	4	1.9%
Seven dependents	1	.5%
Nine dependents	1	.5%
Ten dependents	1	.5%
<u>HIGHEST SCHOOL GRADES COMPLETED</u>		
4th to 6th grade	4	2%
7th to 8th grade	15	6.7%
9th to 11th grade	90	39.4%
High School Diploma or G.E.D.*	107	46.7%
Some College	12	5.2%
<u>AREAS OF MATERIAL ASSISTANCE TO PARTICIPANTS</u>		
Participants employed	122	60.1%
Received employment assist.	81	41.8%
Types of employment		
Alderson related	27	13.9%
One America profile related	21	10.8%
Other employment	33	17%
Received voc. training assistance	34	17.5%
Enrolled through D.V.R.**	18	9.3%
Received educational assistance	21	10.8%

* General Equivalency Diploma

** Department of Vocational Rehabilitation

PROFILES	NUMBER	PERCENT
<u>AREAS OF MATERIAL ASSISTANCE TO PARTICIPANTS</u>		
Types of education:		
G.E.D. (enrolled in G.E.D. courses - post-release)	8	4.2%
College (enrolled in college - post-release)	13	6.7%
Received housing assistance	26	13.4%
Received health care assist.	29	15%
Received legal aid assist.	13	6.7%
Received child care assist.	9	4.6%
2. Field Coordinators		
PROFILES	NUMBER	PERCENT
No. of Field Coordinators	25	
<u>AGE DISTRIBUTION</u>		
21 - 30 years	3	12%
31 - 40 years	7	28%
41 - 50 years	8	36%
51 - 60 years	7	28%
<u>SEX</u>		
Male	6	24%
Female	19	76%
<u>ETHNIC BACKGROUND</u>		
Black	25	100%

PROFILES	NUMBER	PERCENT
<u>MARITAL STATUS</u>		
Married	17	68%
Single	1	4%
Separated	1	4%
Divorced	5	20%
Widowed	1	4%
<u>OCCUPATION</u>		
Housewife	1	4%
Educator	5	20%
Counselor	4	16%
Social Worker	3	12%
Church Worker	5	20%
Other	7	28%
<u>HIGHEST SCHOOL GRADE COMPLETED</u>		
Batchelor's Degree	5	20%
Graduate Courses	6	24%
Master's Degree or higher	14	56%
3. <u>Volunteers</u>		
PROFILES	NUMBER	PERCENT
Number of volunteers since program began	348	
Number of active volunteers	275	
Number of volunteers interviewed	65	23.6%

PROFILES	NUMBER	PERCENT
<u>AGE DISTRIBUTION</u>		
20 years or less	2	3.2%
21 - 30 years	17	26.2%
31 - 40 years	21	32.3%
41 - 50 years	19	29.2%
Over 50	6	9.2%
<u>SEX</u>		
Male	7	10.8%
Female	58	89.2%
<u>MARITAL STATUS</u>		
Single	11	16.9%
Married	37	56.9%
Separated	4	6.2%
Divorced	7	10.8%
Widowed	6	9.2%
<u>OCCUPATION</u>		
Housewife	4	6.2%
Educator	29	44.6%
Counselor	7	10.8%
Secretarial Work	3	4.6%
Social Work	3	4.6%
Other	19	29.2%
<u>HIGHEST SCHOOL GRADE COMPLETED</u>		
High School	3	4.6%
Some College	4	6.2%
Batchelor's Degree	12	18.5%
Graduate courses	7	10.8%
Master's Degree or higher	39	60%

SUMMARY

I. INTRODUCTION

A. Rationale

In a quest for answers to rising crime rates, the public periodically becomes concerned with the need to strengthen the rehabilitation capabilities of correctional institutions and of post institution correctional programs.

Unfortunately, even when the public concern is greatest, female ex-offenders somehow receive limited benefits from the public endeavors which result.

This is true, even though, in many ways, a woman's burden in becoming rehabilitated and in reentering the free world is much greater and vastly different from that of a man.

A majority of women confined to prison come from low income and socially disadvantaged backgrounds. They have received minimal education and vocational training. Those who are married lived separately from their husbands; and, those with dependent children were usually sole or principal sources of child support.

These factors result in a problem syndrome which includes unemployment or low income, inadequate or substandard housing, unattended medical and mental health needs, and similar shortcomings.

Some of these and other problems exist for men; but, for women, problems are exaggerated by benign neglect and a lack of interest which create special obstacles to successful adjustment after a prison term.

As are men, women in prison are exposed to a limited range of rehabilitative opportunities covering many of the problems they face.

For example, educational and vocational training is available. Yet, with the resource limitations confronting most institutions, training is not always provided in trade and occupational skills which lead to successful employment after prison.

Further, professional counselling, which addresses a lack of motivation to take training, as well as other personal deficiencies of individuals, suffers the handicap of overburdened case-loads.

Beyond the prison, women confront social attitudes toward their prison and criminal histories which are less tolerant than these which confront men. Women with prison histories are judged more harshly in their home communities and their social and employment mobility is more limited.

Under these circumstances, women offenders leave prison not only with most of the personal limitations which accompanied them into the institution, but with others which are generated during the prison experience.

Freedom from prison thus presents women with the task of managing their own affairs with inadequate personal resources and grossly inadequate outside resources, in an indifferent environment.

The One America Key Program presents the opportunity to supplement institutional endeavors to strengthen individual resources of women offenders and to marshal community resources in their behalf.

The Key Program is designed and implemented to demonstrate that, with the direct support and assistance provided by lay mem-

bers of local communities, female ex-offenders when released from prison, can successfully establish productive and meaningful lives for themselves and their families.

B. PROGRAM GOALS

To assure that the basic intent of the Key Program would be accomplished, a list of ten specific goals were developed which became the basic operational tasks for the program's structural components. The program goals were as follows:

I. to reduce recidivism by becoming a part of the combined efforts of the correctional institution, Federal and State authorities, which, heretofore, had shared alone the responsibility for facilitating the successful re-entry of former offenders into society; and, by motivating the private sectors to recognize and accept their responsibilities for assisting former offenders into the community.

II. to work within the structure of criminal justice planning to bring about changes within a given state or local community which would facilitate a more effective cooperation between all groups essential to the successful re-assimilation of former offenders into the community. This includes a broad spectrum of groups, ranging from the personnel of correctional facilities, to parole offices, to personnel of halfway houses, to family members, to educational and training facilities, to employers, et. al.

III. to develop pragmatic plans for rehabilitation that would include more than just making provision for assistance in areas related to the material, economic needs of former offenders, and address themselves to the specific problems of female ex-offenders.

IV. to develop specific techniques for assisting female ex-offenders that would serve to implement the plans developed in Step III above.

V. to identify the performance capabilities of the program participants and differentiate the types of planning which would provide each with the most beneficial assistance.

VI. to encourage counselling that penetrates into the participants' total life style and motivates them to seek more positive ways of coping with society.

VII. to develop meaningful short-and long range pre-release plans that would be both relevant and beneficial in meeting the participant's needs following her release from the institution.

VIII. to motivate active and sincere participation on the part of the community that would emphasize quality - as opposed to quantity - efforts.

IX. to identify and recruit volunteers in the community who are sincerely committed to the specific task of assisting female ex-offenders effectively readjust and reassimilate into the community.

X. to determine accurate indicators for evaluating the effectiveness of the services being provided by the Key Program.



II. PROGRAM DESCRIPTION

A. ORGANIZATION AND STRUCTURE

1. Operating Units. The program staff was functionally organized into three (3) units:

a. A central coordinating unit, responsible for planning, overall management administration, and coordination of other program units, and liaison with private and public agencies.

b. A pre-release unit, providing staff services within the Alderson Reformatory, as well as selected support services during post-release.

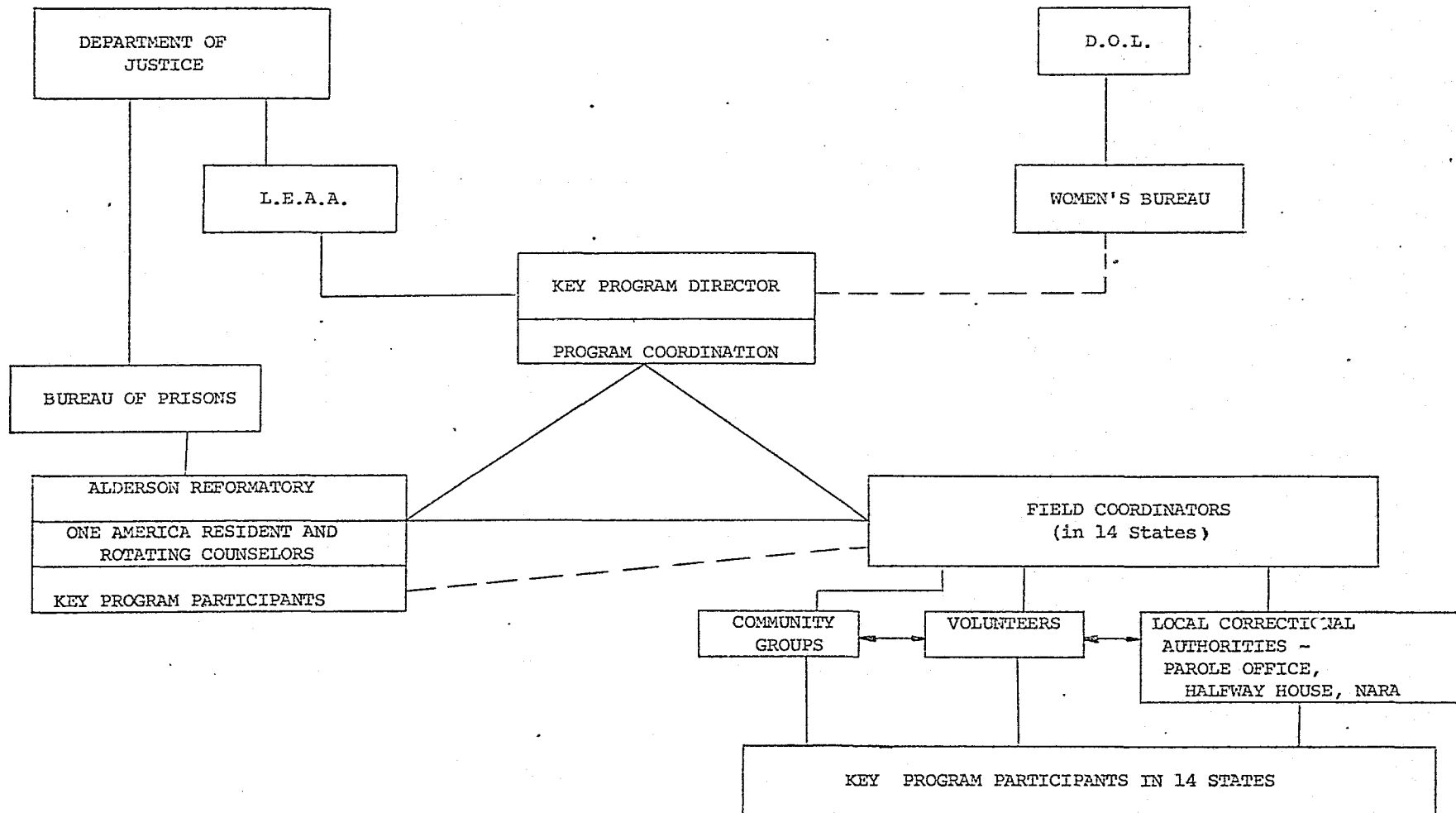
c. A post-release unit providing staff services to participants after release and coordination of volunteer services. (See diagram on next page.)

2. Staff. The following staff positions served the various units:

a. Program Director, the chief executive officer of the program, responsible for overall program direction and policy decisions, as well as liaison with agencies and organizations relating to the program such as LEAA, the Bureau of Prisons, and the Warden of Alderson.

b. Program Coordinator, the chief operating officer of the program responsible for day-to-day supervision of program activities and of program personnel.

c. Staff Counselors, providing direct counselling services at Alderson and follow-up in post-release.



d. Field Coordinators, providing management of post-release services, including coordination of volunteers and the securing and the organization of resources for meeting participant needs.

e. Program Accountant, responsible for preparation and maintenance of financial reports and records of accounts.

B. SERVICES

1. Counselling. The Key Program counselling process was not founded on that interaction between participants and counselors associated with psychological evaluation and psychiatric analysis. Rather it was the first of several planned personal communications between individual participants and Key Program personnel, outside of institutional boundaries.

The Key Program counselling effort was a significant part of both pre-release and post-release phases of the program. It provided participants with the opportunity to express fully their problems and needs, as well as their hopes and aspirations for their future lives. At the same time, it provided the pre-release counselors, the post-release coordinators, and volunteers with the opportunity to more thoroughly understand the psychological and material needs of the participants, thereby allowing them to assess the priorities of these needs and to develop a strategy for alleviating them.

During the pre-release phase, Key Program counselling was directed to a great extent towards the improvement of the participants' generally poor self-images of themselves. The counselling format involved both individual and group discussions between participants and pre-release counselors. The content of the individual sessions focused on openly discussing the participants' personal problems, assisting the participants to see and understand their positive abilities, and suggesting possible ways in which these positive abilities could be developed, in order to overcome whatever personal problems might exist. Individual sessions were, also, utilized to assist the participants in formulating post-release plans, which would reflect the realities of existing opportunities in the free-world.

Group sessions supplemented the individual counselling sessions. They were utilized as forums in which the mutual problems of participants could be discussed and further discussion of existing opportunities for personal development in the free world could take place.

In the post-release phase, continued emphasis was placed on improving the participants' self-images through individual counselling efforts. In addition, counselling techniques designed to strengthen participants' confidence in their own abilities were employed. Such techniques included the assignment of tasks involving graduated degrees of responsibility. Such task assignments were made both to individual participants and to participants as a group. For example, individuals were required to locate potential employment opportunities, to make the necessary arrangements

for interviews, to follow through with the actual interviews, and, then to report the results of the interviews to the volunteer.

As a group, participants were assigned specific tasks related to topics of general group concern. For example, participants were given the responsibility for identifying housing opportunities in the community, and after housing has been secured, assisting in locating furnishings, as well as in the clearing-up of the dwelling.

In each phase of the program, counselling proved to be a crucial element in assisting the participants to successfully readjust in the free-world.

2. Referrals. The concept of the Field Coordinator and Volunteer as an assistance "broker" was an important element of the post-release phase. Field Coordinators and volunteers were expected to identify available resources, in the local community, to which participants could be referred for employment, housing, child day-care, legal aid, medical assistance, and/or educational and job--skill training.

Coordinators were expected to maintain files on all such community resources, noting their reliability for prompt responses to participant referrals. For example, a large number of participants were the mothers of children with whom they wanted to be reunited upon release from Alderson. Psychologically, this was essential to their eventual readjustment in the free-world.

Two basic pre-requisites, however, for the re-unification of the families were adequate housing and funds to meet the cost of housing. The majority of participants (including those with

children), however, returned to home communities with generally not more than fifty dollars (\$50.00). Employment earnings, as a source of housing funds, thus became an additional critical factor in determining the promptness with which participants could be reunited with their children, as a family unit under one roof.

Through communication with the pre-release counselors, Field Coordinators and volunteers were able to anticipate these kinds of participant needs and to identify employment and housing opportunities before the participant was released. Therefore, on the day of the participant's arrival home it was possible for her to proceed immediately to some form of housing accommodations and, from there, to a pre-arranged job interview.

Though not every instance worked with this precision, this was the predominant intention of all coordinators, i.e., to begin providing participants with the most basic forms of assistance at the immediate point of the participant's arrival in the local community.

The Key Program's ability to assure prompt and relevant assistance to participants beginning at the moment of their arrival, was primarily due to the anticipation of participants needs through pre-release communications and the depth of the Field staff's knowledge of reliable and available community resources.

3. Support to Correctional Personnel. In both pre-release and post-release phases, the Key Program provided supportive assistance to the efforts of correctional-rehabilitation personnel. In the pre-release phase, this involved working closely with administrators and professional staff - i.e., caseworkers, correctional

officers, training and recreation personnel - of the Alderson Reformatory. Key Program pre-release staff counselled participants to avail themselves of all educational and training opportunities offered by the institution. Educational opportunities included academic courses leading to the General Equivalency Diploma (G.E.D.), as well as remedial and pre-college courses in Reading, English, and Math. Skill training opportunities were Automatic Data Processing (Key Punch Operator) training; cosmetology; secretarial training; Nurse's Aide training; and commercial sewing.

As a result of the advice provided by pre-release counselors, participants who, previously, had not attempted to complete their G.E.D.'s, were motivated to do so. The majority of program participants had completed their G.E.D.'s by the time they were released from the institution. A number of participants also attended the advanced study courses.

Job skill training, while supported by the pre-release counselors, had limited impact on the securing of later employment related to that training. Further discussion of this topic is provided in Section III D.

In the post-release phase, the program supported the efforts of Probation and Parole Officers, NARA Staff, and the staff of Community Treatment Centers (Halfway Houses). Supportive services included the following:

- a) Coordination of Key Program activities (in the case of parolees) with the legal requirements and restraints imposed by each agency.

b) Discussions with Probation and Parole Officers, staffs of NARA and Halfway Houses, regarding participants' readjustment problems and progress.

c) Counselling participants to attend all scheduled meetings and follow all regulations of their respective supervisory authority.

d) Providing relevant personnel of each agency with information regarding community resources available to assist all persons involved in the agencies' caseloads.

As a result of these supportive program efforts the Key Program has achieved a very good cooperative rapport with most U. S. Probation and Parole Officers, with whom it has had contact, as well as an extremely cooperative rapport with NARA units, both in Alderson and in the local communities. Cooperation between Halfway Houses and the Key Program has been, very often, difficult to establish. A further discussion of this relationship is presented in Section V. B. 1.

4. Linkage to the Local Community. The successful readjustment of an ex-offender to living in the free-world is dependent, in large measure, upon the degree to which both the ex-offender and the community are equipped to understand and accept one another. Building this understanding was an important task of the Key

Program in its involvement with local community groups around the country. Appearances as guest-speakers before interested community groups and on local television interview-programs, as well as newspaper articles concerning the Key Program effort have been the primary means by which program linkage to the local communities, at large, has been established.

No dramatic changes in general attitudes towards ex-offenders could be - or was - expected as a result of the Key Program efforts. However, interested responses to the program steadily increased during the initial 18 month period, indicating that more and more persons are becoming aware of the need for public involvement in the rehabilitation process.

In the course of identifying and securing assistance resources in the local communities, awareness of the Key Program and its purpose has been generated among the staffs of public agencies and private organizations. The organizational response and assistance to the program has been both gratifying and helpful. The nature of those responses indicate a willingness and an ability to understand and assist the ex-offender in establishing a meaningful and productive life.

C. FIELD COORDINATION

1. Staff Field Coordinators. Field Coordinators were One America staff persons located in each of the 14 program sites around the country. They were responsible for the organization and operations of Key Program post-release units and for insuring that participants, returning to the local communities, would be

provided with all necessary assistance.

a. Profile (see pg. xiii) The Key Program coordinators as a group demonstrated a high level of educational and professional achievement. Almost all of the coordinators (95.7%) hold B.S. or B.A. degrees and that the majority (72%) have professional experience in a social services occupations.

Almost 25% reported previous experience in education, 19% in counselling, 14% in social work and 14% in church related occupations. More than half of the coordinators (56.6%) have Master's degrees and another 17.5% have taken some graduate courses.

The majority of the coordinators were women (73.9%), with U.C.C. Clergymen accounting for male coordinators. The average age of the coordinators was 44.5 years, with the actual age range falling between 24 to 60 years of age. Slightly more than 65% of coordinators were married.

b. Recruitment. All Key Program field staff selected for the 14 geographic locations covered by the Key Program were nominated by the Delta Sigma Theta Sorority and the United Church of Christ.* Principal considerations in nominating coordinators

-17-

*The Delta Sorority is a national college womens service organization with undergraduate and graduate chapters in every section of the country. The Delta National office in Washington, D.C. and the national officers joined in early planning of the volunteer aspects of the Key Program.

The United Church of Christ also presents a nation wide capability through its local churches.

were experience in providing social services to a client population similar to the Key participants; broad knowledge of public and private services in the respective geographic areas, which might have some bearing on the resolution of employment, housing, child care, and other relevant problems; and the ability to make a major commitment in both time and effort to the rehabilitation program.

The recruitment process for Field Coordinators proved an excellent means of developing a highly qualified core of Field personnel, who now form a solid, well-experienced manpower base for future Key Program activities.

c. Training. Due to the vital role of the field coordinators in providing direct assistance to program participants, a series of orientation and training workshops were offered to provide them an understanding of the scope of work to be performed and to equip them with the tools necessary for successfully accomplishing their task.

Three orientation and training workshops were conducted. Orientation sessions were held at the Federal Reformatory at Alderson in November, 1971, and January, 1972, and in Montgomery, Alabama in August, 1972.

A one-day workshop held at Alderson November 4, 1971, provided information concerning:

- 1) Key Program goals, policies, procedures and operations
- 2) the Alderson institution
- 3) Corrections officials' views on the role of the prison

system in the correctional process

4) Alderson resident's views concerning the needs of women after release from prison.

A second workshop, conducted at Alderson on January 17-18, 1972, covered the same topics, but emphasized the functions and procedures of U. S. Probation and Parole Officers.

A third workshop, held in Montgomery, Alabama on August 14-15, 1972, was conducted by the U. S. Department of Labor's Experimental Manpower Laboratory for Corrections operated by the Rehabilitation Research Foundation at Draper Correctional Center, Elmore, Alabama. Aside from providing Key Program staff with additional information regarding available resources in the correctional rehabilitation field, the workshop also provided coordinators an opportunity to share experiences and information concerning common problems, and enabled Key Program staff to review strengths and weaknesses.

d. Coordinator's supervisory responsibility. The Key Program Field coordinator in each state had primary responsibility for the overall operation of the post-release program. Coordinators were responsible for recruiting, orienting, training, assigning and supervising a corps of volunteers to work with participants returning to their area.

Coordinators were, also, responsible for providing the pre-release counselors at Alderson with practical information concerning employment and other resources in the local community. Such information was utilized by participants in making decisions re-

garding future goals and plans. The information also became part of the parole plans submitted by the participant to the Parole Board.

Pre-Release Counselors, in turn, provided field coordinators with profile materials on participants assigned to the coordinator's area. This included information on the participant's personal and family background, anticipated participant needs upon release, and participant's post-release plans for securing employment, training, housing and other immediate and long-term needs.

Coordinators utilized the profile materials to design program operations in their areas so that the returning participant would derive the most benefit from the efforts and activities of the post-release program staff. Planning with participants did not stop at the end of the pre-release program. Field Coordinators were flexible in designing the program structure for their respective areas, in order to make a positive accommodation for the participants' change in situation between the pre-release and post-release phases of the program.

Communication between coordinators and participants was established before the participant's release from Alderson. Coordinators and volunteers corresponded with Alderson residents coming onto their caseload. Such correspondence not only permitted participants, coordinators, and volunteers an opportunity to become acquainted, but also facilitated the participant's transition to the post-release phase. Where financially feasible, coordinators made personal visits to the participants in the institution.

When necessary and possible, coordinators and volunteers would begin counselling with participants' families prior to the participants' release from Alderson. Such efforts helped, in most instances, to gain the families' necessary support and cooperation in the rehabilitation process.

Coordinators or volunteers met the participant at the bus or train station upon return to the home city. If this was not possible a visit was made to the participant's home address.

Field Coordinators were expected to hold an initial interview with all participants arriving in the community to become more familiar with the participant's immediate and long-range needs and problems. This insured that the program would be providing both necessary and relevant assistance throughout the program.

Coordinators assigned volunteers to participants; discussed with them the possible services needed by each participant; offered guidance and/or information to the volunteer; and maintained sufficient contact with volunteers to insure that the volunteer-participant relationship was functioning smoothly.

The coordinator was ultimately responsible for the volunteers' efforts to help participants implement their release plans developed at Alderson, or any subsequent modifications in the plans which were sometimes necessary. Post-release planning for participants included arrangements for jobs, housing, health care, personal and family counselling, social contacts, and other services to meet participant needs. Coordinators, also, assisted participants and vol-

unteers in crisis situations and provided both parties with an address and telephone number where they could be reached in case of emergencies.

Field Coordinators maintained continuous contact with One America Central Staff. They provided monthly program and financial reports, as well as progress reports on the participants and volunteers. In addition, they maintained written, telephone and personal contact with the Central Staff, throughout the program. Coordinators were expected to inform One America staff concerning serious participant crises, such as those which might disrupt the participant's readjustment and possibly lead to her reincarceration.

2. Volunteers. The Key Program volunteer is the core component in the effort to bring participating women back into the community. The volunteer bears responsibility for maintaining contact with program participants, developing a relationship of mutual confidence, and insuring that available program services in employment, housing, child care, and other areas are provided. The Key Program rehabilitation effort ultimately rests on the relationship between the volunteer and the participant, and the direction and assistance that emerges from that relationship.

a. Profile (See pg. xiv) The Key Program recruited three hundred and forty-eight (348) volunteer assistants during the initial 18 months of program operations. In profile, the volunteers represented an impressive array of educational experiences:

Master's degree or higher	61.3%
---------------------------	-------

Bachelor's degree	16.3%
Graduate courses	11.3%
Some college	6.5%
High school	4.8%

A very high percentage of the total volunteer force are employed in responsible professional positions. Over fifty-nine percent (59%) are presently employed as teachers, counsellors, or in other positions related to social work. A few of them (10%) had previous experience in working with ex-offenders.

Most of the volunteers are married and have children (only 17.7% are single) and - since the program deals only with female ex-offenders - nearly all (90%) of the total volunteer force are women.

The coordinators indicated that they valued volunteers with former experience in social work. About fifty-nine percent (59%) reported that they notice difference in the performance of experienced versus inexperienced volunteers. The reasons given were:

1) experienced volunteers are more resourcesful in finding solutions to participants' problems and in providing solid advice to participants.

2) they have less fear of getting involved with the problems of ex-offenders.

3) they don't need as much supervision, as do more inexperienced volunteers.

The average age of volunteers is between 27 and 36 years, which indicates the resourcesfulness combined with maturity and experience that volunteers possessed. The Key Program, however, also has younger (the youngest is 17) and older (66) volunteers who complement the picture.

The selection of qualified Key Program volunteers was instrumental in providing high quality assistance to Program participants.

b. Recruitment. Nomination of coordinators by Delta and the U.C.C. also facilitated recruitment of volunteers and contributed to coordinator-volunteer rapport, since coordinators recruited volunteer staff-principally from organization memberships.

c. Training. Field coordinators assumed principal responsibility for orientation of volunteers in their areas. Orientation took the form of workshops, group meetings, individual sessions, distribution of brochures and other written materials prepared by One America on the Key Program field staff.

Volunteer orientation meetings included presentations by representatives of correction institutions, parole offices, treatment programs, government and community social service organizations, and One America Central staff. Corrections procedures were discussed and information was provided concerning available community resources. The problems involved in the rehabilitation of the ex-offender were presented from various points of view. Visits to drug treatment centers and other facilities were arranged.

The major emphasis of orientation for volunteers was the volunteers' responsibilities in regards to Key Program participants. This included a discussion of the practical means of providing material services, i.e., approaches to overcoming communication barriers, to encouraging participants to further their education and/or training, to involving the participant's family, and to overcoming the influences of the participant's "old crowd." Training sessions also covered means of contacting participants, frequency of contact, and the problem of keeping in touch without becoming imposing or overbearing.

The sessions provided information on government and community service agencies and other sources of assistance, particularly in reference to the limited funds at the disposal of participants. The need to assist participants in finding meaningful job opportunities was stressed; and, methods of approaching and working with employers were discussed. Reporting and recordkeeping procedures were reviewed.

Similar workshops designed to inform and motivate the volunteer work force were held throughout the Key Program areas.

A volunteer workshop was held in Houston, Texas in November, 1972. The workshop emphasized the concerns and problems of volunteers, and the kinds of information and assistance which should be provided by training sessions. The workshop goals were intended to increase the awareness regarding the need for a rehabilitation program; to increase the contributions to be made individual volunteers; and to provide practical information on local housing, employment, training, and other services.

Volunteer workshops always included participation by program participants.

d. Supervisory Responsibility. Volunteers were requested to provide frequent and consistent general counselling, specific services in locating appropriate housing and child care facilities, in contacting prospective employers or education or training institutions, and in providing overall assistance in implementing the participant's post-release plan developed at Alderson. They were also expected to serve as liaison with government and private organizations, assist in pre-planning to avoid crisis situations, and maintain necessary contact with the participant's family and parole officer.

Volunteers arranged free clinic cards for medical services, organized group theater parties, accompanied participants to church services and sports events, and made referrals to family counselling and drug treatment centers.

Volunteers, as much as coordinators, were expected to be knowledgeable about the government and private social service agencies. They were also expected to provide participants with up-to-date information concerning vocational and other training programs and employment opportunities in the area.

This was accomplished through extensive direct contacts between the volunteers and the participants. Key Program volunteers met with the participants at least once a week (and generally more) during the critical transitional period, immediately following

the participant's release from the institution. As the relationship between the participants and volunteers progressed, the frequency of the contacts adjusted themselves to the rhythm of friendships - with the participants calling upon the volunteers (or telephoning) whenever the need, or desire, arose - and with the volunteers reciprocating on the same basis. It was from the basis of these established friendships, that the volunteers and participants began to work in a joint effort of mutual respect and trust, trying to bring the participants' material bases into a more stabilized level.

Key Program volunteers reported regularly and frequently to the coordinators regarding their activities with participants. The form and frequency of the reporting process varied only slightly from state to state and was primarily dependent on the working patterns of the coordinators.

III. PARTICIPANTS

A. GENERAL INFORMATION

The personal backgrounds of Key Program participants are indicative of the backgrounds found among most female ex-offenders. They come primarily from depressed, low-income urban environments. They are young, mainly between the ages of 21-30. Prior to their participation in the Key Program, they had experienced very little formal education and even less occupational skill training. The majority of them are unmarried, though the majority of them have at least one dependent child. A majority of Key Program participants had histories of drug addiction; although, only thirty-nine (39) participants (19.2%) were actually narcotics-addicts, sentenced under the Narcotic Addict Rehabilitation Act (NARA).

It is difficult to know [fully] the total impact which the Key Program has had on the lives of the program participants. Certainly, the assistance which has been provided them in securing employment, housing, education and training, et. al. indicates that opportunities have been created in which a significantly positive impact on the lives of participants might occur. The fact that the majority of participants, as illustrated in the fact sheets, have taken advantage of such opportunities might indicate, further, that they have been encouraged to believe that a successful adjustment into society is both possible and desirable.

However, after so short a period of time*, it would be premature to state categorically that each participant - or even the majority - will be able "to make it" in the free-world, without resorting to their earlier life-styles. Thus far, only nine (9) participants (4.4%) out of the total 203 program participants, released from Alderson during 1972, have been reincarcerated. Compared to the average yearly recidivism rate ^{of 10% for the Alderson} ~~for Key~~ *Reformatory, the recidivism rate for Key Program* participants is more than encouraging.

^ The true impact of the Key Program on participants, however, cannot be measured merely in terms of material benefits provided or the numbers of recidivists. The program's impact will be seen in the future attitudes and understandings which participants will have about themselves and about the society in which they live. It will, also, be seen in terms of the community's awareness of its won responsibility toward assisting in the rehabilitative process of ex-offenders. If (their) progress continues in the directions indicated by their current positive responses to Key Program assistance, then it would be safe to assume that the program's impact upon their lives will have been very significant, indeed.

-29A-

*The first major group of participants entered the post-release phase of the program in April, 1972. The majority of participants have spent less than 12 months in the post-release program.

B. BIOGRAPHICAL BACKGROUND - Fact Sheet

Biographical information is offered in the Fact Sheet in C Section page x.

C. SELECTION AND RECRUITMENT

Participation in the Key Program was entirely voluntary. It was neither a condition for obtaining release from prison; nor, was it - as in the case of parolees - a condition for obtaining parole. Key Program staff and program volunteers were in no instance given legal, supervisory authority over participants. Response to the Key Program therefore, was completely the result of participant interest.

The program was open to all residents of the Alderson Reformatory, provided they were returning to one of the twenty-seven (27) cities in which Key Program post-release units were established and provided they were eligible for release from the institution - whether on parole or on expiration of sentence - between the dates of January 1 and December 31, 1972.

D. PARTICIPANT NEEDS

During the initial release period participants must make preparations for supplying their own material needs, and often those of other members of their families. The immediate material needs of these women must be met while they are attempting to pursue employment, educational, and other goals. The following text describes the most important areas of material needs among par-

ticipants. The narrative is followed by graphic displays (see also Sheet - Statistics pg. xi and xii) which illustrate Key Program activities in these areas.

1. Employment. Of all the material needs of participants, employment is considered the most crucial problem. Due to the participants' generally limited formal educational and vocational training backgrounds, it was difficult for participants to secure well-paying and meaningful employment. Employment and the income derived from it, is the key to meeting other material needs such as food, housing, clothing, health care, and providing the same for dependent children.

Some difficulties in obtaining employment were attributed to general prejudices about hiring ex-offenders. Such instances of difficulty were not as wide-spread an occurrence as is generally assumed. Both coordinators and participants indicated that potential employers were more interested in the participant's qualifications than in her record of conviction. Also, participants' relations with fellow employees were not hindered, as a rule, by the participant's past records.

The most critical barriers to employment were the lack of formal education and the lack of vocational training. Even those participants who had received some form of vocational training while in Alderson, found it extremely difficult to secure employment in the areas of Alderson training. This was partially due to the inadequacies of Alderson training and, partially due to the scarcity of job openings in their communities. Those participants who had developed secretarial

skills prior to Alderson were among the few persons who could utilize their skills in obtaining adequate employment. Participants who had completed Automatic Data Processing Training (Key Punch Operator) also had little difficulty in securing employment.

The Cosmetology training offered at Alderson did not allow those who completed the training to qualify for state cosmetology licenses. To qualify, necessitated additional training which cost money. The money could not be obtained without employment. Employment, which would provide enough income to pay for the training (in addition to supporting oneself and dependent children), could not be obtained because the participant had only been trained in cosmetology, which she could not practice.

A similar vicious circle was also experienced by participants who had received Nurse's Aide Training at Alderson. In this instance, the difficulties in securing employment were not due to any deficiencies in the training received in Alderson. The difficulties arose because potential employers - mainly hospitals and clinics in need of Nurse's Aides - would not hire persons who had a history of drug addiction. This is understandable; yet, the validity of training persons with known histories of drug addiction to become Nurse's Aides is questionable.

In most instances, participants did not obtain jobs which would eventually lead to further career development and advancement. There are, however, thirty-four (34) participants currently enrolled in vocational training programs; but, it is not yet known whether employment opportunities will be available for them, once the training has been completed.

2. Housing. Housing ranked third on the list of priorities among participants needs. In reality it was the object of much greater concern than appeared on the surface.

For some participants, a condition of release is "having a known place of residency." Many gave their former place of residence, and not a few of such former residence represented conditions which were inconsistent with the course of self improve-

ment and hopes for a better life upon which plans of each participant depended.

The housing problem thus was not just that of finding a place to live. It was to achieve a departure from the overcrowded, deteriorated housing associated with poverty and located in a high crime area -- a move away from a total environment which is, in itself, psychologically detrimental to honest endeavors to redirect and resturcture life, one which is free of negative influences associated with the past.

Housing also has significance in the reunion of mothers to their children, an important aspect of readjustment. This fact is underscored by the large number of participants who had dependents and who were the sole parent in the family.

Twenty (20) persons received specific help in housing in the program.

The help ranged from placement in five (5) rooms of public housing for a mother of three, to securing legal aid which successfully averted an eviction.

Public housing officials were particularly helpful in cutting red tape and facilitating admission of participants to public housing.

Housing often hinged on success in securing employment or other means of meeting rent obligations. Public assistance agencies were frequently a source of assistance. In addition, coordinators and volunteers helped meet emergencies through local Key Program fund raising efforts and donations by the Delta Sorority.

Considering the overall housing problems at the income levels of most participants - both before and after their Alderson experience - the solutions to participant problems depend on solving the overall problems. However, the Key Program experience increased the success potential of individual participant efforts. Coordinators and volunteers helped by shepherding participants through the procedures and technical requirements for public housing eligibility and steering them through the private housing search.

3. Health Care. Unmet health needs affect one's sense of well being, impair employability and accent the need for housing and food.

Health care rated a prime concern among participants and occupied much of the attention of field staff.

Inadequate information regarding participant health problems, both medical and dental, handicapped many coordinators who first learned of such participant problems in the course of becoming acquainted with participants after release.

Health care from public agencies was not available immediately to participants in their home communities, leaving gaps in this service of chronic conditions and delays in treating acute conditions. Some participants, for example, had had teeth

(sometimes all of them) extracted while they were in Alderson. Many of these women were released from the institution without having received new dentures. This affected their feelings of self-confidence during job interviews and, oftentimes became a primary cause of not searching for employment.

Twenty-nine (29) participants were directly assisted with health care problems. In some instances the Key Program cut through red tape and assisted and prodded participants in ferreting out aid.

Assistance also included direct financial aid amounting to eleven percent (11%) of all funds raised locally by coordinators and volunteers for the program. The prohibited costs of health services could not be met by this modest fund; and, therefore most health needs were unmet.

(No effort is made, here, to cover the scope of mental health care needs of the participants or to assess the degree to which those needs have not been addressed.)

In general, the Key Program experience is that pre-release endeavors are warranted to clearly identify health requirements of participants are warranted; in order for post-release units to secure prompt admission of participants to local health programs, or to provide financial resources until admission can be obtained.

4. Education and Employment Training. A significant number of participants sought education and employment training on release from Alderson.

Field staff considered training crucial to participant readjustment, particularly because of its relationship to the successful solution of the employment problem, the number one priority.

The dimensions of the education and employment training need is indicated by the fact that many of the participants had little formal education and almost no employment history prior to their Alderson experience.

The Alderson experience varied in its impact on education and training potentials of the participants. For some it was grossly inadequate. For others, it provided a significant beginning. In either case, the post-release task was to build on

the foundation each participant brought with her following release.

Fifty-four (54) participants were assisted by the Key Program to obtain educational and skill training opportunities. This number far exceeded the number which initially expressed an interest in such opportunities. A combination of counselling and the opening up of opportunities contributed to this result.

Coordinators, volunteers, and support organizations followed through on decisions of participants to pursue education or training until admission was obtained to appropriate programs or institutions.

A major role was played by state operated, federally funded vocational rehabilitation agencies. In addition, community colleges officials and public education staffs responded favorably to most efforts to place participants in school.

Coordinators, volunteers, and Delta Sorority Chapters combined to alleviate many financial problems, such as tuition, the cost of training materials and bus fare. Five point six percent (5.6%) of locally raised funds were devoted to this purpose.

The Delta Sorority provided scholarships to some participants.

The response to education or training opportunities is a key indicator of affirmative attitudes among participants. It suggests that those who pursue training are indeed committing themselves to planned courses of action for self improvement. The Key Program suggests that resources can be applied to these participant goals with expectations of success.

Sixteen (16) participants enrolled in Federally supported skill training programs, seventeen (17) participants in other types of skill training program, eight (8) participants in general educational courses leading to high school diplomas, and thirteen (13) participants enrolled in colleges.

5. Child Care, Child Custody, and Legal Aid

While none of these areas were considered major problems by the majority of Key Program participants, they were singled out for attention. Many community organizations were particularly responsive to child-care needs and in addition, coordinators and volunteers counselled participants on how they, themselves, could make use of community resources to alleviate needs in these areas. During 1972, thirteen (13) participants received Key Program assistance in obtaining legal aid, nine (9) participants received assistance in obtaining child-care, and two (2) participants received assistance in obtaining child custody.

The following four (4) areas were chosen by Field Coordinators as the areas of material need most important to the participants' readjustment to society.

MATERIAL NEED	COORDINATOR RESPONSE
Employment	54.1%
Housing	31.1%
Education & Job Training	10.8%
Child Care	4%

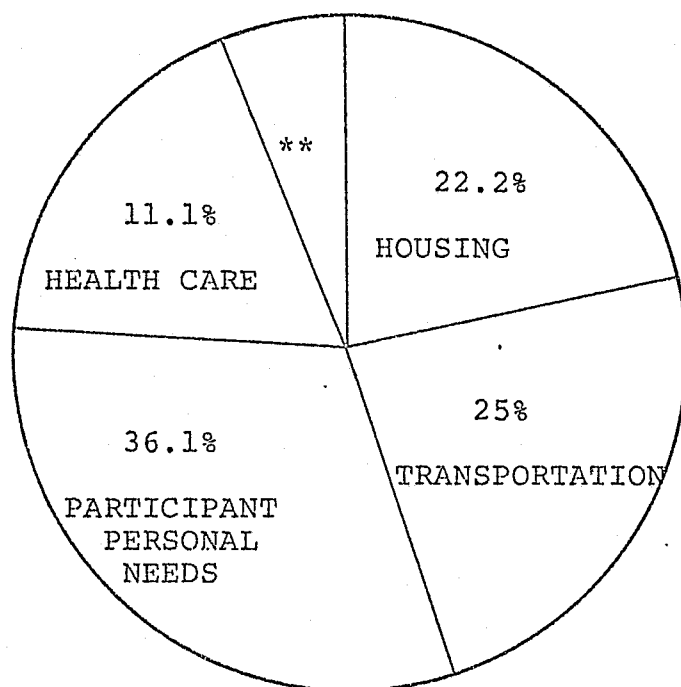
During the Program Assessment Survey, coordinators were asked which areas of material assistance required the greatest time and effort to secure. The following chart indicates their responses.

AREA OF ASSISTANCE	% OF COORDINATOR RESPONSE
Employment	36.5%
Educational & Job Skill Training	26.7%
Housing	19.2%
Health Care	8.2%
Child Care	3.5%
Legal Aid	3.5%
Social Activities	2.4%

Field Coordinators indicated in order to their financial demands on Program funds, the areas of material assistance provided program participants.

AREA OF ASSISTANCE	% OF COORDINATOR RESPONSE
Personal Needs	27%
Housing	22%
Transportation	22%
Health Care	4%
Tuition	3%
Other Expenses	22%

Field Coordinators indicated the percentage of local program funds spent in addressing the major areas of participants' material needs.



** 5.6% - TUITION

Fact Sheet - Areas of Material Assistance Provided Participants*

ASSISTANCE PROFILES	NUMBER	PERCENT
<u>EMPLOYMENT</u>		
Employed prior to incarceration	28	43.1%
Desired employment assist.	37	56.9%
Received program assist.	18	27.7%
<u>VOCATIONAL SKILL TRAINING</u>		
Trained pre-release Areas of pre-release voc. training:	41	63.1%
Sewing	11	16.9%
Nurses Aid	7	10.8%
Food Service	5	7.7%
Typing	15	23.1%
Laundry	2	3.1%
A.D.P.	9	13.9%
Cosmetology	5	7.7%
Other	4	6.2%
Desired voc. training assistance	5	7.7%
Received program assist.	4	6.2%
<u>EDUCATION</u>		
Attended School - pre-release	46	70.8%
Subjects studied:		
Reading and Writing	9	13.9%
G.E.D.	23	35.4%
Advanced Studies	12	18.5%
Desired post-release enrollment	10	15.4%
Received program assist.	13	20%
Areas of post-release study:		
G.E.D.	3	4.6%
College	10	15.4%

ASSISTANCE PROFILES	NUMBER	PERCENT
<u>HOUSING</u>		
Participants housing prior to incarceration:		
Alone	14	21.5%
Parents	24	36.9%
Friends	8	12.3%
Children	4	6.2%
Husband	9	13.9%
Husband and Children	5	7.7%
Other	1	1.5%
Desired housing assistance	19	29.2%
Received program assistance	9	13.9%
Participant post-release housing:		
Alone	13	20%
Parents	29	44.6%
Friends	4	6.2%
Children	7	10.8%
Husband	3	4.6%
Husband and Children	3	4.6%
Other	6	9.2%

* Between January 15 - February 15, 1972, One America conducted personal interviews with 65 program participants. Participants were also requested to complete a Program Assessment Form. The data displayed in this chart indicates the participants' responses to the PAF.



IV. COUNSELLING

Earlier in this report (Section II B. 1.) a brief reference is made to counselling activities within the Key Program. Further discussion of the counselling concept has been reserved for this section in order that appropriate attention may be given this subject - a subject of paramount importance to the program.

As indicated, the Key Program does not purport to provide the kind of counselling that institutional rehabilitation encompasses in its entirety. The program's contact with residents in Alderson is for a relatively short time and is tied to activities and relationships which the program contemplates for the post-release phase. Participation is entirely voluntary on the part of participants.

Key Program counselling is a continuing experience which spans the pre-release and post-release periods. The experience starts in Alderson and is shared by participants and counselors in exploring means of developing individual, participant plans for the productive utilization of their time in Alderson, as well as plans for the period following their release.

The individual participant is offered an opportunity - which she is not compelled to accept - for personal communications on matters which are of importance to her. Both the opportunity and the voluntary acceptance by the participant continue throughout her participation in the Key Program.

The relationship of counselors to participants is flexible. It is essentially a response to a course of action articulated by participants, but is geared to individual participant needs and aspirations.

The counselling process starts with an assessment of individual participants. Counselors receive general biographical information regarding participants from the Alderson administration.

One to one counselling sessions are a starting point for participants and counselors to get to know and to understand each other. Knowledge and understanding thus become the foundation for mutual trust and confidence.

Home conditions, educational levels, life styles, cultural and ethnic backgrounds are among the several topics which are explored by counselors for indications of participant attitudes, needs, and problems.

Counselors are alert for barriers which are likely to hinder a participant in assuming self-responsibility in planning for her immediate and long-range future. Such barriers include a lack of self-confidence, a low self-image, or the impact of imprisonment or prison discipline on a willingness to exercise independent judgement.

Counselor communications are primarily focused on anticipating with participants those practical aspects of post prison life which will be the object of the program's post-release services and assistance. In this respect, planning leans toward realism and avoids over confidence.

Techniques for communication in the participant-counselor relationship vary with each individual, but are firmly rooted in respect and understanding.

The pre-release counselor-participant team, step by step, works its way toward specific details of post-release activity

which the coordinator-volunteer-participant teams will subsequently undertake.

It is critical to the success of the program that, throughout the entire experience, Key Program personnel remain available as resources, or the means of access to resources, for participants and that they avoid the role of supervisors and managers in the affairs of participants.

In the course of the initial program period, the success of the One America counselling concept has been clearly evident. Participants continue to seek out and counsel with coordinators and volunteers, some for advice in emergencies, and some merely for words of encouragement.

FACT SHEET: Areas of Pre-Release and Post-Release Counselling

Participants' indicated in their responses to the Program Assessment Form the areas in which they had received pre-release counselling:

ACTIVITY PROFILE	NUMBER	PERCENT
<u>Pre-Release Counselling</u>		
Those receiving pre-release counselling	59	90.8%
<u>Topics of Pre-Release Counselling</u>		
Goals in life	51	78.5%
Past problems	44	67.7%
Vocational & Educational Training (pre-release)	43	66.2%
Employment & Education (post-release)	46	70.8%
Post-release housing	43	66.2%
Personality	42	64.6%
Drug problems	42	64.6%

Coordinators' indicated in their responses to the Program Assessment Forms the areas in which they had counselled participants during the Post-Release Phase.

ACTIVITY PROFILE	NUMBER	PERCENT
<u>Post-Release Counselling</u>		
<u>1. Employment Counselling:</u>		
Dressing & Grooming	16	64%
Setting-up & Keeping Appointments	4	16%
Inspire Confidence	4	16%
Attitude at Interview	9	36%
Realistic Attitude Towards Employment	2	8%
Interview Procedures	10	40%
<u>2. Self-Confidence Counselling:</u>		
Attaining Goals	17	68%
Encouraging Realistic Personal Goals	20	80%
Participant's Positive Qualities & Accomplish- ments	18	72%
<u>3. Self-Reliance Activities :</u>		
Encourage Personal Initiative	8	32%
Help Gain Economic Independence	4	16%
Assigning "tasks" to Participants	3	12%
Other Activities	2	8%

IV

V. OBSERVATION AND RECOMMENDATIONS

A. PROGRAM OPERATIONS

1. Central Coordination:

a. During the initial 18 months of Key Program operations, ultimate responsibility for program coordination rested with the central coordination unit, primarily the Program Director and Program Coordinator. By the end of the 18 month period, however, the volume of work to be performed by the central unit had increased far beyond the level anticipated in the initial planning stages of the Program.

RECOMMENDATION: The staff of the central coordination unit should be increased to accommodate the increased volume of Key Program activities.

b. The written formats for reporting information to the central coordination unit regarding participant progress and field activities were the One America Participant Profiles, the Monthly Field Coordinator Reports. Both reporting forms were the essential backbone of program information received by the central coordination unit.

Inexperience in completing such forms, as well as certain deficiencies in their mechanical format, often led to difficulties in interpreting the information contained in the reports.

RECOMMENDATION: The formats for the Program Information Reporting System should be revised.

The Central Coordination Unit should maintain a master control system, (visual) showing the activities of all personnel

and participants, during the course of the program. Field staff should report what is done and when it is done and appropriate entries should be made on the master control.

All relevant Key Program staff should be trained in the utilization of the revised reporting forms and reporting system.

2. Pre-Release:

a. Program operations in the pre-release phase were hampered in the early stages due to insufficient knowledge on the part of Key Program staff regarding the functions regulations, and procedures of the Alderson Reformatory. A general orientation provided by the institution helped to alleviate many of the initial difficulties.

RECOMMENDATION: Key Program staff should be provided a thorough orientation to the functions, regulations, and procedures of the institution prior to the beginning of pre-release operations within the institution.

b. A lack of frequent and direct communication between professional staff of the institution and pre-release counselors resulted, in some instances, in misunderstandings regarding the intended purpose of the Key Program. When communication between pre-release counselors and Alderson professional staff did occur, cooperation and support between both groups increased.

RECOMMENDATION: For continuing direct lines of communication should be established between institution and Key Program staff at the beginning of pre-release operations within the institution.

c. Many times; relevant information regarding participants was omitted in reports to pre-release counselors by institution staff. Especially, when such information related to the physical and/or mental health needs of participants, it was essential for the pre-release counselors to be informed. Such omissions of essential information had a direct and negative affect on planning efforts of the post-release units, which depended on the accuracy and completeness of the information communicated to them by the pre-release counselors.

RECOMMENDATION: Pre-release counselors should have access to all relevant non-privileged information regarding participants, especially information relating to participants' physical and/or mental health needs.

d. Early contact between field coordinators and participants, while participants were still in the institution, created feelings of trust and confidence among participants, regarding the sincerity of the Key Program to provide assistance in the post-release period. Field coordinator visits to the institution increased such feelings of trust and confidence even more.

RECOMMENDATION: Field coordinators should visit the institution at least twice each year to establish direct, personal contact with participants.

e. Participants who were in the pre-release phase for more than three (3) months were generally able to make a more rapid adjustment to their post-release situations than were participants who had spent less than three (3) months in the pre-release phase.

Coordinators also felt that at least three months were necessary to sufficiently organize and make preparations for the participants' return to the community.

RECOMMENDATION: A minimum period of four (4) months participation in the pre-release phase should be required of all participants.

3. Post-Release:

a. Field coordinators in the Key Program were employed on a part-time basis and financially compensated at a fixed per-diem rate. By the end of the 18 month period, however, their responsibilities required a full-time effort, which they had to perform along with the many demands of their full-time professional occupations.

RECOMMENDATION: Key Program field coordinators should be employed as full-time staff and remunerated at an estab-

lished, annual rate of salary..

b. Program volunteers had to cover the costs of transportation, telephone, and other expenses using money from their own private resources. The volunteers' financial resources were limited, however, and having to pay their own expenses became, for the majority, a significant financial burden.

RECOMMENDATION: Program volunteers should be provided a small stipend to help defray the costs of transportation, telephone, and other necessary expenses incurred in providing assistance to the Key Program.

c. The role of the volunteer was one of the most critical program roles in terms of the participants' ultimate readjustment. Field coordinators conducted general orientation and training sessions for newly recruited volunteers; and, volunteers considered these to be very helpful. Volunteers stated, however, that such sessions would be more helpful, if they would be held more frequently.

RECOMMENDATION: Orientation and training sessions for volunteers should be held more frequently.

d. In a number of program sites, participants assisted coordinators in counselling newly arrived participants and in organizing community resources for Key Program assistance. Such

instances proved very beneficial to both the program and the individual participants, involved. Some participants, also, assisted the field program as secretaries.

RECOMMENDATION: Interested and qualified participants should be offered salaried employment as coordinator's assistants in Key Program field offices.

B. RELATIONSHIPS WITH OUTSIDE AGENCIES

1. Halfway Houses:

The continued communications between the Key Program and participants is essential to a satisfactory achievement of the program goals.

Policies and procedures of some Halfway Houses prohibit or greatly restrict communications by residents with outside groups and individuals. This has caused interruptions in communications between coordinators and volunteers with Key Program participants released to Halfway Houses.

The effect of these interruptions is to severely hamper program efforts in employment, education, housing and other areas of assistance.

Further, an important side effect is a gap in communications at the time participants anticipate working with coordinators and volunteers in beginning what they planned for post-release.

RECOMMENDATION: Halfway House contractors should receive official notice of Key Program participants and advised of

the nature of their relationships with coordinators and volunteers.

Management of Halfway Houses should be advised by the Bureau of Prisons that communication is expected between the Key Program and resident participants.

Meetings between contractors and local Key Program coordinators should be held to set up procedures and schedules for Key Program access to participant Halfway House residents.

2. U.S. Probation and Parole Officers:

The experience in the program, thus far, shows that where Parole Officers are fully informed regarding the Key Program, cooperative efforts between coordinators, volunteers, and parole officers is highly successful.

The Key Program serves as a valuable resource for parole officers, who are burdened by large caseloads and concerned about finding every resource which will assist their parolees to succeed in adjusting to post-release life in the community.

RECOMMENDATIONS: The Chief Probation and Parole Officer and One America should communicate information concerning the Key Program and the role of local coordinators to all parole officers.

A procedure regular contact between regional chief parole

officers, parole staff, and local program coordinators be instituted to assure maximum coordination of their respective activities in regards to participant parolees.

C. INSTITUTIONAL TRAINING PROGRAMS

1. Alderson Vocational Training:

The vocational training programs offered by the Alderson institution generally do not provide adequate preparation for the current job market in the free world. Of the training programs available at the institution - i.e. cosmetology, nurse's aide training, secretarial training, sewing, and automatic data processing training - the latter is the only program which provides adequate training with realistic opportunities for application in the post-release job market.

RECOMMENDATION: The Bureau of Prisons should provide more varied vocational training programs in the institution, which would be relevant to existing employment opportunities in society.

2. Halfway Houses

Problems originated in the fact that the program design of some Halfway Houses is at variance with the general concept of community treatment centers for ex-offenders. For example, two Halfway Houses were designed for the mentally ill. The decision to parole participants to these Halfway Houses was not based on their need for psychiatric care, but the fact that these were the only available Halfway Houses for women in those areas. Since the only

programs offered by the facilities were designed for the after-care of persons released from mental institutions, their relevance to the needs of program participants was questionable.

In other instances, the Halfway Houses operated essentially as "custodial" facilities providing room, board, and restrictions, but not providing any meaningful or clearly defined programs and/or counselling with respect to the rehabilitation of the residents. Ironically, these particular Halfway Houses demonstrated the greatest resistance to the efforts of Key Program Volunteers to provide participants with meaningful aftercare and programs designed to assist them in their readjustment.

Another important factor having a significant effect on the emotional stabilization process of a new releasee is the physical condition of some Halfway Houses. Most consisted of crowded little rooms with several beds and a small, private closet. In such situations, the ex-offender certainly is not provided with what she probably desired most during all her time in prison - privacy. Many times the living conditions in Halfway Houses appeared less favorable to participants than the ones in Alderson, where the physical lay-out is appreciated by the inmates.

RECOMMENDATIONS: The Bureau of Prisons should review the relevancy and adequacy of existing rehabilitation programs currently offered by Halfway Houses.

The Bureau of Prisons should review the adequacy of the physical conditions in existing Halfway Houses.

APPENDICES:

- A. EXPLANATION
- B. MEMORANDUM OF UNDERSTANDING BETWEEN ALDERSON
AND ONE AMERICA
- C. MEMORANDUM OF UNDERSTANDING BETWEEN DELTA
SIGMA THETA, INC. AND ONE AMERICA
- D. FORM ONE AMERICA-1
- E. ONE AMERICA PROFILE
- F. ONE AMERICA COORDINATOR MONTHLY REPORT FORM
- G. NON-PARTICIPANT CONTROL GROUP

A. EXPLANATION OF APPENDICES

Memorandum of Understanding between the Federal Reformatory for Women in Alderson, West Virginia and One America, Inc.

This agreement stipulates procedures for the conduct of the Key Program within the operations of the Reformatory.

Memorandum of Understanding between Delta Sigma Theta, Inc. and One America, Inc.

This agreement explains the affiliation of the Delta Sorority with the Key Program.

Form One America - 1

This information form, used in the selection process, states the Reformatory's assessment of a resident's eligibility for participation in the Key Program and assessment of her post-release needs.

One America Pre-Release Profiles

The profile is a vehicle used for communicating the pre-release counselor's assessment of a participant's needs and other relevant information to post-release and central coordination units.

Monthly Report Form

This form constitutes a vehicle used by Field Coordinators to report the status of participants and all program activities to the central coordination unit.

Non-Participant Group

Information presented in this section describes the results of interviews with 30 persons who had been paroled from the Alderson Reformatory during 1972 and who had not participated in the Key Program.

B. MEMORANDUM OF UNDERSTANDING

PURPOSE

One America, Inc., is conducting a program leading to the rehabilitation of 200 women residents of the Federal Reformatory for Women in Alderson, West Virginia. Much of the work of the pre-release phase of the program is conducted at the Alderson site. Both the staff of the Reformatory and the staff of One America are involved in the formulation of plans for residents after their release. The One America staff supplements the work of the Alderson staff.

The need to establish procedures to be followed by the staffs of One America and the Federal Reformatory was established at a meeting held on February 16, 1972 by the Chairman of the U.S. Board of Parole. At that meeting, the Warden of the Federal Reformatory, the Director of the One America Program, and the Chief, U.S. Probation Officer agreed that procedures should be adopted to ensure coordination and maximize efforts toward developing plans in the best interests of One America participants. Subsequent to that meeting, representatives of the Federal Reformatory and One America met on Wednesday, March 15, 1972 and agreed upon procedures to be followed by both staffs. The purpose of this memorandum is to set forth those procedures. A diagram illustrating the procedures is attached.

PHASE I - Selection of Participants

A. One America shall identify and select participants from the residents of the Federal Reformatory.

1. The criteria used in selecting participants shall be:

Former residence in one of 15 designated geographic areas; and
a mandatory or other definite release date in 1972; or

Recommendation for parole by the NARA programs; or

Eligibility for parole in 1972 with the understanding by the potential participant that participation does not guarantee nor imply favorable Parole Board action.

2. To ensure that the maximum number of eligible applicants shall be included in the program, One America shall distribute to each cottage, descriptions of the program, including the selection criteria, and application forms to be voluntarily completed by interested applicants.

3. One America shall conduct one or two interviews with each applicant to determine her eligibility and to acquaint her with the nature of the program.

CONTINUED

1 OF 2

- B. If One America determines that an applicant appears to meet the selection criteria, a One America counselor will so inform the Chief of Classification and Parole.
- C. The Chief of Classification and Parole will verify data necessary to ensure that the applicant meets the selection criteria, and will provide the appropriate One America counselor with information providing the release plans developed by the institution for each applicant and identify the needs of the applicant upon release. Form OA-I will be used for this purpose (Attachment 1).
- D. Upon receipt of Form OA-I verifying the applicant's eligibility for the program, a One America counselor will transmit a letter of acceptance to the applicant. A copy of this letter will be given to the Chief of Classification and Parole.
- E. In the event that the Chief of Classification and Parole informs One America (on Form OA-I) that the applicant does not meet the selection criteria, the Chief of Classification and Parole or his designee and a One America Counselor will meet with the applicant to explain the reasons for her rejection. A rejection letter will be given to the applicant.

PHASE II - Development and Coordination of Release Plans

- A. An Alderson caseworker identified on form OA-I and a One America counselor will meet to discuss tentative release plans and coordinate the proposed counseling by the caseworker and the counselor.
 - 1. The One America counselor will supplement the release program developed by the Alderson caseworker. To accomplish this objective the One America counselor will obtain from the caseworker specific information regarding the participant's employment skills and aptitudes, educational attainment, goals and other information pertinent to the participant's release plans.

- B. Each participant will participate in individual counseling by a One America counselor.
 - 1. The One America counselor may inform the appropriate One America Field Coordinator of tentative release plans of each applicant who will return to the coordinator's area and request information relevant to the development of release plans.

- C. The Alderson caseworker and a One America counselor will finalize each participant's release plans.
 - 1. Either the Alderson caseworker or a One America counselor may initiate a meeting in order that the caseworker may receive the input of the counselor for the development of the final release

plan of each participant. However, this meeting will occur no later than one week before the date a participant's plan must be submitted to the Parole Board or in the case of participants who are not being released on parole, three (3) weeks before the participant is being released.

2. The Alderson caseworker will draw up the final release plan.

D. The Alderson caseworker, the One America counselor, and the participant will meet to review the final plan.

PHASE III - Communication of release plans to the Parole Board, the appropriate Parole Officer, and the appropriate One America Field Coordinator.

A. For participants seeking parole, the Chief of Classification and Parole or his designee will submit the participant's release plans to the U.S. Parole Board. These plans shall indicate the participants participation in the One America program.

B. The Chief of Classification and Parole or his designee will advise the appropriate U.S. Parole and Probation Officer of the release plans of the participant.

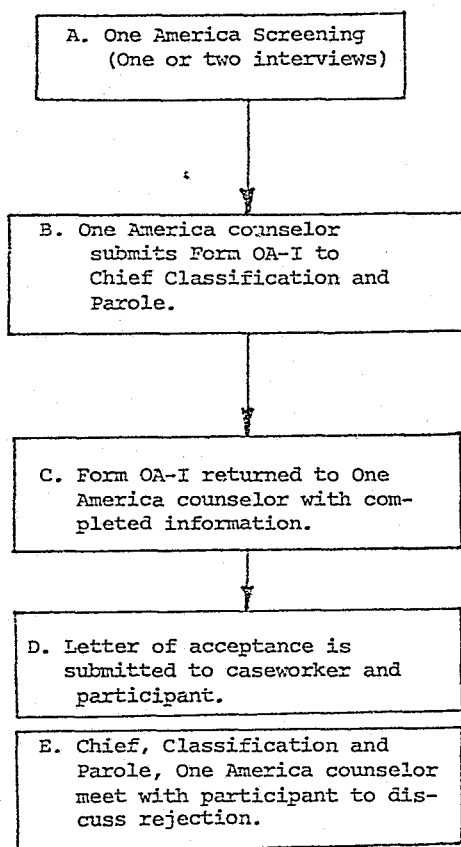
- C. The Chief of Classification and Parole or his designee shall notify the appropriate One America counselor of the Parole Board's action; the name and location of the U.S. Parole Officer; the date, mode of transportation and scheduled arrival time when the participant will return to the city to which the participant is returning.
- D. One America will advise the appropriate field coordinator of the participant's release plans, travel schedule, and identify the anticipated needs of the participant upon re-entry to the community.

PHASE IV - Post-Release Activities

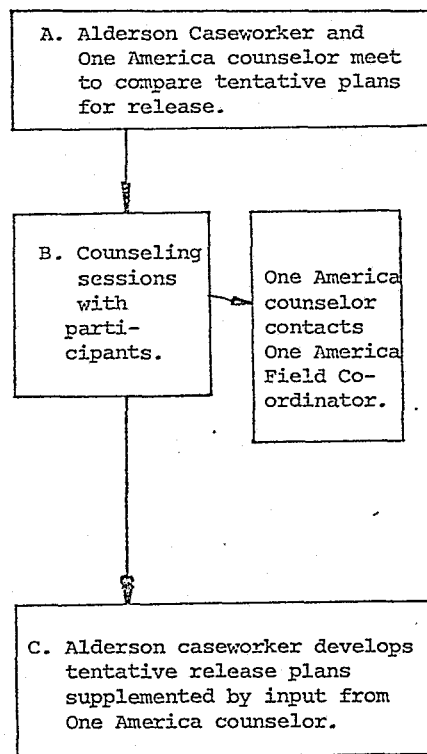
- A. The field coordinator, and/or his or her designated volunteer and the participant shall meet with the appropriate U.S. Parole Officer as soon as possible after the participant has been released to discuss the participants release plans and activities.
- B. With the assistance of an assigned volunteer and the field coordinator, each participant shall seek to effectuate the release plans.

OPERATIONS PROCEDURE

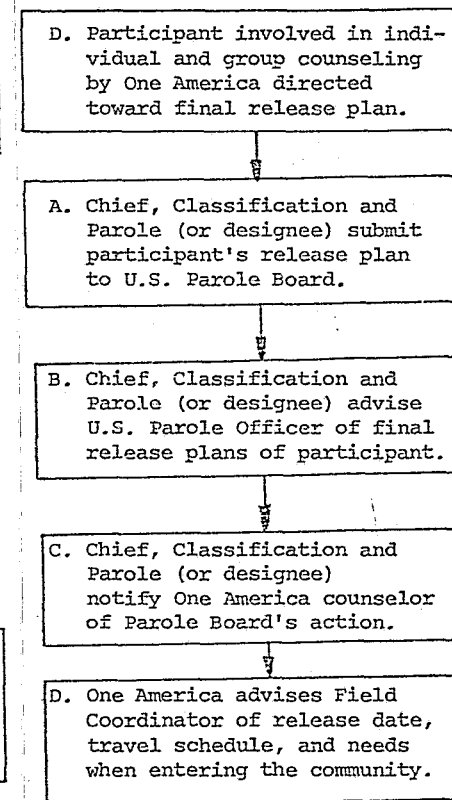
PHASE I



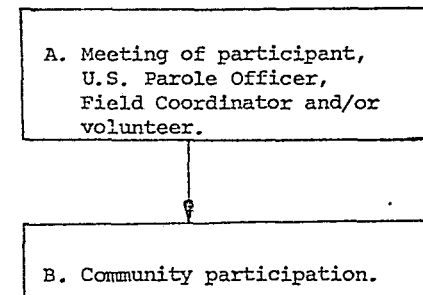
PHASE II



PHASE III



PHASE IV



C. MEMORANDUM OF UNDERSTANDING BETWEEN ONE AMERICA INC. AND DELTA

SIGMA THETA, INC.

PURPOSE

One America, Inc. has been contracted by the Law Enforcement Assistance Administration (LEAA) of the United States Department of Justice to design, implement, and test a program capable of the rehabilitation of Federal women offenders. The program known as the "Key Program", involves the rehabilitation of 200 women offenders who have been inmates of the Federal Reformatory of Women in Alderson, West Virginia. The program consists of two major phases: pre-release counseling and post-release rehabilitative services in 15 geographic areas to which the 200 women will return. In addition to the services provided by One America, a major thrust of the program involves assistance to the program participants by private citizen volunteers recruited by Delta Sigma Theta, Inc. and another public service organization. The purpose of this memorandum is to define the roles and responsibilities of the Delta Sigma Theta, Inc. in participating in this program.

DESCRIPTION OF FUNCTIONAL RESPONSIBILITIES

1. One America will conduct the pre-release phase of the program. Specifically One America will recruit, and counsel participants for the program. The criteria used to determine, which residents of the Federal Reformatory of Women may be participants in the program, are:
 - A. Confinement in the Federal Reformatory for Women; and
 - B. Former residence in one of the 15 designated geographic areas in which the post-release phase of the program will be conducted; and
 - C. A mandatory or other definite release data (such as definite parole date) in 1972; or

- D. Recommendation for parole by the NARA program; or
- E. Eligibility for parole in 1972 with the understanding that participation does not guarantee favorable Parole Board action.

The criteria are not exclusionary and in fact the purpose of the criteria is to ensure that the optimum number of candidates, including youthful and minority offenders, and a balance of skill and educational levels are represented.

2. Pre-release Phase of the Program.

A. One America shall:

- Provide general counseling to assist participants in identifying personal strengths and weaknesses which will affect the success of rehabilitation.
- Determine the present level of skills and educational attainment of each participant.
- Identify and develop a career interest. The counselors will stimulate the participants to adopt realistic and productive career goals with emphasis on occupations with increasing demands for personnel. Efforts will be made to motivate some participants to aim for occupations in the corrections field and related areas.
- Determine the job market, general prospects for employment, job requirements and average wage or salary levels for entry level positions for each career selected by the participants, and in the city to which the participant will return.
- Determine the extent to which each participant presently meets job requirements for her selected occupation.
- Ascertain precisely what additional training is needed, identify that which can be provided inside the institution, and training which can be provided outside the institution.
- Identify participants capable and interested in higher education.
- Provide information regarding various colleges and universities concerning entrance requirements costs, curriculum content, etc.

- Develop a plan for securing financial assistance to finance the education.
 - Identify with each participant anticipated housing, child care, drug counseling, and other major needs.
 - Establish with and for each participant a written rehabilitative plan including career goals, plans for obtaining training, and timetables for accomplishing these goals.
- B. One America shall provide appropriate counseling for each participant prior to release from the Reformatory. The period of such counseling will be tailored to the needs of each participant with the aim of providing from 2-5 months preparation.
- C. One America shall refer each participant to individual field coordinators for participation in the post-release phase of the program. Only persons referred by One America may be participants.
- D. Prior to the release of each participant from the Reformatory and prior to the referral by One America of each participant to a field coordinator, and after consultation with the National Office of Delta, One America shall:
- inform the coordinator of the following data for each participant: name; prospective address upon release, if any; name of the assigned parole officer; goals including employment goals; a general description of the personality, strengths, and needs of each participant; title of the offense for which the participant was convicted and sentenced to the Federal Reformatory; and any other information deemed appropriate by One America. A copy of said information shall simultaneously be furnished to the National Office of Delta.
- E. During the pre-release phase of the program, One America may request information of a field coordinator for use in developing

a participant's release plan. Such information may include requests for the identification of potential employers, training programs, schools and residences.

3. Post-Release Phase of the Program

- A. One America shall coordinate, provide technical assistance, and guidance to field coordinators to assure continuity of implementation between the post-release phase of the program and the pre-release phase.
- B. The National Office of Delta Sigma Theta, Inc. shall recruit and select a field coordinator and a co-coordinator, or an assistant coordinator in each of the following locations:

- Atlanta, Georgia
- Indianapolis, Indiana
- New Orleans, Louisiana
- Baltimore, Maryland
- Detroit, Michigan
- St. Louis, Missouri
- Memphis, Tennessee
- Dallas, Texas

- C. Under the direction of the National Office of Delta and where appropriate with the technical direction of One America, each field coordinator shall perform the following duties:
 - 1. Recruit volunteers so that there shall be one volunteer for each participant.
 - 2. Assist, direct, and coordinate the work of the volunteers, as called for in Paragraph 3 D.
 - 3. Act as liaison between the program and appropriate private and governmental agencies such as parole offices, employment agencies, etc., operating in the area assigned to the coordinator.

4. Regularly inform One America of the progress being made by the participants and volunteers, as well as identify the need for additional resources.
 5. Provide available information as requested by One America to contribute to the development of the participants' release plans.
 6. Maintain data and provide program and financial reports as required by One America.
 7. Promptly alert One America to serious crises which potentially may lead to the reincarceration of participants.
- D. Each volunteer working under the direction of a field coordinator shall be requested to provide the following for the participant to whom the volunteer has been assigned:
1. Frequent (i.e., at least once a week) and consistent general counseling.
 2. Assistance in pursuing the release plans developed during the pre-release phase of the program, particularly with regard to:
 - a. Identifying and contacting prospective employers, training institutions, colleges, etc.
 - b. Locating suitable housing and childcare facilities.
 - c. Contacting public service agencies such as the employment service and the welfare department.
- E. In the event that a volunteer is not available at the time of the release of a participant or the coordinator determines that the volunteer is not meeting the needs of a participant, the coordinator shall assume the duties of the volunteer until such time as adequate volunteer services can be obtained.
4. In accordance with Article II of the Contract between LEAA and One America, monthly and quarterly progress reports are required to be submitted by One America to the U. S. Department of Justice. In order to facilitate the submission of these reports in a timely fashion, the following accountability procedures shall be followed:

- A. Each field coordinator shall each month provide a progress report of the post-release program being implemented by her to the Delta Sigma Theta Sorority and to the central coordinator of the program on the staff of One America.
 - B. One America, Inc. and the National Office of Delta Sigma Theta, Inc. shall jointly determine the matters to be reported to both organizations each month.
 - C. At regular intervals as determined jointly by Delta and One America, there shall be consultations between the two organizations to assess and evaluate the progress of the post-release program.
 - D. One America shall provide guidance and technical assistance to field coordinators to ensure that the provisions of the contract with LEAA are being performed.
 - E. The National Office of Delta Sigma Theta shall provide guidance and technical assistance to field coordinators to ensure that the activities and actions of the coordinators and volunteers are consistent with Delta's national policies and goals; and shall approve in advance public statements made which refer to the Delta organization.
5. One America assumes financial responsibility for payment of salaries of field personnel and field office expenses in accordance with the contract. Vouchers and other financial statements required to support disbursements shall be furnished by field coordinators as required. Pursuant to the contract the following rates are established:

- A. Field Coordinator @ \$30 per day
- B. Assistant Field Coordinator @ \$15 per day (Alternatively two co-coordinators may be utilized in lieu of a field coordinator and an assistant. In which case the scheduled rate would be \$22.50.)
- C. Reimbursable field office expenses shall not exceed \$110 per month.
- D. Authorized travel and subsistence expenses in accordance with standard Federal Government regulations.

Delta Sigma Theta, Inc.

One America, Inc.

Lillian P. Benson

Clare B. Jenkins

President, Delta Sigma Theta Inc.

Director

April 3, 1972

One American Key
Program
 April 6, 1972

D. FORM ONE AMERICA - I

FROM ONE AMERICA COUNSELOR

TO: ALDERSON CASEWORKER

PLEASE PROVIDE THE FOLLOWING INFORMATION ON _____

WHO IS BEING CONSIDERED AS A PARTICIPANT IN THE ONE AMERICA KEY PROGRAM.

RELEASE STATUS:

RESIDENCE: [AREA TO WHICH THE PERSON WILL BE RETURNING AND ADDRESS]

See daughter-in-law & grandchildren, also lives there.
States fa, H.A. Stunlag, 119 S. Claiborne Ave,
Home will help financially if ever necessary.

INSTITUTIONAL PLAN: [EMPLOYMENT, INSTITUTIONAL - PROGRAM PARTICIPATION
GOALS SET BY INSTITUTION, ETC.]

Earn G. E. O. Certificate - Completed. Earn
money here, maintain sewing skills. Has
been a big help in the dressmaking dept.
where institutional release clothing is made.
Most dependable capable. (She elected to work
here, preferring to let her family send to rather than
stay in factory.

POST-RELEASE EMPLOYMENT IF KNOWN:

Has stated she will be a housewife
only.

CASEWORKER'S ASSESSMENT OF SERVICES NEEDED IN THE COMMUNITY:

Counseling. It may be of great help to her to know there is someone to whom she can go to talk over problems. She harbors a great deal of resentment against the govt (w/ which U. S. Prob. Office may be seen as apart) claims innocence in current offense. Is inclined to blame others for her difficulties in general needs support & encouragement.

CASEWORKER'S APPROVAL OF THE ABOVE PERSON AS A PARTICIPANT IN THE ONE AMERICA KEY PROGRAM.

YES. NO

IF NO, PLEASE EXPLAIN REASON.

I am pleased that she would apply. She has improved attitude of person & incidents as having a superior ("need nothing from you") attitude. Her application to 1-A seems a step toward seeking help.

PLEASE INDICATE WHETHER THE PARTICIPANT HAS ANY UNUSUAL EMOTIONAL
PHYSICAL, OR FAMILY PROBLEMS.

Hush was a def. in current case, had
severe sentence, but before she she
may feel pretty resentful for his
having been incarcerated. Claims a
good relationship still exists, however.

SPECIAL REQUESTS:

FORM ONE AMERICA - I

FROM ONE AMERICA COUNSELOR

TO: ALDERSON CASEWORKER

PLEASE PROVIDE THE FOLLOWING INFORMATION ON _____

WHO IS BEING CONSIDERED AS A PARTICIPANT IN THE ONE AMERICA KEY PROGRAM.

RELEASE STATUS:

RESIDENCE: [AREA TO WHICH THE PERSON WILL BE RETURNING AND ADDRESS]

Concrete plans are not available at this time.

INSTITUTIONAL PLAN: [EMPLOYMENT, INSTITUTIONAL - PROGRAM PARTICIPATION
GOALS SET BY INSTITUTION, ETC.]

1. Develop job skills - Assigned to G.I.
2. Advance academically - Participate in
Advanced studies and correspondence
courses.

POST-RELEASE EMPLOYMENT IF KNOWN:

None

CASEWORKER'S ASSESSMENT OF SERVICES NEEDED IN THE COMMUNITY:

1. Employment

2. Since she is a state of Oregon case and requesting relocation to Iowa, she will have to be accepted by Iowa (State Probation & Parole)

3. Definite place of residing - CTC would be more favorable plan for her.

CASEWORKER'S APPROVAL OF THE ABOVE PERSON AS A PARTICIPANT IN THE ONE AMERICA KEY PROGRAM.

YES

NO

IF NO, PLEASE EXPLAIN REASON.

An example of a FORM ONE
AMERICA - 1 INSUFFICIENTLY
COMPLETED.

FORM ONE AMERICA - I

FROM _____
ONE AMERICA COUNSELOR

TO: _____
ALDERSON CASEWORKER

PLEASE PROVIDE THE FOLLOWING INFORMATION ON _____

WHO IS BEING CONSIDERED AS A PARTICIPANT IN THE ONE AMERICA KEY PROGRAM.

RELEASE STATUS:

RESIDENCE: [AREA TO WHICH THE PERSON WILL BE RETURNING AND ADDRESS]

Address given

INSTITUTIONAL PLAN: [EMPLOYMENT, INSTITUTIONAL - PROGRAM PARTICIPATION
GOALS SET BY INSTITUTION, ETC.]

POST-RELEASE EMPLOYMENT IF KNOWN:

*Advanced Practical Nurses Training
program - Work as a Nurse's Aid
or day care center work*

CASEWORKER'S ASSESSMENT OF SERVICES NEEDED IN THE COMMUNITY:

CASEWORKER'S APPROVAL OF THE ABOVE PERSON AS A PARTICIPANT IN THE ONE AMERICA KEY PROGRAM.

 X YES

 NO

IF NO, PLEASE EXPLAIN REASON.

PROFILE FROM

Counselor
One America KEY Program

NAME: _____ RELEASE DATE: 8/12/72

RELEASE ADDRESS: 747 Freshman Pl. NW
Wash., D.C. 20001

Telephone Number: 462-4091

RELATIONSHIP OF ADDRESSEE: Aunt

TYPE OF RELEASE: Parole thru NARA program, Parole Officer Hon. Lovelle

OFFENSE: Possession of Narcotics

RACE: Black

AGE: 42

MARITAL STATUS: Divorced

DEPENDENTS: 0

EDUCATION: GED received in 1970

WORK EXPERIENCE: Has experience in the Clerical field has worked a (1) receptionist, (2) typist 50wpm & (3) bookkeeper... He has worked as a Community organizer for 2 yrs. with varied responsibilities.

SKILLS ACQUIRED AT ALDERSON: A.P. - Key punch operator

IMMEDIATE LIFE PLAN:

To further education at a local college for B.A. degree in Sociology.

When I first met -----, I was impressed by her deep concern for other people, her leadership ability, her keen sense of organizing, her exceptional perception of people's needs, and her willingness to help. As time progressed I valued her loyalty to me and to the One America program.

The thing that began to disturb me was the fact that she always helping to solve other people's problems and never allowed her own needs to surface.

----- was always ready willing and able to help with any project we planned; always taking the helm and making certain that other residents were assigned responsibilities and seeing to it that they executed their assignments.

----- was the catalyst for growth, progress in the NARA Program.

She urged and guided her fellow residents to achieve their "steps" and always had words of wisdom and encouragement to give. (She has been an addict most of her adult life.)

Soon I realized that ---- was my right hand. She was the ----- for the show that One America produced and saw to it that rehearsals went on as planned in my absence.

It was readily apparent that she was a professional, but I still had not met the person behind the professionalism. This was a great source of concern to me. She was so strong for everyone else that she "openly" gave no time and attention to herself. This was very unhealthy for her and very disturbing to me.

After her furlough, from which she returned late due to extenuating circumstances, she was hurt and maligned by the very people she fought so hard to help. She went into a shell because she was shocked at the malicious words and deeds leveled at her. She was completely "turned off". This I knew was dangerous to her psychological stability and counseled her accordingly.

The pressure made her physically ill and she had to report to the hospital for treatment and medication for high blood pressure. It didn't take her long to recognize that all of this was interrelated with the post-furlough trauma.

----- began to deal with her needs and her problems in doing so, found a greater capacity to help others (but not at the expense of self-neglect). From this experience of self-revelation, she became stronger and wiser.

When pressures mount inside her, she now knows how to cope with them by releasing her emotions thereby

When pressures mount inside her, she now knows how to cope with them by releasing her emotions thereby enabling her emotional and physical balance.

It is my opinion that if ----- is provided with a challenging, rewarding job that pays well, she will thrive and produce. She is cognizant of her needs and asks for "certain supportive services.

For job referrals, see attached memos and ----- resume. She is competent to pursue a job as an administrative or program aide. Both her NARA counselors and I feel that she can eventually assume the role of counselor in a drug program, assuming that her own progress in terms of drugs continues to be good. However, during the initial months of her release I believe she should be encouraged to concentrate on herself, as opposed to major efforts to help others.

Although she will be able to reside with her family after release, she wants and will need to find independent housing as soon as possible. The family members (aunts, cousins, etc.) have problems of their own involving heavy drinking and drugs.

An example of a ONE AMERICA PROFILE containing only adequate information.

oneamerica

Oneamerica • 1330 Massachusetts Avenue, N.W. • Washington, D. C. 20005 • Suite 205 • (202) 628-2216

PROFILE FROM _____
Counselor
One America KEY Program

NAME: _____ RELEASE DATE _____

RELEASE ADDRESS: _____

Telephone Number: _____

RELATIONSHIP OF ADDRESSEE: _____

TYPE OF RELEASE: _____

OFFENSE: _____

RACE: _____

AGE: _____

MARITAL STATUS: _____

DEPENDENTS: _____

EDUCATION: _____

WORK EXPERIENCE: _____

SKILLS ACQUIRED AT ALDERSON: _____

IMMEDIATE LIFE PLAN:

DATE: _____

CONTRACTS MADE BY COUNSELOR RE: Welfare Assistance

12/22/77 Letter was sent to Department of Public Welfare re application and information on financial assistance.

RECOMMENDATIONS BY COUNSELOR:

#1. Miss Johnson is an extremely charming person, very soft-spoken, with very little education. Miss Johnson cannot read or write. Upon my first interview with her, an education plan was drawn up whereby she could learn some basic information which she would need on the outside. This education is presently being executed by one of her fellow-inmates because of her embarrassment in the Alderson Prison education classes. Mrs. Johnson is making excellent progress.

VOLUNTEER ASSIGNED: _____

PLEASE FORWARD TO THE COUNSELOR THE NAME OF THE VOLUNTEER ASSIGNED TO THE ABOVE WOMAN IMMEDIATELY.

→ Due to this lack of skill and educational training, Mrs. Johnson will have great difficulty finding employment in Savannah. She does however have some experience in factory work from working at the Prison. Contact should be made to the manufacturer in this area.

#2. Upon Mrs. Johnson's release, I will forward you the information regarding the education plan which we are presently using. This plan should be continued on the outside. Assistance can be provided by the volunteer.

#3. Since Mrs. Johnson will have some problem in finding immediate employment, a letter was sent to the welfare dept. seeking financial assistance. To this date, I have received information on their programs but we have not received an application. Follow-up contact should be made with Mrs. Betty J. Marleton, Caseworker II, Chatham County Department of Family and Child Services. Attached you will find a copy of the correspondence.

#4. Miss Johnson has been extremely concerned about her daughter, Patricia Ann Johnson who is sixteen year old. When Miss Johnson was sent to Alderson, she asked a close friend, Mrs. Lucile Joydan, 304 West Grinnest Street, to take care of Patricia. While at Alderson, Mrs. Johnson has gotten several reports on her daughter's behavior. (over.)

The last of these reports was secured by me on December 22, 1971. Per call to Mrs. Jan Horne, who is Patricia Ann's probation officer, I was told that Patricia was committed to the Youth Development Center but had broken out. Patricia had been picked up on three charges and authorities are presently looking for her. Mrs. Horne stated that she will recommend that Patricia be placed in a Foster home until her mother is released and can provide a home for her. Upon my relaying this information to Mrs. Johnson, she agreed that this was the best solution. It would be most helpful if you could keep us informed by a telephone call or letter as to the whereabouts of her daughter. Mrs. Johnson is extremely depressed by her daughter's behavior and frequently has asked me to make inquiry.

#5. My recommendation for volunteer assignment would be someone that can work very closely with _____ in assisting her in carrying out the education plan and other matters. This should be someone in the same age range with Mrs. Johnson, someone who is very patient, out-going, and warm. Mrs. Johnson is extremely sensitive to her problems.

2/9/72 Application for Welfare Assistance was received for Miss Johnson. This application will be completed by Miss Johnson upon my next visit to the Prison. Follow-up contact should be made to assure immediate processing of application.

I will notify you if there are any further developments on this end.

oneamerica

Oncamerica • 1330 Massachusetts Avenue, N.W. • Washington, D.C. 20005 • Suite 205 • (202) 628-2216

PROFILE FROM

Counselor
One America KEY Program

NAME: _____ RELEASE DATE: March 20, 1972

RELEASE ADDRESS: YWCA 3201 Euclid Ave
Cleveland, Ohio

Telephone Number: 881-6878

RELATIONSHIP OF ADDRESSEE: _____

TYPE OF RELEASE: Parole

OFFENSE: Passing counterfeit money

RACE: White AGE: 29

MARITAL STATUS: Separated DEPENDENTS: 2 in foster home

EDUCATION: GED

WORK EXPERIENCE: None

SKILLS ACQUIRED AT ALDERSON: Key punch Training

IMMEDIATE LIFE PLAN: Key punch or clerical

LONG RANGE LIFE PLAN: To establish herself in a secure job

CONTACTS MADE BY COUNSELOR RE: Employment: Edward McDermott
Employment Placement officer
Cleveland.
212-522-4342

RECOMMENDATIONS BY COUNSELOR:

will need housing after her month at the YWCA, and she will need employment. Contact McDermott and Parole Officer Lijoi (see attachment) for assistance.

has a long history of being exploited by men, in the most recent instance for criminal purposes. She wants to live simply and to tend only to her own needs. She dwells on her past, and needs encouragement to work constructively on the future. She used her time at Alderson well, obtaining

*VOLUNTEER ASSIGNED: _____

*PLEASE FORWARD TO THE COUNSELOR THE NAME OF THE VOLUNTEER ASSIGNED TO THE ABOVE WOMEN IMMEDIATELY.

her GED and keypunch training. If latter is not feasible, clerical-receptionist is an alternative, for she is attractive and articulate.

F.

REPORT NUMBER _____

FOR THE MONTH OF _____

FROM: _____

LIST ALL WOMEN ON YOUR CASELOAD. (WOMEN PREVIOUSLY RELEASED AND WOMEN RELEASED
THIS MONTH.)

II. LIST NAMES, DATES OF CONTACT , AND SPECIFIC ACTIVITIES PERFORMED FOR EACH PARTICIPANT RELEASED THIS MONTH.

III. LIST CONTACTS AND SPECIFIC ACTIVITIES PERFORMED FOR WOMEN RELEASED PRIOR TO THIS MONTH. SUMMARIZE PROGRESS OF EACH PARTICIPANT TO DATE SINCE THEIR RELEASE. DISCUSS EACH PARTICIPANT SEPARATELY.

IV. THE VOLUNTEERS ASSIGNED TO THOSE PERSONS RELEASED THIS MONTH ARE:

(Names, addresses, telephone number, participant assignment, and brief resume on the volunteers.)

V. PLEASE GIVE A BRIEF ANALYSIS OF THE OVERALL POST-RELEASE ACTIVITIES IN YOUR AREA THIS MONTH FOR ALL PARTICIPANTS. INCLUDE SPECIAL PROBLEMS IN YOUR AREA NEEDING SPECIAL ATTENTION. GIVE POSSIBLE SOLUTION OR FINAL RESOLUTION.

VI. OTHER INFORMATION REQUESTED

VII. GIVE A CHRONOLOGY OF SERVICES PERFORMED THIS MONTH. THIS WILL CONSTITUTE THE ACCOUNTING OF THE DAYS CONSULTANT FEES ARE REQUESTED ON THE CONSULTANT VOUCHER. SINCE ACTIVITIES ARE EXPLAINED ELSEWHERE, BRIEF PHRASES MAY BE USED IN CHRONOLOGY.

DATE

ACTIVITIES

G. NON-PARTICIPANT GROUP

Alderson Reformatory provided One America with the names of 193 persons who had been released (either on parole or expiration of sentence) from the institution between January 1, and December 31, 1972. From this list, the names of 45 persons, who had not participated in either phase of the Key Program and who had been paroled from the institution were selected to be interviewed by One America. The rationale for selecting the 45 parolees took into consideration the availability of persons still under supervision and the comparability of the non-participant group with program participants, of which the majority were also, under parole supervision.

In the process of contacting the 45 non-participant parolees, it was discovered that 15 of them had completed their period of parole supervision. Thus, it was possible to contact and interview only 30 non-participants.

This low number, however, did not lend itself to a statistical comparison with program participants. It also did not allow any definitive conclusions to be reached regarding problems of experiences encountered by non-participants, in general, either during or following their period of incarceration in Alderson.

The data presented in the following chart should be considered only as descriptive indicators of the types of experiences

pertaining to the 30 non-participants interviewed.

From the responses displayed in the chart there is a clear indication that the need for supportive assistance is very great among the 30 non-participants interviewed.

Fact Sheet - Non-Participant Group

BIOGRAPHICAL PROFILE	NUMBER	PERCENT
Number of non-participants interviewed	30	
<u>AGE</u>		
20 years or less	3	10%
21 to 30 years	18	60%
31 to 40 years	7	23%
Over 40 years	2	6.7%
<u>RACE</u>		
Black	18	60%
White	11	36.7%
Spanish	1	3.3%
<u>MARITAL STATUS</u>		
Single	13	43.3%
Married	8	26.7%
Separated	5	16.7%
Divorced	4	13.3%
Widowed	0	
<u>NUMBER OF DEPENDENTS</u>		
No dependents	7	23.3%
One dependent	7	23.3%
Two dependents	8	26.7%
Three dependents	2	6.7%
Four dependents	1	3.3%
Five dependents	4	13.3%
Six dependents	1	3.3%

BIOGRAPHICAL PROFILE	NUMBER	PERCENT
<u>HIGHEST SCHOOL GRADE COMPLETED</u>		
7th to 8th grade	5	16.7%
9th to 11th grade	16	53.3%
High School Degree of G.E.D.	7	23.3%
Some College	1	3.3%
College degree	1	3.3%
<u>NON-PARTICIPANT NEEDS</u>		
Counselling:		
Desired pre-release counselling	20	66.7%
Received counselling	8	26.7%
Employment:		
Employed prior to incarceration	11	36.7%
Received pre-release vocational training	12	40%
Desired post-release employment assistance	18	60%
Received assistance	9	30%
Source of employment assist.:		
Parole Officer	8	26.7%
Drug Program	1	3.3%
Currently employed	18	60%
<u>EDUCATION</u>		
Attended courses in Alderson	14	46.7%
Desired post-release educational assistance	5	16.7%
Received educational assist.	6	20%
Source of educational assist.:		
Parole Officer	2	6.7%
Educational Department	4	13.3%
Attended school since release	6	

BIOGRAPHICAL PROFILE	NUMBER	PERCENT
<u>HCUSING</u>		
Desired housing assistance	5	16.7%
Received assistance	6	20%
Source of housing assist.:		
Parole Officer	2	6.7%
Friends	4	13.3%
Non-Participant post-release housing:		
Alone	7	23.3%
Parents	11	36.7%
Friends	5	16.7%
Children	0	
Husband	2	6.7%
Husband and Children	3	10%
Other	2	6.7%
<u>HEALTH CARE</u>		
Received health care	10	
Desired health care assist.	1	3.3%
Received assistance	5	16.7%
Source of health care assist.:		
Parole Officer	1	3.3%
Dept. of Voc. Rehab.	1	3.3%
Drug Program	1	3.3%
Welfare	1	3.3%
Social Service	1	3.3%
<u>CHILD CARE</u>		
Desired child care assistance	3	10%
Received assistance	2	6.7%
Source of child care assist.:		
Welfare	2	6.7%
<u>LEGAL AID</u>		
Desired legal aid assistance	2	6.7%
Received legal aid	1	3.3%

END

7. 11/23/1960