

Creating a Pathway to Reintegration: the Correctional Services Employment Pilot Program (CSEPP)

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Who we are

We have investigated or are investigating:

- attitudes toward the employability of ex-prisoners;
- employment and recidivism outcomes of an employment assistance program;
- indirect gains (lifestyle change) associated with employment assistance;
- effects of emotional state (anxiety, depression, and anger) on reintegration outcomes;
- rehabilitation of sex offenders

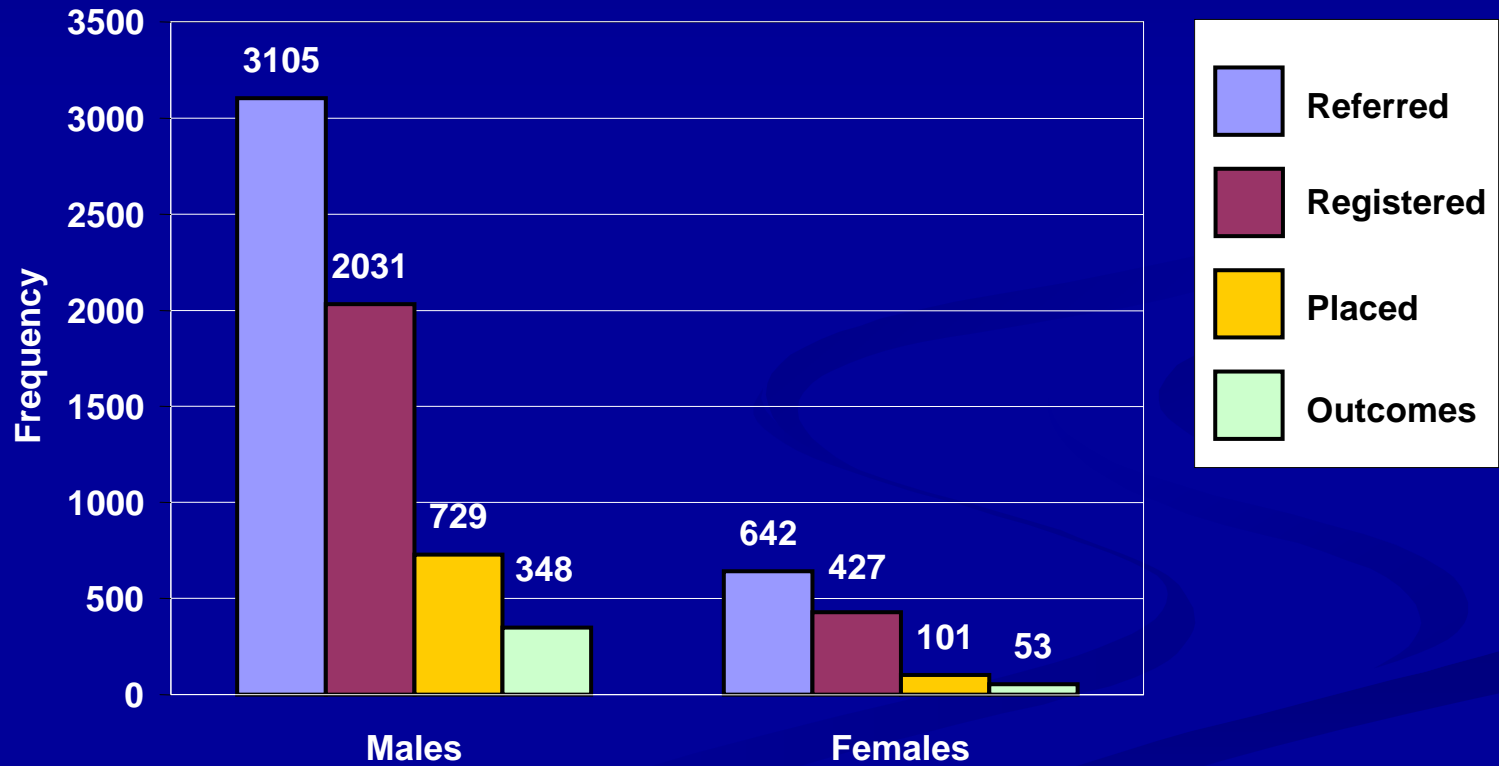
Program Logic and Structure

- A reintegration program with employment and reduced re-offending objectives.
- Operating from 17 locations – 7 prisons and 10 CCSs.
- Targets of 2,500 total clients and 450 in employment for 13 continuous weeks.
- ‘Other’ outcomes acknowledged, not measured.

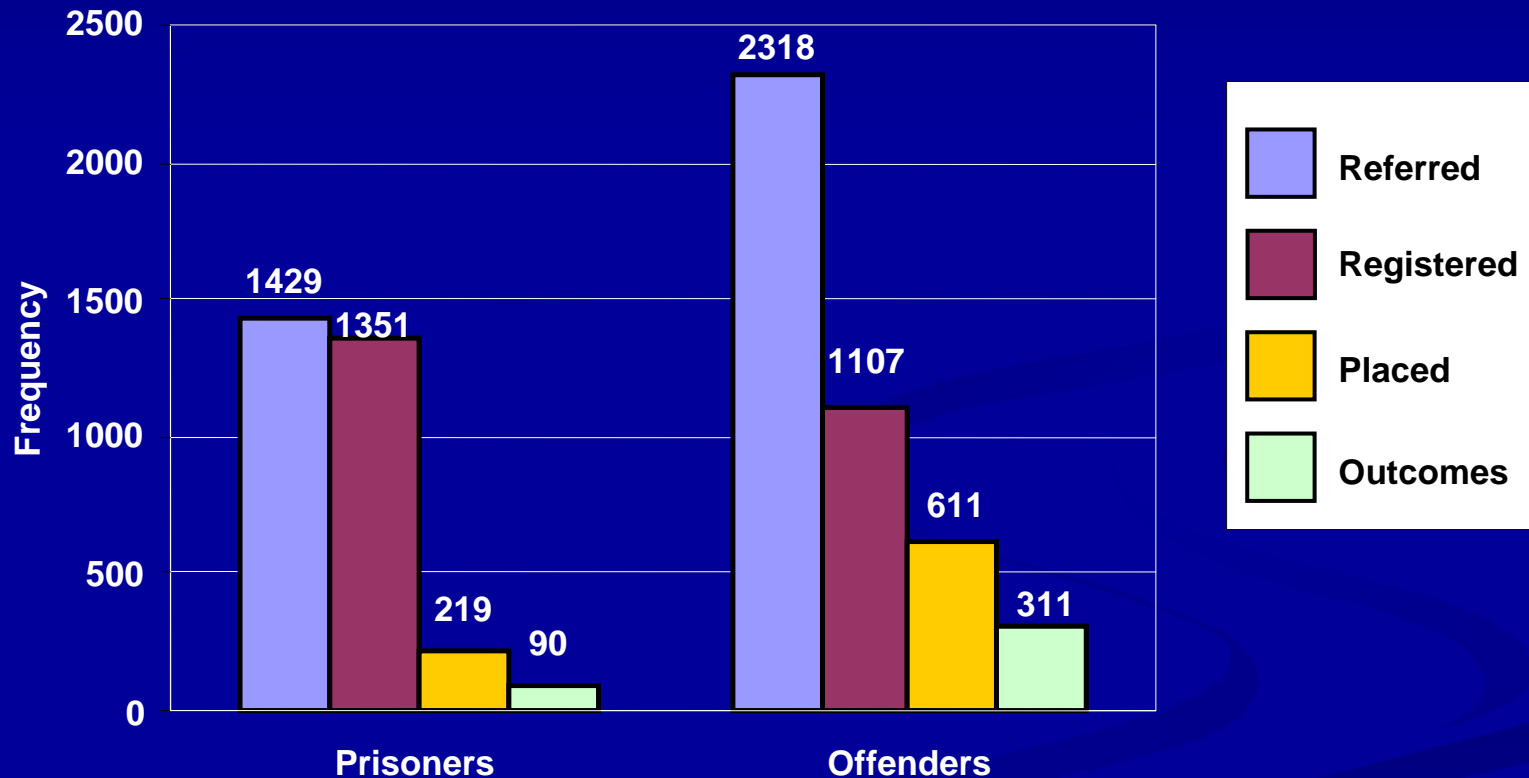
Program Performance: first 2 years

- Averaged 156 referrals per month and 102 registrations per month.
- Averaged 34.6 job placements per month.
- Averaged 16.7 outcomes per month (i.e. 13 weeks of continuous employment).
- Achieved a total of 401 outcomes over the two years, i.e. 89% of the target.

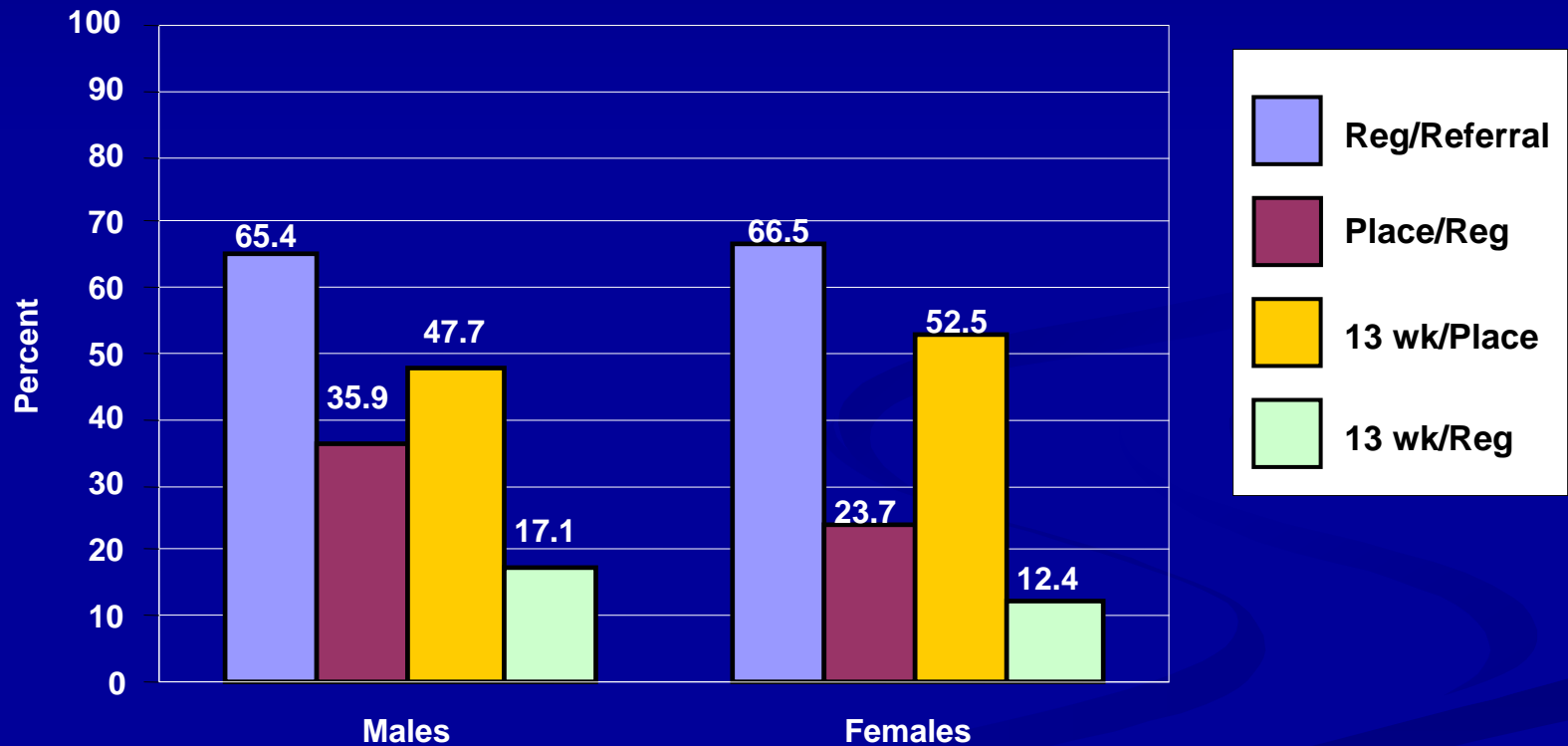
Number of male and female clients: July 2002 — June 2004



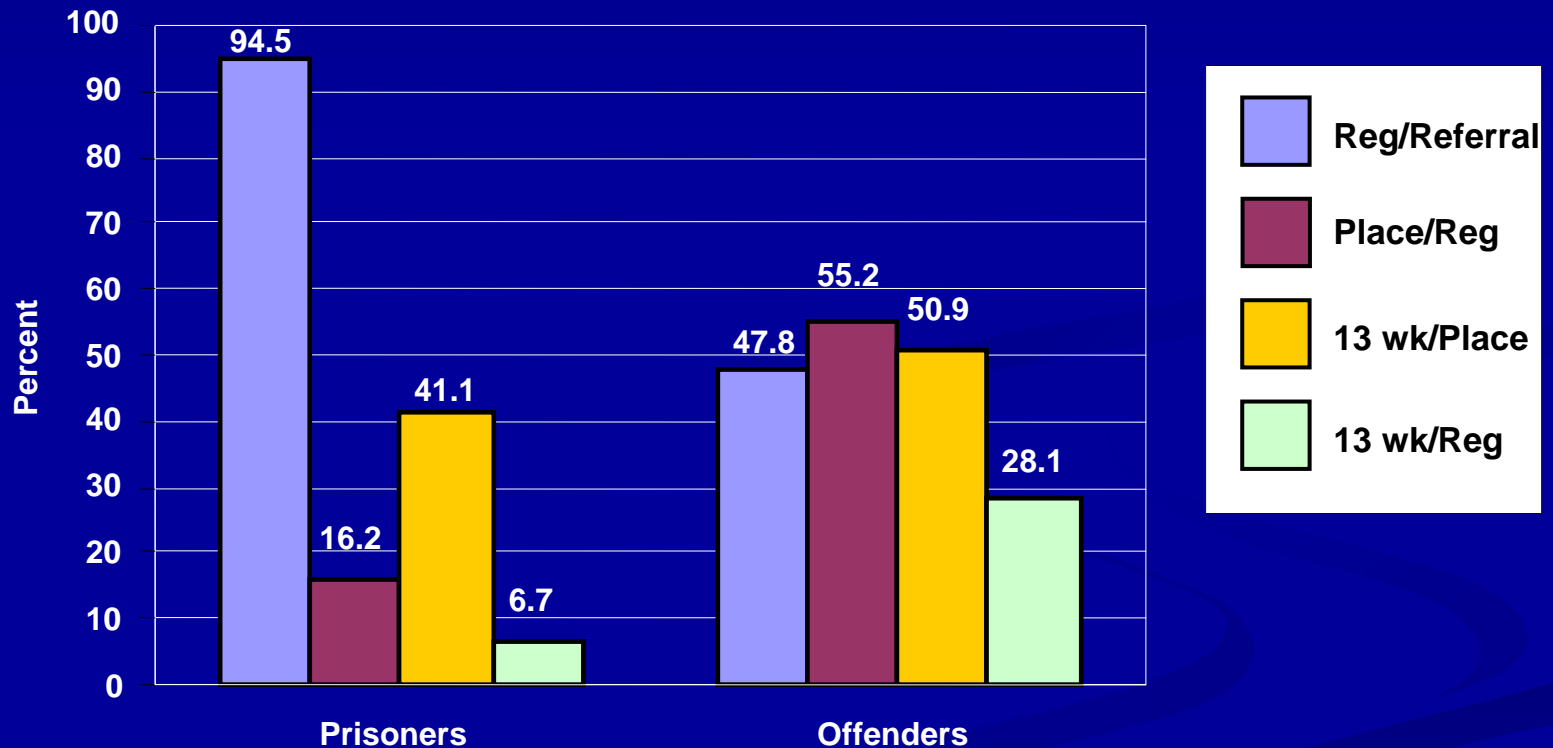
Number of prisoner and offender clients: July 2002 — June 2004



Progression of male and female clients: July 2002 — June 2004



Progression of prisoner & offender clients: July 2002 — June 2004



Summary of Employment Outcomes

- Employment placement rate of 34% in the first two years. (Comparable to mainstream 'intensive assistance' clients).
- Outcomes (13 weeks) rate of 16% in the first two years. (Comparable to mainstream 'intensive assistance' clients).
- 80% + of registered clients were male and just less than 20% female. (Comparable to corrections client population).

Employment Outcomes: First 4 months of 3rd Year

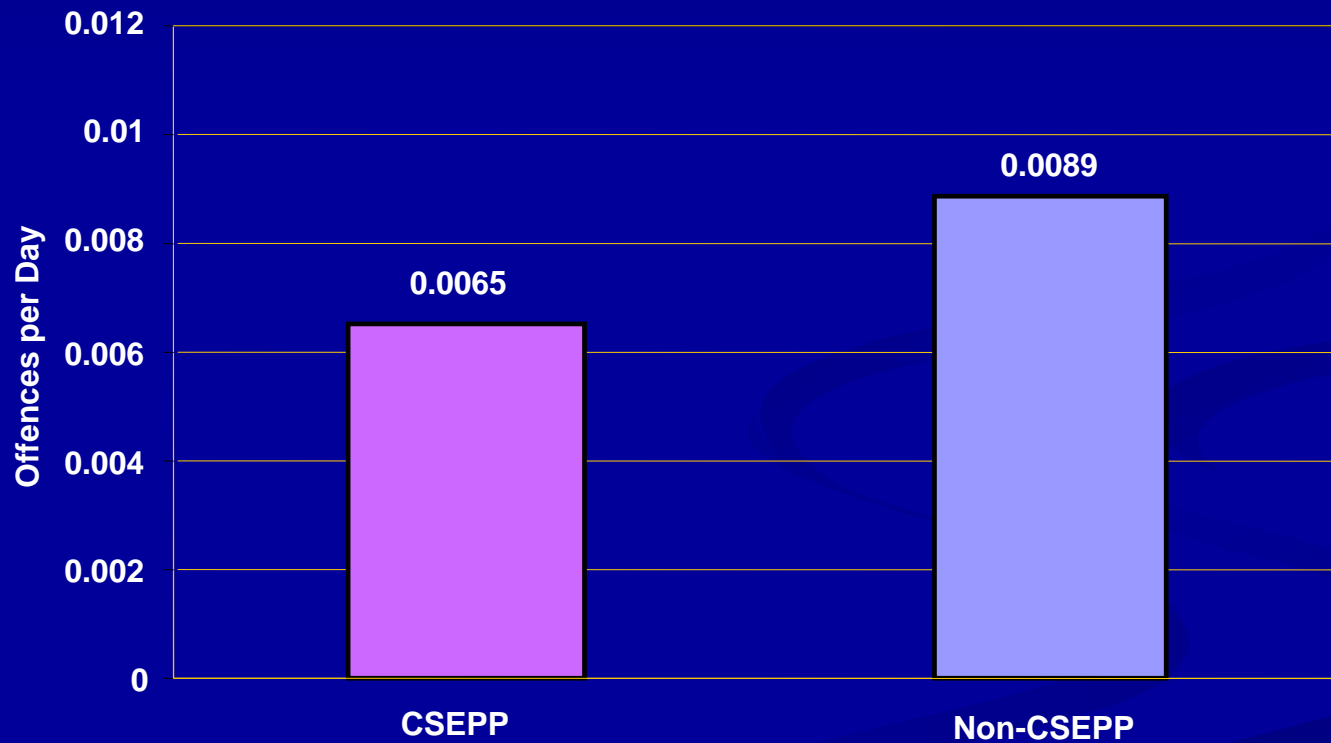
- Program converted almost 85% of referrals to registrations, an increase of almost 20%.
- Prisoner client progression from referral to registration was over 100% due to increasing self-referrals.
- Slightly more than 40% of registrations resulted in employment, an increase of 7%.
- Of those who were placed in employment, almost half achieved the 13 weeks of continuous employment outcome; this percentage is unchanged from the two-year performance.
- Proportion of clients who registered and later achieved 13 week outcomes went from 16% to 19%, a 3% overall increase, but that 3% equates to a 18.75% improvement in program performance.

Recidivism Outcomes

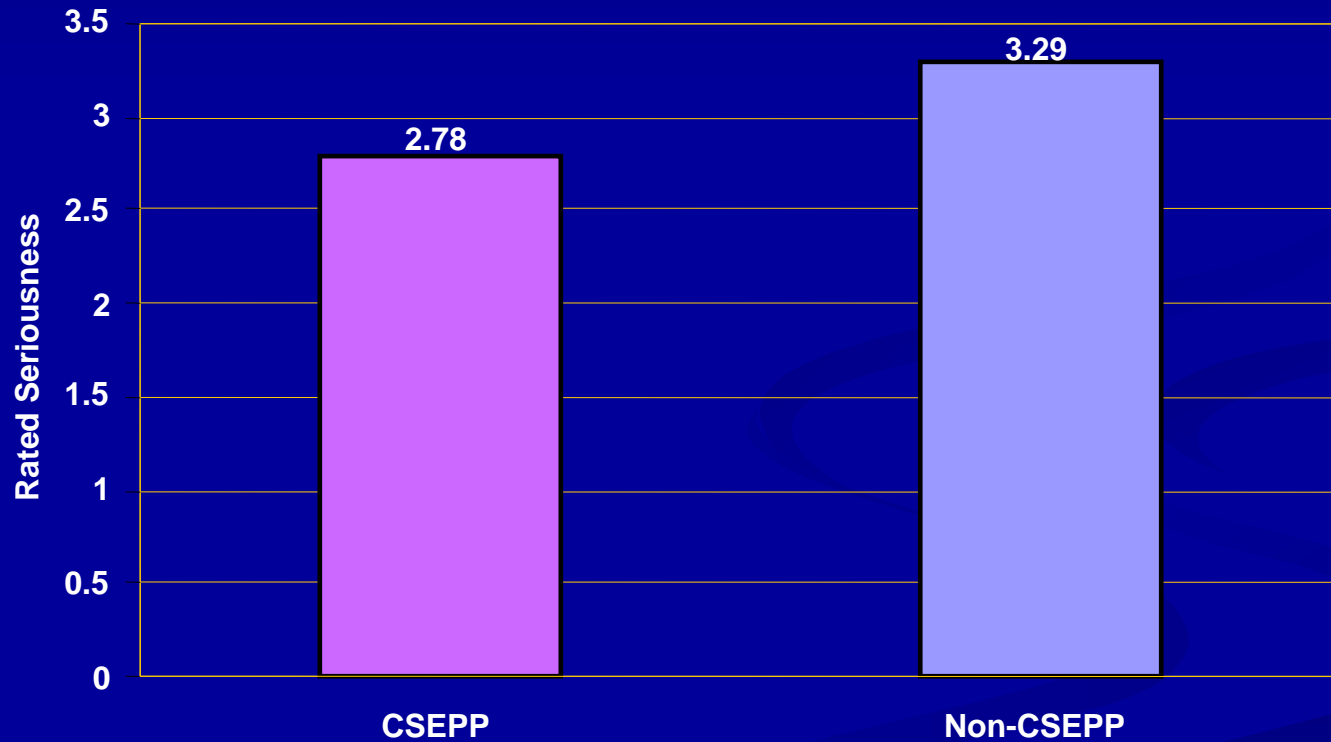
Re-offending rates of CSEPP clients

	Overall	Placed	Unplaced	Prison	CCS
Males	8.38%	7.61%	8.66%	5.82%	11.5%
Females	5.97%	2.56%	6.65%	5.21%	7.69%
Prisoners	5.69%	4.59%	5.87%	X	X
Offenders	10.98%	8.22%	12.74%	X	X
Grand Total	7.46%	6.40%	7.73%	X	X

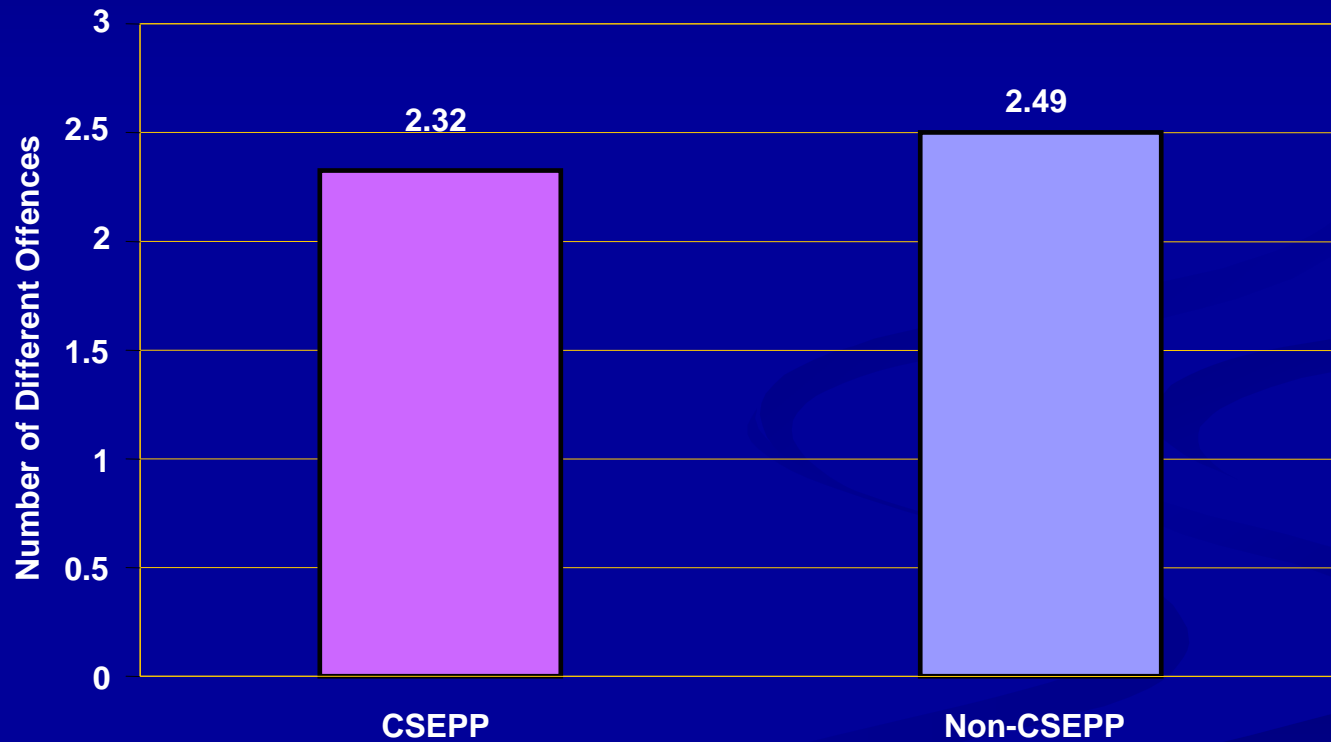
Recidivism Outcomes: average number of offences



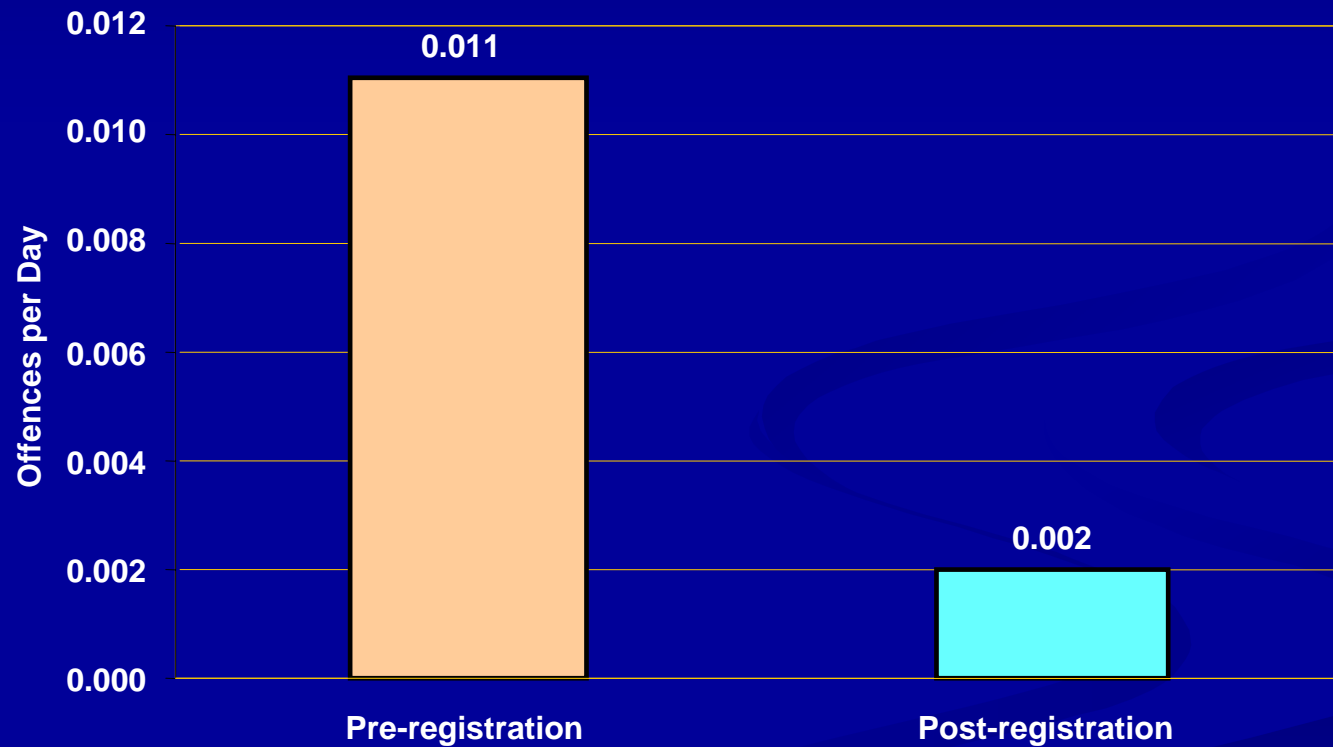
Recidivism Outcomes: seriousness



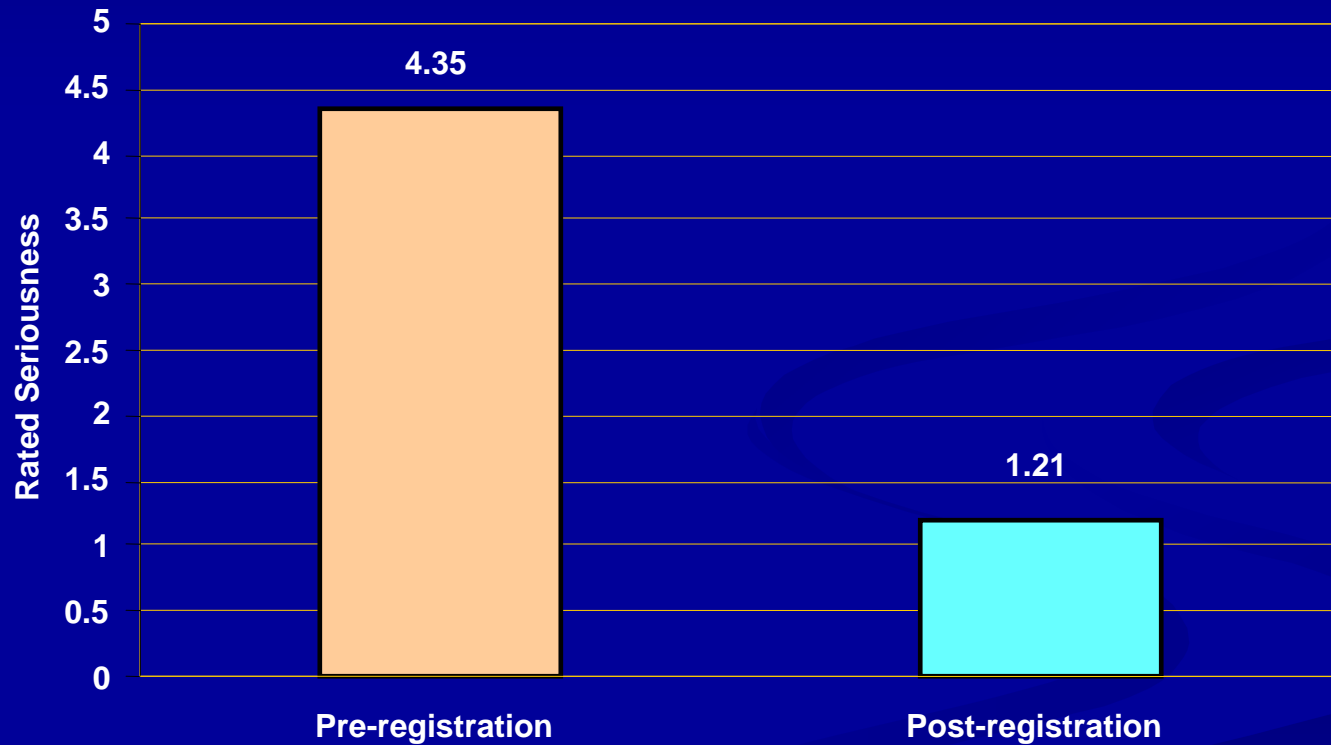
Poly-recidivism: average number of offence types



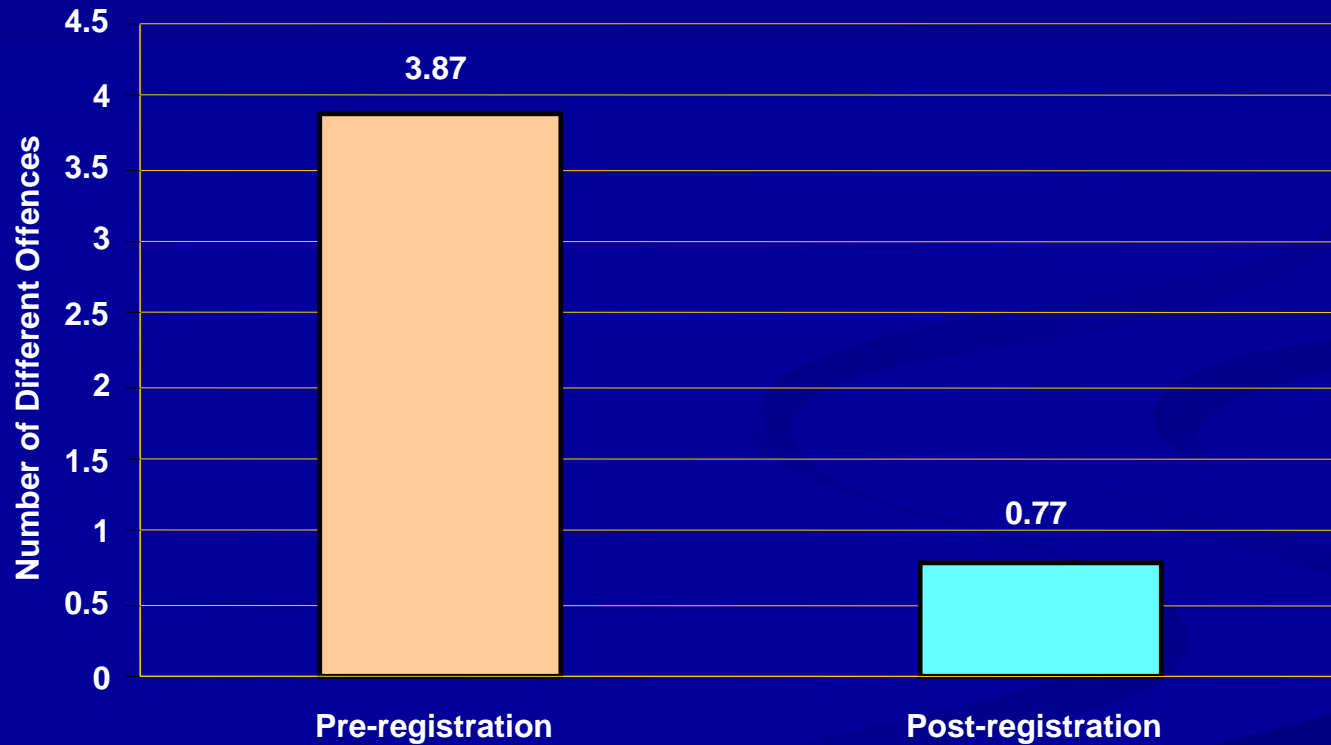
Offences per day: pre and post registration



Recidivism: pre and post registration (seriousness)



Poly-recidivism: pre and post registration



Statistical Differences

Recidivism Variable	Significance of Difference
CSEPP vs non-CSEPP – offences per day	$\underline{F}(1, 1508) = 5.98, p < .05$
CSEPP vs non-CSEPP – seriousness	$\underline{F}(1, 1508) = 23.69, p < .001$
CSEPP vs non-CSEPP – poly-recidivism	$\underline{F}(1, 1508) = 7.31, p < .01$
pre vs post registration – offences per day	$\underline{F}(1, 586) = 61.1, p < .001$
pre vs post registration – seriousness	$\underline{F}(1, 586) = 594, p < .001$
pre vs post registration – poly-recidivism	$\underline{F}(1, 586) = 1156, p = .01$

Summary of Recidivism Outcomes

- The rate of re-offending by registered clients was very low (7.46%), well below re-offending rates reported in the literature. (Approximately 33% in two year period.)
- Re-offending was low for both clients placed in employment and those not placed, demonstrating a 'program effect'.
- Lower rates of re-offending for clients placed in employment shows a clear relationship between employment and reduced recidivism, demonstrating an 'employment effect'.

Summary of Recidivism Outcomes

- Differences between male and female clients:
 - females had a lower re-offending rate
 - employment placement had a greater effect on recidivism for females.
- Prisoners had slightly more than half the re-offending rate of offenders overall, irrespective of whether the prisoners were placed in employment or not.
- Male prisoners had a lower re-offending rate than male CCS clients.

Summary of Recidivism Outcomes

- Comparison of program participants and non-participants showed lower recidivism for participants on all three recidivism measures.
- Comparison of pre and post program recidivism of participants showed reduced recidivism after registration on all three recidivism measures.

Micro-gains

- **Health** – all groups reported good to very good physical and psychological health; differing distribution of conditions across three groups; equivalent numbers (about 30%) reported a psychological condition with depression most prevalent.
- **Housing** – evidence of increased housing stability over time, with 80% of the 9 month clients in long-term or continuing arrangements.
- **Employment** – improved employment and training conditions over time in the program; 80% of the 9 month clients were employed cf. 30% of the new offender clients; increased hours worked, number of weeks worked, weekly income, days worked in past month, for the 9 month clients.
- **Finance** – improved financial conditions for the 9 month group; 80% of the 9 month clients reported self-sufficiency; this group less reliant on public assistance than other groups.

- **Social Network** – 9 month clients reported more friends as social support than other groups and an equivalent level of family support; also reported receiving high levels of emotional and practical support from family members, as did the other groups.
- **Substance Use** – about half of the 9 month clients reported drug/alcohol use in the past month; proportion of drug users similar across groups, with alcohol and marijuana the most frequently reported; higher proportion of drug/alcohol use among the pre-release prisoner clients with over 70% reporting a substance use history prior to prison.
- **Criminal Justice Activity** – one new offender, one 3 month and one 9 month client reported arrest and charge in previous month. Fewer 9 month clients were currently serving CC Orders.

Implications

- Improvements were only associated with clients who had been in the program for 9 months.
- A need for long-term support beyond 9 months, and possibly beyond one year.
- A need to set program objectives to provide individual assistance over a protracted time period.
- Weakness in most follow-up and post-program research that has to be conducted within shorter time frames.
- Difficulty of longitudinal research is attrition of those who succeed in reintegration and 'disappear'.

Implications (continued)

- The results support the widely held view of the comprehensiveness of support needs.
- Definite improvements are well demonstrated, but small to moderate at best.
- There is a continuing need for some kind of employment assistance if only intermittent.
- The results suggest CSEPP participation promotes improved lifestyle, and supports the beginning of reintegration.

Ways of Facilitating Sustained Client Development

- **Increase the emphasis on non-employment outcomes**
 - training and work experience outcomes
 - referral to other providers and direct support
 - formalising reporting of non-employment outcomes (and remunerating providers for the achievements).
- **Provide more assistance with life change and transition issues**
 - referral to other services and/or connecting clients with social welfare services
 - a whole of government response, working together with non-government organisations.
- **Lengthen program eligibility time**
 - 2 years would provide more time for individual clients to gain employment or achieve 13 week outcomes and more time for post-placement support for those in need.

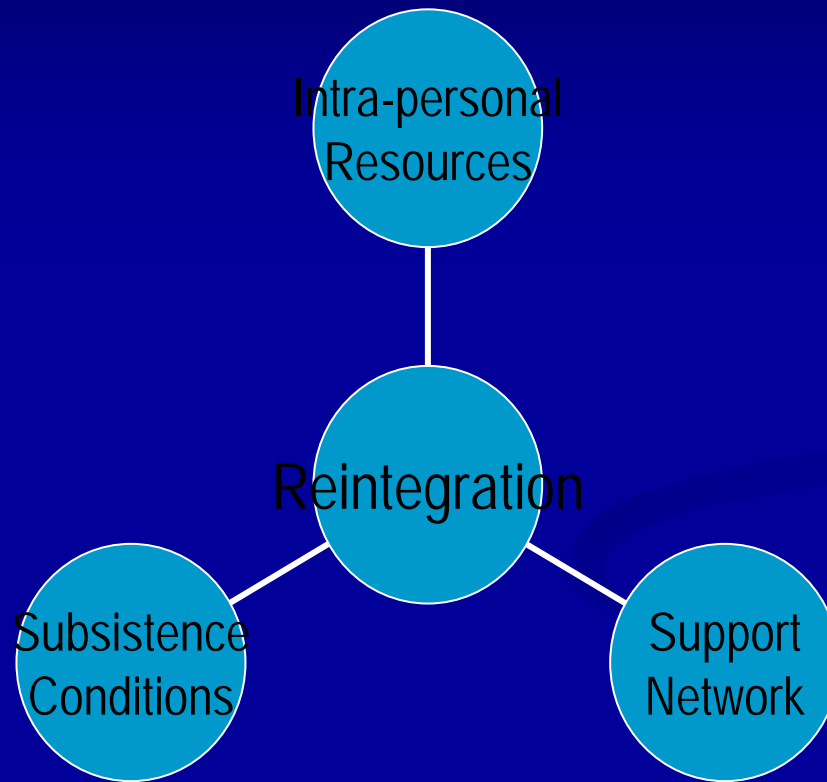
Reintegration vs Rehabilitation as explanatory and intervention models

- Rehabilitation models have been individual-focused and almost universally focused on addressing character defects and skill deficits. They tend to be program-oriented as well, not real world context-oriented.
- Desistance models are recently popular, but desistance is difficult to measure and narrow in focus.
- Reintegration models have a focus on 'people in context'; whole people and the context within which they live and strive to succeed. Resources and needs are the basic concepts.

Community Reintegration: Understanding an Ecology

- An ecological system is a 'living system'. It is a system that sustains life, but has a life of its own.
- Communities are ecological systems; we manage, manipulate, react, and adapt to the conditions around us. We are interactive elements.
- Reintegration is best understood in terms of the compatibility of people's resources and needs and conditions within their living environment.
- Reintegration is a process, not an event. It is important to investigate the whole process from pre-release through to reintegration.

Reintegration as an outcome of ecological conditions



An approach to integrated support

- Analysis of individual resources and support needs.
- A comprehensive support plan.
- Access to all relevant supports.
- Communication and exchange of information.
- Recognition of the dynamic and interactive nature of conditions and the need for responsive support.

An integrated system of supports

