

A STUDY OF INCARCERATED OFFENDERS
NON-PARTICIPATION IN VOCATIONAL
TRAINING PROGRAMS

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CHAPTER I

INTRODUCTION

Why some offenders do not participate in vocational training programs during confinement has been a long standing question in corrections. This exploratory research was directed at finding answers to this question.

From the onset of crime arising as a social problem the link between unemployment or underemployment has been made by a variety of criminal justice observers. Work houses, penitentiaries and reformatories were created to emphasize training inmates with employable skills. Continuity of this emphasis is expressed in a letter written by former United States Supreme Court Justice Warren Burger, in 1981, to a national committee on education and vocational training for prison inmates. He wrote,

Crime, and fear of crime, seriously threaten our way of life and we must find solutions for dealing with convicted criminals if we are going to make any progress in coping with this problem . . . One small but practical step (a positive one indeed), I have advocated for years--is the introduction of mandatory education and vocational programs for all inmates. No one should leave prison without at least being able to read, write, do basic arithmetic, and be trained in a marketable job skill unless we accept the hard reality that confinement behind walls and bars--without trying to change them--defeats a principal objective of the penal system. We will never make any progress in the battle against crime (Vocational Education in Correctional Institutions, 1981, p. 1).

The authority to mandate offender participation in self improvement programs, such as vocational training, was terminated by the United States Supreme Court in 1972. From that point in time program participation inmates has been a matter of offender choice. This researcher investigated why inmates chose not to participate and factors which served to limit their opportunities for enrollment.

CHAPTER II

LITERATURE REVIEW

The Correctional Theme

The common description of the "criminal element" has remained relatively stable for four centuries. Inmates commonly represent the lower socioeconomic class; are lacking in education, employment, and employable skills. Social movements of urbanization, immigration, industrialization, deindustrialization and advances in technology are viewed as contributing to the crime frequency (Adler, Mueller, and Laurer, 1991). Thematic continuity in training offenders to be employable was found throughout correctional history (Bloch and Geis, 1962, Waldron et al., 1976, Reid, 1982).

Studies of Vocational Training

Programs in Corrections

One of the earliest and most extensive studies was performed by Eleanor and Sheldon Glueck. They studied 510 male prisoners at the Massachusetts Reformatory during the period of 1911 to 1927. Results of their study indicated 82

percent were involved in trades or prison industries for sufficient time to learn basic skills, 80 percent returned to crime after release from parole, only 36 percent of those who participated in vocational training actually obtained employment in that trade area, and over half of this number has worked in the same occupation prior to their incarceration (Glueck and Glueck, 1930). Dismal as the results may appear, some positive findings emerged. The Glueck's did not provide any information about why some offenders failed to take training programs. A comparison of success after release was not made between trained and untrained offenders.

Absent in this study is information about reasons why some offenders did not participate, nor their comparative success.

Assessment of Quality Vocational Education in State Prisons

Ten exemplary vocational training programs in correctional institutions across the country were selected for review. Criteria standards for inclusion required a post-release employment rate of at least 60 percent, a recidivism rate under 30 percent, and at least a 70 percent rate of program completion. Insight to the successfulness of these programs was attributed to a policy priority for rehabilitation along with an emphasis on vocational training, clarification of how the program(s) fit into the overall

mission of the correctional agency, integration of communication between involved agencies and personnel, adequate funding, resources, establishment of the program's priority, and inclusion in an overall comprehensive program plan.

A unique facet of these programs was the liberal enrollment criteria. Enrollment was open to any inmate eligible for release upon program completion.

The National Center for Research
in Vocational Training

The authors of this study issued the following statement:

Americans believe deeply in the importance of work as a source of social and personal identity. Our status and sense of worth increases as our job improves. Raised in a world where 'people are what they do' and 'idle hands are the Devil's workshop,' we gauge our world in terms of our work and the work of others. People without work or skills are a threat. Little wonder, then, that we believe in the curative power of work to change criminals into 'productive' citizens, when we discover that most criminals have few honest skills. Consistent correlations between the 'hard-core' unemployed, and the criminality reinforce this belief (Coffey, pp. 33-34, 37).

They further added, a distinction between public and correctional choices in training.

Adult students on the outside choose vocational education from a number of alternatives and according to their interests. Inmates may choose programs for other reasons. Many must, for example, wish to show progress on a vocational plan needed for favorable parole review. Their goal is the plan, not acquisition of vocational skills. It has been suggested that inmates may select programs that meet their present needs rather than those that meet any long term interest (Coffey, pp. 33-34, 37).

The results of this study identified program success based on the same factors cited by Rice (1980) in the aforementioned reference. They found low enrollment was attributable to poor planning by the correctional agency. Success rates were enhanced with a good intake diagnosis, assistance in job placements and a good follow up procedures. The authors suggested further research in the areas of inmate needs, interests, and motivation for vocational training (Coffey, 1986, pp. 38, 40).

The Outcome for Prisoners who Rejected Offers of Help

Soothill (1985) studied the willingness of 450 male inmates to use a job finding service to assist their re-entry to society. He directed his attention to previous convictions, release plans and rate of recidivism over a 12 year period. Only one-third of persons rejecting job placement assistance were reconvicted. Sixty percent of those reluctant to discuss employment plans and 86 percent who refused to be interviewed became recidivists. Half of the assistance rejecters returned to former employment, obtained family assistance, or simply became self employed. The other half planned to remain in a criminal career and saw no advantage to becoming involved with a state agency. A recidivism rate of 74 percent was found among those who lacked any plans for the future.

National Study of Vocational Education in Corrections

The authors of this study collected data from 459 institutions in the United States who offered vocational training programs. They found the most commonly cited reasons for not participating to be: "lack of program openings," "a lack of aptitude or interest," and "length of stay too short." Respondents also indicated, learning a new job skill for post-release was their most important reason to enroll in a program (Abram and Schroeder, 1977).

Patterns of Enrollment in Adult Educational Programs During Incarceration

The researcher first studied factors differentiating between offenders who did and did not enroll in education programs. They then did a comparison between education and vocational program enrollees. They found enrollees in education programs to be younger, more likely to be a minority member, have a less extensive criminal history, and have a lower educational level than vocational students. No distinctive characteristics were found between those who did or did not complete a program (Holt, 1984).

Oklahoma Department of Corrections Study

A study was conducted to compare the recidivism rate of offenders who were vocationally trained with those who were

not. The results indicated a puzzling 4 percent higher rate among trained inmates than the untrained. The researchers were unable to provide an explanation for these unexpected findings (Davis and Chown, 1986).

The Effectiveness of a Prison Parole System

Daniel Glaser studied juvenile and adult federal inmates to determine how they would use their period of confinement. He interviewed inmates at different periods in their confinement to determine interests changes. During the first week of confinement, 94 percent of juveniles and 64 percent of adults expressed an interest to learn a trade or complete high school. Repetition of interviews at later times found declines in the previous expressed interest levels, but both groups remained above 50 percent. Glaser states,

Prison systems promote the slogan, 'Don't serve time--let it serve you.' Inmates view each other as in a class struggle to achieve a secure and satisfying non-criminal life, but without great confidence that most will win out in the struggle. It is understandable since their presence in prison indicates they have been defeated before. Also, they have seen others return to prison as failures (1964, pp. 265-266).

The literature regarding vocational training programs in correctional institutions is relatively sparse. Research has routinely been directed at evaluating the nature of programs and or the effectiveness. A comparative void exists in efforts made to determine why incarcerates fail to take part in self improvement programs.

Hypothesis

The status of being incarcerated will provide impetus for offenders, lacking in adequate employment skills, to seek self improvement through participation in a vocational training program.

CHAPTER III

RESEARCH METHODS

Three research methods were employed: (1) an historical analysis of the state correctional system offender reception and assessment process; (2) in-depth interviews of 50 non-randomly selected offenders who matched the demographic characteristics of the Department of Corrections prison population; and (3) a survey questionnaire was distributed to 2,000 offenders, at medium and minimum security levels, who were eligible for program enrollment.

Approval for this research was granted by the Oklahoma Department of Corrections based upon the relevance of the subject and compliance with research standards. The Oklahoma Department of Vocational and Technical Training granted an endorsement and assistance.

Interviews with agency employees were consistent with the researcher's position and duties as an agency employee. The employees were advised my activities would produce a report to the correctional agency and serve an academic purpose. All offenders were advised of their voluntary option to participate. They were also notified that all information provided would be handled as both confidential

and anonymous. Assurance of this was accomplished by allowing them the opportunity to observe all notes taken by the researcher during the interview. Construction of the survey questionnaire also excluded any and all information which could identify respondents. An instructional letter to staff facilitators of the questionnaire also advised of the anonymity for respondents. This factor was considered necessary to maximize the response rate.

Historical Analysis

An analysis of the reception-assessment process was performed to determine its evolution, comparative merits, and the techniques used to determine the severity of an offenders' vocational training needs. Historical information was gathered from the Department of Corrections Planning and Research Library, interviews with employees, and the person who designed the current method of operation.

In-Depth Interviews

Three series of interviews were conducted with incarcerates to determine their awareness of available programs, eligibility, the benefits of completion, intentions to enroll, and plans after release from confinement. The first group comprised 25 offenders who had been incarcerated within the past two weeks and were in an isolation status (interview questions, Appendix A). The second group had 15 offenders in a medium security prison, not enrolled in a

vocational program, but eligible to do so (interview questions, Appendix B). The third group was made up of 10 offenders who were not eligible to enroll in a program (interview questions, Appendix B).

Survey Questionnaire

Questionnaires (Appendix C), accompanied by a list of potential respondents, were distributed to each medium and minimum security correctional institution, accompanied by a letter of instruction for administration of the document (Appendix D). Potential respondents were selected from the agency computer data system, based upon assessment of a vocational training need, eligibility for participation and an absence from current enrollment.

Initially, about 2,000 offenders were identified and their names were sent to the host facility. Persons found to be currently enrolled were excluded from completing the questionnaire. The final sample of respondents was 779 persons--503 medium and 276 minimum security male offenders.

Questions were developed to determine awareness of vocational training programs, interest in attending, prior training, reason for attending, reason for not attending, interest in existing programs and suggestions for future programs. Respondents were requested to answer nine forced choice and two open-ended questions.

Correctional employees were requested to administer the document.

The correctional agency planning and research unit compiled the data. A report of the findings was presented to the Directors of the Department of Corrections and the Department of Vocational and Technical Education.

CHAPTER IV

FINDINGS

Historical Analysis

Changes in the operation of the Department of Corrections are attributable to the significant population increases experienced over the past decade.

Origin of the Oklahoma State Penitentiary and the Reformatory, in 1909 and 1911, are credited to the direct efforts of Miss Kate Barnard (Sandhu, 1991). From the onset of having two institutions, a need existed to distinguish where offenders would reside. The more secure facility of the two, the Penitentiary, was the decision maker for assignment of offenders. Each new arrival was interviewed, criminal records reviewed and a subjective criteria determined the offenders potential for rehabilitation. This practice remained in effect until the creation of a Department of Corrections in 1967, under the leadership of Director Pontesso (Sandhu, 1991). The new director created a central office classification team, which traveled weekly to the Penitentiary. Changes in decision makers served only to remedy conflicts between the institutions but

in methodology. This practice remained until 1973, when a new institution was built to serve as a central receptions center (History of the Oklahoma Department of Corrections, 1988). The new facility adopted more objective criteria by employing a complete diagnostic model to evaluate offender needs. This process served well until the volume of new commitments began to rapidly escalate in the early part of the 1980s. As the numbers increased from a scant dozen or two per month to the current rate of 400-600 per month, procedural changes became necessary. What previously constituted a diagnosis was changed to a quick 10 day screening process. Vocational training needs were again subjectively determined on the basis of each offender's statement of work history and skill level.

The State Department of Vocational and Technical Education entered into an agreement to provide vocational programs in correctional institutions in 1971. Since the inception of the first program, 53 programs, located in 13 of the 15 prisons have been added. Programs were created to serve two distinctly different offender populations. Programs, in medium security institutions, were created to provide the correctional agency with offenders skilled in areas deemed serviceable to the correctional agency. In contrast, programs in minimum security facilities were implemented with Federal funds, to prepare offenders for employment upon release to society. As there are two distinctly different purposes for the existing programs,

likewise does the enrollment criteria differ and the potential pools of candidates (Appendix G). The geographic locations of the prisons, their security levels, and the programs available at each become factors which impact on potential enrollment. Further complexity arose with the introduction of new programs which enable an offender to be released from confinement prior to their eligibility to participate in vocational training programs; Prison Public Works, Pre-Parole Community Service, and Work Camps (Appendix G). In essence, candidates for all of these release type programs are drawn from the same potential pool, but at earlier points in time. In response to the competition, the Department of Vocational and Technical Education eased enrollment criteria. Continuing population increases, in an already bulging system, drove the correctional agency to develop additional release mechanisms. Simultaneously, they reduced enrollment criteria to ensure an adequate pool of candidates. Interviews with staff in both State agencies confirmed a lack of uniform awareness of new programs started, the locations, and changes in eligibility criteria. These confusions often resulted in unqualified offenders being transferred to other facilities to attend a program. When the realization became known the offender was then moved back to his former location.

In-Depth Interviews

Intake Phase

Newly committed offenders move through a 10 day reception-assessment process which includes a screening for serious medical-psychological problems, an orientation to the Department of Corrections, programs available, and interviews to determine their respective programs needs and interests. Due to the special functions of this unit its residents were isolated from contact with other categories of offenders. This separation eliminates new offenders being exposed to the potential influence or pressure from other inmates in the system. Departure from their cells only takes place when they are performing an assessment activity. All candidates selected for interview consented to participate. Most of the offenders attempted to prolong the interview to delay having to return to confinement in a cell. The average length of interview was 45 minutes. Almost all were very open about the nature of their offense and were willing to discuss it in considerable detail.

Interview question number 5 (Appendix A) solicited information about how prior incarcerates used the period of confinement. Even though 14 (56%) had previously been in prison, only two completed a vocational training program and four completed high school. Neither of the two used the trade skills for employment. They admitted to taking the program (auto-mechanic) for personal use only. The remainder

of the prior incarcerates performed some work assignment, but passed the remainder of the time in leisure activities. One respondent said, "I'll just do easy time again." This phrase best typified what most of the recidivists said.

Responses to questions about future plans (Appendix A) routinely (80%) produced comments about attaining a "Good Life," being employed, having a family, and staying out of trouble with the law. Probative questions usually produced vague responses. Comments such as "going straight," "I'm thinking about it," "will get a job and stick with it" to "I plan to start a band" or returning to previous varieties of employment were offered. Only two (8%) persons expressed finite plans which sounded feasible. In contrast, five respondents openly expressed an intention of returning to criminal activities. The rationale cited centered on the attractiveness of the income and its related status. Four of those persons fit the profile of professional criminals. One a drug dealer, two car thieves, and the last a burglar. Each claimed to have committed hundreds of criminal acts. One inmate tried to prolong the interview in exchange for the researcher providing cigarettes. When the researcher did not provide another cigarette, the interview was terminated.

Twenty-five non-randomly selected offenders were interviewed (Table I). The results indicated 21 had a moderate to severe need to be vocationally trained (Table I), four are rated as skilled, and only nine claimed to have been employed when the crime took place (Table II). Eight (32%)

of those unemployed at time of the crime were not actively seeking employment as they were occupied with violating the law. The remainder of this group had histories of sporadic and varied work activities. It is important to note nine of the cohorts have other criminal family members and 14 admitted to having a chemical problem (Table II). Fourteen have prior incarcerations (Table II).

Attention is directed to the fact that despite most of the offenders being in need of job skills and more than half are recidivists, only two persons expressed an interest in developing a job skill for future employment use. The remainder of the group stated they would partake of the programs to impress the correctional system, parole board or simply to help the time pass. It was significant that 20 (80%) of those persons lacked decisive plans for the future (Table II). They would merely return to whatever they had been doing before. Three stated they had jobs to return to and the remaining two expressed some vision of doing something different or better when they got out.

Based on all subjects having vocational training orientation within the past week, they were able to express an awareness of the programs available.

Medium Security Offenders

Fifteen non-randomly selected offenders, eligible to participate in vocational training programs were interviewed (Tables I and II). Eight members of this cohort group had

one or more prior incarceration, and six had two or more. Four members had previously completed a vocational training program, two while incarcerated, and the other two as civilians. Only four of these persons were rated as skilled, with the remainder assessed as having a moderate to severe need (Table I). The majority of respondents expressed awareness of available programs and the benefits to be derived. The persons expressing an awareness of programs were also the ones who indicated an interest in attending. Thirteen stated they had some interest in attending, but all offered some reason for having not done so. Only two persons expressed any interest in acquiring a skill for future use. Half essentially stated they had not chosen to do and the other half claimed the opportunity had not been present. (The facility where they are housed has one vocational training program, and they are all eligible to transfer to another institution, of equal security level, where programs are available.) Significant results are found in only two of the 15 persons expressing any measure of a plan to do something different when they are released. Of the remaining persons, two said they had a job waiting and the other 11 persons had no future plan or indication of a future different from what had previously transpired.

The majority of these respondents had previous employment in the construction trades, laboring type activities or fast food outlets. Most expressed an intention to return to the same type of employment when released. Only

two vocationally trained offenders have used the skill for employment.

One offender made an insightful comment, "Institutions don't really help people. Programs only help those who want to do right. Vo-tech is the biggest help, but it is not enough." When question about "what is enough," he was not able to provide an answer.

Interviews with these informants averaged 15 minutes. They were far less candid than offenders only incarcerated for 10 days. Medium security inmates are routinely serving lengthy sentences and have a high rate of recidivism. Categorically, they are sophisticated in the prison culture and operations of the correctional system. This combination of factors is one suggested explanation for their lack of candor.

Six cohorts admitted to having other family members who were involved in criminal acts (Table II).

Interviews with these persons averaged only 15 minutes and were significantly less candid when compared with the new arrival cohorts.

Minimum Custody Offenders

Ten vocationally ineligible minimum custody offenders were interviewed (Tables I and II).

TABLE I
INTERVIEW PARTICIPANTS DEMOGRAPHICS

	New Intakes (N=25)	Minimum Security (N=10)	Medium Security (N=15)	DOC (%)
<u>Race</u>				
Caucasian	15	4	10	57
Black	8	5	5	34
Indian	2	1	0	06
<u>Age</u>				
Under 20	6	1	0	
20-29	10	5	10	
30-39	7	4	2	
40-49	2	0	3	
DOC Average Age = 33				
<u>Educational Level</u>				
College	1	1	1	
GED/12th	5	4	2	
11	10	3	2	
10	5	1	4	
9	0	1	1	
8	1	0	0	
DOC Average Grade Level = 10.1				
<u>Employment Skill Levels</u>				
None	4	0	1	
Semi-Skilled	17	8	10	
Skilled	4	2	4	

DOC = 90% of population has moderate to severe vocational training needs.

Definition of terms: None = no prior work experience or very little and diverse entry level jobs; Semi-Skilled = a work history of one year or longer in a specific type of work; Skilled = persons holding trade or license certificate.

TABLE II
 ADDITIONAL INTERVIEW PARTICIPANTS DEMOGRAPHICS

	New Intakes (N=25)	Minimum Security (N=10)	Medium Security (N=15)
Employed when crime was committed	9	1	3
Criminal Family Members	9	1	3
Chemical Problem Offenders	14	1	No Response
<u>Prior Incarceration</u>			
Juvenile	2	3	3
None	1	3	3
One	7	0	2
Two	3	5	4
More	4	0	2
Prior Training	2	2	4
Interest Awareness	12 25	7 7	13 12
<u>Future Plans</u>			
Have a job waiting	3	0	2
Have a "plan"	2	0	2
Uncertain	20	10	11

Note: The information obtained from the interview process is comparable with the Department of Corrections in regard to education levels and employment skills. Demographics of the non-randomly selected interview candidates are consistent with the correctional agency. Medium security inmates would not discuss their chemical problems. Twenty-seven of the 50 participants have one or more prior adult felony convictions.

Only two members of this group were rated as skilled, with the remainder considered as semi-skilled, and only having a moderate training need. Seven persons expressed an interest to attend a training program, but only two wanted to do so to acquire a skill for future employment. Six members of the group were ineligible due to the length of remaining time they had to serve. One because he was too close to release to complete a program, and the last one would be transferred to another state prison system when released. Two of the subjects had previously completed a training program. The same persons who were aware of available programs were the ones who expressed an interest to attend.

A vocational training program was available at the institution housing these offenders. The vocational teacher and institution staff were available to respond to training related questions. It was puzzling to find three inmates who had no knowledge of vocational training programs. None of the informants expressed a plan of doing things different or better after release. Responses ranged from "I really haven't thought about it," "I'm not sure of what to be," to "I'll return to the same type of work I did before" and "Go back to using drugs." Questions seeking specifics about how they would make things better were fruitless. Interviews with this group also averaged about 15 minutes. Respondents were a little less guarded than the medium security.

The majority (82%) of all interviewed offenders lacked a future plan which involved a change in life style or location from the past. It is important to note that 18 (70%) of 27 recidivists did not have employment when the crime was committed.

Only two persons claimed to have any measure of a "plan" which entailed having new employment skills or making some alteration from their previous life style.

Survey Questionnaire Results

The only descriptive information sought from respondents was age, security level, and prior experience with vocational training. This methodology assured the necessary anonymity required to obtain the maximum potential number of responses from incarcerated offenders.

Contact with a sample of the involved institutions determined variations in the administration of the questionnaire. In some instances it was conducted in a group process, while in others it was merely issued to offenders for a later return. These variations may account for the unsolicited responses from current vocational training students and only obtaining about a 45 percent response rate to an agency endorsed activity.

The average age of the 779 respondents was 31 (Appendix I, Table XI). Fifty-five percent of cohorts had not had prior vocational training. Thirty percent (104) of the 350 had received training while incarcerated (Appendix I, Table

XII). No significant age difference was found between security levels nor among the age groups.

Offenders who had received training outside the prison system claimed a higher frequency of employment with the skill (57% vs. 49%) (Appendix I, Table XIII).

Responses to questions seeking to confirm awareness of programs and the benefits to be derived demonstrated a general knowledge (79%). As expected, those who had attended a program were the more knowledgeable. Sixty-nine percent expressed a willingness to transfer to another institution to attend a program (Appendix I, Figure 7).

The last question in the survey document (11) asked offenders to fill in the blank space with an explanation of why they are not going to a vo-tech program. Sixty-nine percent did not respond. It is unclear whether this is indicative of their caution, lack of writing skills, or mere reluctance to answer.

Approximately 75 percent of the subjects received vocational training in Oklahoma. Surprisingly, a large number who admitted to attending the training in prison did not respond to questions 2 and 3 (Appendix D) which asked for the exact location of the training. They may have felt that a response to these questions would make it possible to identify them. The programs with the highest completion rates were automotive and welding. Again, medium security inmates had the lower rate of response. Graduates of non-prison programs have been employed in training related jobs

at a higher frequency than prison trainees, 57% instead of 49%, and fewer at medium security (49%) than minimum (57%). Minimum security offenders saw greater benefits in all aspects of vocational training programs than mediums. Question number 13 (Appendix D) attempted to solicit suggestions for new programs. Only 25% responded. Suggestions for new programs were diverse with none representing more than 3% of respondents. The response to this question was comparable to the interest level expressed for the 53 existing programs. This pattern may be indicative of their limited knowledge of occupations, enrollment criteria, or self perception.

When queried (#11) for their reasons for not attending a vocational training program, 69 percent did not respond. It is unclear if this was an indication of their caution, lack of writing skills, or not having an answer.

Summary

More than half of all participants in the survey and interviews indicated awareness of the vocational training programs available and the advantages to be gained. Forty-five percent of the questionnaire respondents and 14 percent of interviewees have attended a vocational training program prior to this incarceration.

The agency's practice of assessing needs based upon prior work experience does not consider completion of prior training programs. This factor results in conflict with the

correctional agency's claim that 90% of the prison system populace has a moderate to severe training need. About 55 percent of the vocational graduates have been employed in training related activities.

Medium security inmates had a lower response rate to all of the survey questions and had a less favorable perception of the benefits to be gained from completing a program. They were also the least candid during the interviews. Newly imprisoned inmates held the longest conversations and shared the most information about themselves.

Comparison of survey and interview data indicated a high level of reliability. Questions about the validity arose due to the reluctance of offenders to share personal or revealing information in either of the methods.

Consideration of the impact of the researcher also being an employee of the correctional agency was made. Comparison of the data obtained from the survey and the questionnaire indicated a high degree of reliability. This finding suggests the researcher's status of employment may not have had a significant impact. Advantages gained in knowing the prison jargon may have deterred some of the minimum and medium security inmates from saying more. This factor suggests merit in having a non-employee duplicate the study.

CHAPTER V

CONCLUSIONS

Results of this research have verified 90 percent of the non-randomly selected sample have a limited work record. Even though 45 percent of the subjects have completed a vocational training program prior to this instant incarceration, only half of them have made use of the skill. Eighteen (70%) of the 27 recidivists were unemployed when they committed the crime.

The majority of incarcerates (70%) are aware of the existing programs and how they may be of personal benefit. The existence of a separate series of programs and enrollment criteria for minimum and medium security offenders is a source of confusion to inmates and state employees. Medium security vocational programs exist to train inmates in skills deemed beneficial to the correctional system. Therefore, enrollment is dependent upon producing graduates who are expected to remain confined for at least one year after completing the training and have expressed a willingness to be assigned to training related work activities. A high percentage of medium security inmates meet this criteria. In contrast, minimum security programs exist to prepare

offenders for employment in society. Enrollees must be eligible for release immediately upon program completion. This stipulation is a requirement of the Federal Job Training Partnership Act, which funds all minimum security programs.

Other release type programs have been created by the correctional agency to assist in managing a condition of population overcrowding. Criteria for participation in the alternate release type programs are more liberal. About 15 percent of all newly incarcerated offenders serving sentences considered too brief to complete a program. When faced with the choice of completing a vocational program of being released from confinement, most have chosen the release. Competition between the release opportunities available to incarcerates serve as barriers to enrollment in vocational training.

The hypothesis, "The status of being incarcerated will provide impetus for offenders lacking in employment skills to seek self improvement through participation in vocational training programs" has not been substantiated. The data does not support the hypothesis.

Only 6 persons (12%) expressed an intention to learn a skill for use in employment after release. The remainder would consider attending a program to serve the purpose of impressing the Parole Board, correctional system, or to help the time pass more quickly. Involvement in self improvement programs is looked on with favor by persons who make decisions about an offenders future.

It is important to note that 90 percent of the inmates interviewed did not have any plans for the future. They indicated an intention to return to the same basic life style, location, and acquaintances they had left. Glaser (1964) found that an offender's interest in taking a self improvement program waned in proportion to the length of time incarcerated. Soothill's study (1985) indicated a 90 percent recidivism rate among those who lacked a future release plan.

Glaser (1964) said,

Inmates view each other as in a class struggle to achieve a secure and satisfying non-criminal life, but without great confidence that most will win out in the struggle. It is understandable since their presence in prison indicates they have been defeated before. Also, they have seen others return to prison as failures (pp. 265-266).

This quote exemplifies the unspoken attitude represented by the majority of offenders interviewed and the survey respondents. It is a defeatist perspective of fatalism. Their lack of optimism is based upon personal experience. This researcher observed that the majority of offenders did not demonstrate an introspective perspective. Dialogue about the future lacked an analytical perspective of the past. Prior experiences were not stated as references for future change. This observation questions what learning has been derived from their prior experiences. Sixty-two percent of the inmates interviewed are recidivists and 36 percent have two or more prior convictions.

The two state agencies, Corrections and Vocational Training, are faced with the challenge to assist offenders

in developing a different view of themselves and the future. The data indicates 45 percent were vocationally trained, but it did not prevent their incarceration. The high rate of unemployment among recidivists suggests further research to ascertain if this speaks to a lack of skills, earning capabilities, or a preferred life style. The findings of this study suggest that rehabilitation is more a state of mind or self confidence rather than a specific skill or ability.

The importance of a person's self orientation has been the essence of sociological, psychological, and criminological theory.

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APPENDICES

APPENDIX A

PHASE ONE: IN-DEPTH INTERVIEW QUESTIONS

Phase One: In-Depth Interview Questions

1. What is your opinion of the Intake-Assessment procedure?

Probe: Regarding staff and physical environment.

2. a. What was the most meaningful (beneficial) part of the intake process?

- b. The least meaningful?

3. a. What were you convicted of?

- b. What is your length of sentence?

4. a. Have you served time before?

- b. What was the conviction for?

- c. How long was the sentence?

5. If you did serve time before, how did you use the time while incarcerated?

Probe: To determine if there was program participation or not and if not, why.

6. How do you plan to use or spend your period of incarceration?

Probe: To determine what plans the person has for the future, if they plan to use this time to improve themselves; if not, why.

APPENDIX B

VO-TECH INTEREST SURVEY OF INMATES: MEMO

MEMORANDUM

May 22, 1991

TO: Wardens, Division I Institutions
Wardens, Division II Institutions

THRU: Larry Fields, Deputy Director, Division I Institutions
Dave Miller, Deputy Director, Division II Institutions
Jerry Johnson, Deputy Director, Programs and Services

FROM: Arnold Wagoner, Administrator, Classification and Programs

SUBJ: Vo-tech interest survey of inmates

Arnold Wagoner 5-22-91
Larry Fields
FAA GDM
5-22-91

The Department of Corrections and the State Department of Vocational and Technical Training are jointly developing plans to possibly expand the training programs next year. It is critical that we determine the number of potential students and their interests for our planning efforts.

A committee with representatives from Vo-Tech, Planning and Research, three minimum security facilities and Programs and Services developed the attached questionnaire. I am requesting that you have one of the unit staff where the inmates reside complete the questionnaire with the inmate. This action should assure the best possible quality of information and a high return rate.

Each facility is receiving a list of inmates to survey and an instruction letter for the staff person administering the questionnaire. Please forward the completed questionnaires to Fran Ferrari, Planning and Research by Monday, June 10, 1991. Also, if you have any questions, please do not hesitate to contact us.

Your cooperation in this important project is appreciated.

Post-It™ brand fax transmittal memo 7671		# of pages > 2
To TED WILLMAN	From FRAN FERRARI	
Co. DOC	Co. DOC	
Dept. TRAINING	Phone # 425-2587	
Fax # 744-9735	Fax # 425-2064	

APPENDIX C

ADMINISTERING THE VO-TECH QUESTIONNAIRE

MEMORANDUM

May 17, 1991

TO: Facility Representative

FROM: Fran Ferrari, Statistical Analyst *JMZ*
Planning and Research

SUBJ: Administering the Vo-tech questionnaire

The Department of Corrections and the State Department of Vocational and Technical Training are currently involved in completing a study of inmates who are vo-tech eligible. More specifically, we would like to ask the eligible inmates who do not attend training programs for their perceptions of vo-tech training and interests. This information will be used to determine the reasons some offenders choose not to participate in a program. It will provide us with information to help develop the vo-tech programs.

In order to complete this project, we need your help with the data collection phase. A sample of inmates needs to be interviewed using the attached questionnaires. Individual interviews will work best for this study because it will help us get more information from the offenders.

I have attached a list of inmates at your facility who have been identified as in some need of vo-tech training. Some of these individuals may be attending a vo-tech program so we do not need to interview them; just note this besides their name on the list. Others may be vo-tech eligible but can not attend for any number of reasons; again, note this on the list. Remember, we only need the information from those inmates who are listed as having severe or moderate need but are presently not attending.

When presenting the questionnaire to the inmates, please assure them that their responses will be CONFIDENTIAL. Point out that the questionnaire does not have any questions that would identify them by name or DOC number. Also, as in any research study, they should not be forced to participate. Any individual has the right to refuse to answer any of the questions or not to complete the survey.

Once all the forms are complete, please send them to me with the list of names by Monday, June 10, 1991. Please do not hesitate to call me if you have any questions. My number is (405) 425-2738 and I am usually in between 8:00 a.m. and 5:00 p.m., Monday through Friday.

FF/rs

APPENDIX D

QUESTIONNAIRE SURVEY

OKLAHOMA DEPARTMENT OF CORRECTIONS

The Department of Corrections and the Department of Vocational and Technical Education are interested in learning more about what people think about vo-tech training programs. Your answers will help us know what we need to do to introduce more people to vo-tech training in prison.

You can help us with the project by taking a few minutes to answer the following questions. Please answer honestly since your responses will be **CONFIDENTIAL**. Thank you for helping us with this project.

1. How familiar are you with vo-tech training programs in prison?

NOT FAMILIAR				VERY FAMILIAR
1	2	3	4	5

2. Have you ever been in a vo-tech training program before you came to prison?

1. Yes 2. No (Go to Question 3)

2a. If yes, what kind of program was it? What trade did you learn?

2b. When did you attend that program? What year were you in training?

2c. Where was the program? Where did you attend a vo-tech program?

2d. Did you ever have a job that was in the same area as your training?

1. Yes 2. No

3. Have you ever been in vo-tech training before coming to prison this time?

1. Yes 2. No (Go to Question 4)

3a. If yes, what kind of program was it? What trade did you learn?

3b. Where was the program? What facility/prison?

3c. When did you attend that program? What year were you in training?

- 3d. Did you ever have a job in the same area as your training?
1. Yes 2. No
4. Do you think that going to a vo-tech program will help you get a better job once you are out of prison?
1. Yes 2. No
5. Do you think that going to a vo-tech program will help you make more money at a job once you are out of prison?
1. Yes 2. No
6. Do you think that you could be released sooner if you went to vo-tech training?
1. Yes 2. No
7. Do you think that you could gain time credits if you went to vo-tech?
1. Yes 2. No
8. Would you go to a vo-tech training program if you knew that you could get a job once you were released?
1. Yes 2. No
9. Would you transfer to another facility/prison if you were interested in a specific vo-tech area?
1. Yes 2. No
10. What reasons can you give for going to a vo-tech training program?
11. What reasons can you give for not going to a vo-tech training program?

12. How interested are you in each of the following vo-tech areas?

	NOT INTERESTED			VERY INTERESTED	
	1	2	3	4	5
12a. Air conditioning/ Heating and Refrigeration	1	2	3	4	5
12b. Auto Body--Frame	1	2	3	4	5
12c. Auto Body--Paint	1	2	3	4	5
12d. Auto Mechanics--Engine Overhaul	1	2	3	4	5
12e. Auto Mechanics--Front End	1	2	3	4	5
12f. Auto Mechanics--Transmission	1	2	3	4	5
12g. Auto Mechanics--Tune Up	1	2	3	4	5
12h. Building Maintenance Services	1	2	3	4	5
12i. Business	1	2	3	4	5
12j. Cabinetmaking	1	2	3	4	5
12k. Carpentry	1	2	3	4	5
12l. Data Entry	1	2	3	4	5
12m. Data Processing	1	2	3	4	5
12n. Electricity	1	2	3	4	5
12o. Farm Equipment Repair	1	2	3	4	5
12p. Food Service	1	2	3	4	5
12q. Heavy Equipment Mechanics	1	2	3	4	5
12r. Heavy Equipment Operator	1	2	3	4	5
12s. Horticulture/Landscaping	1	2	3	4	5
12t. Industrial Building Maintenance	1	2	3	4	5
12u. Information Processing	1	2	3	4	5
12v. Lawn and Garden Equipment Repair	1	2	3	4	5
12w. Learning Center	1	2	3	4	5
12x. Living Skills	1	2	3	4	5
12y. Machine Tool	1	2	3	4	5
12z. Major Appliance Repair	1	2	3	4	5
12aa. Masonry	1	2	3	4	5
12bb. Plumbing	1	2	3	4	5
12cc. Welding	1	2	3	4	5

13. What vo-tech programs not listed above would you like to see offered?

The following questions are OPTIONAL and only provide categories for analysis.

14. Gender: 1. Male 2. Female

15. Age: _____

16. Vo-tech need: _____

If you have any more ideas or suggestions about vo-tech training, please write them on the back of this form.

THANK YOU FOR HELPING US WITH THIS PROJECT.

APPENDIX E

INTERVIEW QUESTIONS

INTRODUCTION

Hello, my name is Ted Wallman. I work for the DOC in the Offender Services Unit as the Coordinator for Vocational Training Programs. If you are agreeable, I would like to take a few minutes to get some information from you.

First of all, I will be taking some notes during our conversation and you will have the opportunity, if you wish to see everything I have written down. If there is anything you disagree with or prefer it not be included, I will correct it or take it out.

Second, anything you tell me is between the two of us. My notes will not indicate your name or anything which can identify you other than a number which indicates how many people I have talked with.

Third, you may choose not to answer any question you wish without having to give a reason.

Fourth, my interest in visiting with you is to get some information, from your perspective, about vocational training in the Department of Corrections. Our conversation will take about 30 minutes.

Are you agreeable to our having this conversation? If yes, then let us start. If not, thank you for your time.

FINAL PHASE: IN-DEPTH INTERVIEW QUESTIONS

1. How much time are you serving?

2. What were you convicted of?

Probe: For additional charges, co-defendants, other family members involved in crime, how the crime skill was acquired.

3. Have you served time before

a. Juvenile

b. Adult

Probe: Regarding age at offense, circumstances and what programs, if any, did he participate in, the number and nature of prior convictions/incarcerations.

4. How old are you?

5. How far did you go in school?

6. What kind of work did you do prior to this conviction?

Probe: Regarding work history and skill level, determine if he thinks he has a marketable employment skill.

7. Are you aware of the vo-tech programs available?

Probe: Regarding how this information was acquired, the level of knowledge, and the potential benefits of participation.

8. Have you ever taken a vo-tech program?

Probe: Regarding what, where, when, why, and if the skill was ever used in employment. (If prior incarcerations, why not?)

9. Why have you chosen not to participate in any of the vocational training programs?

Probe: Regarding reasons which are matters of personal choice and any Department of Corrections policies, practices, which function as a barrier to participation.

APPENDIX F

VO-TECH ELIGIBILITY

MEMORANDUM

February 28, 1991

TO: Arnold Waggoner, Administrator
Classification and Programs

FROM: Bill Chown, Administrator
Planning and Research

SUBJ: Vo-Tech Eligible Inmates

Seventy-six percent of inmates for whom information is available have a documented, severe or moderate need for vocational training. The absolute numbers, as of February 28, 1991, were as follows:

Documented Severe or Moderate Need:

	Total	Security Medium/Minimum	Under 21	Under 21 Medium/Minimum
Female	507	76/272	19	2/10
Male	4,692	1,536/1,933	488	141/229

Estimated number eligible and available for vocational training:

Medium Security:

Female	76% *	143	=	109
Male	76% *	3,863	=	<u>2,936</u>
Total				3,045

Minimum Security (Estimated for total male and female):

Non-CAP eligible	=	659
CAP eligible	=	<u>112</u>
Total		771

The minimum security estimates are based on days remaining to serve, history of sex offenses, drug distribution offenses, and CAP eligibility. Also, the computer files contained information regarding vocational need for 91 percent of the inmates at minimum security. The estimates have been adjusted to take this into account.

Oklahoma Department of Corrections
 Vo-Tech Eligibility Test
 Inmate At-Facility Population
 As of September 16, 1991

The at-facility population of September 16, 1991 was assessed for vo-tech eligibility on 10 preliminary criteria, then final eligibility was established based on time to serve. The following is a detailed breakdown of the results.

	Eligible	Non-Eligible
- Medium or minimum security	8199 (77%)	2500 (23%)
- Assessed no need for vo-tech	9086 (85%)	1613 (15%)
- Prior vo-tech training	9164 (86%)	1535 (14%)
- Currently in vo-tech program	10298 (96%)	401 (4%)
- Scheduled for parole works or shock incarceration MPRD docket	10369 (97%)	320 (3%)
- Reported highest grade < 5th grade	10654 (99%)	45 (0%)
- Life, death or LWOP sentence	9725 (91%)	974 (9%)
- Scheduled PPCS within 300 days and no consecutive case	9437 (88%)	1262 (12%)
- Sex offense history	9089 (85%)	1610 (15%)
- Misconduct points	8029 (75%)	2670 (25%)
- **** Combined criteria above	2340 (22%)	8359 (78%)
Time criteria for the 2340 not eliminated above		
- Medium security: Female	11 (21%)	41 (89%)
Male	257 (26%)	743 (74%)
- Minimum security: Female	86 (41%)	122 (59%)
Male	470 (44%)	610 (56%)
- Total	824 (35%)	1516 (65%)
Overall Total		
- At-facility September 16, 1991	824 (8%)	9875 (92%)

VO-TECH SLOT VACANCIES

AS OF: October 5, 1992

FACILITY	PROGRAM	AUTHORIZED	PRESENT	VACANCY	OVERAGES
CENTRAL REGION					
LARC/	Auto Mechanics				
JHCC	Front End	12	14	0	2
Lex/	Tune Up	12	12	0	0
Harp	AC/Refngeration	12	12	0	0
	Industrial Building Mtn	12	14	0	2
	Cabinet Making	12	12	0	0
	Carpentry	12	12	0	0
	Data Entry	12	12	0	0
	Food Service	5	5	0	0
	Total	89	93	0	4
MBCC	Business & Office	10	10	0	0
M.Bass	Data Entry	10	10	0	0
	Horticulture	24	24	0	0
	Total	44	44	0	0
CENTRAL REGION TOTAL		133	137	0	4
WESTERN REGION					
OSR	Auto Mechanics	10	10	0	0
Granite	Welding	10	10	0	0
	Total	20	20	0	0
WSKCC	Industrial Building Mtn	12	13	0	1
Ft. Sup	Lawn & Garden Rpr	12	13	0	1
	Computer Repair	12	14	0	2
	Total	36	40	0	4
JCCC	Equine	9	9	0	0
Helena	Horticulture	15	12	3	0
	Total	24	21	3	0
WESTERN REGION TOTAL		80	81	3	4
NORTHEASTERN REGION					
BOLEY	Bldg & Home Svcs	12	12	0	0
	Major Appliance Rpr	12	12	0	0
	Total	24	24	0	0
DCCC	Horticulture	15	17	0	2
Connors	Total	15	17	0	2
EWCC	Horticulture	12	12	0	0
Taft	Information Processing	12	12	0	0
	Electronics	1	1	0	0
	Total	25	25	0	0
JDCC	Business and Office	14	15	0	1
Taft	Lawn & Garden Rpr	12	12	0	0
Tahlequah	Building Trades	4	4	0	0
slot-ins**	Auto Mech Alignment	7	7	0	0
	Horticulture	2	2	0	0
	Heating & Air	2	2	0	0
	Heavy Equipment Oper	6	6	0	0
	Welding	1	1	0	0
	Total	48	49	0	1
NORTHEASTERN REGION TOTAL		112	115	0	3

FACILITY	PROGRAM	AUTHORIZED	PRESENT	VACANCY	OVERAGES
SOUTHEASTERN REGION					
OCC	AC/Major Appliance Rpr	24	24	0	0
<i>Ouach</i>	Auto Body	24	24	0	0
	Engine Performance	12	12	0	0
	Auto Front End	12	12	0	0
	Industrial Building Mtn	12	12	0	0
	Machine Tool	12	10	2	0
	Masonry	12	12	0	0
	Transmission Repair	12	13	0	1
	Welding	12	12	0	0
	Information Processing	12	12	0	0
	Prevocational	0	0	0	0
	Total	144	143	2	1
MACC	Electricity	12	12	0	0
<i>String</i>	Masonry	12	14	0	2
	Lawn & Garden Rpr	12	13	0	1
	Welding	12	13	0	1
	Carpentry	12	13	0	1
	Plumbing	12	12	0	0
	Total	72	77	0	5
HMCC	Auto Service Repair	12	12	0	0
<i>McLeod</i>	Heavy Equip Mech	10	10	0	0
	Heavy Equipment Oper	10	10	0	0
	Total	32	32	0	0
SOUTHEASTERN REGION TOTAL		248	252	2	6
GRAND TOTAL		573	585	5	17

WSKCC	Regimented Inmate Discipline	24	23	1	0
-------	------------------------------	----	----	---	---

TOTAL SLOT UTILIZATION PERCENTAGE		102%
Central Region		103%
Western Region		101%
Northeastern Region		103%
Southeastern Region		102%

Vacancies due to no interested students at this time.

**These students are from Jess Dunn and Muskogee CCCs.

APPENDIX G

SPECIAL PROGRAMS CRITERIA

Special Programs Criteria

<u>Moves from:</u>	A&R	A&R	A&R Minimum CCC	A&R	Minimum CCC	Minimum	Minimum	A&R Minimum	A&R
<u>Moves to:</u>	<u>PPMP</u>	<u>PORT</u>	<u>TADD</u>	<u>RID</u>	<u>HMH</u>	<u>Work Centers</u>	<u>PPMP</u>	<u>Vo-Tech</u>	<u>Drug Work Camp</u>
<u>Capacity</u>	151-OSP 30-EWOC	60	145	150	232	419	CCC-471	586	150
<u>Time</u>	1,825 nv	1,825	2,192 nv	1,825 nv	2,200	2,922 v 4,383 nv	2,922 v 4,383 nv	2,039 v 3,010 nv	3,650 v 5,475 nv
<u>Mandate</u>	statute	statute	statute	statute					
<u>Excluding Offenses</u>	violent		sex escapes violent	sex escapes violent	sex	sex escapes	sex escapes	sex escapes	sex escapes
<u>Moves to:</u>	PPCS	PPCS	TADD II HWH CCC PPCS	PPCS	PPCS	CCC PPCS	HMH PPCS	HMH CCC PPCS	PPMP Work Centers

APPENDIX H
DEMOGRAPHICS OF INMATES
BY SECURITY LEVELS

DEMOGRAPHICS OF INMATES BY SECURITY LEVELS

MAXIMUM

Total as of June 30, 1990 = 794

SEX		RACE		CRIME TYPE	
Male	94%	White	60%	Violent	52%
Female	6%	Black	28%	Nonviolent	48%
		Amer. Ind.	8%		
		Hispanic	2%		
		Other	1%		

AVERAGE AGE

Male	32
Female	31

AVERAGE SENTENCE LENGTH*	AVERAGE COST PER OFFENDER IN FY90
Male 26 years	\$17,880
Female 18 years	

*Does not include life or death sentences.

MEDIUM

Total as of June 30, 1990 = 4,153

SEX		RACE		CRIME TYPE	
Male	96%	White	57%	Violent	46%
Female	4%	Black	33%	Nonviolent	54%
		Amer. Ind.	6%		
		Hispanic	3%		
		Other	1%		

AVERAGE AGE

Male	33
Female	35

AVERAGE SENTENCE LENGTH*	AVERAGE COST PER OFFENDER IN FY90
Male 25 years	\$13,895
Female 20 years	

*Does not include life or death sentences.

MINIMUM

Total as of June 30, 1990 = 3,735

SEX		RACE		CRIME TYPE	
Male	87%	White	57%	Violent	34%
Female	13%	Black	35%	Nonviolent	66%
		Amer. Ind.	5%		
		Hispanic	2%		
		Other	1%		

AVERAGE AGE
 Male 32
 Female 33

AVERAGE SENTENCE LENGTH*	AVERAGE COST PER OFFENDER IN FY90
Male 11 years	\$14,296
Female 7 years	

*Does not include life or death sentences.

COMMUNITY RESIDENTIAL

Total as of June 30, 1990 = 1,819

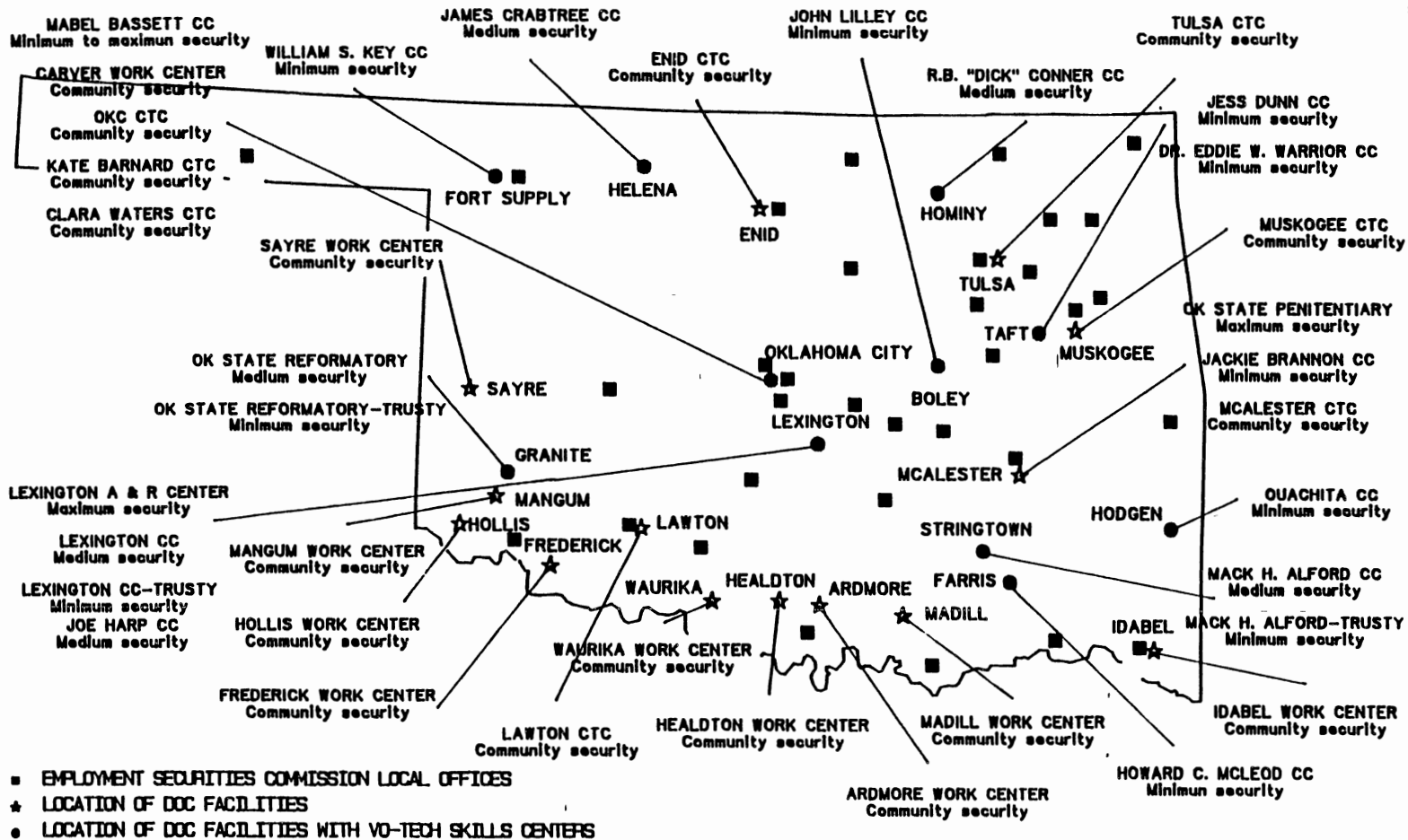
SEX		RACE		CRIME TYPE	
Male	90%	White	58%	Violent	26%
Female	10%	Black	34%	Nonviolent	74%
		Amer. Ind.	5%		
		Hispanic	2%		
		Other	1%		

AVERAGE AGE
 Male 36
 Female 33

AVERAGE SENTENCE LENGTH*	AVERAGE COST PER OFFENDER IN FY90
Male 6 years	\$14,154
Female 5 years	

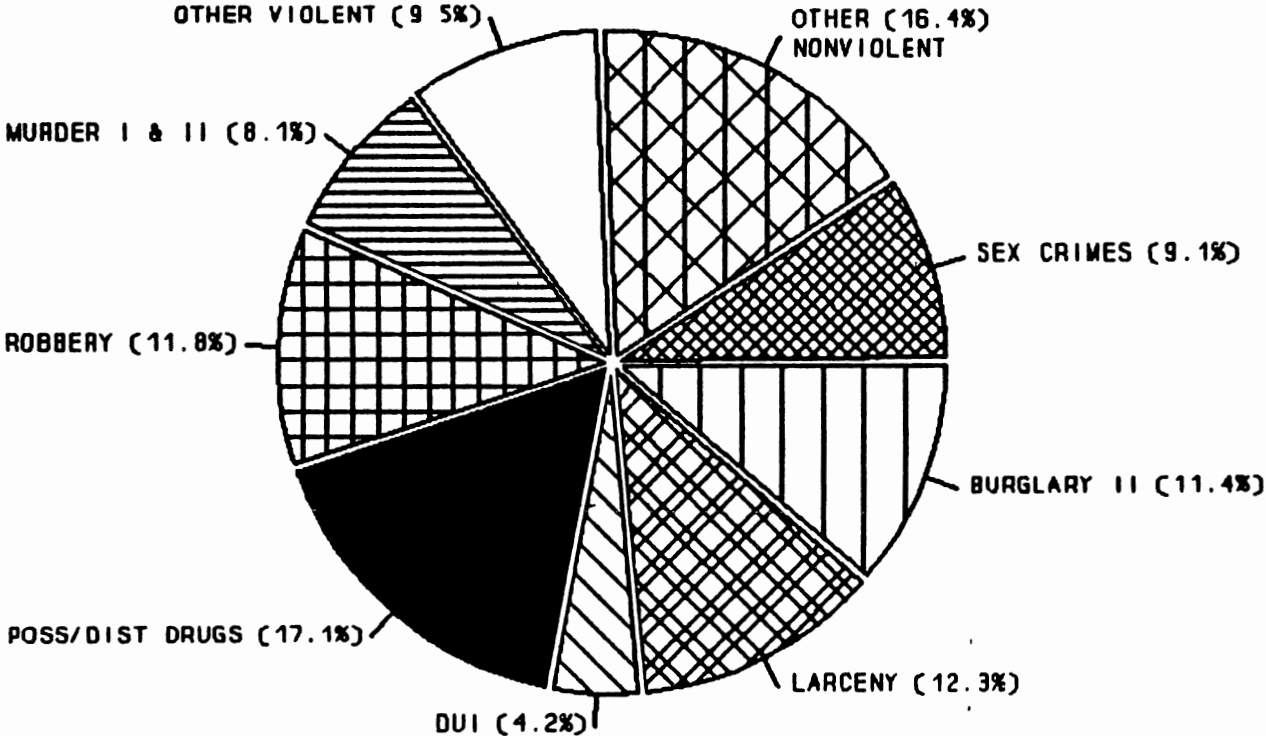
*Does not include life or death sentences.

**OKLAHOMA DEPARTMENT OF CORRECTIONS
GEOGRAPHICAL LOCATIONS OF PRISONS, CTC'S AND WORK CENTERS,
OK EMPLOYMENT SECURITIES COMMISSION LOCAL OFFICES AND
OK DEPARTMENT OF VOCATIONAL & TECHNICAL EDUCATION SKILLS CENTERS**



Planning & Research, 04/04/91

Inmate Population By Crime Type



APPENDIX I
VOCATIONAL TRAINING INTEREST
SURVEY RESULTS

Oklahoma Department of Corrections
Vocational Training Interest Survey Results

Table 1: Age Group Breakdowns for Respondents by Security Levels

Response	Security level		
	Minimum N=276	Medium N=503	Total N=779
Less than 19	4.7	6.0	5.5
20-29 years	39.1	42.9	41.6
30-39 years	26.8	26.8	26.8
40-49 years	10.9	11.5	11.3
50-59 years	2.2	2.8	2.6
60 or older	2.5	0.6	1.3
No response	13.8	9.3	10.9
Average Age	31.6	30.4	30.8

Table 2: Participation in Vo-Tech by Location and Security Level

Response	Outside of Prison			While in Prison		
	Minimum N=276	Medium N=503	Total N=779	Minimum N=276	Medium N=503	Total N=779
Yes	35.9	38.4	37.5	13.4	13.3	13.4
No	62.7	59.2	60.5	81.2	78.5	79.5
No response	1.4	2.4	2.0	5.4	8.2	7.2

Oklahoma Department of Corrections
 Vocational Training Interest Survey Results

Table 3: Experience with Vocational Education by Security Level

Response	Security level		Total N=779
	Minimum N=276	Medium N=503	
Outside prison	30.4	32.2	31.6
In prison	8.0	7.2	7.5
Both in & out	5.4	6.2	5.9
None/no response	56.2	54.5	55.0

Table 4: Age Group Breakdowns for Respondents by Vo-Tech Experience

Response	Vo-Tech Experience	
	Outside prison N=292	While in prison N=104
Less than 19	5.5	1.0
20-29 years	41.8	44.2
30-39 years	30.5	32.7
40-49 years	11.3	11.5
50-59 years	1.0	2.9
60 or older	0.4	0.0
No response	9.6	7.7
Average Age	30	31

Oklahoma Department of Corrections
 Vocational Training Interest Survey Results

Table 5: Year Attended Vo-Tech Training by Location and Security Level

Response	Outside of Prison			While in Prison		
	Minimum N=99	Medium N=193	Total N=292	Minimum N=37	Medium N=67	Total N=104
Prior to 1970	3.0	7.2	5.8	0.0	0.0	0.0
1971-1975	9.1	9.8	9.6	2.7	3.0	2.9
1976-1980	18.2	22.8	21.3	8.1	6.0	6.7
1981-1985	27.3	18.7	21.6	29.7	23.9	26.0
1986-1990	33.3	33.2	33.2	48.7	52.2	51.0
No response	9.1	8.3	8.6	10.8	14.9	13.4

Oklahoma Department of Corrections
Vocational Training Interest Survey Results

Table 6: Age Group Breakdowns for Respondents by Year Attended Vo-Tech

Breakdown for those who attended outside of prison

Response	Year Attended			
	Before 1975 N=45	1976 to 1980 N=62	1981 to 1985 N=63	1986 to 1991 N=97
Less than 19	0.0	1.6	0.0	12.4
20-29 years	0.0	32.3	58.7	53.6
30-39 years	37.8	54.8	22.2	21.7
40-49 years	42.2	1.6	11.1	5.2
50-59 years	6.7	0.0	0.0	0.0
60 or older	0.0	0.0	0.0	0.0
No response	13.3	9.7	7.9	7.2
Average Age	41	31	29	26

Breakdown for those who attended while in prison

Response	Year Attended			
	Before 1975 N=3	1976 to 1980 N=7	1981 to 1985 N=27	1986 to 1991 N=53
Less than 19	0.0	0.0	0.0	1.9
20-29 years	0.0	0.0	33.3	56.6
30-39 years	0.0	57.1	44.4	28.3
40-49 years	100.0	14.3	14.8	7.6
50-59 years	0.0	0.0	3.7	1.9
60 or older	0.0	0.0	0.0	0.0
No response	0.0	28.6	3.7	3.8
Average Age	45	36	34	29

Oklahoma Department of Corrections
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Table 7: Site of Vo-Tech Training by Location and Security Level

Response	Outside of Prison			While in Prison		
	Minimum N=99	Medium N=193	Total N=292	Minimum N=37	Medium N=67	Total N=104
In Oklahoma	80.8	73.1	75.7	78.4	71.6	74.0
Outside Oklahoma	11.1	18.7	16.1	10.8	9.0	9.6
Other	4.0	2.6	3.1	0.0	0.0	0.0
No response	4.0	5.7	5.1	10.8	19.4	16.4

Table 8: Vo-Tech Programs Attended by Location and Security Level

Response	Outside of Prison			While in Prison		
	Minimum N=99	Medium N=193	Total N=292	Minimum N=37	Medium N=67	Total N=104
Automotive trades	25.3	28.0	27.1	29.7	26.9	27.9
Welding	22.2	14.5	17.1	13.5	7.5	9.6
Cabinetmaking/carpentry	7.1	6.7	6.9	8.1	9.0	8.7
Electronics	5.1	7.3	6.5	0.0	1.5	1.0
Construction/building trades	5.1	5.7	5.5	2.7	6.0	4.8
Repair trades	8.1	3.6	5.1	5.4	9.0	7.7
Heating /air	8.1	3.1	4.1	18.9	13.4	15.4
Machine Tool	3.0	4.2	3.6	2.7	0.0	1.0
Computer related	2.0	3.6	3.1	0.0	1.5	1.0
Food service	1.0	4.2	3.1	2.7	1.5	1.9
Graphic/commercial arts	3.0	3.1	3.1	0.0	1.5	1.0
Health/medical occupations	0.0	4.2	3.7	0.0	0.0	0.0
Plumbing	3.0	2.1	2.1	2.7	1.5	1.9
Business	1.0	1.6	1.4	2.7	3.0	2.9
Maintenance/janitorial	2.0	1.6	1.0	2.7	0.0	1.0
Agriculture/livestock related	0.0	1.0	0.7	2.7	1.5	1.9
Airplane mechanics/repair	0.0	1.0	0.7	0.0	0.0	0.0
Horticulture/Landscaping	1.0	0.5	0.5	0.0	0.0	0.0
Misc./other trades	0.0	1.6	0.7	0.0	0.0	0.0
Heavy equipment trades	0.0	0.5	0.5	0.0	1.5	1.0
No response	5.1	2.1	3.1	5.4	14.9	11.5

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Table 9: Percent Having Job in Trained Area

Response	Outside of Prison			While in Prison		
	Minimum N=99	Medium N=193	Total N=292	Minimum N=37	Medium N=67	Total N=104
Yes	56.6	57.0	56.9	56.8	44.8	49.0
No	41.4	40.1	40.8	35.1	43.3	40.1
No response	2.0	2.6	2.4	8.1	11.9	10.6

Table 10: Reasons for Attending Vocational Programs

Response	Security level		Vocational Experience		Total N=779
	Minimum N=276	Medium N=503	Have Attended N=500	Never Attended N=429	
Self improvement	20.3	14.1	15.4	17.0	16.3
Gain trade/skills	26.1	29.8	22.0	25.4	28.5
Better job/earn more	20.3	25.8	20.0	25.2	23.9
Get time credits	1.5	2.2	1.0	2.1	1.9
Other reasons	11.2	10.1	11.2	8.2	10.5
No response	20.6	17.9	17.4	22.1	18.9

Oklahoma Department of Corrections
 Vocational Training Interest Survey Results

Table 11: Reasons for Not Attending Vo-Tech Programs

Response	Security level		Vo-tech Experience		Total N=779
	Minimum N=276	Medium N=503	Have Attended N=350	Never Attended N=429	
Bad attitude/lazy	8.0	6.8	8.0	6.5	7.2
Have job/skills/education	8.3	5.8	6.3	7.0	6.7
Other miscellaneous	3.6	5.6	5.7	4.2	4.9
Programs not at facility	3.3	4.4	4.6	3.5	4.0
Not enough time	5.4	2.8	4.3	3.3	3.7
Disability/no ability	3.3	1.2	1.1	2.7	1.9
Presently in a program	1.5	1.6	1.7	1.4	1.5
No benefits	1.1	1.4	0.9	1.6	1.3
No response/reasons	65.5	70.4	67.4	69.9	68.8

Oklahoma Department of Corrections
 Vocational Training Interest Survey Results

Table 12: Average Level of Interest (1=not interested; 5=very interested)

Response	Total N=779
Welding	3.40
Heavy Equipment Operator	3.37
Auto Mechanics-Engine Overhaul	3.27
Auto Body-Paint	3.23
Auto Mechanics-Tune Up	3.14
Business	3.14
Auto Mechanics-Transmission	3.09
Carpentry	3.06
Heavy Equipment Mechanics	3.04
Auto Body-Frame	3.03
Electricity	3.03
Air conditioning/Heating & Refrigeration	3.00
Auto Mechanics-Front End	2.94
Data Entry	2.92
Plumbing	2.88
Data Processing	2.86
Masonry	2.84
Building Maintenance Services	2.79
Cabinetmaking	2.79
Major Appliance Repair	2.78
Machine Tool	2.76
Industrial Building Maintenance	2.71
Horticulture/Landscaping	2.63
Lawn & Garden Equipment Repair	2.53
Information Processing	2.50
Living Skills	2.47
Learning Center	2.42
Farm Equipment Repair	2.39
Food Service	2.15

Oklahoma Department of Corrections
 Vocational Training Interest Survey Results

Table 13: Recommendations for Additional Vo-Tech Programs

Response	Total N=779
Graphic/commercial arts	4.0
Computer related	3.3
Repair trades	2.7
Health/medical occupations	2.3
Automotive trades	2.1
Construction/building trades	2.1
Misc./other trades	1.9
Business	1.7
Agriculture/livestock related	1.4
Airplane mechanics/repair	1.2
Electronics	0.9
Legal/law professions	0.6
Food service	0.4
Horticulture/Landscaping	0.3
No response	75.1

Oklahoma Department of Corrections
 Vocational Training Interest Survey Results

Figure 1: Familiarity with Correctional Training

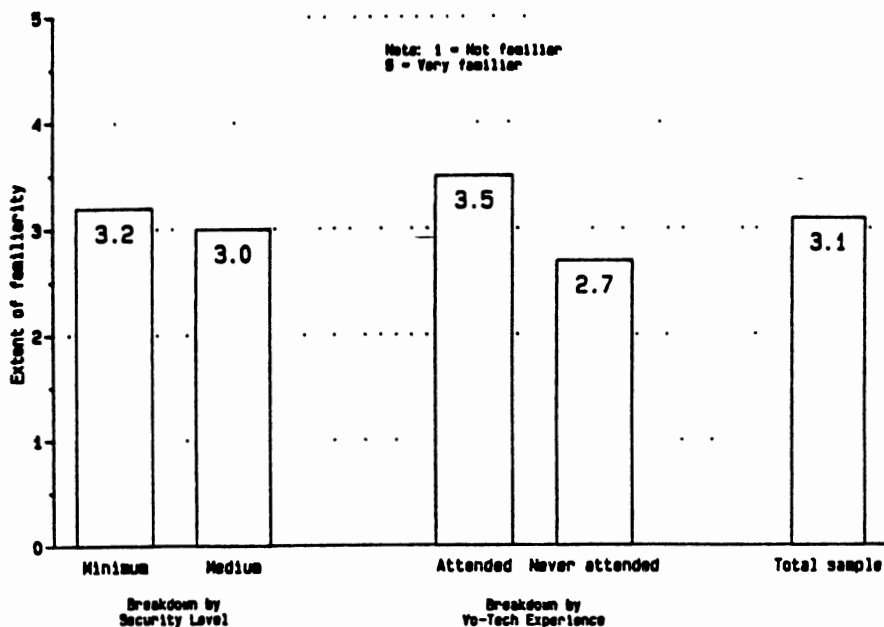
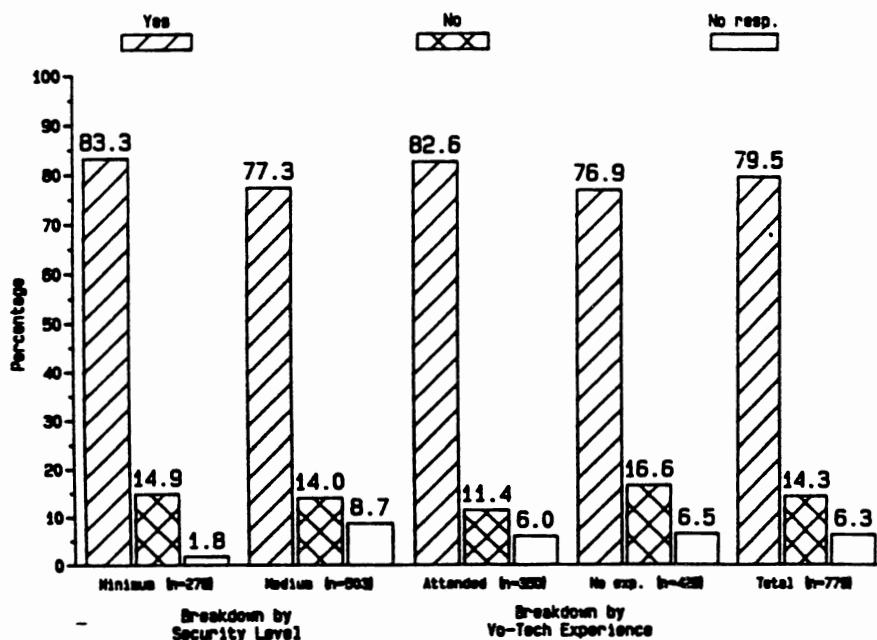


Figure 2: Participation in Vo-Tech Improves Job Opportunities



Oklahoma Department of Corrections
Vocational Training Interest Survey Results

Figure 3: Participation in Vo-Tech Improves Earning Potential

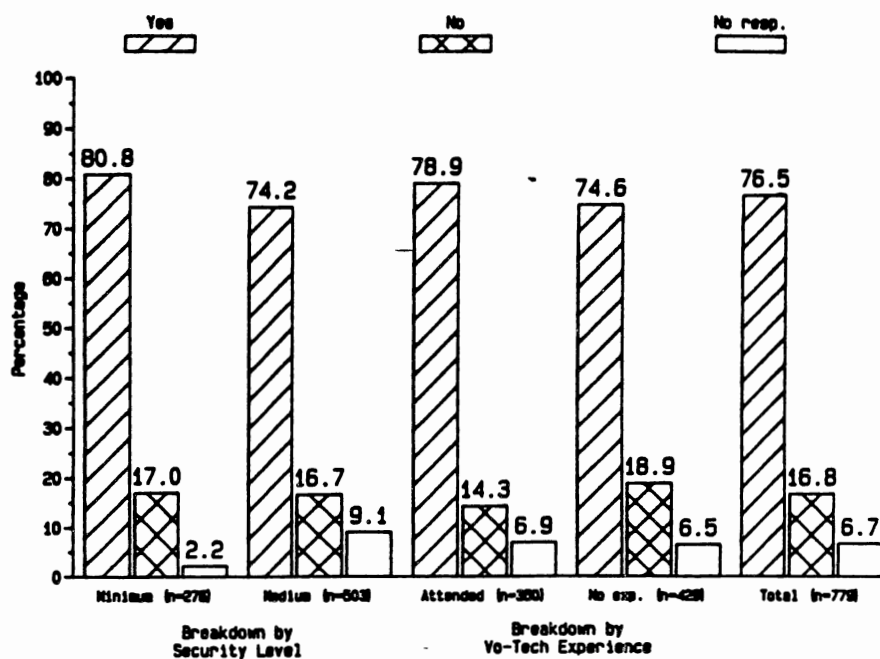
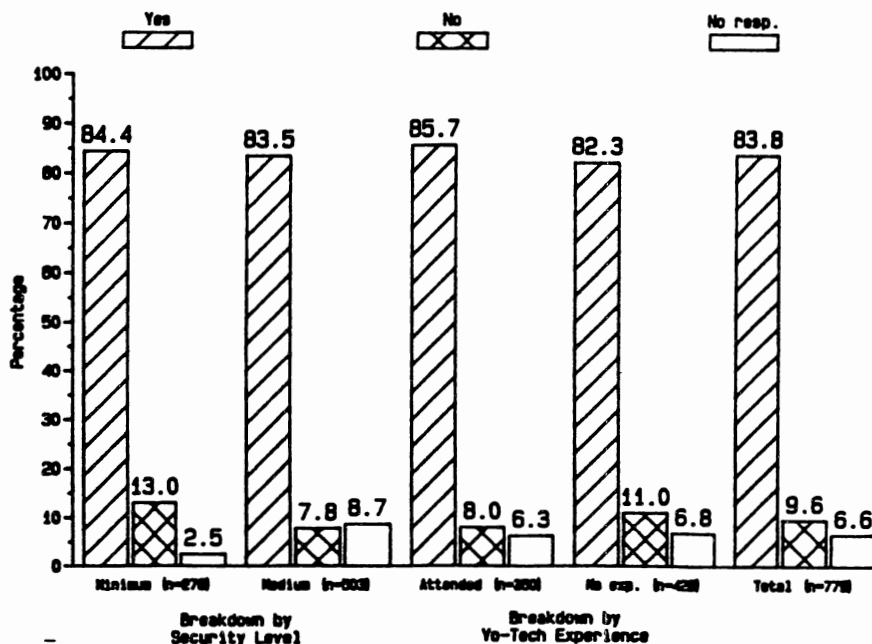


Figure 4: Participation in Vo-Tech Assures Job Upon Release



Oklahoma Department of Corrections
Vocational Training Interest Survey Results

Figure 5: Gain Time Credits if Participates in Vo-Tech Training

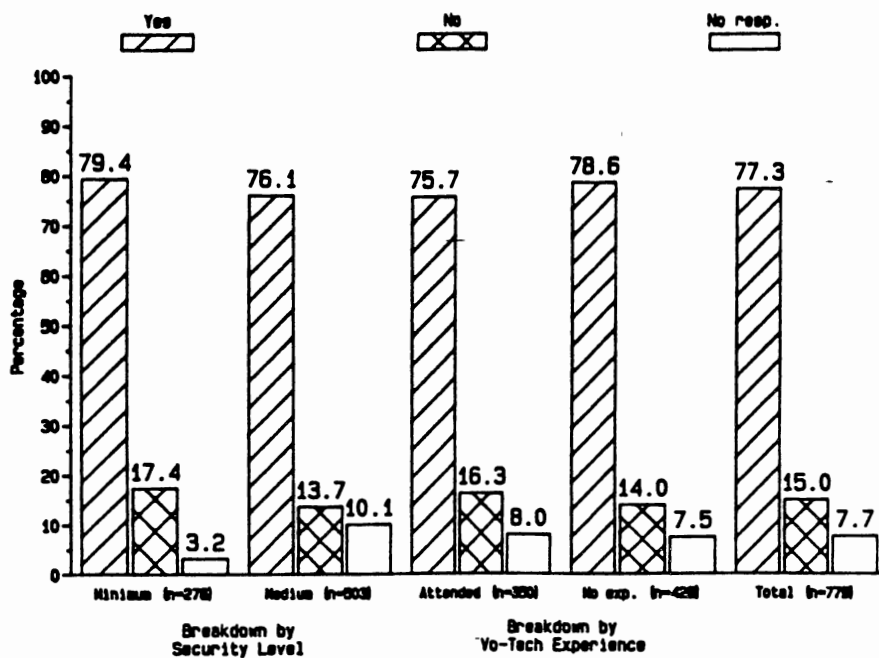
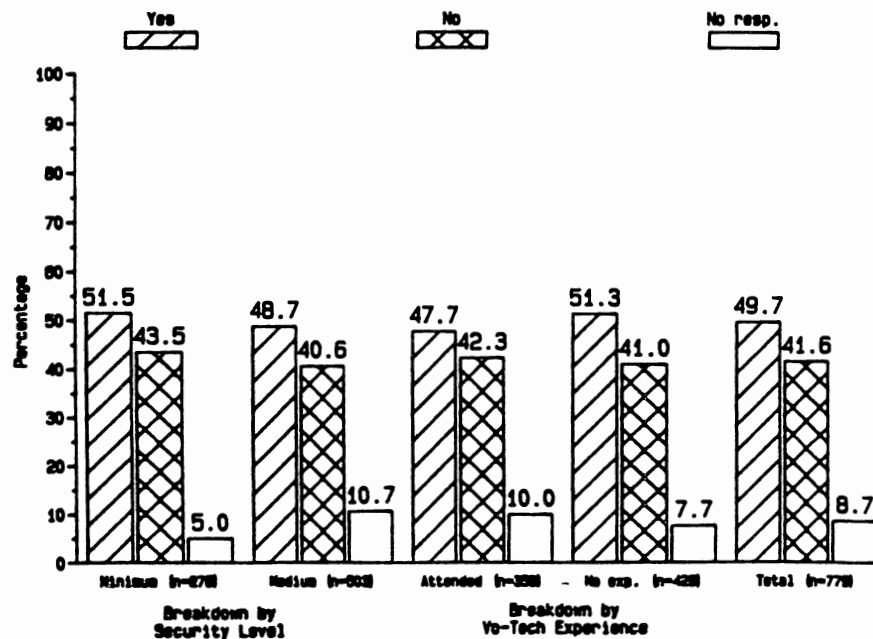
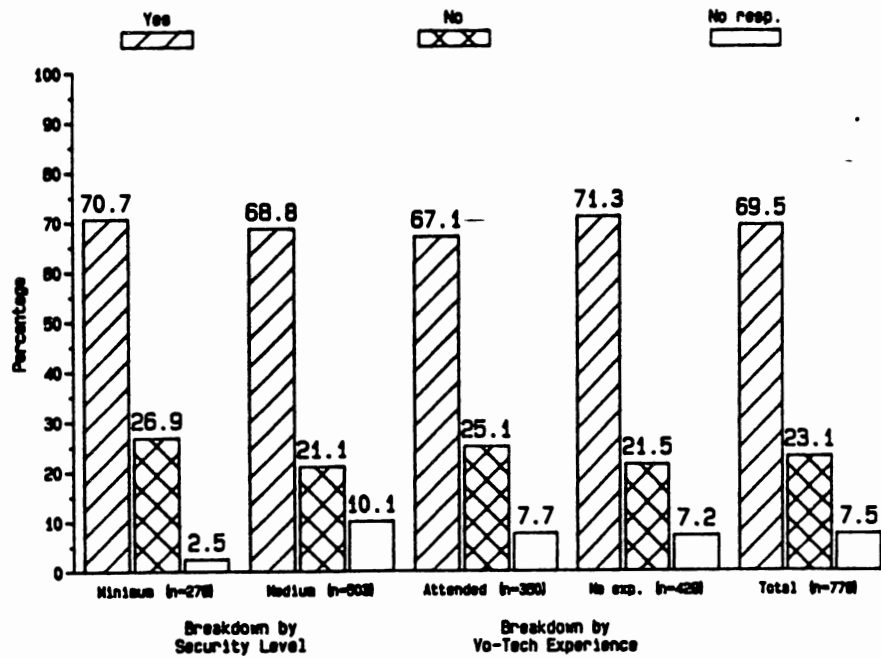


Figure 6: Released Sooner if Participates in Vo-Tech Training



Oklahoma Department of Corrections
 Vocational Training Interest Survey Results

Figure 7: Would Transfer to Participate in Specific Program



APPENDIX J

STATISTICAL ANALYSIS TABLES

TABLE OF AGE GROUP BY REASON

Age Group	Frequency	Expected	Deviation	Cell Chi 2	Percent	Row Pct.	Col Pct.	No Resp	Other	Personal	Systems	Total
< 29	262	15	54	36	367							
	252.5	17.9	62.7	33.9								
	9.5	-2.9	-8.7	2.1								
	0.356	.470559	1.19649	.127495								
	33.63	1.93	6.93	4.62	47.11							
	71.39	4.09	14.71	9.81								
	48.88	39.47	40.60	50.00								
No Resp	62	5	13	5	85							
	58.5	4.1	14.5	7.9								
	3.5	0.9	-1.5	-2.9								
	.211225	.175753	.157573	1.03842								
	7.96	0.64	1.67	0.64	10.91							
	72.94	5.88	15.29	5.88								
	11.57	13.16	9.77	6.94								
30 +	212	18	66	31	327							
	225.0	16.0	55.8	30.2								
	-13.0	2.0	10.2	0.8								
	.750679	.263146	1.85286	.019957								
	27.21	2.31	8.47	3.98	41.98							
	64.83	5.50	20.18	9.48								
	39.55	47.37	49.62	43.06								
Total	536	38	133	72	779							
	68.81	4.88	17.07	9.24	100.0							
Statistics			DF	Value	Prob.							
Chi-Square			6	6.620	0.357							

40-49	58	2	21	7	88
	60.5	4.3	15.0	8.1	
	-2.5	-2.3	6.0	-1.1	
	.107343	1.2245	2.37666	.157968	
	7.45	0.26	2.70	0.90	11.30
	65.91	2.27	23.86	7.95	
	10.82	5.26	15.79	9.72	

50-59	16	1	3	0	20
	13.8	1.0	3.4	1.8	
	2.2	0.0	-0.4	-1.8	
	.364217	6E-04	.050348	1.84852	
	2.05	0.13	0.39	0.00	2.57
	80.00	5.00	15.00	0.00	
	2.99	2.63	2.26	0.00	

60 +	6	0	3	1	10
	6.9	0.5	1.7	0.9	
	-0.9	-0.5	1.3	0.1	
	.112706	.487805	.978746	.006206	
	0.77	0.00	0.39	0.13	1.28
	60.00	0.00	30.00	10.00	
	1.12	0.00	2.26	1.39	

Total	536	38	133	72	779
	68.81	4.88	17.07	9.24	100.0

Statistics	DF	Value	Prob.
Chi-Square	18	21.465	0.257

TABLE OF AGE GROUP BY REASON
 Attending Vo-Tech Helps Get Better Job

Age Group	Frequency	Expected	Deviation	Cell Chi 2	Percent	Row Pct.	Col Pct.	No Resp	Other	Personal	Systems	Total
0	45	0	4	0	49			33.7	2.4	8.4	4.5	
	11.3	-2.4	-4.4	-4.5				3.77727	2.30924	2.27839	4.52888	
	5.78	0.00	0.51	0.00	6.29			91.84	0.00	8.16	0.00	
	8.40	0.00	3.01	0.00								
1	431	35	93	60	619			425.9	30.2	105.7	57.2	
	5.1	4.8	-12.7	2.8				.060827	.764589	1.52207	.135881	
	55.33	4.49	11.94	7.70	79.46			69.63	5.65	15.02	9.69	
	80.41	92.11	69.92	83.33								
2	60	3	36	12	111			76.4	5.4	19.0	10.3	
	-16.4	-2.4	17.0	1.7				3.51078	1.0768	15.3373	.295343	
	7.70	0.39	4.62	1.54	14.25			54.05	2.70	32.43	10.81	
	11.19	7.89	27.07	16.67								
Total	536	38	133	72	779			68.81	4.88	17.07	9.24	100.0
Statistics			DF	Value	Prob.							
Chi-Square			6	35.678	0.000							

TABLE OF AGE GROUP BY REASON
 Attending Vo-Tech Helps Earn More Money

Age Group	Frequency	Expected	Deviation	Cell Chi 2	Percent	Row Pct.	Col Pct.	No Resp	Other	Personal	Systems	Total
0	48	0	4	0	52			35.8	2.5	8.9	4.8	
	12.2	-2.5	-4.9	-4.8				4.17415	2.53659	2.68025	4.80616	
	6.16	0.00	0.51	0.00	6.68			92.31	0.00	7.69	0.00	
	8.96	0.00	3.01	0.00								
1	419	32	87	58	596			410.1	29.1	101.8	55.1	
	8.9	2.9	-14.8	2.9				.193819	.294647	2.13985	.154147	
	53.79	4.11	11.17	7.45	76.51			70.30	5.37	14.60	9.73	
	78.17	84.21	65.41	80.56								
2	69	6	42	14	131			90.1	6.4	22.4	12.1	
	-21.1	-0.4	19.6	1.9				4.95621	.023832	17.2361	.295702	
	8.86	0.77	5.39	1.80	16.82			52.67	4.58	32.06	10.69	
	12.87	15.79	31.58	19.44								
Total	536	38	133	72	779			68.81	4.88	17.07	9.24	100.0
Statistics			DF	Value	Prob.							
Chi-Square			6	39.491	0.000							

TABLE OF AGE GROUP BY REASON
Released Sooner if Attend Vo-Tech

Age Group	Frequency	Expected	Deviation	Cell Chi 2	Percent	Row Pct.	Col Pct.	No Resp	Other	Personal	Systems	Total
0	61	1	3	2	68			46.8	3.3	11.6	6.3	
	15.2	-2.3	-8.6	-4.3				4.94567	1.61854	6.38497	2.92142	
	7.96	0.13	0.39	0.26	8.73			91.18	1.47	4.41	2.94	
	11.57	2.63	2.26	2.78								
1	277	17	56	37	387			266.3	18.9	66.1	35.8	
	10.7	-1.9	-10.1	1.2				.431582	.186834	1.5357	0.04237	
	35.56	2.18	7.19	4.75	49.68			71.58	4.39	14.47	9.56	
	51.68	44.74	42.11	51.39								
2	197	20	74	33	324			222.9	15.8	55.3	29.9	
	-25.9	4.2	18.7	3.1				3.01647	1.11352	6.31002	0.31144	
	25.29	2.57	9.50	4.24	41.59			60.80	6.17	22.84	10.19	
	36.75	52.63	55.64	45.83								
Total	536	38	133	72	779			68.81	4.88	17.07	9.24	100.0
Statistics			DF	Value	Prob.							
Chi-Square			6	28.819	0.000							

TABLE OF AGE GROUP BY REASON
Gain Time Credits if Attend Vo-Tech

Age Group	Frequency	No Resp	Other	Personal	Systems	Total
0	55	0	4	1	60	
	41.3	2.9	10.2	5.5		
	13.7	-2.9	-6.2	-4.5		
	4.55717	2.92683	3.80581	3.7259		
	7.06	0.00	0.51	0.13	7.70	
	91.67	0.00	6.67	1.67		
	10.26	0.00	3.01	1.39		
1	414	26	106	56	602	
	414.2	29.4	102.8	55.6		
	-0.2	-3.4	3.2	0.4		
	IE-04	.386707	.100849	.002322		
	53.15	3.34	13.61	7.19	77.28	
	68.77	4.32	17.61	9.30		
	77.24	68.42	79.70	77.78		
2	67	12	23	15	117	
	80.5	5.7	20.0	10.8		
	-13.5	6.3	3.0	4.2		
	2.26496	6.93809	.457905	1.62049		
	8.60	1.54	2.95	1.94	15.02	
	57.26	10.26	19.66	12.82		
	12.50	31.58	17.29	20.83		
Total	536	38	133	72	779	
	68.81	4.88	17.07	9.24	100.0	
Statistics			DF	Value	Prob.	
Chi-Square			6	26.786	0.000	

TABLE OF AGE GROUP BY REASON
Get a Job Once Release if Attend Vo-Tech

Age Group	Frequency	Expected	Deviation	Cell Chi 2	Percent	Row Pct.	Col Pct.	No Resp	Other	Personal	Systems	Total
0	46	1	3	1	51			35.1	2.5	8.7	4.7	
	10.9	-1.5	-5.7	-3.7				3.39126	.889766	3.74093	2.92588	
	5.91	0.13	0.39	0.13	6.55			90.20	1.96	5.88	1.96	
	8.58	2.63	2.26	1.39								
1	459	34	97	63	653			449.3	31.9	111.5	60.4	
	9.7	2.1	-14.5	2.6				0.20923	.144623	1.88269	.115977	
	58.92	4.36	12.45	8.09	83.83			70.29	5.21	14.85	9.65	
	85.63	89.47	72.93	87.50								
2	31	3	33	8	75			51.6	3.7	12.8	6.9	
	-20.6	-0.7	20.2	1.1				8.22698	.118537	31.8506	.164557	
	3.98	0.39	4.24	1.03	9.63			41.33	4.00	44.00	10.67	
	5.78	7.89	24.81	11.11								
Total	536	38	133	72	779			68.81	4.88	17.07	9.24	100.0
Statistics			DF	Value	Prob.							
Chi-Square			6	53.661	0.000							

TABLE OF AGE GROUP BY REASON
Transfer to Another Facility to Attend

Age Group	Frequency	Expected	Deviation	Cell Chi 2	Percent	Row Pct.	Col Pct.	No Resp	Other	Personal	Systems	Total
0	53	0	4	1	58			39.9	2.8	9.9	5.4	
	13.1	-2.8	-5.9	-4.4				4.29522	2.82927	3.5182	3.54726	
	6.80	0.00	0.51	0.13	7.45			91.38	0.00	6.90	1.72	
	9.89	0.00	3.01	1.39								
1	385	23	79	54	541			372.2	26.4	92.4	50.0	
	12.8	-3.4	-13.4	4.0				.437306	0.43553	1.93411	.319573	
	49.42	2.95	10.14	6.93	69.45			71.16	4.25	14.60	9.98	
	71.83	60.53	59.40	75.00								
2	98	15	50	17	180			123.9	8.8	30.7	16.6	
	-25.9	6.2	19.3	0.4				5.39583	4.40549	12.0809	.007933	
	12.58	1.93	6.42	2.18	23.11			54.44	8.33	27.78	9.44	
	18.28	39.47	37.59	23.61								
Total	536	38	133	72	779			68.81	4.88	17.07	9.24	100.0
Statistics			DF	Value	Prob.							
Chi-Square			6	39.207	0.000							

TABLE OF SECLVL BY REASON

Age Group

Frequency
Expected
Deviation
Cell Chi 2
Percent
Row Pct.
Col Pct.

	No Resp	Other	Personal	Systems	Total
Med	355	28	76	44	503
	346.1	24.5	85.9	46.5	
	8.9	3.5	-9.9	-2.5	
	.229125	.488872	1.13621	.133403	
	45.57	3.59	9.76	5.65	64.57
	70.58	5.57	15.11	8.75	
	66.23	73.68	57.14	61.11	
Min	181	10	57	28	276
	189.9	13.5	47.1	25.5	
	-8.9	-3.5	9.9	2.5	
	.417573	.890951	2.07071	.243122	
	23.23	1.28	7.32	3.59	35.43
	65.58	3.62	20.65	10.14	
	33.77	26.32	42.86	38.89	
Total	536	38	133	72	779
	68.81	4.88	17.07	9.24	100.0

Statistics
Chi-Square

DF
3

Value
5.610

Prob.
0.132

TABLE OF VTEXP BY REASON

Age Group	Frequency	Expected	Deviation	Cell Chi 2	Percent	Row Pct.	Col Pct.	No Resp	Other	Personal	Systems	Total
VTBOT	33	4	5	4	46							
	31.7	2.2	7.9	4.3								
	1.3	1.8	-2.9	-0.3								
	0.05751	1.37434	1.03689	0.01489								
	4.24	0.51	0.64	0.51	5.91							
	71.74	8.70	10.87	8.70								
	6.16	10.53	3.76	5.56								
VTINP	40	2	11	5	58							
	39.9	2.8	9.9	5.4								
	0.1	-0.8	1.1	-0.4								
	2E-04	.243061	.121651	.024273								
	5.13	0.26	1.41	0.64	7.45							
	68.97	3.45	18.97	8.62								
	7.46	5.26	8.27	6.94								
VTNON	300	18	76	35	429							
	295.2	20.9	73.2	39.7								
	4.8	-2.9	2.8	-4.7								
	.078757	.409347	.103709	.545518								
	38.51	2.31	9.76	4.49	55.07							
	69.93	4.20	17.72	8.16								
	55.97	47.37	57.14	48.61								
VTOUT	163	14	41	28	246							
	169.3	12.0	42.0	22.7								
	-6.3	2.0	-1.0	5.3								
	.231752	.333333	0.02381	1.21832								
	20.92	1.80	5.26	3.59	31.58							
	66.26	5.69	16.67	11.38								
	30.41	36.84	30.83	38.89								
Total	536	38	133	72	779							
	68.81	4.88	17.07	9.24	100.0							
Statistics			DF	Value	Prob.							
Chi-Square			9	5.817	0.758							

TABLE OF VTATT BY REASON

Age Group	Frequency	Expected	Deviation	Cell Chi 2	Percent	Row Pct.	Col Pct.	No Resp	Other	Personal	Systems	Total
VTNO	300	18	76	35	429							
	295.2	20.9	73.2	39.7								
	4.8	-2.9	2.8	-4.7								
	.078757	.409347	.103709	.545518								
	38.51	2.31	9.76	4.49	55.07							
	69.93	4.20	17.72	8.16								
	55.97	47.37	57.14	48.61								

VTYES	236	20	57	37	350							
	240.8	17.1	59.8	32.3								
	-4.8	2.9	-2.8	4.7								
	.096534	.501742	.121118	0.66865								
	30.30	2.57	7.32	4.75	44.93							
	67.43	5.71	16.29	10.57								
	44.03	52.63	42.86	51.39								

Total	536	38	133	72	779							
	68.81	4.88	17.07	9.24	100.0							

Statistics			DF	Value	Prob.							
Chi-Square			3	2.531	0.470							

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VITA

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Master of Science

Thesis: A STUDY OF INCARCERATED OFFENDERS NON-PARTICIPATION
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