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

<table>
<thead>
<tr>
<th></th>
<th>Males</th>
<th>Females</th>
</tr>
</thead>
<tbody>
<tr>
<td>Referred</td>
<td>3105</td>
<td>642</td>
</tr>
<tr>
<td>Registered</td>
<td>2031</td>
<td>729</td>
</tr>
<tr>
<td>Placed</td>
<td>729</td>
<td>348</td>
</tr>
<tr>
<td>Outcomes</td>
<td>642</td>
<td>427</td>
</tr>
<tr>
<td>Frequency</td>
<td>101</td>
<td>53</td>
</tr>
</tbody>
</table>
Number of prisoner and offender clients: July 2002 — June 2004

- **Prisoners**
  - Referred: 1429
  - Registered: 1351
  - Placed: 219
  - Outcomes: 90

- **Offenders**
  - Referred: 2318
  - Registered: 1107
  - Placed: 611
  - Outcomes: 311
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

<table>
<thead>
<tr>
<th></th>
<th>Overall</th>
<th>Placed</th>
<th>Unplaced</th>
<th>Prison</th>
<th>CCS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Males</td>
<td>8.38%</td>
<td>7.61%</td>
<td>8.66%</td>
<td>5.82%</td>
<td>11.5%</td>
</tr>
<tr>
<td>Females</td>
<td>5.97%</td>
<td>2.56%</td>
<td>6.65%</td>
<td>5.21%</td>
<td>7.69%</td>
</tr>
<tr>
<td>Prisoners</td>
<td>5.69%</td>
<td>4.59%</td>
<td>5.87%</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Offenders</td>
<td>10.98%</td>
<td>8.22%</td>
<td>12.74%</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Grand Total</td>
<td>7.46%</td>
<td>6.40%</td>
<td>7.73%</td>
<td>X</td>
<td>X</td>
</tr>
</tbody>
</table>
Recidivism Outcomes:
average number of offences

- CSEPP: 0.0065
- Non-CSEPP: 0.0089
Recidivism Outcomes: seriousness

<table>
<thead>
<tr>
<th></th>
<th>CSEPP</th>
<th>Non-CSEPP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rated Seriousness</td>
<td>2.78</td>
<td>3.29</td>
</tr>
</tbody>
</table>
Poly-recidivism: average number of offence types

<table>
<thead>
<tr>
<th>Number of Different Offences</th>
<th>CSEPP</th>
<th>Non-CSEPP</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>2.32</td>
<td>2.49</td>
</tr>
<tr>
<td>0.5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Offences per day: pre and post registration

Pre-registration: 0.011
Post-registration: 0.002
Recidivism: pre and post registration (seriousness)

<table>
<thead>
<tr>
<th>Rated Seriousness</th>
<th>Pre-registration</th>
<th>Post-registration</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>4.35</td>
<td>1.21</td>
</tr>
</tbody>
</table>
Poly-recidivism: pre and post registration

Number of Different Offences

Pre-registration: 3.87
Post-registration: 0.77
## Statistical Differences

<table>
<thead>
<tr>
<th>Recidivism Variable</th>
<th>Significance of Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>CSEPP vs non-CSEPP – offences per day</td>
<td>$F(1, 1508) = 5.98, p&lt;.05$</td>
</tr>
<tr>
<td>CSEPP vs non-CSEPP – seriousness</td>
<td>$F(1,1508) = 23.69, p&lt;.001$</td>
</tr>
<tr>
<td>CSEPP vs non-CSEPP – poly-recidivism</td>
<td>$F(1, 1508) = 7.31, p&lt;.01$</td>
</tr>
<tr>
<td>pre vs post registration – offences per day</td>
<td>$F(1, 586) = 61.1, p&lt;.001$</td>
</tr>
<tr>
<td>pre vs post registration – seriousness</td>
<td>$F(1, 586) = 594, p&lt;.001$</td>
</tr>
<tr>
<td>pre vs post registration – poly-recidivism</td>
<td>$F(1, 586) = 1156, p=.01$</td>
</tr>
</tbody>
</table>
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

- Intra-personal Resources
- Subsistence Conditions
- Support Network
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