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## Life Challenges Among Ex-Offenders:A Needs Assessment

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LIFE CHALLENGES AMONG EX-OFFENDERS:  
A NEEDS ASSESSMENT

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A Project  
Presented to the  
Faculty of  
California State University,  
San Bernardino

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In Partial Fulfillment  
of the Requirements for the Degree  
Master of Social Work

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by  
Ashley Renae Williams-Queen

June 2014

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Ashley Renae Williams-Queen

June 2014

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## ABSTRACT

This study explored the perceived needs of ex-offenders. Empirical research reports that individuals who have been incarcerated are at risk of recidivism. This study used a qualitative research design and the data was collected from in-depth interviews with ten participants. The study found that lack of income and education has impacted the number of individuals who are failing to successfully reintegrate into society. This study also revealed that the lack of employment, housing, community resources, correctional rehabilitation, and vocational training have the ability to challenge successful reintegration. This study recommends that an increase in transitional services be rendered to ex-offends, as policy and practice. The types of services that the study recommends implementing are first, a greater amount of employment counseling and second, an increase in linkage between the ex-offends and support services in the ex-offender's areas of need. It is recommended that there is further research of successful outcomes.

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I want to acknowledge each individual who assisted me in my research. Thank you for your time and the sharing of your stories. I also want to thank Dr. Janet Chang, Dr. Tom Davis, Tinya Holt, and Allison Hayes for supporting me and keeping me on track, focused, and encouraged. Because of all of you I have realized my passion for social work in corrections and made this great accomplishment. Thank you.

## DEDICATION

I dedicate my research to my heartbeats, Michael Queen III and Kyla Queen. I thank every friend and family member who has supported my desire for higher education. I hope that I inspire all of you as you have inspired me. Special dedication to Renisha Bruins, we did it!

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## CHAPTER ONE

### INTRODUCTION

Chapter one offers an overview of the challenges ex-offenders encounter upon release from corrections. The purpose, problem, and the significance of the project for social work practice will also be covered in chapter one. In the first section, background information about the problems ex-offenders experience are explored. Section two covers the purpose of the study, which is to explore the self-reported needs of individuals, who were once incarcerated. The findings of the research can help social workers identify the needs of ex-offenders. If clinicians can help remedy some of the perceived needs, it becomes possible to help individuals from becoming reoffenders. The final section of the chapter gives a brief summary of the study's significance for social work practice.

#### Problem Statement

The Bureau of Justice Statics (2011) reported that correctional authorities supervised over 6.9 million people under probation, parole, jail, or prison. This is alarming compared to the 1.8 million people who were being supervised by corrections in 1980(Bureau of Justice Statistics, 2009), because the number has increased six times over. Of the 6.9 million people under correctional supervision, 2.3 million of them were incarcerated in a prison in the United States (Pew Center on the States, 2008). Based on the previous

years numbers, the number of individuals being incarcerated continues to increase each year. As the population of incarcerated individuals rise, the number of individuals who will need support services after release increases.

The number of persons incarcerated each year is increasing, but what is more shocking is the number of people who reoffend. Individuals reconvicted of a crime ranges between 49-61 %, depending on the previous time served (Prison Reform Trust, 2010). A 50% reoffending rate is a representation of persons who are not having their needs met, once released from correction supervision. The researcher believes that if these ex-offender's needs were being met after release from jail, the statistics would reflect more rehabilitation and less reoffending.

Many offenders, whether they are rehabilitated or not ends up on probation or parole. Probation and parole are used as incentives for inmates who behave well during detainment. Parole is early release of a prisoner for reasons such as good behavior; if the parolee violates his parole at any time he may be sentenced to complete a portion of, or the entire, time which sentenced to (Gooch & Williams, 2007). Probation is very similar; the main difference is probation is the standard sentence for less serious offenders (Abadinsky, 2002). An individual is considered successful at parole or probation, when he or she successfully completes probation or parole. Completion "is defined as being discharged from parole 3 years after release"

(Bahr, Harris, Fisher, & Armstrong, 2010, p. 646). Sometimes probation and parole are more of barrier for individuals than it is a reward.

All individuals on probation and parole are at risk for recidivism. Fischer (2005) says Sixty-six percent of all parolees in California returned to prison within three years, 27 percent for a new criminal conviction and 39 percent for a technical or administrative violation. It is the hope of the researcher that why this is happening will be answered by the findings of this study. It is the researchers prediction that the participants of this study will be able to pin point what needs are and are not being addressed.

The demographics of the individuals who are being supervised under corrections, will guide the researcher in gathering a sample that is similar the current statistics of the American jail population. Males currently represent the majority gender of individuals incarcerated. However, in the past decade women have been being convicted at an increasing rate. According to the Department of Justice (2013) women represent 6.7% of persons in prison. The female prison population has increased 44% over the last decade (Prison reform Trust, 2010). It is very vital to have women in the study because the needs of the women will be different from the males, clinicians cannot adequately help women based off the perceived needs of the male population's. This research has the capability of adding to the current data on the epidemic of female incarceration. Another topic that is also studied by the researcher is race.

Empirical research continues to examine racial disproportion of individuals being supervised by corrections. Jung, Spjeldnes, and Yamatani assert in their article that in 2008 42.5% of the jail population were white men and 39.2% were black men (as cited in McKinnon and Bennett, 2005). It is apparent that African American men are drastically overrepresented in the jail system, when compared to the 13.1 % rate of African American's in the United States (U.S. Census Bureau, 2012). There are many reasons that have been reported to explain this epidemic. Some researchers state this issue is due to the war on drugs, social structure, social learning, and institutionalized racism. Ballair and Kowalski (2011) believe that African American communities suffer from "structural social disorganization" and "cultural social isolation" (p. 177). The disadvantages that these communities undergo place the individuals in these communities at risk for criminal activity.

The average age of an inmate is 39 years of age, which is consistent with the idea that individuals age out of crime (Department of Justice, 2013). The researcher intends to sample individuals whose ages range from 18-40 years of age. The age range is large, but it will allow the need of ex-offenders to be assessed at varies levels of human development.

The types of crimes are worthy to be mentioned in the research because participants of this study will have committed various crimes that the researcher can compare to the crimes that the literature has identified. The number one crime being committed among the prison population is drug

offenses (46.8%) (Department of Justice, 2013). The largest amounts of incarcerated individuals are serving time due to drugs. Social workers can help remedy this epidemic by continuing to support addicted individuals in their recovery process and by helping individuals find alternative means to provide for their financial needs in place of selling drugs.

### Purpose of the Study

The purpose of this research study is to explore the needs of individuals who have been incarcerated. The researcher hopes that the finding will assist in the decrease of recidivism rates in the United States. These individuals will share what they perceive to be their current needs as they are attempting successful integration into society. In this research study, the participants will be the experts of their experiences.

Incarceration can cause individuals to have emotional and psychological needs that individuals who have never been arrested may not experience. Social workers can use this research as a tool to help them understand what the individuals in this population believe their needs are. It is possible that what the research reports the ex-offenders needs to be and what the ex-offenders believes their needs to be, are in complete contrast to one another.

The researcher is using a qualitative approach to the study. The qualitative design was chosen because the researcher wanted to describe the social reality of an ex-offender, from the point of view of the research

participant (Grinnell & Unrau, 2011). The researcher will conduct face-to-face interviews with the participants using the snowball sampling approach. The participants, who share their experiences, will have the opportunity to educate the researcher on their objective truth through self-report of their needs. By encoding the gathered data, the researcher will be able to find the significance of those truths.

### Significance of the Project for Social Work

There are two potential contributions this research will have on the Micro social work practice. First the participants who are directly associated with this study, will potentially improve their self-determination. As the interviewee's share the narrative of their stories they may feel empowered by the strength they have used to live their experiences. Secondly, the individuals may be in contact with resources or individuals who can assist them in gaining confidence to live up their full potential. The clinician will also learn from the experience of conducting research with this population. The experience will give the clinician insight and knowledge when working with this population in the future.

The potential contribution of this study to the macro practice of social work is the impact it could have on services that are suppose to transition individuals out of corrections and into the free world. Changes that are necessary to encourage and promote rehabilitation for these individuals can be determined through the literature from the participants themselves.

Programs can develop some of its services based on this population needs that will be determined through the data analysis.

## CHAPTER TWO

### LITERATURE REVIEW

#### Introduction

Chapter two of the research study covers themes of the current research for ex-offenders. The literature explores what causes the transition from incarceration, to freedom difficult for ex-offenders. Employment, environment, and social support were the three key components in the literature that would explain why some individuals integrate into society successfully and others do not. This chapter also explores the theoretical orientation of this study.

#### Environment

Previous research suggests that criminal behavior is a socially learned behavior. These behaviors can be learned from parents, family members, and the community environment. The effects that the environment has on an individual returning back to society after being incarcerated, can possibly determine if the individual reintegration will be successful or not. Tillyear and Vose (2011) state, the community setting to which an ex-offender returns is crucial to developing an explanation for recidivism.

Many individuals being released from correctional facilities are not returning to nurturing environments. Many ex-offenders return to homes that are, shared with other individuals who engage in criminal activity, in chaotic

communities, or communities that have a lack of community resources (Agnew, 2005; Bellair & Kowalski, 2011; Seiter & Kadela, 2003). Several individuals are released to unstable housing, which can cause challenges in maintaining their freedom. This population may engage in illegal activity to provide housing for his or her family or any other people that the individual supports. Makarios, Steiner, and Travis (2010) report that the ex-offender population is unable to maintain stable housing, and many would argue that lack of stable housing perpetuates the cycle of criminal behavior.

### Employment

Employment tends to be the greatest obstacle for ex-offenders. An issue that individuals with criminal backgrounds face is finding felon friendly employment. Ex-offenders will typically work for low wages, while acquiring job skills. It is difficult to successfully maintain daily living functions with a low income, and it is much more difficult with no income. No employment, or low wage employment can possibly lead ex-offenders to feel as if they must resort to criminal activity in order financially exist in society. The cycle of criminal activity causes many ex-offenders to violate probation or parole, resulting in to another incarceration.

Bellair and Kowalski (2011) believe that the employment issues that ex-offenders face are even more difficult for African Americans because employment opportunities are scarce in their communities; they argue that individuals who are released into areas with job opportunities, are less likely to

commit a new crime. Individuals of all ethnicities are more likely to have a successful reentry into society, if he or she returns to a positive environment. Job opportunities in the individual's community will also effect how successful a person will be after exiting incarceration.

### Rehabilitation

Many researchers would agree that individuals in the correctional system are not being rehabilitated. The evidence that support this theory is the high recidivism rate. "Overall, prisoners are serving significantly longer prison terms, and only a small percentage is receiving the benefit of extensive rehabilitation or pre-release programs" (Seiter & Kadela, 2003, p. 361). The interventions that are being implemented are not great, "almost every state and the federal prison system have prerelease programs... many are only a few hours of orientation by parole or mandatory release supervision officers" (Seiter & Kadela, 2003, p. 369). The newly released inmates have a lifetime of struggles that cannot be rehabilitated over the course of a few hours.

Individuals reentering society after incarceration would greatly benefit from having individualized plans of action that addresses the ex-offenders specific needs. The exit plans of action should be client centered and individualized to predict the best outcomes for the individual reentering society, after incarceration.

## Reintegration

Society is changing at a very rapid pace, for some ex-offenders “The world to which they return is drastically different from the one they left” (Seiter & Kadela, 2003, p. 361). Technology is an example of a rapid change that could overwhelm an individual that has been incarcerated ten or more years. Currently, many more offenders are being released compared to in the past. Some of the offenders are being released with no supervision requirements after release (Seiter & Kadela, 2003, p. 361). Many of the empirical researchers have stated that these individuals are likely leaving jail or prison with little social support. The communities that they return to are disorganized, their families are less supportive, and the releases have few community resources available to them (Seiter & Kadela, 2003). Reintegration into this type of environment puts ex-offenders at risk for recidivism (Bellair & Kowalski, 2011). It is said that the more social support an individual has, the greater the likely hood that a person will have a success reintegration.

## Substance Abuse

The subgroup of offenders who suffer from the disease of addiction is at even greater risk for recidivism. “A large number of releasees’ are returned to prison, either for committing new crimes or for violating the technical conditions of their parole or release supervision” (Seiter & Kadela, 2003, p. 361)). An individual can be violated and placed back in jail or prison for drug use. Failing a drug test is a felony; an individual can be convicted and

sentenced to a new prison term if he or she tests positive for illegal substances (Bellair & Kowalski, 2011).

Individuals who suffer from substance abuse issues can benefit greatly from substance abuse treatment, instead of incarceration. Forty-five percent of offenders who receive residential drug treatment are less likely to reoffend in comparison to offenders who are sentenced to jail or prison (Prison Reform Trust, 2010).

### Social Support

Social support has been shown to have a great impact on success of ex-offenders. Bahr, Harris, Fisher, and Armstrong (2010) state that individuals who become employed and have a supportive partner are less likely to engage with deviant individuals or engage in deviant behavior. These individuals live a normative life that allows little opportunity for criminal activity.

### Theoretical Orientation

This research study will have two theoretical orientations, the first is the systems theory and the second is a needs assessment theory, based off Maslow's hierarchy of needs. The systems theory examines individuals within their environments, the theory suggests that a person's behavior is defined by biological, sociocultural, and psychological functioning. Lesser and Pope (2007) conditions that the system becomes affected as a whole, when there is a disturbance in the scheme. Being incarcerated is a definite disturbance in

the system of life. The theory is well suited for this research because the researcher will be surveying the participants in their current environment.

Based on the literature, a second research theoretical orientation was formed and it is referred to as the theory of needs assessment. The Needs Assessment Theory is derived from the work of Abraham H. Maslow. The two works that the researcher used to explore the needs of ex-offenders are the Hierarchy of Needs and The Theory of Human Motivation. Maslow's Hierarchy of Needs and Theory of Human Motivation expresses five major categories that an individual must meet to be a productive citizen. The five needs are physiological, safety, love/belonging, esteem, and self-actualization (Maslow, 1954; Maslow, 1943). Based on Maslow's theory, humans will only be motivated to do what is "good" when their needs are met. The research will investigate the needs of the ex-offender by asking their perceived needs in each category of the hierarchy of needs. The narratives given by the research participants will help the researcher to better understand what needs are not being met by ex-offenders impacting the corrections recidivism rate.

The objective of this research design is to look at the ex-offenders perceptions of needs, and then take those needs as guidance to decrease the recidivism rate.

## Summary

Chapter two of the research study Discussed themes of the current research for ex-offenders. The literature explores what makes the transition

from incarceration to freedom difficult for ex-offenders. Employment, environment, and social support were the three key components in the literature that would explain why some individuals integrate into society successfully and others do not. The systems theory and a needs assessment theory, were the two theoretical frameworks that are presented in this study to assist the researcher in exploring the perceived needs of ex-offenders.

## CHAPTER THREE

### METHODS

#### Introduction

Chapter three discusses the research design, sampling, data collection and instruments, the procedures, the protection of the human subjects, and the data analysis. The researcher describes what preparations took place in order for the researcher to be effective. This chapter will discuss limitations of the study and how the qualitative research approach was beneficial to the needs assessment of ex-offenders.

#### Study Design

The specific purpose of this study is to explore the self-reported needs of ex-offenders. This study is designed to gather as much information as possible, about the perceived needs of ex-offenders. The study has the potential to educate professionals that provide services to this particular population. The professionals can then aide the ex-offenders in successful transition from correctional supervision to reintegration into society. The researcher believes that if individuals in the helping profession have a better understanding of the needs of the ex-offender, then the appropriate services being delivered to this population could result in a decrease of the current recidivism rate.

A qualitative research approach was used to gather data for this study; a group of 10 ex-offenders were selected to share their experiences. In depth face-to-face interviews were conducted at the Perris Valley Recovery Agency, which is owned and operated by Licensed Clinical Social Worker Tinya Holt. This site was selected for this study because the site gave the researcher access to individuals who were attempting successful reentry into society, during the time the research was being conducted. The researcher met with a group of individuals who were partaking in a self-help group that was being offered at the agency. The researcher announced the information about the study to the group members at the beginning of one of their group sessions. The researcher gathered names and contact information of individuals who were interested in participating. The researcher also requested that individuals pass on the information by word-of-mouth to other possible participants, who met the research requirements.

The tool that was used to conduct the researcher was a needs assessment questionnaire. Participants were asked questions regarding their perceived needs in employment, social support, education, housing, probation, community resources, probation/probation officers, the correctional system and vocational training. Participants were also asked basic demographic information that will allow the data to show possible themes among gender, ethnicity and age. The research participants were also asked what he or she perceived to be his or her greatest need as an ex-offender and they were also

given an opportunity to share additional needs that they felt were not covered by the questions during the interview.

### Limitations

The study is limited due to the fact that the researcher is analyzing the opinions of the research participants, and their reality of their challenges may or may not align with previous researcher. All of the topics discussed in other research are not discussed in this study. Recidivism research reports many reasons for why individuals commit crime and reoffend that were not identified by many of the interviewees. Another limitation to the research is that the research findings are not generalizable because the study does not represent an accurate representation of the population demographics of the correctional system. African Americans made up 50% of contributors in this study.

### Sampling

The data was obtained from ex-offenders who reside in the County of Riverside, in Southern California. The snowball sampling techniques was utilized as mentioned prior. The study included 10 participants. Some participant were repeat offender, meaning that they had been to jail or prison more than once and others had only experienced being incarcerated one time in their adult life. There is not a particular age range or gender that was targeted for this research study; however, all participants were at least 18 years of age. The diversity between the participants allowed the research to

show how men and women needs differ from one another and also difference in needs of different age groups. The main parameters of inclusion are that the participants have to be over the age of 18, and had been previously convicted of a criminal crime (excluding traffic crime).

### Data Collection and Instruments

The data was collected by the researcher through conducting face-to-face interviews with the participants of the research study. The data was gathered from 10 ex-offenders who reside in Riverside County. The interview questionnaire was created by the researcher to assess the perceived needs of individuals who are attempting to successfully reintegrate into society, after being apart of the corrections system (See attached questionnaire instrument). The questionnaire was developed using empirical research findings; the key themes that were founded in the research were used as the bases of each question that was asked to the ex-offenders.

### Procedures

The data was gathered by engaging the population of ex-offenders who fit the sample's identified parameters. Convenience sampling was the method used for the sample, conveniently almost all the individuals seeking services at the Perris Valley Recovery Agency had been convicted of a crime. The researcher made announcements at the Perris Recovery Center asking individuals to be apart of the study. The researcher announced to the

individuals the necessary criteria to participate in the study and also shared that there would be a gift card incentive given to participants for donating their time to the research.

The interviews took place at the agency. The informed consent and debriefing statement were physically given to the participants, by the researcher. The researcher also verbally asked permission of the participant to use a recorder to tape the interview session between the researcher and participant. The interviews lasted between 5 and 34 minutes; all interviews were conducted between January and March of 2014.

#### Protection of Human Subjects

The participants were not required to give identifying information about him or herself such as name, birthday, social security number or address. Confidentiality continues to be used in this study to keep the participant anonymous. The consent form did not require a signature, applying an X mark on the signature line was all that was required of the participants. The participant's recordings will be protected at all times, and furthermore the recordings do not have any identifying information on them.

An informed consent form was provided to the participants; informing them of their rights in the study. Participants were also verbally informed that their participation was voluntary and that they could choose to stop participating at anytime. Confidentiality was also be discussed with

participants, it was carefully explained to them that their privacy will always be a priority.

### Data Analysis

The method of research that was used to complete the data analysis was qualitative and exploratory. First, the audiotaped face-to-face, exploratory, interviews were transcribed. Then as part of the qualitative data analysis, the data was categorized and coded into groups of significance. The similar ideas that formed became the themes and codes that were used as common threads between the participants. Lastly, those common ideas were interpreted and used to gain knowledge and understanding towards a theory for the research.

### Summary

Chapter three discussed the research design, sampling, data collection and instruments, the procedures, the protection of the human subjects, and the data analysis. The researcher described what preparations took place in order for the research to be effective. The researcher discussed limitations of the study and how the qualitative approach was beneficial to the assessment of ex-offenders needs. The researcher discussed how the information given during the interviews was transcribed followed by evaluation of the themes that became the results of the study.

## CHAPTER FOUR

### RESULTS

#### Introduction

This chapter presents the findings of the study. This chapter includes the findings on participants unmet needs including employment, social support, education, housing, probation/parole, community resources, correctional system, and vocational training. Each factor will be analyzed and coded in common threads that are identified by the study. In addition the chapter will examine the greatest need of each participant, exploring individual barriers and the impact on the participant's productivity.

#### Presentation of the Findings

##### Demographics

There are a total of 10 participants in this study. The demographics include age, ranges of age, sex, ethnicity, time released from correctional custody, and number of incarcerations. The ages of the participants ranged from 18 years old to 44 years old; the average age was 27. One participant was between the ages of 18-21. Four participants were between the ages of 21-25. Another four participants were between the ages 25-30. One participant was between the ages of 30-45. Eight participants were males and two were female. In regards to employment status, 6 participants were employed and four were unemployed. Five participants were African American, three were White, and two were Hispanic. In regards to the time that has passed since

the participant's last release from correctional custody, the shortest length of time was 5 days and the longest was 8.5 years. Seven were released 0-1 years ago, one was released 2-3 years ago, one was released 3-4 years ago, and one was released 4 or more years ago. Number of incarcerations of the participants ranged from one to five times with an average of two years (See Appendix D).

### Employment

The participants were asked to respond to a question identifying one perceived need in employment. Of the 10 participants, five participants reported that they needed their criminal record to be expunged. One participant responded that, "Having a record stops me from having a job, once they see that they are done with you" (Respondent #8, Personal interview, February 2014). Another respondent states, "For this to get cleared off my record, I went to go apply for jobs and I felt ridiculous putting this stuff on the application" (Respondent #6, Personal interview, February 2014).

Two respondents felt they needed employment that did not disqualify individuals due to criminal records. One respondent reports, "I have a job, but I want a better job. It needs to be a lot easier to get a felon friendly job" (Respondent #2, Personal interview, February 2014). And another respondent simply states, "A job that hires felons" (Respondent #1, Personal interview, January 2014).

Four other respondents had various statements that were unique from everyone else's responses. The other four topics that were discussed with the participants, as employment needs were: health coverage, personable employment searches, childcare, and education. One participant reports,

On-line applications, I can't pitch myself...people will be able to identify with me more if they see my face or my personality. Job searches should have more of a personal touch. (Respondent #10, Personal interview, March 2014)

Another respondent states, "Vocational training, I was in the military for years and I feel like I need to go back to school (Respondent #3, Personal interview, February 2014).

One other respondent reported that he did not have any employment needs. The respondent reported, "I am happy being an EMT, I'm working towards being and fire fighter which is where I want to be" (Respondent #9, Personal interview, March 2014).

### Social Support

The participants were asked to respond to a question identifying one perceived need in social support. Of the participants, five reported that they felt socially supported by family. One participant's response to the question was "Everything is good; I have crazy family support" (Respondent #1, Personal interview, January 2014). Another responded states, "Not right now, I have friends and family" (Respondent #9, Personal interview, March 2014).

One respondent even reports, “I have a lot of support. I don’t need it, but its better to have it than not to have it” (Respondent #6, Personal interview, February 2014).

Three of the interview participants discusses challenges with significant others, when asked about social support. Two of the participants are in substance abuse recovery and had this to say about their girlfriends.

My woman was still smoking and not supportive, so I had to quit her. I don’t have family; I can’t go cry to anybody, a lot of my friends still smoke weed so it’s hard. (Respondent #5, Personal interview, February 2014)

The other participant reports, “I’m all on my own. I broke up with my girlfriend because she was still using” (Respondent #7, Personal interview, February 2014). The third responded reports,

[I] was incarcerated 17 years. I believed that I had my ex-wife’s support, but it was taken away. You kick back into a world and a situation you have to be prepared for. [I] Had a vision, but it fell through. I was already starting over, but I suffered a set back. I didn’t have the resources she had; I was released to nothing. If I didn’t have a family support system, I would be homeless. (Respondent #10, Personal interview, March 2014)

Two of the participants expressed that they would like uplifting support. One respondent shares, “My relationships with my parents has changed. They

start to look at you as a drug user, I wish they would talk to me like I'm normal" (Respondent #3, Personal interview, February 2014). Another respondent states, "Positivity" (Respondent #7, Personal interview, February 2014).

Although two respondents declared that they have social support now, they also expressed lack of social support in the past. Both participants reported that their fathers are not active parents. One interviewee shares,

I have it now, but I didn't then. Most people say you cant do nothing, you shouldn't have done this, you shouldn't have done that, alright its done now get over it!. (Respondent #2, Personal interview, February 2014)

And the other participant reports,

I felt like I needed more guidance when I was growing up; my father wasn't there and my mom was working. I was the oldest, so I was taking care of my brothers. I needed family and friends to be there for me. Around the time I did get incarcerated, I needed more guidance. (Respondent #9, Personal interview, March 2014)

### Education

The participants were asked to respond to a question identifying one perceived need in education. Five participants report that they need higher education to achieve their future goals. A participant states, "I have an Associate's degree. I do want higher education; it will help me get ahead in being chosen to be a fire fighter" (Respondent #9, Personal interview, March

2014). Another participant shares, “I have an Associate’s in Business Management. Education for me was like the turning point in my incarceration. I want to get a Bachelor’s” (Respondent #10, Personal interview, March 2014). A third respondent states, “I need to go to school; I just graduated high school and like three semesters of college” (Respondent #4, Personal interview, February 2014).

Three of the ten respondents expressed a want, to complete high school. One participant shares,

A high school diploma; it takes time and money and I don’t have either. It’s easy to get, so I don’t have a excuse. My pops died when I was young and my mom is a heroin addict. I had to work and ended up dropping out of school. I would like to go to school, but in this world you need money. (Respondent #4, Personal interview, February 2014)

Another respondent states, “Go back and get a high school diploma. I completed three years (Respondent #1, Personal interview, January 2014).

Two of the participants were not at all interested in education. One participant argues,

I don’t really care for education. Honestly, if you can learn it all street-wise, you can do your own thing. I graduated high school. I got some college, but I don’t care for it. (Respondent #2, Personal interview, February 2014)

## Housing

The participants were asked to respond to a question identifying one perceived need in housing. Of the participants, four individuals claimed that they had no housing needs. One participant states, "Not an issue at the moment, [I] rent a family members house" (Respondent #3, Personal interview, February 2014). And another participants reports, "I have my own place with my girl and my son" (Respondent #2, Personal interview, February 2014). A third respondent report, "I am happy with my housing situation" (Respondent #3, Personal interview, February 2014).

Three respondents report that they needed stability in housing. A participant reports, "Security, it's up in the air" while discussing housing (Respondent #6, Personal interview, February 2014). Another respondent reports, "Employment, without a job you can't maintain a household" (Respondent #10, Personal interview, March 2014).

Two participants claimed they needed privacy in housing. One interviewee shares, "It's real bitch not having privacy. There is no freedom" (Respondent #5, Personal interview, February 2014).

The ninth participant reports a need very different from the others. The participant states,

I would like to purchase a home. At 28 [years old], I should have bought a permanent home. My parents don't have a permanent home, so I

never had a permanent house to go back to. (Respondent #9, Personal interview, March 2014)

### Probation/Parole

The participants were asked to respond to a question identifying one perceived need in probation/parole. Five of the ten participants are not on probation or parole. Some successfully completed probation/parole and some were never on probation/parole. One respondent reports, “[I] completed probation by staying away from the spots I shouldn’t be and staying away from the people I shouldn’t be around (Respondent #1, Personal interview, January 2014). Another respondent states, “I am not on it, I completed it 5 years after I was released, so I’m good” (Respondent #9, Personal interview, March 2014). Another respondent shares, “Not on probation or parole. I completed my sentence in prison” (Respondent #10, Personal interview, March 2014).

Two participants express that they need to have recovery from substances use. One respondent reports,

I’m in outpatient drug treatment, but I need something more intense.

Although this was my first time getting caught, my drug addiction is way worse than what the program has to offer. (Respondent #3, Personal interview, February 2014)

Two respondents report leniency from law enforcement would help them be successful in completion of probation. One participant reports,

Probation is suppose to help you, but the way it's set up it's harder to get out the system. They scrutinize everything, versus before you had a certain level of rights. When you're on probation they emphasize you not having no type of rights. I had five years probation and I have one year left. (Respondent #8, Personal interview, February 2014)

Another respondent reports

Not be hassled for every little thing by the police. They profile me because of my Honda with a raider sticker. They probably wouldn't pull me over if they knew I was white. I get it; I fucked up, but don't be pressuring me. (Respondent #5, Personal interview, February 2014)

One participant responds he needs to, "Keep to myself, not drinking or doing drugs, keeping occupied with good things" (Respondent #4, Personal interview, February 2014).

The researcher asked the individuals who had completed probation and parole, what helped them to successfully complete probation or parole. Three of them report changes in life style helped them. One participant states,

You have to stop what you were doing. My son changed me. I left town, found a job and a place, make sure that he wouldn't go with out me. You stay around the same people who do the same things as you, you gone keep doing it. (Respondent #2, Personal interview, February 2014)

## Community Resources

The participants were asked to respond to a question identifying one perceived need in community resources. This question produced a large variety of responses. Daycare for the participant was the most repeated response, vocalized by three participants. One participant quickly states, “Childcare” (Respondent #4, Personal interview, February 2014).

The remaining seven participants had very different responses. The seven respondents report needs of: food stamps, volunteer activities, substance abuse classes, job core, first-time-home-buyer programs, community resource centers, and lastly, no needed community resources at all. One respondent shares,

It would be good to have food stamps, but I don’t really agree with the whole not working for your money thing. It is hard for me to get a handout, but I’m sure some of those things would help because I have 3 kids. It is hard to provide for them but it’s my responsibility to provide.  
(Respondent #3, Personal interview, February 2014)

Another respondent states, “Better volunteer activities like scrub down a park. I’m a positive person; it makes me feel better to do positive things”

(Respondent #5, Personal interview, February 2014). Another participant responds, “Drug intervention classes” (Respondent #6, Personal interview, February 2014). Another respondent states, “First time home buyer program, ex con program, some kind of program for some type of incentive, for those of

us who can't do it on our own" (Respondent #9, Personal interview, March 2014). Another interviewee responds, "I would say community work source center; not everyone has computers in their homes" (Respondent #10, Personal interview, March 2014).

### Correctional System

The participants were asked to respond to a question identifying one perceived need in the correctional system. Four of the ten participants report less stigma and profiling by the correctional system, as a perceived need. One participant claims the correctional system needs to "Stop reacting to everything that they hear. They think people don't change (Respondent #1, Personal interview, January 2014). Another respondent states,

Leave me the hell alone, they don't try to help you. They just be on your ass about every little thing. They are on your ass, as if you still fucking up. We have no rights, and then probation wants you to get a job. How will I get a job and I have this record and when I ask you for help you don't want to help me? You give me these felon friendly jobs that are really not. They want to do a background checks and a drug test, and then they want to violate me because I don't have a job. (Respondent #2, Personal interview, February 2014)

Three other participants agreed that rehabilitation was a need from the correctional system. One respondent reports, "I disagree with the drug laws.

They are unconstitutional, [there] should be treatment not incarceration”

(Respondent #3, Personal interview, February 2014). Another states,

Keep things in the institution that were for rehabilitation like getting degrees. They took weights out; they took anything that keeps your mind off that situation out. Something that makes you leave stronger physically, mentally, spiritually or something. (Respondent #8, Personal interview, February 2014)

And the third respondent shares, “More rehabilitation in the jail like AA and self-help groups. There is nothing mandatory, no incentive for incarcerated inmates” (Respondent #10, Personal interview, March 2014).

Two of the participants expressed that they need transitional assistance from the correctional system. One of the participants states, “Help me get a job or anger management classes. I have to take domestic violence classes. Counseling about what will happen next” (Respondent #4, Personal interview, February 2014).

One participant shares that she needs, “Leniency, and I need them to take that old charge and throw it out the window” (Respondent #6, Personal interview, February 2014).

### Vocation Training

The participants were asked to respond to a question identifying one perceived need in vocational training. Of the ten respondents, six identified vocational/trade training as a need. One participant states, “Would like training

in music, but I can't apply to a program because I do not have a high school diploma" (Respondent #1, Personal interview, January 2014). Another respondent reports, "Would be good to have training, but now my options are limited because of this charge" (Respondent #3, Personal interview, February 2014). Another participant shares, "I actually want to take psych tech, but I don't know if I can with felonies" (Respondent #4, Personal interview, February 2014). Another participant reports, "I want to be animal control cruelty investigator. And I probably need training in that, so that's why I need my record clean so that I could do that" (Respondent #6, Personal interview, February 2014).

Three of the participants state that they have no need vocational training. One research participant states, "No not really. It's all way to expensive. Work to pay off trade school would be cool, not loans" (Respondent #5, Personal interview, February 2014). Another respondent reports, "No, not for me" (Respondent #8, Personal interview, February 2014).

One respondent shares, "I did fire fighter and EMT training...helped me to get my life in order" (Respondent #9, Personal interview, March 2014), when discussing vocational training.

### Greatest Need

The researcher asked the participants to identify their greatest need. Two Respondents declare that education is their greatest need. One

respondent states, “High school diploma, with-out that you can’t do much” (Respondent #1, Personal interview, January 2014).

Two respondents state that employment is their greatest need. One respondent reports, “My record being cleared. Money is keeping me from getting my record expunged. Income is the barrier” (Respondent #2, Personal interview, February 2014).

Two respondents report community resources as their greatest need. One respondent identifies, “Substance abuse counseling and anger management” as the greatest need (Respondent #4, Personal interview, February 2014).

Two participants report social support as their greatest need. One respondent shares, “Understanding, once your labeled your peers look at you a different way”, when asked about his greatest need (Respondent #8, Personal interview, February 2014).

One respondent identified housing as his greatest need. He states, “I think the housing stability, a perm house. I feel like if you don’t have a roof over your head or food on the table, you will do whatever you have to do to survive and feed your family. (Respondent #9, Personal interview, March 2014).

Of the ten interview participants, one identified vocational training as the greatest need. He replies, “Job core will give me a degree” (Respondent #7, Personal interview, February 2014), when asked about his greatest need.

### Additional Needs

As the final question to the interview, the participants were asked if they would like to discuss any additional needs that they believe would help them to be successful in society.

Of the ten participants, six answered that they had no additional needs to discuss.

Four of the participants did identify additional needs that would help them be successful citizens of society. One participant states, "Get his license back and a car" (Respondent #1, Personal interview, January 2014). Another respondent reports, "Less stress. I'm seeing counselors now and its very helpful. Medication would help with anxiety and depression levels" (Respondent #6, Personal interview, February 2014). Another respondent states,

A program that can help felons repair their credit. When I got incarcerated, I had responsibilities that I couldn't keep up with because I didn't have any way to pay the bills. Once you get out it's hard to get a car, an apartment or anything, so that's probably my biggest need.

(Respondent #9, Personal interview, March 2014)

And finally the last respondent shares,

If people just took the time to be more helping and supportive of their neighbor. The only way to get a shoe in for a job is whom you know.

Help your fellow man. (Respondent #10, Personal interview, March 2014)

### Summary

Chapter four evaluates the qualitative, interview data revealed during the study. The qualitative data was analyzed and grouped into categories. The major themes that were identified as needs were self-sufficiency in employment, greater education, housing stability, and vocational training. The results of the qualitative data are interpreted and examined further in chapter five.

## CHAPTER FIVE

### DISCUSSION

#### Introduction

Chapter five presents the research results derivative of this qualitative study. The major findings and limitations of the study will also be examined. Additionally, recommendations for social work practice, policy and research are discussed. The chapter concludes with a summary of the study.

#### Discussion

The hopes of this study is to present insight on the needs of ex-offenders that will possibly aide this population in the successful maneuvering of life, and ultimately reducing correctional recidivism. Collectively, the participants of this study have a diverse background of life experiences, but even so they share common needs. The study found that almost all the participants had the needs including self-sufficiency in employment, greater education, housing stability, and vocational training. One responded expressed frustration with the transition from prison to home stating, "It would be easy to transition if the community were more concerned about their fellow man. They can at least help with employment; society is individualistic," (Personal interview, March 2014). It seems that this individual believes that he would be more successful in his reentry to society, if the

society was more collective in its approach to meet the needs of this particular population.

Based on the results of the study, the ex-offenders view their perceived needs very differently. The respondents are present at very different stages of human development. Some of them have started families, while others have not. Some research participants have been incarcerated numerous times and others have had just one corrections experience. Other participants of the study had substance abuse challenges and it appears that their reentry experiences were more difficult than individuals who did not identify as substance users. This finding is consistent with Seiter and Kadela's (2003) findings that individuals with substance abuse issues are at higher risk for recidivism, in comparison to ex-offenders who do not suffer from addiction. Although the study participants have been challenged and may continue to face hardships; they all seem to believe in themselves and their futures.

This study revealed that ex-offenders in this study received some form of social support. This finding is congruent with the research of Visser, Bakken and Gunter (2013) who found that an ex-offender, who has social support would potentially fared better than an ex-offender who do not have social support. As one respondent said "people will do what they have to, to survive" (Personal interview, March 2014). It seems that he was implying that individuals would do whatever they feel they need to do; to meet their perceived needs, including crime.

Another topic that was brought up among some participants was stigma. Stigma resulting from being a person who was once incarcerated appeared to be a common theme. This finding is consistent with Wilson and Davis's study that found that ex-offenders often experience stigma from friends, family, and others (2006). Some expressed stigma through police profiling, employment discrimination, and familial relationship changes. In a variety of ways the respondents voiced their wants to be trusted and treated like a normal citizens. One respondent stated, "I wish they would talk to me like I'm normal" (Personal interview, February 2014). In addition another respondent shared, "[O]nce your labeled your peers look at you a different way" (Personal interview, February 2014). Although the participants have broken the law they feel that they have paid their debt to society and want to be treated with dignity. The participants felt they deserved a chance to turn their stories of despair into a story of overcoming.

### Employment

Seiter and Kadela (2003) suggest, "Finding a job is often the most serious concern among ex-inmates, who have few job skills and little work history" (p. 367). The study's findings support this statement in the fact that 90% of the participants expressed a need for employment stability. At the time of the study, only 40% percent of the participants were employed, the remaining 60% were either looking for work, or have been discouraged by previous job searches that did not turn out as expected.

This study revealed that record expungement was a topic mentioned numerous times by the participants. The participants seemed to believe that their criminal records were keeping them from integrating into their communities successfully. One participant mentioned that once people read that he was a criminal on an employment application, the employment process was done. Previous research studies have suggested that ex-offenders have a difficult time sustaining employment and when employment is sustained, it is generally low wages and low skill (Bellair & Kowalski, 2011). Employment plays a large role in sustaining one's life. Employment results in having money and money allows people to provide transportation for themselves, allowing them to sustain housing, and employment among many other things.

This study found that the participants really honed in on the fact that financing their lives was a major stress. Many of them believed that finding stable employment would remedy a lot of their daily challenges. Some participants wanted to go to school, but could not afford to pay tuition. Some participants wanted to seal their criminal records to pursue better employment, but they did not have the money to pay the fees that it cost to seal their records. Other respondents discussed the lack of felon friendly jobs and how there are very few employers that do higher felons.

### Education

Most of the respondents reported that they had a need in education. The need varies from respondent-to- respondent, but 80% did report an

educational need. Two of the respondents stated that they had earned Associate degrees. One of the respondents with an Associate's Degree received the degree at a college in his community and the other reported that he received his Associate in Business Management, while incarcerated. Both participants are looking to continue their educations and complete a Bachelor's degree in the future. It is unclear if having some college experience puts these two individuals ahead of the other participants in the study, as far as successful employment because only one of the two participants with college educations were employed. The respondent that was unemployed had only been released from custody for a short period of time, so it would be inaccurate to state if having a college education has helped these two individuals in being gainfully employed at this time.

It was found that 30% of the study's participants had not completed their high school education, but wanted to do so. These findings align with the research of Morani, Wikoff, Linhorst, and Bratton (2011) who found that one-third ex-offenders stated a desire to complete the GED and one quarter expressed an interest in college courses in their study. Their findings support the findings of this study because although the ex-offenders stated education as a perceived need, many of them had at least an high school education, but that did not deter them from committing crimes. So, although the need may be real, it has not decreased recidivism (Morani, Wikoff, Linhorst & Bratton, 2011).

## Housing

Securing stable housing is another pressing need for inmates re-entering to society (Petersilia, 2003). This study's results are consistent with the findings of Petersilia's study. Sixty percent of the participants reported that securing stable housing was a need for them. Most inmates who leave prison do not have very much money and as result, cannot provide housing for themselves (Petersilia, 2005). Majority of the participants of this study reported that they lived with a friend, family member, or were renting a room. The major challenge that was a theme for these individuals were that they wanted privacy and to live independently, but as discussed before money, was a barrier for many of the ex-offenders.

There was one very unique housing need among one of the participants. The participant declared that his housing need was to purchase a home. The individuals statement was, "I would like to purchase a home. At 28 [years old], I should have bought a permanent home. My parents don't have a permanent home, so I never had a permanent house to go back to" (Personal interview, March 2014). The participant wanted to establish something tangible that was his, giving him a sense of belonging.

## Vocational Training

This study revealed that vocational training was one of the greatest needs of the participants. Sixty-percent of the respondents identified vocational training as a need. The participant's vocational needs varied from

music training, to truck driving, to Psych technician. Research a previous study indicates “a positive result for vocational training and/or work release programs found to be effective in reducing recidivism rates as well as in improving job readiness skills for ex- offenders” (Seiter & Kadela, 2003, p. 379). One participant had already been successful in completing vocational training in fire fighting academy and emergency medical technician training and has found the training to be very beneficial in his successful re-entry after his incarceration.

Some of the participants had big dreams that included vocational or trade training, but the participants seemed to think that their chances were slim in meeting their goals because of their criminal history. One participant disclosed, “[It] would be good to have training, but now my options are limited because of this charge” (Respondent #3, Personal interview, February 2014). Many of the participants shared a similar concern; although they wanted the training, they did not see the long-term benefit, unless they could some how seal their criminal record first.

### Limitations

There are several possible limitations of this study. First, there is only a sample size of ten participants, which is small. The data collected for this study is too small to represent all of the individuals who are categorized as ex- offenders. Additionally, the race and gender proportions of this study were not a representation of the ex-offender population. There was an

overrepresentation of women participant in the study that falls above the average number of women who are annually incarcerated in the United States. And, although African Americans men are disproportionately incarcerated in the United States, this study had a representation of 50% African American men, which is more than 10% higher than the amount of African American men that are actually incarcerated at any one time in the United States.

Another reason that the study is not necessarily generalizable is because of the sampling technique used. The technique used was snowball sampling. In order for the study to resemble the larger sample, the study would have had to be a random sampling. All of the participants resided in the same geographical location, which could have impacted the validity of results. Most of the study's participants had social support from friends and family, therefore the study does not take in consideration the needs of ex- offenders that do not have support from family and friends.

The direction of future research should be to study successful outcomes of ex-offenders. The definition of success should be defined as individuals who live independently and have been gainfully employed for a particular period of time, about a year. By doing so social work can examine the factors that contributed to the success and apply the obtained knowledge to helping individuals who are attempting to reintegrate into society after incarceration.

The study could have also been benefited from asking the participants questions about their upbringing and substance use habits. Both factors can have a great impact of the experiences of each participant. It would have been helpful to know the respondents' family of origins and their home lives as children and adolescence. In addition, if some members were struggling with substance abuse challenges their needs would be different from the participants who did not. The group of individuals with an alcohol or drug addiction will need a substance abuse recovery plan on top of the regular transitional services to be successful, after release from jail or prison.

#### Recommendations for Social Work Practice, Policy and Research

On a micro level social workers involved in direct practice with ex-offenders should be thoroughly educated and specifically trained in recovery models developed for successfully reintegration. The social work practitioners who work with these individuals should be empathetic and understanding to the multi-system challenges and needs that ex-offenders face each day. Therapist should select a Person-in-Environment therapy technique to assist ex-offenders in removing barriers in the way of goal achievement.

In addition, micro practitioners should have clinical case management skills. This population needs an intense amount of case management that is empowering. The social workers should be able to provide these individuals

with employment counseling and linkage to other programs geared towards successful re-entry. Furthermore, clinical case managers will be able to provide crisis intervention and brief therapy to ex-offenders when they encounter stressful situations.

The study's recommendation for macro level social worker and policy is one in the same. Social workers who focus on social policy should continue to collaborate with one another in large numbers and work toward legislation changes, in regards to the rehabilitation system known as corrections. The amount of individuals who reoffend is evidence that individuals are not being rehabilitated during incarceration. Individuals who are incarcerated would benefit from a political push for an increase in transitional services and mental health services in the jail and prison systems. An ultimate reorganization of the system of corrections would be the ideal recommendations to help individuals reduce criminal behavior; however, that would take a great deal of time and funding.

### Conclusions

This study examined ex-offenders' needs and challenges. The participants of the study had more unmet needs than needs met. According to Maslow's theory, humans will only be motivated to do what is good when their needs are met. Therefore it is not surprising that the rate of recidivism has remained elevated over the years. According to this study the stigma that is attached to an individual who has committed a crime remains with them

forever. That attached stigma affects the ex-offenders' future by the way of employment, social systems, confidence and the overall worth one feels for them selves.

In relation to the general systems theory, the labeling of being called a convict or felon impacts every system that the ex-offender belongs to. These men and women have all struggled in some fashion when it comes to acquiring a decent job that would allow them to be self-efficient. If one does not have the ability to financially take care of his basic needs then they definitely don't have the money to purchase an apartment or home, purchase a vehicle, buy clothing for interviews, afford to seek higher education, or expunge their record. So although many of them would like to be successful citizens of their communities they encounter many barriers that seem impossible to overcome. On top of those stresses these individuals have the stress of having probation and parole officers who place standards on them that many of ex-offenders feel are unattainable without the help of transitional services.

This particular population is almost isolated from all the members of society who have not committed a crime. These individuals need to feel that they actually have a second chance. Sixty percent of the study's participants have only been incarcerated once, but their lives have been changed forever. They don't feel that they have the same human rights as they did before. They feel limited in how much achievement they can reach now that they have been

deemed criminals. The unfortunate fact about the possible outcomes is that majority of the offenders were in their mid twenties and now have to live with the stigma of being a criminal for the rest of their lives. The way the correctional system is set up should continue to be evaluated; a rehabilitative approach for young Americans would probably have better long term effects on the recidivism rate, in comparison to the current recidivism rate which is significantly high. This study suggests that offenders will have a better chance at reaching self-determination if their needs are met and if they are aided in transition from incarceration to freedom. The world needs to be more understanding when thinking about people who have made mistakes and are now attempting to be productive citizens. Casting them out has not been beneficial in the past and will never be beneficial. As the saying goes a team is only as strong as its weakest member.

APPENDIX A  
NEEDS ASSESSMENT QUESTIONNAIRE

## **Needs Assessment Questionnaire**

### Demographics

1. Age
2. Sex
3. Race or ethnicity
4. Employment status
5. How much time has passed since you were released from correctional custody?
6. How many times have you been incarcerated?

### Interview Questions

7. Could you identify one thing that you perceive you need in employment?
8. Could you identify one thing that you perceive you need in social supports?
9. Could you identify one thing that you perceive you need in education?
10. Could you identify one thing that you perceive you need in housing?
11. Could you identify one thing that you believe would help you successfully complete probation or parole?
12. Could you identify one thing that you perceive you need in Community resources?
13. Could you identify one thing that you perceive you need from the correctional system?
14. Could you identify one thing that you perceive you need in vocational training?
15. Of all the needs that were discussed, which one do you identify as your greatest need?
16. If there are any additional needs that you would like to discuss with me that you believe would help you be successful in society?

Developed by Ashley Renae Williams-Queen

APPENDIX B  
INFORMED CONSENT

## Informed Consent

The study in which you are being asked to participate is designed to explore ex-offenders perceived needs. This study is being conducted by Ashley Williams-Queen under the supervision of Dr. Chang, Professor at California State University, San Bernardino. This study has been approved by the Institutional Review Board Social Work Sub-committee, California State University, San Bernardino.

In this study you will be asked to participate in an interview, that will ask you a series of questions about your perceived needs. With your permission this interview will be audio recorded. Once the study is complete, the audio recording of the interview will be destroyed. The interview should take about 20-30 minutes to complete. All of your responses will be held in the strictest of confidence by the researcher. Your name will not be reported with your responses. Your answers to the interview questions in this study will remain confidential and will not be shared with other study participants or officials that work at this agency. Your name will not be connected to the responses. The interview will take place at the agency in an office area, or at a location conducive to the interview process, in order to ensure the privacy of your responses. There are no foreseeable risks of participation in this study and all participants will receive a gift card benefit in the amount of five dollars, for their participation. The results will be available in the California State University Library December 2014.

Your participation in this study is voluntary. You are free not to answer any questions and withdraw at any time during this study. If you make the choice to discontinue participation in this study, your relationship with your agency will not be compromised. If you have any concerns before or after completing the study, or about your participation, please contact Dr. Chang by calling 1-909-537-5183 or by email at [jchang@csusb.edu](mailto:jchang@csusb.edu).

By placing a check mark in the boxes below, I acknowledge that I have been informed of, and that I understand, the nature and purpose of this study, and I freely consent to participate. I also acknowledge that I am at least 18 years of age.

- I agree to have this interview audio recorded for the purpose of the study
- Place a check mark here

Signature \_\_\_\_\_

Today's date: \_\_\_\_\_

Place an X on the signature line to consent

APPENDIX C  
DEBRIEFING STATEMENT

### **Debriefing Statement**

Thank you for completing this study. Your participation and contribution to this statement is greatly appreciated. Your individual responses will not be identified in order to preserve anonymity. If you would like to speak with a counselor about any feelings or reactions that you may have after completing the study, please contact my advisor, Dr. Chang at 1-909-537-5183 or via email [jchang@csusb.edu](mailto:jchang@csusb.edu). If you would like to view the results of the study, a copy will be available at the California State University, San Bernardino Pfau Library after September 2012. If the survey brought up personal issues that you feel you need to discuss further, please contact 211 for contacts to counseling services in your area. Thank you.

APPENDIX D  
DEMOGRAPHICS

## Demographics

Participants	Age	Sex	Employment status	Race	Amount of time since released	Number of incarcerations
1	23	M	Unemployed	B	8 months	1
2	24	M	Employed	B	3.5 months	5
3	29	M	Unemployed	H	11 months	1
4	24	F	Unemployed	H	1 month	4
5	27	M	Employed	W	5 ½ months	1
6	25	F	Unemployed	W	5 days	4
7	18	M	Employed	W	3 ½ years	1
8	29	M	Unemployed	B	2 ½ years	1
9	28	M	Employed	B	8 ½ years	1
10	44	M	Unemployed	B	3 ½ months	2

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