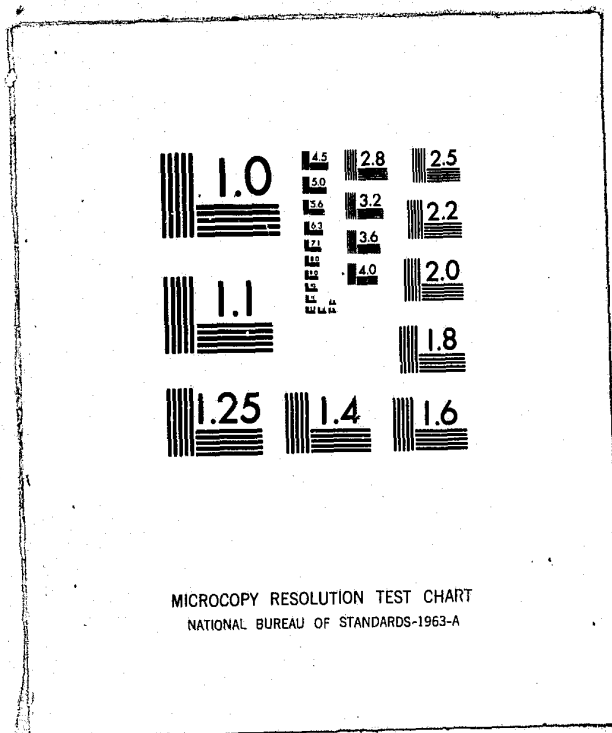


National Criminal Justice Reference Service



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.

National Institute of Justice
United States Department of Justice
Washington, D. C. 20531

Date Filmed

OCTOBER 13, 1980

AN EXAMINATION OF ADULT TRAINING CENTRES IN ONTARIO

2. PROGRAM INVOLVEMENT AND INMATE RESPONSE

by

Sally Rogers

67846
94819



Ontario

MINISTRY OF
CORRECTIONAL
SERVICES

Honourable
Gordon Walker
Minister
Glenn R. Thompson
Deputy Minister

JANUARY, 1980

MINISTRY OF CORRECTIONAL SERVICES

PROVINCE OF ONTARIO



PLANNING AND SUPPORT SERVICES DIVISION

M.J. Algar
Executive Director

PLANNING AND RESEARCH BRANCH

James J. Hug, Ph.D.
Director

A.C. Birkenmayer
Manager, Research Services

TABLE OF CONTENTS

MAY 16 1980 Page

LIST OF TABLES	i
I INTRODUCTION	1
II METHODOLOGY	
A. Focus	4
B. Procedure	
1. Description of Sample	4
2. Research Instruments	5
C. Statistical Analysis	5
III FINDINGS	
A. Program Involvement	
1. Description of Programs	6
2. Length of Stay and Reasons for Termination	7
3. Short-term Stays	9
4. Length and Type of Program Involvement	9
5. Employment Temporary Absence Program.	13
6. Additional Programs	13
B. Social Climate	
1. Inmates' Perceptions of Staff	15
2. Counselling Services	17
(a) Personal Problems	17
(b) Counselling Regarding Community Opportunities	17
3. Institutional Behaviour	18
C. Program Outcome	
1. Inmates' Response to Programs	20
(a) Academic	20

ACQUISITIONS

	Page
(b) Vocational	21
(c) Future Training	21
(d) Work Programs	21
(e) Inmates' Suggestions for Program Improvement	22
2. Changes in Self-Esteem	23
(a) Measurement	
(b) Results	
3. Changes in Work Attitudes	25
(a) Measurement	
(b) Results	
4. Secondary School Accreditation	28
5. Inmates' Perceptions of Program Benefits	29
6. Future Employment Plans	32
7. Inmate's Financial Status	34
IV DISCUSSION	35
V REFERENCES	39
APPENDICES	40

LIST OF TABLES

<u>Table</u>	<u>Page</u>
1. DESCRIPTION OF STUDY SAMPLE	5
2. LENGTH OF STAY BY REASON FOR TERMINATION BY INSTITUTION	8
3. REASONS FOR EARLY TERMINATION OF PROGRAM STAYED LESS THAN 90 DAYS	10
4. PROPORTIONS OF A.T.C. RESIDENTS INVOLVED IN ACADEMIC & SHOP PROGRAMS	11
5. ADDITIONAL PROGRAMS	14
6. INMATES' PERCEPTIONS OF INSTITUTIONAL STAFF ...	15
7. DISCUSSION OF COMMUNITY OPPORTUNITIES WITH STAFF	18
8. INSTITUTIONAL BEHAVIOUR	19
9. INMATES' PLAN FOR FUTURE TRAINING	21
10. INMATES' SUGGESTIONS FOR PROGRAM CHANGES	23
11. COMPARISON OF SELF-ESTEEM SCORES BETWEEN TESTING PERIODS AND INSTITUTIONS	24
12. SELF-ESTEEM SCORES COMPARING INMATES WITH/ WITHOUT JOB PROSPECTS	25
13. COMPARISON OF WORK ATTITUDE SCORES BETWEEN TESTING PERIOD AND INSTITUTION	26
14. INMATES' GRADE LEVEL AT TIME OF ADMISSION AND RELEASE	28
15. BENEFITS OF INSTITUTIONAL EXPERIENCE AS PERCEIVED BY INMATES	31
16. POST-RELEASE EMPLOYMENT PROSPECTS	33
17. HOW MUCH WILL INSTITUTIONAL TRAINING HELP IN A RELATED JOB?	33
18. INMATES' FINANCIAL STATUS AT TIME OR RELEASE ..	34

I INTRODUCTION

This report describes the second phase of a three-part research study undertaken in 1977 to examine the process and to identify the outcome of the current training programs in Adult Training Centres (A.T.C.'s). Three institutions were selected for this research: Brampton A.T.C.*, Glendale A.T.C.*, and Maplehurst Complex, which is a combination A.T.C. and Correctional Centre (C.C.).

The first report, published in October, 1978, described the A.T.C. participants in terms of their previous education, their employment history, and their expectations concerning the A.T.C. program. It was suggested in the report that many of the inmates who are transferred to an A.T.C. may be inappropriate candidates for the program. The major reasons cited to support this suggestion were:

- 1) insufficient length of involvement in program;
- 2) inmates' lack of motivation for the Adult Training Program; and
- 3) selection criteria not necessarily related to the program goals.

1. Length of Stay

According to institutional personnel, inmates require at least three months' involvement, in order to derive appreciable benefits from the program. However, the data collected in the initial phase of this study revealed that 12.3% of the A.T.C. participants had expected release dates within three months of their admission dates. In order to clarify this issue, length of stay and reasons for termination of program are discussed in the present report.

2. Motivation

The first report also stated that one-third of the A.T.C. participants had not had an opportunity to discuss their placement at an A.T.C. with program counsellors, prior to their transfer to the A.T.C. It was recommended that placement counselling be offered to all potential A.T.C. candidates, and that inmates' motivations be an important consideration in the selection of appropriate candidates.

Among the inmates given an opportunity to express a preference concerning institutional placement, 27.7% reported that they had expressed a preference for a non-A.T.C. program. Some residents had wanted to be placed in

* Glendale A.T.C. was closed in March, 1978, and Brampton A.T.C. was closed in August, 1979, for administrative reasons, unrelated to this research.

A Correctional Centre, while others felt they needed a treatment centre such as O.C.I. For those who had requested an A.T.C. placement, social climate and security level were clearly the most important factors in their choice. Over 60% of the inmates mentioned Brampton or Glendale A.T.C. as their first choice, usually stating reasons related to the minimum security features of these two institutions. It is not surprising that academic/vocational training was not necessarily the major factor in an inmate's choice of program, particularly considering that a majority of the A.T.C. participants had previously experienced problems at school, and had left at an early age. However, it should be kept in mind that "reconstructing vocational attitudes" is a major goal of the A.T.C. program, and it is precisely those inmates, whose past educational experiences were negative or ineffective, for whom the program was designed. Whether or not such candidates benefit from the program is the focus of this study. Inmates' initial expectations of the program are compared with the benefits they felt they had derived from the program at the time of their release. Their plans regarding further education or training are also discussed. While these data do not measure the impact of the program, they offer a clearer understanding of the inmates' perceptions of the program at the time of their release.

3. Selection Criteria as it Relates to Program Goals

In the first report, it was mentioned that one-third of the A.T.C. participants had previously completed grade 10, and therefore could not be expected to gain appreciable benefits from basic academic upgrading which is the essence of the academic programs offered at the A.T.C.'s. However, the data describing previous education were based on the inmate's self-report, and it was felt that substantiating information would be desirable. Consequently, Maplehurst A.T.C. was able to provide the researchers with data on the previous number of secondary school credits held by the inmates, along with the number of additional credits earned during their stay at the A.T.C. These data are presented in the current report.

16 | The primary goal of the A.T.C. program is to improve an inmate's employability through providing upgrading and trade training, and through developing positive work attitudes. The data examined in the first phase of this study indicated that one-fifth of the A.T.C. participants had been employed for 19 months or longer, in the 24 months preceding their admission to an A.T.C. It was therefore questioned whether or not their group of inmates were truly appropriate candidates for the program. These inmates appear to have a fairly solid work record, and for this reason, it might be unrealistic to expect the program to have a measurable impact in terms of improving their work attitudes. On the other hand, it cannot be implied that this group of inmates is unable to profit from an A.T.C. program. Additional or improved skills might very well increase their job opportunities. 'Employability' is a vague goal. Unless it is clearly defined, along with criterion measures of program

success, an 'outcome' evaluation is impossible. Without these definitions, it is also difficult to determine whether appropriate candidates are being selected for the programs. Nevertheless, on the basis of the data available, it has been possible to determine the benefits offered by the A.T.C. program, as perceived by the present participants.

In addition to clarifying these issues which were raised by the preliminary data, the present report will also describe changes in inmates' work attitudes and self-esteem and their employment status at the time of release.

1b

II METHODOLOGY

A. FOCUS

The second phase of this study of the Adult Training Centres describes the inmates' perceptions of programs and services offered. It also examines length of exposure to programs, reasons for termination, inmate-staff relationships, and changes in self-esteem and work attitudes between admission and discharge.

B. PROCEDURE

1. Description of Sample

The original sample consisted of all of the inmates (1036) admitted to Brampton A.T.C., Glendale A.T.C., and Maplehurst Complex between April and December, 1977. (Intake data was collected until February 19, 1978, at Brampton A.T.C. to increase sample size.) The present report describes the length of stay and reason for termination of program, for 856 of the original sample. Excluded are Maplehurst residents (53) transferred out before assignment to the A.T.C. or C.C. program, and all Glendale residents (127), due to Glendale being closed during the second phase of data collection.

Of the 856 inmates, in the original sample, 267 residents were interviewed prior to their release by a member of the research staff. The remaining 589 residents were not interviewed at the time of their discharges because they were in the program less than three months (286), or they were transferred, paroled, or issued an 'early release' (303) with insufficient notice to allow the researchers to conduct discharge interviews (see Table 1).

The length of stay in Brampton and Maplehurst for the inmates who were interviewed prior to their release ranged from three to 16 months, with a median length of stay of five months. Therefore, the pre-release data described in this report is representative of that proportion of the A.T.C. population which presumably has had sufficient exposure to the A.T.C. program to obtain potential benefits.

TABLE 1

DESCRIPTION OF STUDY SAMPLE

Total Admissions = 1036

Institution	File Data Collected	Intake Conducted	Discharge Conducted
Brampton A.T.C.	328 (100.0%)	221 (67.4%)	112 (34.1%)
Maplehurst A.T.C.	213 (100.0%)	183 (85.9%)	77 (36.2%)
Maplehurst C.C.	315 (100.0%)	237 (75.2%)	78 (24.8%)
Glendale A.T.C.	127 (100.0%)	124 (97.6%)	-
Never Assigned (53)	-	-	-
TOTAL	983 (100.0%)	765 (77.8%)	267 (27.2%)

2. Research Instruments

Data presented in this report were collected on the following instruments:

- 1) Basic Information Form (data collected from daily institutional logs).
- 2) School Data Form (data provided by Maplehurst school personnel).
- 3) Vocational Opinion Index.
- 4) Self-Esteem Inventory.
- 5) Discharge Interview (conducted by research staff).

C. STATISTICAL ANALYSIS

Three statistical tests, chi-square, t-tests, and analysis of variance, were used in the analysis of the data. In those cases where a statistical test is applied, *p* (probability) indicates the statistical reliability, or degree of confidence one can have in the results. A ($p < .05$) indicates that less than 5 times out of 100, such a statistic will achieve that value by chance and chance alone. Similarly, a ($p < .01$) indicates that the event will occur less than once in a hundred times by chance and chance alone. If the difference has a chance of occurring less than five times in a hundred, the observed difference is judged as being a real difference.

III FINDINGS

A. PROGRAM INVOLVEMENT

1. Description of Programs

Part
The Adult Training Centres were designed to accommodate the training needs of first incarcerates, ages 16 to 25, with sentences ranging from three months to two years less a day. The A.T.C. program is intended to assist the inmates develop attitudes, build confidence, and provide skills, which will enable them to become constructive members of society. It is hoped that through a combination of academic, vocational, and life skills courses, these 'students' will develop good work and study habits, and acquire skills which will improve their chances of employment.

Brampton Adult Training Centre

Brampton Adult Training Centre (B.A.T.C.) offered a very diverse type of program. After a short orientation period of approximately one week, most of the residents were placed in a program which combined a day and one-half per week of academic and life skills training with three days per week of shop training. Inmates who were considered by the Placement Board to be inappropriate candidates for academic or vocational training were given full-time work in the institutional kitchen.

Most residents were considered for the temporary absence employment program two months after their admission to Brampton. Those with sentences of more than six months had to wait slightly longer. If considered suitable, residents were given employment at one of several local industries which offered employment to B.A.T.C. residents on a regular basis. The aim of the program was to offer the residents approximately two months of actual work experience before their release to the community. Some of the residents with the longer sentences were eventually transferred to a Community Resource Centre (C.R.C.) in the City of Brampton. There they were expected to continue in their T.A.P. job until their sentences expired or they were granted parole. Approximately eight to ten B.A.T.C. residents lived at the C.R.C. at any given time.

Maplehurst Complex

Maplehurst Adult Training Centre (M.A.T.C.) offers a more structured training program than B.A.T.C. A majority of the residents spend three hours per day in academic courses and an equal length of time in shop courses. Although M.A.T.C. does not offer a temporary absence employment program, approximately 14% (30) of the M.A.T.C. residents in this study were eventually transferred to the House of Concord or a local Detention Centre for this purpose.

The Maplehurst residents who are not selected for the A.T.C. program are placed in the Correctional Unit. These

residents, who will be referred to as the M.C.C. group, are placed in various work programs within the institution involving cleaning, laundry, and general maintenance, or outside programs including the Bush, Utility, and Museum Gangs, etc. Some M.C.C. residents are selected to work in the institution's kitchen for which they receive regular wages following an eight-week probationary period. In addition to these programs, small groups of inmates also participate in Community Work Projects under the supervision of institutional personnel.

2. Length of Stay and Reasons for Termination

In order to assess the potential impact of the A.T.C. program, length of stay and reason for termination of program were examined for each resident (see Table 2). The average length of stay for inmates in the three institutional groups studied was:

Brampton A.T.C. (n = 328) :	97 days
Maplehurst A.T.C. (n = 213) :	188 days
Maplehurst C.C. (n = 315) :	178 days

Of the original 856 residents in the study, 36.8% (315) were released on expiry of sentence, 15.1% (129) were paroled, and the remaining 48.1% (412) were transferred to other institutions.

At Brampton A.T.C. the average length of stay was three and one-half months for inmates released on expiry of sentence, and four and one-half months for parolees. At Maplehurst Complex, the average stay was considerably longer - eight months for 'expirées', and seven months for 'parolees', with little difference between the A.T.C. and C.C. inmates in these two categories. The major reasons for termination of stay, apart from 'parole' and 'sentence expiry' (51.9%), were transfers to other institutions for the purpose of Employment T.A.P.'s (13%) or because of behaviour problems (11.9%). Escapes, deportations and bail accounted for 6.5%. The remaining inmates were transferred to other institutions for treatment, protective custody, compassionate reasons, or to face outstanding charges.

In the first report, it was suggested that Temporary Absence Programs and Parole conflict with the A.T.C. program because they shorten the inmates' length of involvement in the A.T.C. program. In spite of decreasing the inmates' involvement, the data revealed that these two groups of inmates actually were involved in the A.T.C. program for substantial lengths of time. In fact, at Brampton A.T.C., the 'parolees' had the longest average stay (\bar{X} = 145 days), and inmates transferred to the C.R.C. had the second longest average length of stay (\bar{X} = 132 days).

At Maplehurst A.T.C., the 'expirées' had the longest institutional stay (\bar{X} = 241 days). However, the inmates released on Parole, or transferred for T.A.P. purposes also had fairly lengthy stays (\bar{X} = 208 days and 202 days respectively). On the basis of these findings, it is clear that Parole or Temporary Absence Programs did not substantially reduce the

TABLE 2

LENGTH OF STAY BY REASON FOR TERMINATION BY INSTITUTION

N = 856

REASON FOR TERMINATION OF PROGRAM	INSTITUTION								
	BRAMPTON A.T.C. n = 328			MAPLEHURST A.T.C. n = 213			MAPLEHURST C.C. n = 315		
	<u>%</u>	<u>(#)</u>	<u>\bar{x} days</u>	<u>%</u>	<u>(#)</u>	<u>\bar{x} days</u>	<u>%</u>	<u>(#)</u>	<u>\bar{x} days</u>
Expiry of Sentence	46.0	(151)	108	29.5	(63)	241	32.1	(101)	238
Parole	12.2	(40)	145	17.4	(37)	208	16.5	(52)	217
Transfers:									
T.A.P. Employment	7.9	(26)	132	14.1	(30)	202	17.5	(55)	149
Compassionate	1.2	(4)	44	10.3	(22)	175	7.3	(23)	140
Treatment Centres	0.6	(2)	6	9.9	(21)	137	6.3	(20)	88
Escape/Bail/ Deported	12.5	(41)	60	1.9	(4)	78	3.5	(11)	107
Behaviour/Reclass.	13.1	(43)	53	9.9	(21)	104	12.1	(38)	108
Further Charges/ Protective Custody	5.5	(18)	60	5.6	(12)	105	4.1	(13)	149
Unknown	1.0	(3)		1.4	(3)		0.6	(2)	
TOTALS	100.0	(328)	97	100.0	(213)	188	100.0	(315)	178

potential benefits which inmates could derive from the A.T.C. program at either institution. This is because it is primarily those inmates with the lengthier sentences who are eligible for Parole, or selected for the Employment Temporary Absence program.

3. Short Term Stays

As mentioned previously, institutional personnel have suggested that students require a minimum of three months in the A.T.C. program in order to realize appreciable benefits from the educational program. Of the 856 inmates in this study, exactly one-third (286) were released or transferred within three months of being admitted. Brampton residents were twice as likely as Maplehurst residents (A.T.C. and C.C.) to leave within three months (48.5% vs. 23%).

Of the 286 'short termers', 22.4% (64) were released on expiry of their sentences, and thus it was predictable at the time of their admission that they would be in the program less than three months. Nearly all of these inmates were residents at Brampton. Only 4.9% (14) of the short-term stays resulted from parole (see Table 3).

Apart from 'expiry' of sentence, the major reason for early terminations at both institutions was transfer due to behavioural problems (23.8%, 68). At Brampton A.T.C. there was also a large proportion of transfers resulting from escape activities, whereas at Maplehurst Complex, the remaining early transfers tended to be for treatment or T.A.P. purposes. In addition, over 10% of the early terminations at both institutions were transfers to jails, in order that inmates could attend court to face outstanding charges.

4. Length and Type of Program Involvement

The data described in the remainder of this report were obtained from interviews, which were conducted approximately one week prior to release, with the following groups of inmates:

INSTITUTIONAL GROUP	# OF DISCHARGE INTERVIEWS CONDUCTED	LENGTH OF STAY	
		MEDIAN (days)	MEAN (days)
Brampton A.T.C.	112	128	140
Maplehurst A.T.C.	77	196	216
Maplehurst C.C.	78	200	221

TABLE 3

REASONS FOR EARLY TERMINATION OF PROGRAMSTAYED LESS THAN 90 DAYS

N = 286

REASON FOR TERMINATION OF PROGRAM	BRAMPTON A.T.C. n = 159		MAPLEHURST A.T.C. n = 49		MAPLEHURST C.C. n = 78	
	%	(#)	%	(#)	%	(#)
Released:						
Expiry	34.6	(55)	3.8	(2)	8.8	(7)
Parole	5.0	(8)	7.7	(4)	2.5	(2)
Transfers:						
Behaviour/reclass.	22.0	(35)	23.1	(12)	26.3	(21)
Escape/bail/deported	21.4	(34)	5.8	(3)	7.5	(6)
Further charges/P.C.	10.1	(16)	13.4	(7)	5.0	(4)
Treatment	1.3	(2)	17.3	(9)	16.3	(13)
T.A.P.	2.5	(4)	13.5	(7)	20.0	(16)
Compassionate	2.5	(4)	9.6	(5)	11.2	(9)
Unknown	0.6	(1)	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	100.0	(159)	100.0	(49)	100.0	(78)
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Percentage of Total Admissions who stayed less than three months	48.5	(159/328)	23.0	(49/213)	24.8	(78/315)

Both Brampton and Maplehurst A.T.C.'s attempted to provide individualized programs for their residents. At Maplehurst, 97.4% (75) received a combination of both academic and vocational training, two residents receiving academic only. At Brampton A.T.C., only 53.6% (60) of the residents received both academic and vocational training; 25% (28) received only vocational; and 6.3% (7) received only academic. The remaining 15.2% (17) worked in the institutional kitchen, and consequently, received neither academic nor vocational training. Most of the inmates who worked in the kitchen only assisted with serving and clean-up tasks; however, if they proved to be capable and interested, they assisted in meal preparation. Overall, 33% (37) of the B.A.T.C. residents (interviewed at time of discharge) worked in the kitchen for at least a portion of their institutional stay.

The proportion of residents involved in each of the academic and vocational programs are presented in Table 4.

TABLE 4

PROPORTIONS OF A.T.C. RESIDENTS INVOLVED IN ACADEMIC & SHOP PROGRAMS

TYPE OF PROGRAM	B.A.T.C. n = 112		M.A.T.C. n = 77	
	%	(#)	%	(#)
<u>ACADEMIC</u>				
Mathematics	58.9	(66)	81.8	(63)
English	55.4	(62)	53.2	(41)
Life Skills	48.2	(54)	70.1	(54)
Science	0.0	(0)	35.1	(27)
Other	0.0	(0)	41.6	(32)
<u># OF ACADEMIC PROGRAMS</u>				
None	40.2	(45)	0.0	(0)
One	5.4	(6)	0.0	(0)
Two	6.2	(7)	40.3	(31)
Three or more	48.2	(54)	59.7	(46)
	100.0	(112)	100.0	(77)
<u>VOCATIONAL</u>				
Machine	17.9	(20)	0.0	(0)
Graphics	17.0	(19)	44.2	(34)
Woodworking	16.1	(18)	36.4	(28)
Electricity	1.8	(2)	13.0	(10)
Welding/Refrigeration	23.2	(26)	11.7	(9)
Building Maintenance	14.3	(16)	15.6	(12)
Horticulture	10.7	(12)	0.0	(0)
Automotive	19.6	(22)	11.7	(9)
<u># OF VOCATIONAL PROGRAMS</u>				
None	21.4	(24)	2.6	(2)
One	42.0	(47)	63.6	(49)
Two	28.6	(32)	27.3	(21)
Three or more	8.0	(9)	6.5	(5)
	100.0	(112)	100.0	(77)

The aims of the Brampton training program were to help the young residents to develop self-confidence and positive attitudes towards education and skill training. Guided by these philosophical principles, the academic program focused primarily on remedial education (overcoming handicaps in literacy and numeration) and maintenance education (review of forgotten skills in preparation for trade training courses). Due to the remedial nature of the programs, the courses were geared to a basic level, and secondary school credits were not issued.

Maplehurst A.T.C., while maintaining a similar philosophical approach to Brampton A.T.C., has a more highly structured program. Courses are offered up to and including the Grade 12 level. The more advanced programs available, combined with the longer institutional stays of its residents, allows Maplehurst to offer secondary school accreditation.

Based on the average institutional stay of thirteen weeks, Brampton A.T.C. residents spent 115 hours in the academic program, and 230 hours in the vocational program. In contrast, it is estimated that Maplehurst A.T.C. residents, spent a potential 800 hours in school, divided equally between academic and vocational courses. However, the classroom hours indicated are somewhat inflated because many of the Brampton students were placed in the T.A. Employment Program for the latter part of their sentence. Sickness, staff vacations, and the orientation period (one week at Brampton and four weeks at Maplehurst) also contributed to a reduction in the actual number of hours which residents spent in the training programs.

Academic Training

Three-fifths (59.8%) of the Brampton residents were enrolled in the academic program where they were exposed to Mathematics, English and Life Skills courses, with the primary emphasis on Mathematics. The Life Skills program consisted of a combination of such courses as Driver's Education, Human Relations, Citizen's Law, Job Search Skills, Construction Safety, Nutrition and Sex Education.

In contrast to the B.A.T.C. residents, all of the Maplehurst A.T.C. residents were exposed to one or more academic courses. In addition to Mathematics and English, Science and Geography courses are also available at Maplehurst. The types of Life Skills courses were similar at both institutions, although Driver's Education was only available at Brampton.

Vocational Training

Only two of the Maplehurst students, compared to 21.4% (24) of the Brampton students, did not take any shop training. A majority of the students at both institutions received only one type of vocational training, although one-third of the A.T.C. residents were exposed to at least two types of shops. Although the types of vocational training offered is similar

at both institutions, the Brampton program is essentially oriented towards practical training, whereas the Maplehurst program also includes a theoretical component.

Work Programs

The Maplehurst C.C. residents were assigned to perform specific work tasks, related to the daily maintenance of the institution. Three-fifths of the M.C.C. inmates participated in two or more different work programs while they were at Maplehurst C.C., spending an average of approximately ten weeks in each program. Residents who worked in the kitchen were paid wages, after an initial probationary period of eight weeks.

5. Employment Temporary Absence Program

One of the major goals of the Brampton A.T.C. program was to approximate, as closely as possible, a 'normal' living pattern of work and recreation. One method utilized to establish normal work patterns, was through the temporary absence program. On a given day, between 20 and 30 residents were issued Employment T.A.P.'s to work at regular jobs in the Brampton area. Nearly all of these jobs were established through liaison between Brampton A.T.C. personnel and local industries, and offered the inmates standard wages. Overall, 27.1% (89) of the original 328 B.A.T.C. inmates in this study were issued Employment T.A.P.'s during their stay at Brampton.

Of the 112 B.A.T.C. residents who were interviewed prior to being released, 51.8% (58) had participated in the Employment T.A. program. The length of time that residents were employed in the community during their institutional stays ranged from one to 25 weeks, with a median length of time of 5.6 weeks. Although Maplehurst does not have a formally organized paid employment program, some of the C.C. inmates participated in voluntary community work projects under institutional supervision. It should also be kept in mind that a proportion of the Maplehurst residents were transferred to other institutions to participate in the temporary absence programs: 14.1% (30) of the original A.T.C. sample and 17.5% (55) of the original C.C. sample.

6. Additional Programs

In addition to academic and vocational programs, Brampton A.T.C. and Maplehurst Complex offer a variety of programs which are under the auspices of either professional staff or volunteers from the community. The proportions of residents who participated in these additional programs are presented in Table 5. These proportions refer to the group of inmates interviewed before discharge, and are therefore only representative of the longer-term residents.

TABLE 5

ADDITIONAL PROGRAMS

TYPE OF PROGRAM	B.A.T.C. n = 112		M.A.T.C. n = 77		M.C.C. n = 78	
	%	(#)	%	(#)	%	(#)
Human Relations (Volunteer-run)	17.0	(19)	18.2	(14)	25.6	(20)
Human Relations (Professional)	12.5	(14)	16.9	(13)	10.3	(8)
Alcoholics Anonymous (Volunteer-run)	33.9	(38)	20.8	(16)	15.4	(12)
Drug Group (Professional Staff)	24.1	(27)	-	-	-	-
Organized Recreation	99.1	(111)	89.6	(69)	87.2	(68)
Sports (3 times/week or more)	80.4	(90)	66.2	(51)	62.8	(49)

Volunteer Programs

More B.A.T.C. residents (62.5%, 70) than Maplehurst residents (39.4%, 61) reported that they had been involved in volunteer-run programs. This was probably due, in part, to the community orientation of Brampton A.T.C. A group of volunteers from a local church visited Brampton weekly to talk or play cards with the residents, and forty percent (44) of the inmates interviewed claimed they had attended these gatherings. One-third of the B.A.T.C. residents also attended Alcoholics Anonymous (A.A.) meetings, organized by A.A. members from the community. An A.A. program was also available at Maplehurst, but inmate involvement was somewhat less (M.A.T.C. - 20.8%; M.C.C. - 15.4%).

'Discussion' and human relations groups were offered at both institutions. Some of these groups were organized by professional staff but others, such as Alienated Youth, Youth Core, and Seven Steps were either sponsored by community organizations, or by the inmates themselves. Most of these programs are aimed at helping inmates improve their communication skills and gain a better understanding of themselves. Many of the inmates said they attended these meetings simply for a change in institutional routine; however, over one-half of the men who participated said they were worthwhile.

Recreation

All of the residents participated in some form of recreational activities - sports being the most popular.

Activities of a more passive nature included reading, playing cards and watching television.

At Brampton A.T.C., recreation played a major role in the program. Regular use of the gymnasium, library and hobby-craft shop were strongly encouraged. Many B.A.T.C. residents also participated in activities outside of the institution, such as sport matches, camping, fishing, cross-country skiing, Christmas carolling, attending movies, and assisting handi-capped children in learning to swim. These innovative programs were examples of Brampton's endeavour to create an atmosphere of 'normal living patterns', and re-direct the students' energies towards more acceptable and socially useful behaviour.

B. SOCIAL CLIMATE

1. Inmates' Perceptions of Staff

Brampton residents were much more likely than the Maplehurst residents to perceive the institutional staff as being helpful (see Table 6). No substantial differences were found between the perceptions of Maplehurst A.T.C. and Maplehurst C.C. residents regarding the staff.

TABLE 6

INMATES' PERCEPTIONS OF INSTITUTIONAL STAFF

TYPE OF STAFF	B.A.T.C. n = 112		M.A.T.C. n = 77		M.C.C. n = 78	
	%	(#)	%	(#)	%	(#)
<u>Teaching Staff</u>						
Most/all helpful	77.7	(73)	82.4	(61)		
Some helpful	10.6	(10)	8.1	(6)		
Few/none helpful	11.7	(11)	9.5	(7)		
Not applicable/ unknown	-	(18)	-	(3)		Not Applicable
	<u>100.0</u>	<u>(112)</u>	<u>100.0</u>	<u>(77)</u>		
<u>Professional Staff</u>						
Most/all helpful	60.8	(68)	27.3	(21)	32.1	(25)
Some helpful	7.1	(8)	7.8	(6)	5.1	(4)
Few/none helpful	7.1	(8)	13.0	(10)	3.8	(3)
No Contact	25.0	(28)	51.9	(40)	59.0	(46)
	<u>100.0</u>	<u>(112)</u>	<u>100.0</u>	<u>(77)</u>	<u>100.0</u>	<u>(78)</u>
<u>Correctional Officers</u>						
Most/all helpful	49.1	(55)	16.9	(13)	20.5	(16)
Some helpful	31.3	(35)	28.6	(22)	26.9	(21)
Few/none helpful	19.6	(22)	54.5	(42)	52.6	(41)
	<u>100.0</u>	<u>(112)</u>	<u>100.0</u>	<u>(77)</u>	<u>100.0</u>	<u>(78)</u>

Teaching Staff

It appears that most of the residents at both institutions had positive attitudes towards the teaching staff; almost 80% of the A.T.C. residents said that most or all of their teachers had been helpful. The differences which arose between the two institutions were in relation to the inmates' perceptions of the professional staff and correctional officers.

Professional Staff

Only 29.7% (46) of the Maplehurst residents, compared to 60.7% (68) of the Brampton residents, felt that most or all of the professional staff (i.e. psychologists, social workers, medical staff) were helpful. Most of the criticisms from the Maplehurst residents were related to inaccessibility. Residents claimed that their requests to see professional staff had to go through too many channels and felt discouraged by what they perceived to be unnecessary bureaucracy and red tape. This clearly was not the case at Brampton A.T.C. Several plausible reasons can be suggested for this difference.

At Brampton A.T.C. most of the residents were interviewed routinely by the psychometrist soon after their admission. Many inmates were also involved with the 'human relations' or 'drug' groups, which were conducted by members of the professional team. In addition, the size, physical layout, and minimal security features of Brampton A.T.C. allowed the professional staff to be more visible than at Maplehurst Complex, where the professional staff are virtually separated from the inmate population. As a matter of fact, when Maplehurst residents were asked if they felt that the professional staff were helpful, 55.5% (86) said that they could not answer this question as they had had no contact with them.

Correctional Staff

There was also a significant difference between the Brampton and Maplehurst residents in their perceptions of the correctional officers. Nearly one-half (49.1%, 55) of the Brampton residents, compared to only 18.7% (29) of the Maplehurst residents, perceived most or all of the correctional officers as helpful. Brampton A.T.C., being a minimum security setting, perhaps was less demanding in terms of custodial duties. But more important, minimum security implies a very different type of atmosphere from that of medium or maximum security institutions. Because residents enjoy a fair degree of freedom and trust in minimum security institutions, the 'us-them' dichotomy traditionally existing in staff-inmate relationships is somewhat reduced. Moreover, each correctional officer is assigned certain residents for whom he acts as a caseworker, thereby emphasizing his 'counselling', rather than his 'custodial' function. The degree of trust permitted the residents at Brampton A.T.C., combined with the 'treatment - non-punitive' orientation of its correctional officers, created

an atmosphere which allowed and encouraged informal conversation and discussion between its residents and its correctional staff. Concrete evidence of this 'open' atmosphere was the inmates' response to the question, "If you had a personal problem....., who among the staff members would you go to first?" Twice as large a proportion of B.A.T.C. residents as Maplehurst residents mentioned correctional staff members (50.9% vs. 21.3%).

An overall consensus of the inmates' perceptions of staff indicates that Brampton A.T.C. was fairly successful in its efforts to provide the type of atmosphere and staff-inmate relations, considered to be conducive in re-constructing social attitudes among its residents. It also clearly demonstrates the difference in social climate between 'minimum' and 'medium' security institutions.

2. Counselling Services

(a) Personal Problems - Overall, 40.4% of the inmates interviewed prior to release said that they had consulted staff about personal problems during their institutional stay. The data indicated that of the three groups, M.A.T.C. residents were the least likely to discuss their problems with staff (33.8%). The A.T.C. residents at both institutions tended to discuss their personal problems with correctional officers, whereas the M.C.C. residents were more likely to seek assistance from the professional staff (i.e. psychologists, social workers, chaplains and medical personnel).

When asked to describe the last problem they remembered discussing with a staff member, 68.1% of the A.T.C. residents mentioned problems of a personal nature such as family matters, depression or physical problems, or conflicts with other inmates and staff members. In contrast, 68.7% of the M.C.C. residents described problems which appeared to be of a less personal or administrative nature, such as issues related to T.A.P.'s, transfers, parole or post-release arrangements. Almost 90% of the residents who sought assistance stated that they were reasonably satisfied with the help they received.

(b) Counselling Regarding Community Opportunities - Residents were asked whether or not they had ever talked to staff members regarding opportunities which are available in the community. Each of the following areas were explored: education, trade training, employment, social services, and recreational activities. Over one-half of the A.T.C. residents remembered discussing one or more of these areas with staff; however, only 23% of the C.C. residents said they had received this type of counselling (see Table 7).

The topics most likely to be discussed were related to education, training courses and employment opportunities. At Maplehurst A.T.C. it was generally the teaching staff who provided this information. At Brampton A.T.C., the residents also discussed these areas with correctional officers and

professional staff. This finding is further evidence of two predominant features of Brampton's total program. First, it illustrates again that there was open communication between the residents and the correctional staff. Second, it suggests the presence of an integrated program in which there is a fusion of roles and goals among the various types of staff.

On the basis of the inmates' responses, it appears that few residents received any counselling concerning leisure activities in the community. On the other hand, when inmates were asked if their institutional experience had given them a chance to develop new interests or hobbies, forty percent (75) of the A.T.C. residents and 28.2% (22) of the C.C. inmates agreed that it had. It is not surprising that very few inmates reported that they had discussed their future leisure activities with staff, because this is not an area in which inmates normally seek advice. Awareness of and interest in acceptable recreational behaviour generally develops through active participation. Many of the B.A.T.C. residents were exposed to recreational activities in the community such as camping, sports matches and inmate volunteer programs; however, such outside activities are less feasible in medium security institutions such as Maplehurst.

TABLE 7

DISCUSSION OF COMMUNITY OPPORTUNITIES WITH STAFF

TOPIC OF DISCUSSION	PROPORTION OF INMATES CONSULTING STAFF				CHI-SQUARE		
	B.A.T.C. n = 112		M.A.T.C. n = 77			M.C.C. n = 78	
	%	(#)	%	(#)		%	(#)
Education/trade training	35.7	(40)	29.9	(23)	10.3	(8)	15.86**
Employment	25.0	(28)	27.3	(21)	9.0	(7)	9.71**
Social Services	8.9	(10)	20.8	(16)	12.8	(10)	24.45**
Leisure Activities	7.1	(8)	2.6	(2)	0.0	(0)	6.9*
Any of above	60.7	(68)	55.8	(43)	23.1	(18)	

* $p < .05$

** $p < .01$

3. Institutional Behaviour

Original Sample

The data in Table 8 describe the institutional behaviour of all of the 856 inmates admitted to Brampton A.T.C.

TABLE 8

INSTITUTIONAL BEHAVIOUR

NUMBER OF MISCONDUCTS AND LOST REMISSION DAYS (N = 856)

	<u>MEAN</u>	<u>MEDIAN</u>
Received misconducts	0.51 (#)	0.19 (#)
Lost statutory remission	1.53 (days)	0.14 (days)
Lost earned remission	0.37 (days)	0.09 (days)
Total lost remission	1.90 (days)	0.21 (days)

PROPORTION OF INMATES RECEIVING MISCONDUCTS/LOST REMISSION

(Original Sample = 856)

PENALTIES	B.A.T.C. n = 328		M.A.T.C. n = 213		M.C.C. n = 315		CHI-SQUARE
	%	(#)	%	(#)	%	(#)	
Received misconduct(s)	26.5	(87)	31.9	(68)	26.0	(82)	n.s.
Lost remission time	29.3	(96)	38.5	(82)	24.1	(76)	12.61**
(Statutory)	23.2	(76)	23.0	(49)	19.7	(62)	n.s.
(Earned)	11.3	(37)	28.2	(60)	10.8	(34)	36.23**

(Discharge Group = 267)

	B.A.T.C. n = 112		M.A.T.C. n = 77		M.C.C. n = 78		CHI-SQUARE
	%	(#)	%	(#)	%	(#)	
Received misconduct(s)	25.9	(29)	29.9	(23)	33.3	(26)	n.s.
Lost remission time	30.4	(34)	45.5	(35)	28.2	(22)	6.32*
(Statutory)	23.2	(26)	20.8	(16)	23.1	(18)	n.s.
(Earned)	10.7	(12)	40.3	(31)	12.8	(10)	28.45**

* p<.05

** p<.01

and Maplehurst Complex during the study period. During their stays in these two institutions, 27.7% (237) of the inmates received at least one misconduct, with 11.8% (101) of the inmates receiving two or more. In spite of the average length of stay of the Brampton residents being only one-half as long as that of the Maplehurst residents (three months vs. six months), there was no significant difference between the proportion of inmates in each of the study groups who committed misconducts. However, among those residents who

committed misconducts, the average number was less for B.A.T.C. residents (1.47), than for M.A.T.C. residents (2.16), or M.C.C. residents (1.95). This finding is not surprising because the Brampton residents had shorter stays, and were also more likely than Maplehurst residents to be transferred out of the institution if they displayed problematic behaviour.

Overall, the 856 inmates lost an average of 1.9 days of remission time during their stays at Brampton or Maplehurst. Many of the inmates were transferred to other institutions, and these data do not include misconducts received before or after their stays at Brampton or Maplehurst.

There were no significant differences between the three study groups in the proportions of inmates who lost Statutory Remission (21.8% of the inmates overall). However, a larger proportion of the M.A.T.C. residents (28.2%, 60), than either B.A.T.C. residents (11.3%, 37), or M.C.C. residents (10.8%, 34) lost Earned Remission time ($\chi^2=36.23$, $d.f.=2$, $p<.001$).

Overall, the 856 inmates lost a total of 1631 days of Statutory and/or Earned Remission during an aggregate of 127,930 days in the two institutions. Simplified, this can be interpreted as one day of lost remission for every 78 days spent in the institutions. These figures are based on Brampton and Maplehurst statistics only, and therefore are not generalizable to other institutions.

Discharge Groups

Among the inmates interviewed prior to release, the proportions of residents who received misconducts or lost remission time were similar to the proportions for the entire sample. Again, it was found that a significantly greater proportion of M.A.T.C. residents (40.3%), than B.A.T.C. residents (10.7%) or M.C.C. residents (12.8%) had lost Earned Remission time ($\chi^2=28.45$, $d.f.=2$, $p<.001$). The reason for this difference is not clear, but it is suspected that Maplehurst A.T.C. may place a greater emphasis than the other two groups on rules and behaviour.

C. PROGRAM OUTCOME

1. Inmates' Responses to Programs

(a) Academic - According to the inmates' responses, mathematics was the most appealing of the academic courses offered. Three-quarters (73.6%) of the A.T.C. students who studied mathematics said they were satisfied with this program. Some students offered positive comments about the material, teachers, or usefulness of the material, while others simply said they "liked it". The remaining academic courses did not appear to be quite so popular, with approximately half of the students stating they were not satisfied. Some students were not in the program long enough to benefit

(i.e. teacher absent, student removed from course); others claimed they already knew the material. However, a majority of the students' negative comments were related either to the course content or their lack of interest in the subject. English received the greatest number of criticisms, particularly among the Brampton residents. Apparently they felt that the English Literature segment was "boring" or "irrelevant".

(b) Vocational - Few students at Maplehurst A.T.C. expressed dissatisfaction with the vocational courses. In most shops, at least 85% of the students involved said they were satisfied. Comments from Brampton students were somewhat less positive. They seemed to feel they spent too much time just "standing around", and were not given enough challenge in several of the shops.

(c) Future Training - Of the 189 A.T.C. residents interviewed prior to release, 52.9% (100) stated that they hoped to take further academic or vocational training in the future (see Table 9). M.A.T.C. students were slightly more likely than B.A.T.C. students to express intentions regarding further schooling or trade training, but the difference was not significant. Forty students (21.2%) said they intended to take high school, correspondence, or upgrading courses, and sixty students (31.7%) said they intended to take some type of trade training. Auto Mechanics and Auto Body were the areas mentioned the most often, which is not unusual for young men in this age group.

TABLE 9

INMATES' PLANS FOR FUTURE TRAINING

TYPE OF TRAINING	B.A.T.C. n = 112		M.A.T.C. n = 77	
	%	(#)	%	(#)
None	52.7	(59)	39.0	(30)
High school/correspondence/ upgrading/university	17.9	(20)	26.0	(20)
Trade Training	29.4	(33)	35.0	(27)
TOTALS	100.0	(112)	100.0	(77)

$x^2=3.69, d.f.=2, n.s.$

(d) Work Programs - Approximately one-half of the C.C. inmates said that they were satisfied with the work

programs in which they had been involved. They were slightly more likely to express satisfaction with the outside work gangs (54.2%) and kitchen (58.3%), than with the general maintenance programs within the institution, but these differences were not substantial.

In fact, 40.5% of the laundry and furniture shop workers and 47.4% of the cleaning group said they were satisfied with their particular programs. On the basis of these findings, it would appear that C.C. inmates are not too concerned with the type of program in which they are placed. In most cases, the inmates saw these activities simply as a means of 'passing the time'.

On the other hand, it should be recognized that almost one-half of the C.C. inmates said they were not satisfied with the institutional work programs. Their most common criticisms were related to 'monotony' or 'lack of purpose' in the activities - "make-work projects" was how they were often described. Occasionally their complaints were directed towards the staff, but primarily they complained of the work being too easy, or of not being kept busy enough.

(e) Inmates' Suggestions for Program Improvement - Toward the end of their discharge interview, inmates were asked to recommend changes that would make the programs more helpful to the residents. Some of the inmates said that the programs were just fine as they were; others were able to offer suggestions for improvement (see Table 10). Many suggestions pertained to changing institutional rules and conditions, as opposed to improving programs. For instance, more than one-third of the inmates said there were too many 'silly' rules, criticized the misconduct system, complained about institutional food, or desired additional privileges, such as more outside passes, allowance for more visits, or extension of bedtime hours, etc.

In regard to the actual program, over one-quarter of the inmates felt that they should have more voice in selection of their programs, more subjects from which to choose, and/or more opportunities to participate in the 'popular' programs. Occasionally, inmates questioned the selection criteria for A.T.C. participants. Very few Maplehurst residents complained about the academic or vocational programs offered; however, 17% of the Brampton residents said that the academic and/or vocational courses were too elementary, or complained because these courses did not offer them secondary school accreditation.

One-third of the Maplehurst residents complained of poor relations and friction between the inmates and correctional officers. A small proportion mentioned the lack of accessibility of professional staff, and complained that there was too much red tape involved in making appointments to see them.

Other suggestions offered by the inmates were: improved recreational programs/facilities, an increased number of employment T.A.P.'s, more 'paid' work programs, and increased inmate autonomy in choice of activities.

TABLE 10

INMATES' SUGGESTIONS FOR PROGRAM CHANGES

SUGGESTION	B.A.T.C. n = 112		M.A.T.C. n = 77		M.C.C. n = 78	
	<u>%</u>	<u>(#)</u>	<u>%</u>	<u>(#)</u>	<u>%</u>	<u>(#)</u>
Less rules, improved conditions	34.8	(39)	48.1	(37)	42.3	(33)
Better accessibility of desired program	32.1	(36)	29.9	(23)	26.9	(21)
Improved relationship between inmates and C.O.'s	13.4	(15)	36.4	(28)	33.3	(26)
Improved recreational programs	13.4	(15)	20.8	(16)	12.8	(10)
More employment T.A.'s	17.0	(19)	11.7	(9)	15.4	(12)
More inmate autonomy re:activities	15.2	(17)	9.1	(7)	9.0	(7)
Improved educational programs	17.0	(19)	3.9	(3)	2.6	(2)
More 'paid' work programs	2.7	(3)	2.6	(2)	19.2	(15)
Better access to professional staff	4.5	(5)	3.9	(3)	10.3	(8)

2. Changes in Self-Esteem

(a) Measurement - The measure of self-esteem employed in this study was the Self-Esteem Inventory (SEI), derived by Bennett et al (1971). This SEI consists of 50 items modified from Coopersmith's (1967) test of self-esteem so as to be applicable to inmates. Bennett found reliability measures to be satisfactory, and tested relationships between this scale and selected variables. The scale was found to have a low relationship with age, intelligence, and socio-economic status. Moderate relationships were found with 'tested' grade level and 'claimed' grade level, however, these associations were not strong enough to be impressive.

Inmates in the present study were requested to complete this SEI during both intake (T1) and discharge (T2) interviews. The length of time between these two tests ranged from three to fifteen months, depending on the inmate's length of stay at the institution. The number of inmates who

completed both tests are as follows:

Brampton A.T.C. (94)
 Maplehurst A.T.C. (66)
 Maplehurst C.C. (66)

(b) Results - Each of the three groups indicated an improvement in self-esteem between time of admission and time of release. Similar changes in self-esteem scores have been found in previous studies of reformatory residents (Irving, 1978; Gendreau et al, 1973). Gendreau has stated: "Most correctional institutions are highly structured environments, the inmate becomes settled in quickly with his social, play and work roles closely defined. Furthermore, if the environment is well-structured with some goals clearly defined, then self-esteem may increase."*

In spite of different selection criteria among the three institutions, the self-esteem scores were similar for the three groups. No significant differences between Brampton or Maplehurst inmates were found in the T1 or T2 scores. It also appears that the type of institutional program is not associated with degree of improvement in self-esteem. Each of the three institutional groups (B.A.T.C., M.A.T.C., and M.C.C.) improved their scores to a similar degree (see Table 11).

TABLE 11
COMPARISON OF SELF-ESTEEM SCORES
BETWEEN TESTING PERIODS AND INSTITUTIONS

TEST PERIOD	RAW SCORES BY INSTITUTION		
	B.A.T.C. (n = 94)	M.A.T.C. (n = 66)	M.C.C. (n = 66)
Intake (T1)	32.6	30.4	30.2
Discharge (T2)	34.3	33.7	32.1

SOURCE OF VARIATION	SUM OF SQUARES	DEGREES OF FREEDOM	MEAN SQUARE	F RATIO	PROBABILITY
Institution	1715.39	2	857.70	2.56	n.s.
Error	74766.64	223	335.28		
Total 'Between'	76482.03	225			
T1 vs T2	2216.82	1	2216.82	39.57	.01
Interaction	223.25	2	111.63	1.99	n.s.
Error	12491.23	223	56.01		
Total 'Within'	14931.30	226			

* Gendreau, et al (1974), p.87.

Irvine (1978) reported that inmates who claimed to have a job available on release showed an improvement in self-esteem, whereas the inmates without firm job prospects did not indicate an improvement. The data in this study do not lend strong support to this finding. In this study, both groups (with and without job prospects) registered similar increases in self-esteem scores. What was interesting, however, was that the inmates with job prospects at the time of release had substantially higher self-esteem scores when they were first admitted, than inmates without job prospects (see Table 12).

Inmates who score high on self-esteem or demonstrate increased self-esteem during imprisonment should be less susceptible to recidivating (Gendreau et al, 1973). Noting that one-quarter of the inmates in this study increased their SEI scores by 10% or more during incarceration, the relationship between change in self-esteem and community adjustment measures will be examined in the third phase of this study.

TABLE 12

SELF-ESTEEM SCORES COMPARING INMATES WITH/WITHOUT JOB PROSPECTS

TEST PERIOD	SELF-ESTEEM SCORES	
	JOB PROSPECTS n = 90	NO JOB PROSPECTS n = 121
Intake (T1)	33.1	30.0
Discharge (T2)	35.5	32.2

SOURCE OF VARIATION	SUM OF SQUARES	DEGREES OF FREEDOM	MEAN SQUARE	F RATIO	PROBABILITY
Job Status	4179.49	1	4179.49	13.47	.01
Error	64831.90	209	310.20		
Total 'Between'	69011.39	210			
T1 vs T2	2174.80	1	2174.80	39.07	.01
Interaction	1.25	1	1.25	0.02	n.s.
Error	11633.95	209	55.66		
Total 'Within'	13810.00	211			

3. Changes in Work Attitudes

(a) Measurement - In order to determine whether or not the A.T.C. program produces a change in work attitudes, inmates were requested to complete a Vocational Opinion Index (Associates for Research in Behaviour, Inc., 1973) during

their intake and discharge interviews. A factor analysis was performed on the 51 items included, and three main factors emerged: Attractiveness, Barrier and Loss. Ambiguous items were subsequently eliminated. The items comprising each of these factors are contained in Appendix A.

(b) Results - It was interesting to discover that there were no significant differences in work attitudes among the three institutional groups. In spite of differences among the groups regarding age, criminal history, and type of program, the average scores for each group were similar for each of the factors.

The data also indicated that inmates' work attitudes did not change significantly during their institutional stay. Two minor exceptions were noted. Maplehurst C.C. residents were somewhat more positive on the 'barrier' factor at the time of release than the time of admission, that is, they perceived less barriers to obtaining employment. B.A.T.C. residents decreased their scores on the 'attractiveness' factor, that is employment was somewhat less attractive to them at the time of release. However, although these changes were statistically reliable, the changes were not substantial (see Table 13).

TABLE 13

COMPARISON OF WORK ATTITUDE SCORES
BETWEEN TESTING PERIOD AND INSTITUTION

ATTRACTIVENESS

TEST PERIOD	RAW SCORES BY INSTITUTION		
	B.A.T.C. (n = 110)	M.A.T.C. (n = 75)	M.C.C. (n = 78)
Intake (T1)	59.5	59.1	60.3
Discharge (T2)	58.1	58.5	59.3

SOURCE OF VARIATION	SUM OF SQUARES	DEGREES OF FREEDOM	MEAN SQUARE	F RATIO	PROBABILITY
Institution	103.90	2	51.95	0.55	n.s.
Error	24595.72	260	94.60		
Total 'Between'	24699.62	262			
T1 vs T2	140.65	1	140.65	7.82	.01
Interaction	9.64	2	4.82	0.27	n.s.
Error	4677.68	260	17.99		
Total 'Within'	4827.97	263			

TABLE 13 CONTINUED

BARRIER

TEST PERIOD	RAW SCORES BY INSTITUTION		
	B.A.T.C. (n = 110)	M.A.T.C. (n = 75)	M.C.C. (n = 78)
Intake (T1)	50.8	49.9	47.9
Discharge (T2)	50.6	51.8	50.6

SOURCE OF VARIATION	SUM OF SQUARES	DEGREES OF FREEDOM	MEAN SQUARE	F RATIO	PROBABILITY
Institution	254.49	2	127.24	0.85	n.s.
Error	38725.73	260	148.94		
Total 'Between'	38980.22	262			
T1 vs T2	210.82	1	210.82	5.44	.05
Interaction	213.50	2	106.75	2.75	n.s.
Error	10082.18	260	38.78		
Total 'Within'	10633.74	263			

LOSS

TEST PERIOD	RAW SCORES BY INSTITUTION		
	B.A.T.C. (n = 110)	M.A.T.C. (n = 75)	M.C.C. (n = 78)
Intake (T1)	26.4	26.3	26.4
Discharge (T2)	26.2	25.9	25.6

SOURCE OF VARIATION	SUM OF SQUARES	DEGREES OF FREEDOM	MEAN SQUARE	F RATIO	PROBABILITY
Institution	8.72	2	4.36	0.08	n.s.
Error	14287.20	260	54.95		
Total 'Between'	14295.92	262			
T1 vs T2	22.59	1	22.59	1.48	n.s.
Interaction	9.62	2	4.81	0.31	n.s.
Error	3967.29	260	15.26		
Total 'Within'	4003.86	263			

4. Secondary School Accreditation

In the first report, it was mentioned that 35.2% of the A.T.C. residents claimed to have completed grade 10 at the time they were admitted to the A.T.C. Subsequently, Maplehurst provided the researchers with the official Ontario School Records, for 149 of the 213 M.A.T.C. students in this study (see Table 14). Data was incomplete for the remaining cases.

TABLE 14

INMATES' GRADE LEVEL AT TIME OF ADMISSION AND RELEASE

(MAPLEHURST)

GRADE LEVEL (n = 149)	ADMISSION		RELEASE	
	%	(#)	%	(#)
Grade 11 or 12 (20-27 credits)	10.1	(15)	13.4	(20)
Grade 10, less than grade 11 (13-19 credits)	10.7	(16)	18.1	(27)
Grade 9, less than grade 10 (6-12 credits)	23.5	(35)	28.2	(42)
Less than grade 9 (0-5 credits)	55.7	(83)	40.3	(60)
TOTALS	100.0	(149)	100.0	(149)

According to these data, 20.8% (31) of the students had completed grade 10 (13 or more credits). An additional 23.5% (35) of the students had completed grade 9 and part of grade 10 (6 to 12 credits). The remaining students 55.7% had less than grade 9 (0 to 5 credits).

During their incarceration period at Maplehurst A.T.C., which ranged from one to 455 days (x = 20 weeks), residents accumulated an average of 3.1 credits each (academic = 1.4; shops = 1.7). Based on students earning an average of 3.1 credits during 5 months at Maplehurst (one-half of a regular school year), it appears that M.A.T.C. students are progressing at a similar rate as students within the community. Keeping in mind that most of the residents were problematic students who had previously dropped out of school, these data are very encouraging.

In spite of the students' achievement level, it must be pointed out that the overall increase in grade levels is not substantial. At the time of release, 31.5% (47) of the students had achieved the equivalent of grade 10 standing (13 or more credits). This proportion only represents an increase of 10.7% over the 20.8% (31) who had grade 10 standing at the time of admission to the A.T.C.

Moreover, the total number of credits received at Maplehurst was based on the aggregate of a number of fractional credits (i.e. 1.5 + 1.5). Therefore, the proportion of students who had actually completed thirteen full credits would probably be somewhat less.

5. Inmates' Perceptions of Program Benefits

A list of seventeen statements, describing benefits which inmates may potentially derive from their incarceration experience, was presented to each inmate during the intake and discharge interviews. During intake, they were asked whether or not they expected their institutional experiences to produce any of the benefits listed. Prior to discharge, they were asked whether or not they felt they had actually achieved any of these benefits. The data in Table 15 compare the three institutional groups in terms of their perceived benefits at the time of their release. The instrument used is contained in Appendix B.

Differences in Perceived Benefits

Nearly all of the substantial differences between the three groups were related to benefits concerning academic or vocational training. Maplehurst A.T.C. residents perceived the greatest benefit in such areas, while the C.C. residents perceived the least. For instance, 84.4% (65) of the M.A.T.C. group, compared to only 2.6% (2) of the C.C. group, felt that they had upgraded their education. Similarly, 70.1% (54) of the M.A.T.C. residents, compared to only 10.3% (8) of the C.C. residents, felt they had learned vocational or trade skills they had never had a chance to learn before. M.A.T.C. residents (57.1%) were also more likely than C.C. residents (23.1%) to feel that the training they had received would help them get a job.

These findings are to be expected. The Adult Training Centres were established to provide academic and vocational training, whereas Correctional Centres primarily perform a custodial function. Although the Correctional Centres are currently providing an increasing number of work projects in the community, most of the inmates are still placed in work programs within the institution, involving 'housekeeping' chores which offer little training or stimulation.

The data also indicate that Maplehurst A.T.C. residents were twice as likely as Brampton A.T.C. residents to perceive educational/vocational benefits from the program. Only 42.2% (46) of the B.A.T.C. residents, compared to 84.4% (65) of the M.A.T.C. residents, felt they had 'upgraded their education'. The proportions of residents perceiving benefits were similar in relation to 'learning trade skills' (B.A.T.C. 36.4%, M.A.T.C. 70.1%). There are several plausible explanations for these findings. Inmates were selected for Brampton A.T.C. partially on the basis of length of sentence. Even among the residents interviewed who tended to be the long-term

residents, the median length of stay was much shorter for the B.A.T.C. residents (18 weeks) than for the M.A.T.C. residents (28 weeks). It does not seem unreasonable that students who received less exposure to the program would receive less benefits.

Academic or vocational training was not always the major factor in the selection of candidates for the Brampton program. A proportion of the residents were sent to Brampton because it was the only minimum security institution in the area. In fact, 15.2% of the B.A.T.C. inmates interviewed worked in the kitchen only and received no exposure to academic or vocational programs at all. Maplehurst also had the added advantage of being a larger and newer institution than Brampton, and therefore was able to provide a greater variety of subjects, and better equipped facilities.

The perceived benefits of the inmates reflect the inherent differences among the three institutional programs (B.A.T.C., M.A.T.C. and M.C.C.), differences attributable not only to content of program, but also to selection of candidates, length of stay, facilities available, and the security level demanded.

Similarities in Perceived Benefits

In spite of substantial differences between the three institutional programs, it was interesting to discover that there were no major differences between the three groups in terms of many of the benefits received. Similar proportions of both A.T.C. and C.C. inmates agreed that their institutional experiences had given them a chance to think things over and to understand themselves and others better (81.9%), had given them a better idea of what they wanted out of life (65.3%), would keep them out of further trouble with the law (52.5%), and had made them more aware of people who could help them with post-release problems (55.1%). Nor were there any major differences in respect to 'receiving assistance with accommodation arrangements' (15.5%), 'money management' (30.6%), or 'drug problems' (10.6%). In these three latter areas, inmates often denied requiring such assistance, or they did not expect the institutional staff to provide it.

BENEFITS OF INSTITUTIONAL EXPERIENCE
AS PERCEIVED BY INMATES

POTENTIAL BENEFITS	PROPORTION OF INMATES PERCEIVING BENEFIT						CHI- SQUARE
	B.A.T.C. n = 110		M.A.T.C. n = 77		M.C.C. n = 78		
	%	#	%	#	%	#	
1) Chance to think things over and understand self/others better	89.1	(98)	83.1	(64)	70.5	(55)	12.6*
2) Better idea of what he wants out of life	71.8	(79)	67.5	(52)	53.8	(42)	n.s.
3) Being here helped him think about work	65.5	(72)	63.6	(49)	62.8	(49)	n.s.
4) Learned something useful	66.4	(73)	84.4	(65)	36.4	(28)	45.5**
5) Chance to prove to himself he could do something & succeed	62.7	(69)	57.1	(44)	50.0	(39)	n.s.
6) Aware of people who might help him with post-release problems	59.1	(65)	53.2	(41)	51.3	(40)	n.s.
7) Will help to keep him out of trouble with law	55.5	(61)	49.4	(38)	51.3	(40)	n.s.
8) Upgraded education	42.2	(46)	84.4	(65)	2.6	(2)	117.5**
9) Improved relationship with family members	40.0	(44)	40.3	(31)	44.9	(35)	n.s.
10) Training/work has given him a means to support himself	37.3	(41)	55.8	(43)	30.8	(24)	14.2**
11) Training will make it easier to get a job	40.0	(44)	57.1	(44)	23.1	(18)	36.1**

TABLE 15 CONTINUED

POTENTIAL BENEFITS	PROPORTION OF INMATES PERCEIVING BENEFIT						CHI-SQUARE
	B.A.T.C. n = 110		M.A.T.C. n = 77		M.C.C. n = 78		
	%	#	%	#	%	#	
12) Chance to learn vocational/trade skills	36.4	(40)	70.1	(54)	10.3	(8)	70.4**
13) Developed new interests and hobbies	42.7	(47)	36.4	(28)	28.2	(22)	11.1*
14) Given opportunity to learn money management	30.9	(34)	31.2	(24)	29.5	(23)	n.s.
15) Learned how to handle alcohol more responsibly	32.7	(36)	22.1	(17)	24.4	(19)	n.s.
16) Received help with post-release accommodation	14.5	(16)	19.5	(15)	12.8	(10)	n.s.
17) Helped with drug problems	13.6	(15)	7.8	(6)	9.0	(7)	9.2*

*p<.05
**p<.01

6. Future Employment Plans

The data in Table 16 describe the inmates employment plans. Nearly all (92.1%) of the inmates said they were planning to work following their release, and 40.4% (108) said they had already obtained employment. A larger proportion of the B.A.T.C. residents (47.4%) than M.A.T.C. residents (28.6%) claimed to have firm job prospects. This difference between the two groups is attributable to 14.3% of the B.A.T.C. residents who planned to continue with their T.A.P. jobs. Most of the inmates with firm job prospects said they intended to resume previous jobs, or had obtained employment with the assistance of family members. Almost one-half of the C.C. residents who intended to work claimed to have employment arranged, 7.7% being self-employed. Only 21.3% (23) of inmates with jobs expected to earn over \$250 per week, which suggests that most of the jobs were unskilled or semi-skilled in nature.

TABLE 16
POST-RELEASE EMPLOYMENT PROSPECTS

SOURCE OF EMPLOYMENT	B.A.T.C. n = 112		M.A.T.C. n = 77		M.C.C. n = 78	
	%	#	%	#	%	#
T.A.P. job	14.3	(16)	0.0	(0)	1.3	(1)
Previous job	14.3	(16)	14.3	(11)	10.2	(8)
Family Member	17.0	(19)	10.4	(8)	20.5	(16)
Self-employed	0.0	(0)	2.6	(2)	7.7	(6)
Other, no information	1.8	(2)	1.3	(1)	2.6	(2)
Not planning to work	4.4	(5)	13.0	(10)	7.7	(6)
No job prospects	48.2	(54)	58.4	(45)	50.0	(39)
TOTAL	100.0	(112)	100.0	(77)	100.0	(78)

Inmates were asked how much they felt their institutional training would help, if they obtained a related job (see Table 17). A substantially greater proportion of the M.A.T.C. residents (62.3%) than B.A.T.C. residents (35.7%) said that their training would help 'quite a bit' or 'a great deal'. Approximately one-quarter of both these groups felt the training would be of little or no help, and the remaining residents tended to be somewhat uncertain of the extent of its usefulness, but thought it would probably help 'some'. With the exception of inmates who worked in the kitchen, few of the C.C. residents considered their institutional activities to be job-related.

TABLE 17
HOW MUCH WILL INSTITUTIONAL TRAINING
 HELP IN A RELATED JOB?

HOW MUCH WILL TRAINING HELP?	B.A.T.C. n = 112		M.A.T.C. n = 77		M.C.C. n = 78	
	%	#	%	#	%	#
Quite a bit/great deal	35.7	(40)	62.3	(48)	20.5	(16)
Some	33.0	(37)	11.7	(9)	10.3	(8)
Very little/none at all	31.3	(35)	26.0	(20)	69.2	(54)
TOTAL	100.0	(112)	100.0	(77)	100.0	(78)

$x^2=55.70, \quad d.f.=4, \quad p<.001$

7. Inmates' Financial Status

The data in Table 18 describes the financial status of the inmates at the time of their release to the community. This self-reported data includes both institutional savings and private savings.

TABLE 18

INMATES' FINANCIAL STATUS AT TIME OF RELEASE

TOTAL RESOURCES	B.A.T.C. n = 112		M.A.T.C. n = 77		M.C.C. n = 78	
	%	(#)	%	(#)	%	(#)
\$0 - \$150	37.5	(42)	51.9	(40)	55.1	(43)
\$151 - \$350	19.6	(22)	27.3	(21)	16.7	(13)
Over \$350	42.9	(48)	20.8	(16)	28.2	(22)
TOTALS	100.0	(112)	100.0	(77)	100.0	(78)

Based on these data, it would appear that many of the inmates are faced with immediate financial problems upon their release. Over one-half of the Maplehurst residents left with \$150 or less. Brampton inmates fared slightly better as a consequence of the employment T.A. program. If inmates returned to the homes of wives or parents, lack of financial resources may not have presented an immediate problem; however, it is suspected that a majority of the inmates lived independently, and for these men, the problem of re-establishing themselves is obvious. Less than one-half of the men claimed to have jobs available, and even for those who did, the first pay cheque might be a month away. In addition, 46% of the inmates admitted to having debts ranging from \$25 to \$20,000 with a median of approximately \$900. These data suggest that, for many inmates, lack of financial resources may precipitate their return to illegal activities.

IV DISCUSSION

Great diversity exists in the Adult Training programs in Ontario correctional institutions. Differences in program content are attributable, in part, to the institution's size, security level, and inmate selection.

Two Adult Training Centres were examined in the second phase of this study: Brampton A.T.C., a small, minimum security setting for 'low risk' offenders, and Maplehurst A.T.C., a larger, medium security institution. Both institutions provided academic and vocational programs to the residents; Brampton A.T.C. also offered a Temporary Absence Program for employment.

Residents' average length of stay was much shorter at Brampton A.T.C. than at Maplehurst A.T.C. (97 vs. 188 days). As a result of the employment program and shorter sentences, Brampton residents spent less time than Maplehurst residents in the educational program. Due to residents' limited time in the school program, the emphasis at Brampton A.T.C. was remedial work, review of forgotten skills, and exposure to several trades. In contrast, Maplehurst was able to offer greater in-depth training and upgrading.

Two major problems confront A.T.C. staff. First is the continual inflow of participants; second is the wide range of educational levels which the inmates represent. These conditions necessitate individualized programs for the residents. A less obvious problem confronting A.T.C. staff was revealed in this study: residents' premature termination of program. Although the length of inmates' involvement is a function of length of sentence, it is generally assumed that candidates selected for an A.T.C. will remain at the institution at least three months. For many of the participants in this study, this was not the case. Premature terminations were more prevalent at Brampton A.T.C. (48.5%) than at Maplehurst A.T.C. (23.0%). At Brampton, one-third of these premature terminations were due to 'expiry' of sentence; at Maplehurst, short sentences was not a factor. The major reason for premature termination at both A.T.C.'s was 'transfer' to other institutions. These transfers were usually due to problem behaviour or court appearances. At Brampton A.T.C. a number of transfers were also due to escape activities, whereas at Maplehurst, the remaining transfers tended to be for treatment or compassionate reasons.

Early termination of the A.T.C. program was rarely due to the Temporary Absence Employment Program. Maplehurst residents, transferred to other institutions for employment purposes had been at the A.T.C. for an average of seven months. Brampton residents who were issued employment T.A.P.'s were not transferred, community employment being a major component of Brampton's program. Although employment in the community did reduce Brampton residents' length of involvement in the

school program, residents had usually been at the institution at least three months before being selected for the employment program.

The social climate differed considerably between Brampton A.T.C. and Maplehurst. Wilkins (1975) found that correctional officers at different institutions tend to rank their tasks in the same order of priority, with inmate security first and counselling second; however, the extent to which these tasks were emphasized varied between each institution. In the present study, Brampton correctional officers emphasized their counselling tasks whereas at Maplehurst, they emphasized custodial duties. This was reflected in the inmates' perceptions of correctional staff. Not only were Brampton residents more likely than Maplehurst residents to feel the correctional staff were helpful, they were also much more likely than Maplehurst residents to discuss their personal problems with correctional officers.

Similar attitudes seemed to prevail regarding inmates' perceptions of professional staff. The Brampton residents were much more likely than Maplehurst residents to perceive the psychologists, social workers and medical staff as being helpful. This was primarily because Maplehurst residents claimed they had not had contact with any of the professional staff; in fact, some residents perceived barriers in getting to see them.

4 1
Most residents held positive attitudes towards the educational staff with approximately 80% of the residents at both A.T.C.'s reporting that their teachers had been helpful. They also seemed to be fairly satisfied with the educational courses in which they had been involved. Most students said they enjoyed the shop courses, although responses of Brampton students were somewhat less favourable than those of Maplehurst students. Criticisms suggested the shop courses at Brampton lacked challenge; inmates often claimed the tasks were too simple or said that they were not given enough to do. With the exception of Mathematics, academic courses were less popular than the vocational courses. Inmates' most common criticisms of the academic subjects were lack of interest in, or previous knowledge of the subject, irrelevance of material, or insufficient time in the program.

4 2
4 7
Maplehurst A.T.C. seems to have developed a viable system for adapting to the continual inflow of students with different lengths of sentences. Each subject is divided into a number of segments, and students receive fractional credits for each segment completed successfully. When the fractional credits in each subject were added together, it was found that students had accumulated an average of 3.1 credits altogether during their stay at Maplehurst. These findings indicate that the A.T.C. students are progressing at a similar rate to students in the community. This is particularly encouraging, considering that most of these students' past educational experiences were ineffective or negative.

Insofar as perceiving benefits from the A.T.C. program, Maplehurst residents responded more favourably than Brampton residents. Maplehurst students were much more likely than Brampton students to feel they had upgraded their education and learned new trade skills. They were also twice as likely as Brampton students to feel the training would be helpful if they were to obtain a related job. Unfortunately, few inmates expected to obtain jobs related to the training they received at the A.T.C.'s.

46
75. 62
In spite of the inmates' positive response to the A.T.C. program, particularly in the Maplehurst group, tangible evidence of program benefits was difficult to detect in either group. Although inmates' self-esteem scores increased in both A.T.C. groups between admission and discharge, a similar increase was found in the comparison group of non-A.T.C. inmates. Work attitude scores were similar for both A.T.C. and non-A.T.C. inmates, and no substantial changes were effected between admission and discharge in either group.

42
In terms of the program providing motivation for future training, results were somewhat more encouraging. Among those students in the program three months or longer, one-quarter said they intended to pursue further schooling, and an additional one-third hoped to get on-the-job training of some kind. Whether or not these students carried out their stated intentions will be examined in the follow-up phase of this study.

Neither of the A.T.C.'s in this study appeared to offer a formal pre-release counselling program. Some inmates discussed training and employment plans with the educational staff, and sometimes staff would arrange appointments for inmates with Manpower counsellors. Brampton residents also said they often discussed their future plans with correctional staff in the living units. Nevertheless, many inmates were released without any concrete plans. This suggests a need for scheduled counselling sessions in which inmates can become aware of community opportunities available, and receive some assistance in developing a workable release plan.

In addition to pre-release counselling, 'transitional' programs can also enhance an inmate's community adjustment. Less than one-half of the residents had job prospects when released, and most lacked financial resources. Getting re-established in the community was therefore an immediate problem for many of the inmates. At Brampton A.T.C. attempts were made to facilitate the inmates' transition to the community. Employment T.A.P.'s allowed the residents to re-establish regular work patterns, and to accumulate some savings during the incarceration period. In addition to the employment program, Brampton A.T.C. also offered the longer term residents an opportunity to serve the latter portion of their sentence at a Community Resource Centre in the City of Brampton. Even though such measures are of a temporary nature, they provide realistic opportunities for inmates to aid in their initial re-adjustment following release. Post-release adjustment and recidivism will be examined in the third phase of this study.

372
The Maplehurst C.C. inmates were included in this study, primarily for comparison purposes, and therefore were not the focus of this discussion. It is important to note, however, that more than one-half of the C.C. inmates expressed dissatisfaction with their work programs. Inmates felt the programs involving general maintenance of the institution were monotonous and undemanding. Such jobs are essential to the operation of the institution, but it appears that inmates are rarely given enough to do. Outside work, paid kitchen work, and community work projects received somewhat more favourable responses, but most work programs were only seen as a means of passing the time, as opposed to a learning experience.

ATC
400
Adult Training Centres were designed to assist young men in becoming constructive members of society. The programs at Brampton and Maplehurst represent two clearly different approaches to this goal. Brampton tended to lean towards the 'therapeutic community' model, in which open communication between staff and residents, and among various levels of staff is seen as essential. Based on the inmates' perceptions, efforts to provide this type of environment at Brampton A.T.C. were fairly effective. In contrast, Maplehurst A.T.C. emphasized acquisition of skills through education and vocational training. The results clearly indicate that Maplehurst students did achieve greater benefits than Brampton students from the educational program, but responded less favourably to the institutional environment.

41
Based on the data in this study, Brampton A.T.C. appeared to have a well integrated program. There was a certain blending of goals among various types of staff, all of whom were involved in the 'treatment' program. At Maplehurst, there appeared to be little congruence between the school, living units, and support services. Correctional officers had little involvement in the treatment aspects of the A.T.C. program, and professional staff were often perceived as inaccessible. If the educational goals of the Adult Training Program are to be achieved, integration of programs and open communication between the various types of staff would seem to be essential.

REFERENCES

- Associates for Research in Behaviour Inc., Vocational Opinion Index, Science Centre, Philadelphia: 1973.
- Bennett, L.A., Sorenson, D.E. and Forshay, H., "The Application of a Self-Esteem Measure in a Correctional Setting: 1. Reliability of the Scale and Relationship to Other Measures", Journal of Research in Crime and Delinquency, 1971, 8, 1 - 9.
- Comptroller General of United States, Correctional Institutions Can Do More to Improve the Employability of Offenders. Report to the Congress, Washington: U.S. General Accounting Office, 1979.
- Gendreau, P., Gibson, M., Surridge, C.T., and Hugg, J.J., Self-esteem changes associated with six months' imprisonment. Proceedings of the Canadian Congress of Criminology & Corrections. Ottawa: Canadian Criminology & Corrections Association, 1973, 81 - 88.
- Irvine, M.J., The Guelph Abattoir Programme: An Innovative Approach to Correctional Industries. II Inmate Response. Ontario: Ministry of Correctional Services, 1978.
- Lambert, Leah R., and Madden, Patrick G. Summary of the Vanier Centre for Women, (Research Report No. 1), An Examination of the Social Milieu. Ontario: Ministry of Correctional Services, 1975.
- Wilkins, M.L., Correctional Officers: Roles, Attitudes and Problems. Ontario: Ministry of Correctional Services, 1975.

APPENDIX A.

VOCATIONAL OPINION INDEX
(Associates for Research in Behaviour, Inc. 1973)

ATTRACTIVENESS (of employment)

- There is more choice about how to spend money earned from working than welfare money.
- Working gives people more dignity.
- People who work usually feel better about themselves.
- Working usually makes people better parents and helps them do more for their children.
- People who work are more independent.
- Working lets people raise their standard of living.
- People who work are usually able to live better than people on welfare.
- Working helps keep people from becoming depressed or unhappy.
- Working is the best way to get a steady income.
- Working gives people security.
- I believe a man needs to work in order to feel that he has a real place in the world.
- Doing a good job day in and day out is one of the most satisfying experiences a man can have.
- I believe that a person can get anything he wants if he is willing to work for it.
- It makes me feel bad to be late for an appointment.

BARRIERS TO OBTAINING EMPLOYMENT

- Jobs people expect are hard to find.
- For some people, no matter how hard they try they cannot find a job.
- It is tough for some people to get a job.
- I do not like people who are always right on time for every appointment they have.
- It is hard to find someone to help you find a job.
- It is difficult for a person with no work record to get a job.
- It is hard to get along with different kinds of people at work.
- Most people with criminal records cannot get a job.
- Most people find it too hard to be organized the way they have to be at work.

- Most people find it difficult to have to be nice to people they may not like on a job.
- Most people find it hard to get used to a strange or different job situation.
- Most people have trouble getting along with co-workers who have more experience and may look down on new people.
- Most people find it too difficult to make a good impression in a job interview.
- I find it hard to meet the requirements for most jobs.
- Most people with criminal records can only get low-paying jobs.
- I feel sorry for people whose jobs require that they take orders from others.
- Most people who work have difficulties with their supervisors.

LOSSES ASSOCIATED WITH WORKING

- Working gives people less freedom.
- People who work have less free time to take care of personal needs.
- Most jobs require too much time and money travelling back and forth between home and work.
- The only purpose of working is to make money.
- Working leaves people less time for a social life.
- Working means losing a lot of your freedom.
- Working prevents people from raising their children as well as they might if they were not working.
- I do not like taking care of parents or relatives and working at the same time.

APPENDIX B.

During intake and discharge interviews, inmates were asked to respond to the following statements on a five-point scale, ranging from 'agree strongly' to 'disagree strongly'.

- a) Having been here has given you a chance to think things over and understand yourself and others better.
- b) By the time you leave this place you will have a better idea of what you want out of life than you had before.
- c) Having been here has given you a chance to learn vocational/trade skills that you have never had a chance to learn before.
- d) Having been here has helped you seriously think about working when you leave.
- e) The training you got or work you did here will make it easier to get a job after you leave.
- f) You have been given a chance to learn something useful.
- g) You feel that having been here will help to keep you out of trouble with the law/police in the future.
- h) Having been here has helped upgrade your education.
- i) You have been helped with problems of room and board that you might have after release.
- j) Having been here has improved your relationship with family members.
- k) You have learned how to handle alcohol in a more responsible manner.
- l) Having been here has given you a chance to develop your own interests and hobbies that you have never had a chance to develop before.
- m) Having been here has given you a chance to prove yourself that you can do something and succeed.
- n) You have been given the opportunity to learn how to manage your own finances.
- o) Training/work has given you a means to support yourself/family after release.
- p) You have been helped with your drug problems.
- q) Having been here has made you aware of the different kinds of people who might be able to help you with problems that you may have after release.

END