

Vocational Development of Female Offenders

LIFE EVENTS AND SOCIAL SERVICES THAT HAVE CONTRIBUTED TO
THE VOCATIONAL DEVELOPMENT OF FEMALE OFFENDERS IN
COMMUNITY BASED PROGRAMS

By

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ABSTRACT

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Research has indicated there has been a substantial increase in the number of female offenders in the United States. Since many female offenders are first time offenders or non-violent offenders, research has indicated that they may be prime candidates for living in community based programs while they transition from the prison system to the community. The efficacy of community based programs is currently being researched. For this population, vocational development and opportunity have been identified as critical variables for successful transition into the community (Austin, Bloom & Donahue, 1992). This study provides a qualitative analysis of life events and social services that have contributed to the vocational development of female offenders in community

based programs. Seven female offenders housed in a community based program were interviewed for this study.

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CHAPTER 1

INTRODUCTION

Over the past quarter of a century, there has been a substantial increase in the number of people housed in correctional institutions for criminal activity (Harley, 1996). Both the general public and the policy makers are advocating for tougher laws and longer incarceration sentences. At the same time, there has also been an increase in research and literature that advocates for education and rehabilitation services to be implemented with hopes of reducing the recidivism rate of public offenders. The United States is now one of the leading producers of correctional institutions that house offenders (Chesney-Lind, 1997). As the prison population grows at a rate that exceeds the number of available beds in institutions, researchers and advocates are now beginning to look at alternatives to the traditional prison model of incarceration.

Female offenders have traditionally been small in number. However, the number of female offenders has increased significantly since the 1980's. This is especially prevalent in larger cities, such as New York City, where the number of female offenders has increased six fold (Chesney-Lind, 1997). With the rapid increase of the offender population over the past few years, there has been an overcrowding problem in many correctional institutions. Due to the problem of overcrowding, many states are offering alternative sanctions to the non-violent and first time offenders. Traditionally, alternative sanctions have included

probation and parole or intensive sanctions. Housing offenders in community based programs (also known as the "half or three-quarter -way house") is a relatively new notion when put in the historical context of housing and monitoring offenders. Categorizing the offenders into two groups that are seen as potentially successful candidates for community based corrections has been an important part of the development of community based programs. Non-violent offenders are not viewed as substantial a threat to the community. First time offenders are viewed as easier to rehabilitate due simply to their lack of a criminal history. Furthermore, female offenders are more likely to fit the profile of non-violent or first time offenders than male offenders.

Throughout history, the crimes women have committed tended to be less violent and seen as crimes that were committed out of economic necessity (Chesney-Lind, 1997). Typically crimes that were committed involved property crimes - petty larceny and shoplifting (Chesney-Lind, 1997). Similar to the historical documentation of female offences, to this day female offenders tend to commit crimes that would be categorized as non-violent and monetarily driven (Chesney-Lind, 1997). Recently women have had a rapid increase of incarceration due to drug offenses or crimes committed to gain access drugs - prostitution has increased significantly in areas where drugs such as crack cocaine are more prevalent (The National Center on Addiction and Substance Abuse at Columbia University, 1996). Although these crimes are socially unacceptable, they are not

necessarily considered a direct threat to public safety. Therefore, some researchers are now advocating for female offenders to receive vocational services as part of their multi-faceted rehabilitation program in community based programs. The hope being that if female offenders receive rehabilitation services that is multi-faceted, they will be less likely to offend again. The literature suggests that an important component of these services include vocational rehabilitation - whether in the form of job training, education or career development.

The vocational rehabilitation needs of offenders has been a pressing issue in the rehabilitation field over the past couple of decades. Nonetheless, the needs of female offenders receiving vocational rehabilitation services have typically been assumed to be the same as their male counterparts. Therefore, most programs that have been available to female offenders have been limited in number, and tend to stereotypically assign these women to low paying vocational fields (Fortune & Balbach, 1985). Although many studies conclude that employment of prison inmates upon their release into the community may reduce the recidivism rate for offenders, many correctional institutions still do not offer access to effective vocational rehabilitation programs (Schumacker, Anderson, & Anderson, 1990). Recently, a study reviewing community based programs in the United States noted that many of these programs that are available included vocational training in one form or another. However, it has been indicated that female offenders are still assigned to traditionally female vocational roles and are

not equipped to cope with the "...realities of their lives outside the prison" (Wilson & Anderson, 1997, p. 342). Nevertheless, community based programs are more likely to include services that address the vocational needs of female offenders.

Community based programs typically offer an array of services to the offender. Vocational rehabilitation is increasingly seen as an important part of this treatment process, which includes employment services, job training, and educational services (Wilson & Anderson, 1997). Although there has been an increase in the prison population in general, the literature base and the vocational rehabilitation programs offered to female offenders have been developed for male offenders. Therefore, there is a gap in the literature examining the needs of this population. Due to the substantial increase in the female offender population over the past decade, many of the programs are, in a sense, pilot programs - attempting to meet the needs of this population without adequate research to develop effective policies.

Within the past decade, there has been an increase in literature advocating for female offenders to have their rehabilitation needs met in community based programs as compared to the traditional prison model (Belcourt, Nouwens, & Lefebvre, 1993). This increase in interest is due to the substantial rate of growth for this population, and the growing concern about the lack of knowledge to adequately meet their rehabilitation needs (Bloom, Donahue & Austin, 1992).

According to Chesney-Lind (1997), the United States is now imprisoning women at an "historic high". The increase of female offenders, the lack of adequate housing, and the recent literature suggesting female offenders have different rehabilitation needs than their male counterparts, have been the impetus for the recent expansion of literature that advocates the use of alternative sanctions and community based programs. Furthermore, as previously noted, a vast majority of these women have been incarcerated as first time offenders or have committed non-violent crimes, and are viewed as potentially successful candidates for community based programs.

Many community based programs that serve female offenders are beginning to offer some type of employment services as part of their rehabilitation strategy. It is assumed that vocational development is usually provided in conjunction with other services. The primary rationale for incorporating employment services is to insure that female offenders are able to support themselves financially upon completion of the program (Austin, Bloom & Donahue, 1992). Research indicates that female offenders who can adequately support themselves and their dependents upon completion of the program, will reduce rates of recidivism. This will benefit society twofold. First, female offenders will no longer be a burden on the taxpayer. Second, gainful employment may reduce threats to public safety, as well as reinforcing societal moral standards.

Statement of the Problem

Due to the increase of the female offenders, and the aforementioned need for vocational rehabilitation services, there is a need to investigate life events and social services that have contributed to vocational development for female offenders receiving services in community based programs.

Definition of Terms

Female Offenders - are defined as (1) sentenced offenders on probation or parole status, (2) defendants awaiting trial or in pretrial diversion programs, and (3) ex-offenders no longer under the formal supervision of the correctional system (Austin, Bloom, Donahue, 1992).

Community-Based Rehabilitation - Rehabilitation processes that assist individuals to achieve economic self-sufficiency and community-integration goals. The purpose of the process is to identify and plan for rehabilitation needs. The process is used by, or on behalf of, the individual to improve vocational and personal status. The emphasis within the processes in community-based rehabilitation is that they are provided in settings where they will most likely be used and where obtainment of the information or skills is most likely to have practical application outside the rehabilitation program (Menz, 1993).

CHAPTER II

LITERATURE REVIEW

The use of community based corrections is not a new concept. However, the model of community based corrections has changed over the years. In general, reintegrating offenders into the community after incarceration has been the goal of the community based program. Female offenders have been involved in the criminal justice system for centuries. Yet, it has only been recently that literature has suggested that female offenders might be best served through community based programs. An important component of meeting the rehabilitation needs of female offenders in community based programs is to offer services that enhance vocational development and employment potential on the premise that this will impact recidivism rates.

This review of literature will include historical and modern theories on female criminality. In addition, the review of literature will demonstrate that there has been substantial increase in the number of female offenders incarcerated over the past 20 years. A demographic profile will be presented that will include typical offenses committed by female offenders, and common characteristics of female offenders, as they relate to documentation that female offenders are more likely to be first time offenders, non-violent offenders and increasingly convicted for drug related crimes. The historical development of alternative community correction programs as it relates to helping offenders' reintegrate into society will

be addressed. This review will address recent literature that is currently evaluating whether female offender might be best served in community based programs. Furthermore, the complexity of female offenders rehabilitation needs will be well documented throughout the literature review.

Theories about Female Criminality

Although there has been little attention given to female offenders in both historical and academic arenas, theories on female criminality had developed in the late 1800's to early 1900's. The development of these theories came from the study of criminality in men (Heidensohn, 1995). Most of these theories developed from research that was gender biased, and female offenders were seen as a footnote to the larger subjects of study. However, throughout the years social scientists began to question gender roles and gender specific research, a branch of criminal theorists speculated on the development of the female criminal personality (Heidensohn, 1995). Theories of female criminality range from the first biological and anthropological studies of female offenders, to the modern psychological, sociological and economical driven theories.

Among the first to study female criminality was psychiatrist Cesare Lombroso (Flowers, 1995). Lombroso was considered to be from the biological-positivistic thought of criminality - he studied the skeletal remains of female offenders for signs of primitive genetic traits (Flowers, 1995). Most of his studies included looking at the brain size, facial features, jawbones and the cranium size

to determine if there were any anomalies that were not present in normal women (Flowers, 1995). Lombrosa determined that female offenders in general were "born criminals" and therefore had the predisposition to become criminals (Flowers, 1995). Lombrosa described female offenders as "likely to have very heavy lower jaws, large nasal spines, simple cranial sutures, deep frontal sinuses and woman bones...usually possessed occipital irregularities, a narrow forehead, prominent cheekbones, and a virile type face" (Flowers, 1995, p. 66). According to Flowers (1995), although he theorized that more men than women were born criminals, female offenders tended to be

even more immoral and menacing than male criminals...less compassionate and sensitive to pain, while possessing jealousy and capable of vengeful behavior. These "ladylike" characteristics tend to be mitigated by common female attributes such as weakness, piety, maternity, and insufficiently developed intelligence....Women are simply overgrown adolescents who when bad, are far more frightening than men. These women lack maternal affection, illustrating their degeneracy and masculinity. p. 66

Other biologically based theories have been formulated throughout the years and have influenced modern views on female criminality. More recent biologically based research suggests that female offenders have a high rate of sex chromosomal anomalies (Flowers, 1995). It was suggested that such genetic traits as obesity in girls was linked to sexual promiscuity. Furthermore, menstruation

was the realization that women can never be men, therefore causing delinquent behavior (Flowers, 1995). Other studies link a women's menstrual cycle to increased aggression, irritability, tension and fatigue and ultimately to female criminality (Flowers, 1995). Although most biological theories have been largely dismissed, they have influenced perceptions of female criminality. In addition to biologically based theories of criminality, psychological theories have emerged over the years and have contributed to modern views of female criminality.

Like many psychological theories, the theory of female criminality is thought to be rooted in and influenced by Sigmund Freud's psychoanalytic theory. Freud believed that, in general, females were inferior to men, which in turn caused them to have a "inferior complex". Furthermore, he speculated that this complex led women to have "penis envy" or "masculinity complex" (Flowers, 1995). He believed that women were anatomically deficient and more prone to immorality, emotionalism and bad judgement (Flowers, 1995). Although Freud's theories have been largely dismissed, the impact of his theories still influence many modern theorists.

Both biological and psychological theories were put aside in the early 1900's for the sociological theories. In 1907, a William Thomas related female criminality to sociological factors (Flowers, 1995). In 1923, he published in book in which he suggested female offenders were not only a product of innate impulse, but also of their social environment (Flowers, 1995). Another study,

published in 1934, by Sheldon and Eleanor Glueck, suggested that female offenders were motivated to offend as a result of biological factors and economic factors (Flowers, 1995). Both of these studies were largely criticized on account of their sexist and paternalistic methodologies.

Pollack published a book in 1950 called *The Criminality in Women*. Pollack was influenced by Lombroso and Freud, and attempted to differentiate the types of crimes committed by men and women, and their influences. He postulated that women committed crimes that were sexually motivated, while men committed crimes that were motivated mainly out of economic necessity (Flowers, 1995). Pollack was responsible for the theory that women were more likely to commit hidden crimes. These are crimes that were less likely to be reflected in official statistics, such as shoplifting, illegal abortions, domestic thefts, and prostitution-perpetrated thefts of customers (Flowers, 1995). Pollack's theories also had much criticism due to methodology, and was seen as unsubstantiated and biased.

Socioeconomic theories attempt to explain female criminality as it relates to the economic barriers and social pressures that women face. Role or opportunity theories are popular theories used to explain female criminality. "These theories posit that females are most likely to engage in criminal behavior when legitimate avenues for reaching social goals are closed and illegitimate avenues are open" (Flowers, 1995, p. 70). Many believe that female criminality is

tied closely to economic hardship. Throughout the literature, female offenders are often described as economically disadvantaged, undereducated, self-supporting and mothers (Flowers, 1995). For this reason, the socioeconomic theories on female criminality are often seen as more of a suitable explanation. However, with the growing number of women in the workforce and the increase of women's identity and self-concept issues, many theorists correlate the increase of female criminality with the women's liberation movement.

According to some researchers, there is a correlation between the increase emancipation in women and female criminality (Heidonsohn, 1995). The women's liberation theory of female criminality, suggests that as women have gained more independence and opportunity to advance in the world of work, and in their social lives, they also have more opportunity to commit crimes (Flowers, 1995). Since women have typically have not been allowed to participate in the domains of work and social society, they have had little opportunity to commit offenses. However, this theory has been largely criticized, mainly because female offenders are poor and uneducated and have not had opportunities to take part in the women's liberation movement (Flowers, 1995). Although there has been a substantial increase in the number of female offenders since the 1960s, there is no empirical data that suggests a link between the women's liberation movement and this increase in crime.

The Increase in Criminal Activity in Females

The number of offenders has increased significantly over the last two decades. Both the adult and juvenile rates of incarceration have increased substantially. According to Harley (1996) the number of adults incarcerated in state and federal facilities in 1970 was 196,429; in 1980 it was 315,974; in 1988 it was 581,609; and as of December 1991 there were 751,806 inmates in state facilities; 71,608 in federal facilities; and 422,609 in local city and county facilities. The increase of offenders in the criminal justice system has been so dramatic that according to Chesney-Lind (1998) the correctional establishment was taken by surprise. "Initially, woman inmates were housed virtually anywhere (remodeled hospitals, abandoned training schools and converted motels) as jurisdictions struggled to cope with the soaring increase in women's imprisonment" (Chesney-Lind, 1998, 67).

The number of women that have been imprisoned in the United States had tripled during the 1980's, and in larger cities, such as New York, the number of women in prison had increased sixfold (Chesney-Lind, 1997). According to Austin, Bloom & Donahue (1992) the U.S. Bureau of Justice Statistics noted the rapid rate of expansion among female offenders as follows:

Between 1982 and 1989, the adult women's prison population tripled from 13,420 in 1980 to 40,556 in 1989. This increase in the number of female prisoners (202 percent) was approximately twice that of male (112 percent). Similarly, the female jail population grew by 129 percent...whereas the adult

male population grew by 69 percent....the rate of women's incarceration has grown 158 percent...compared to a 91 percent increase for males. p. 3

In addition, there has been a substantial increase in the number of women on probation and parole. Twice as many female offenders are now on probation and parole than incarcerated (Harley, 1996). In 1989 there were approximately 77.9 percent of female offenders that had probation as their primary form of supervision (Austin, Bloom & Donahue, 1992). Due to this rapid growth of female offenders involved in the correctional system, officials are often looking at community based facilities to reduce recidivism rates and prevent future overcrowding and the costs associated with housing female offenders.

Crime's Committed by Female Offenders

Although research on female offenders is limited, in general, there are some historical records that document women's offenses as remaining consistent throughout the centuries. Records dating back to the 14th century England document women who were transported to Australia for committing petty crimes of stealing, shoplifting, picking pockets and prostitution (Chesney-Lind, 1997). The number of women offenders transported between 1787 and 1852 to the colonies to relieve a shortage of women in these areas was no less than 24,960 - one third of these women were first time offenders (Chesney-Lind, 1997). Bortich & Hagan (1990) believe that women in the industrial revolution era were employed in extremely low paying jobs, therefore forcing them into many forms

of offending: disorderly conduct, drunkenness, and petty thievery. Bortich & Hagan (1990) further note that this type of criminal activity can be seen in their modern day historical counterparts. Most accounts of women offenders in historical records tend to portray them as victims of society and having limited choices in order to survive. They are seen as harmless and therefore more easily rehabilitated back into society - a sentiment that is still in use today.

Since women's incarceration rates have risen dramatically over the past couple of decades, many researchers are tracking the crimes they commit and their recidivism rates. The type of offenses women usually commit have to do with either a drug offense or a property crime (Feinman, 1994). Drug crimes can include property crimes committed to obtain the drug, as well as prostitution for money to support a drug habit. Property crimes usually include shoplifting and other minor thefts. Crimes that involve violence are usually directed at an abusive mate (Feinman, 1994). In general the proportion of women in prison for violent offenses has declined from 48.9% in 1979 to 32.2% in 1991 (Chesney-Lind, 1997). According to Feinman (1994) the ACA survey stated that

55 percent of the women had been arrested two to nine times, mostly for property crimes (39 percent) and crimes of violence (22 percent); 45.8 percent had only been incarcerated one time, and 39.8 percent had been incarcerated two to four times....20.7 percent of the women were incarcerated for drug abuse violations, 15 percent for murder and

nonnegligent manslaughter, and 11.9 percent for larceny/theft....25.1 percent of the women stated that...they were incarcerated for a crime committed to pay for drugs for their use. p. 46

Although these statistics show the variation of crimes women offenders are committing, it should be noted that there has been a dramatic increase of incarceration due to drug or drug related offenses. As of 1991, one out of every three incarcerated women were doing time for drug offenses (Chesney-Lind, 1997). Since female offenders tend to have lower conviction rates than their male counterparts for violent crimes and higher rates of one time offenses, some researchers believe they may be good candidates for community based rehabilitation programs.

Common Characteristics of the Female Offender

With the availability of information from recent research as well as information from practitioners, there is an emerging profile of the female offender that differs from their male counterparts. In general, the demographic characteristics of all offenders show that the majority are poor, under-educated, unemployed, unskilled and disproportionately African-American or Hispanic (Austin, Bloom & Donahue, 1992). Female offenders often fit this profile, but they also tend to have higher rates of addiction, poverty, unemployment, physical and mental illness, physical and sexual abuse and homelessness (Austin, Bloom & Donahue, 1992). Due to these characteristics, female offenders often are trapped

"...in a cycle of hopelessness and crime" (Austin, Bloom & Donahue, 1992). According to Chesney-Lind (1997) the crimes committed by women tend to happen because of economic marginalization of women in the United States. Therefore, it is important that when women transition from the prison system into the community that they are receiving vocational rehabilitation services that allow them to obtain competitive employment.

Since the 1960s, there has been many comprehensive studies on the demographic characteristics of female offenders (Feinman, 1994). These characteristics have remained fairly consistent and stable over the years. At the time of the American Correctional Association (ACA) study that was conducted in 1987, the typical female offender was a minority between the ages of 25 and 29 (Feinman, 1994). Sixty-two percent of female offenders had never been married and typically they were a single parent living alone with one to three children (Feinman, 1994). Typically, she was a high school dropout; 59 percent had dropped out due to boredom and 34 percent because of pregnancy; 74 percent had started using drugs or alcohol between the ages of 13 and 14; almost all were unemployed or marginally employed, and 60 percent were receiving welfare assistance (Feinman, 1994). Before imprisonment, many women offenders with children under the age of 18 were considered the head of the household, and frequently are reunited with their children after their release (Austin, Bloom, & Donahue, 1992). Not only has the demographic characteristics of female

offenders remained stable through the years, the reasons for committing the crimes and their conviction records have remained relatively stable as well.

The Development of Community Based Correctional Programs

Community based correctional programs have been in use in the American correctional system for almost a century (Wilson, 1985). Since its inception, community based correction's goal has been to successfully reintegrate offenders into the community after they served their sentence (Wilson, 1985). The most widely used model of community based correctional programs was that of the "halfway house" (Wilson, 1985). The concept of the halfway house as a transitional residence for criminal offenders originated in England and Ireland in the early 1800's (Wilson, 1985). The United States first considered using this model in 1917, when the Massachusetts Prison Commission recommended the creation of these shelters (Wilson, 1985). The creation of the halfway house had two roles, one was to reduce recidivism and the second was to protect society from future criminal activity. According to Wilson (1985), in 1917 the legislature that recommended the use of halfway houses realized that

The convicts who are discharged are often entirely destitute. The natural prejudice against them is so strong, that they find great difficulty in obtaining employment. They are forced to seek shelter in the lowest receptacles; and if they will to led a new course of life, are easily persuaded out of it; and perhaps driven by necessity to the commission of fresh crimes. It is

intended to afford a temporary shelter in this building, if they choose to accept it, to such discharged convicts as may have conducted themselves while in prison, subject to such regulation as the directors may see fit to provide. They will here have a lodging, rations from the prison at a cheap rate, and have a chance to occupy themselves in their trade, until some opportunity offers of placing themselves there they can gain an honest livelihood in society. A refuge of this kind, to this destitute class, would be found, perhaps, humane and political. p. 152

It was believed that these facilities would reduce the high rates of recidivism among released offenders. Although the Massachusetts Legislature did not enact the recommendation to form halfway houses funded by the government, this concept spread and several private houses were opened (Wilson, 1985). However, due to the depression era and lack of funding of these private facilities, they did not become a widely used alternative to incarceration until the 1950's (Wilson, 1985).

During the 1960s, parole officials began to see halfway houses as a means to assist correctional inmates with job placement needs that were not met by the prison system (Wilson, 1985). The halfway house model that is used today in community based facilities/programs usually offer an array of services: education, job placement, counseling and community resource development (Wilson, 1985). Although the modern day halfway houses serve to fulfil a variety of services, it

often also serves as a cost containment method for the correctional system. For these reasons, it has become an attractive alternative for correctional institutions to contract out services to these community-based facilities for their non-violent and first time offenders - which is a more typical profile of female offenders.

Community Based Programs for Female Offenders

According to Fortune & Balbach (1985) during the 1970's and early 1980's the National Council on Crime and Delinquency recognized that community based programs should be established for female offenders. However, due to the lack of empirical data and literature on female offenders and their rehabilitation needs, there were not a lot of programs available. In an early study by Hendrix (1972) it was recommended that there should be more emphasis on community-based corrections for women to "...receive counseling, job training, job placement...and other services..." (p. 42). It is believed that female offenders are more likely to receive vocational rehabilitation services in community based programs that will meet these needs.

Furthermore, researchers had started advocating for female offenders to be treated in the community to ensure that women will receive vocational training services that prison system offers to their male counterparts (Fortune & Balbach, 1985). During the late 1970s, on average, men's institutions had ten vocational programs, whereas women's institutions had 2.7 (Fortune & Balbach, 1985). The programs that were offered were gender stereotyped into low paying occupations

such as cosmetology, clerical, food services and janitorial services (Fortune & Balbach, 1985). A female offender being funneled into these low paying fields is still an issue of concern today. However, with the advent of community based programs as an alternative to traditional incarceration, many believe women offenders will receive vocational training along with a host of employment services and mental health programs to reduce their likelihood of returning to a life of criminal activity.

In 1992, the first comprehensive review of community based programs that treated female offenders in community based programs was published. There were 111 programs out of 342 programs that were identified as treating only female offenders in the community. According to Austin, Bloom & Donahue (1992) of this target population it is estimated that 80 percent of them are in need of employment services. Of these programs 5 offered "Employment Seeking" services as their primary services; 63 offered "Job Seeking Skills" and another 43 offered "Job Training" as part of their multidimensional service strategy (Austin, Bloom & Donahue, 1992). The publication did not further elaborate on the types of services that were offered for each category.

Although this publication stressed that there is a great need for empirical research on long-term effectiveness of these gender-specific correctional treatment programs, they did define the programs that had potential (Austin,

Bloom & Donahue, 1992, p. 25). According to Austin, Bloom & Donahue (1992) the programs that showed the most promise

...often used the empowerment model of skill building to develop competencies in order to enable women to achieve independence. Effective therapeutic approaches are multidimensional and deal specifically with women's issues, including alcoholism/addiction, parenting, relationships, gender bias, domestic violence and sexual abuse.... Programs appeared to be most effective when emotional support was linked with practical skill development to prepare women for employment. p. 25

In the statement of objectives for these programs, many programs specifically state one of the goals is to "...provide job and/or training placement and supportive assistance to low income, disadvantaged women who are or have been on probation or parole..." (Austin, Bloom & Donahue, 1992, p. 29). Employment services could be considered one of the key areas to secure independence and reduce recidivism rates for female offenders. Upon discharge from the program these women are to secure employment to help them reintegrate into the community.

Conclusion

Since the early 1900s there have been many theories regarding female criminality. The earliest of these theories were biologically based - suggesting that

female offenders were somehow predisposed to criminal activity due to their physiologic makeup (Flowers, 1995). Psychological theories, such as Sigmund Freud's psychoanalytic theories, were responsible for suggesting that women committed crimes due to their inferior status. More recent sociological theories attempted to correlated female crime to environmental and socioeconomic factors. The women's liberation movement has been related to the increase in female criminality. Although most of these theories have been criticized, they have influenced modern theories on female criminality in some shape of form.

Due to the small numbers of women that were incarcerated, female offenders typically have not received much attention by researchers (Belcourt, Nouwens, & Lefebvre, 1993). However, the past two decades have shown a dramatic increase in criminal activity. As researchers attempt to document the trends in womens crimes throughout the years, a pattern has been emerging. Most female offenders commit nonviolent crimes and many of them are first time offenders that are incarcerated (Chesney-Lind, 1997). Therefore, female offenders are often candidates for rehabilitation in the community when they are classified as not being a threat to public safety. The programs that are serving female offenders in the community are relatively new, but they are showing innovative ways to rehabilitate the offender (Austin, Bloom & Donahue, 1992). Employment services are considered an integral part of the rehabilitation process due to the complexity of this population's needs.

Repeatedly, the literature describes the female offender as poor, undereducated, unemployed or untrained in a job skill, and a minority member that is frequently the sole support of her children (Fortune & Balbach, 1985). Unemployment and underemployed of offenders has been a problem of concern for policy makers, the general public and offenders. Historical records often mention employment issues as the impetus behind criminal activity. In order to reduce the recidivism rates, which some researchers relate to unemployment issues, halfway houses were put into place to aid in the transition from prison to society. Here the offender can receive a variety of services that include vocational training.

CHAPTER III

METHODOLOGY

Research has indicated that female offenders tend to be uneducated and in need of employment services to help reduce the rates of recidivism (Bloom, Austin & Donahue, 1992). However, the literature base on female offenders is generally limited to empirical quantitative research depicting offender demographics and trends in crimes, as opposed to characteristics of female offenders and their lives. Therefore, in order to best serve the needs of female

offenders housed in community based programs that offer multidimensional treatment services, it is essential to understand the common life events and social services that have contributed to their vocational development. By doing so, researchers and practitioners will have a better understanding of services that adequately meet their needs, as well as evaluating services that have been less effective in enhancing their vocational development.

Protocol Development

This study interviewed seven female offenders. For purposes of this study an interview protocol was developed to elicit responses that pertained to the life experiences and social services that have contributed to the vocational development of female offenders in community based programs. The protocol was developed with the assistance of an advisor. In addition, demographic information and information regarding time spent in prison was gathered.

The demographic section of the protocol questionnaire obtained information on age, marital status, children, geographic origin, and race/ethnic status. The prison term section of the protocol questionnaire obtained information on the length of the prison term, a subjective description of time spent in prison, and if the interviewees had an opportunity to be involved in a job or vocational training/preparation while in prison.

Confidentiality and Human Subjects Protection

Informed consent forms were developed to ensure the interviewees were informed of their rights while participating in the interview. The consent forms, copies of the protocol, and a description of the procedure used to select and contact the interviewees was reviewed by the University of Wisconsin-Stout Protection of Human Subjects Committee. This committee approved the introductory comments, informed consent form, the established protocol and the method for contacting the interviewees for this study.

Confidentiality of the interviewees was protected. The interviewees were insured that any personal identifiers would be removed from any records. In addition, all tape recordings would be destroyed upon completion of the study. Once the data was gathered from the interviews, only two persons had access to the records: the principle investigator and the advisor.

Selection of Interviewees

The interviewees were female offenders receiving services in a community based program. The first contact with staff members of the community based programs was made through a telephone conversation concerning the basic nature of the study. Upon approval of the study by the University of Wisconsin-Stout Human Subjects Board and the research advisor, the staff members of the program were given a copy of the introductory comments, the consent form, the abstract, and the protocol. The lead community corrections worker reviewed this information and approved the use of the materials for the study. The lead

community corrections worker was also responsible for facilitating a group therapy session. Here the facilitator explained the basic nature of the study, and then asked for volunteers. Each interviewee was selected on a volunteer basis only. The group facilitator then scheduled each interviewee for a two hour time block.

The Interview

Each interview was scheduled for two hours, with the average interview lasting 30 to 40 minutes. All interviews were held at the community based programs that was selected as the site of study. All interviews were completed in during the afternoon and evening hours of one day.

Interview Procedure

The principle investigator was responsible for the interviewing procedure. First the investigator introduced themselves to each interviewee and thanked them for participating in the study. Then a copy of the introductory comments (see Appendix B for complete proofs) was handed to the interviewee, and the interviewer read the introductory comments while the interviewee read along. The interviewer asked if there were any questions regarding any of the information given. Next, the interviewee was given a consent form (see Appendix C for complete proofs) and a copy of the interview protocol (see Appendix A for complete proofs) to review before the interview began. The consent form was reviewed and signed and dated. The interviewee was informed that upon completion of the study each interviewee could have a copy of the final copy.

After the protocol materials were reviewed, each interviewee was asked if the interview could be recorded on audio cassette to ensure that the information given would be accurately recorded.

The interviewer started the tape recorder and began the interview protocol. The interviewer asked questions as stated on the approved interview protocol. For each item, the interviewer wrote a brief summary of the response on the protocol. Upon completion of the interview the interviewee was thanked for their participation, and informed that a copy of the informed consent form would be put into their mailbox by the end of the day.

Descriptive Data Analysis

The demographic information that was collected during the interviews is presented as percentages, means, modes and ranges.

Qualitative Data Analysis

The information collected during the interview process provided data for qualitative analysis. The qualitative analysis consisted of summarizing and editing the responses to questions on the protocol. The data was used to illustrate and gain insight into common life experiences of female offenders in community based programs. Five topics from the protocol were selected to represent issues concerning the vocational development of the interviewees. Quotes were selected that best represented common life experiences and social services that contributed to the vocational development of the interviewees.

CHAPTER IV

RESULTS

The following results relate to the life events and social services that have contributed to the vocational development of female offenders housed in community based programs. The protocol was established to elicit information regarding time spent in prison. In addition, the protocol was developed to elicit descriptive data. Demographic data included ages, marital status, children, geographic origin, and race/ethnic status.

Based on the information derived from the interviews, the five primary topics have been identified: a) the vocational background of the interviewees; b) the interviewees' stated vocational goals; c) what or who had helped the interviewees define/develop their vocational goals; d) description of barriers that have come between the offenders and their vocational goals, and; e) what the interviewees believed was working against them in terms of obtaining their vocational goals at the time of the interview.

Descriptive Data

Age of the interviewee.

The ages of the interviewees ranged from 21 to 46, with the mean age = 28.8, and the mode = 23.5.

Marital status of interviewees.

Information regarding marital status was collected: three were single (42.8%), one was married (14.28%), one was divorced (14.28%), one was widowed (14.28%), and one was separated (14.28%).

Dependents.

Information regarding dependents was gathered, with the results as follows: 57.14% of the interviewees had dependents. The ages of the dependents ranged from 2 to 13 years old, with a mean age of 7.75 years old. Of this representation 14.28% of the interviewees, had more than one dependent. Additionally, 14.28% of the interviewees had dependents ages 5 and under, and another 42.8% had children ages 11 and over.

Geographic origin of interviewees.

Data was collected regarding the geographic origin of the interviewees, and 100% of the interviewees were from Wisconsin.

Racial status of interviewees.

The racial status of the interviewees included: White (71.4%), and Native American/American Indian (28.6%).

Questions Regarding Prison Term

Since the interviewees were female offenders that were receiving services in a community based program, the protocol was developed to gather information regarding: a) length of prison term prior to be housed in the community based program, b) a description of the time spent in prison, and c) whether the interviewees were involved in any job related activity or whether vocational training or preparation was offered while in prison.

Length of prison term.

Five of the interviewees (71.4%) had reported that they had not served time in prison, instead reported they had spent time in the county jail. Two of the interviewees stated that they had spent time in the prison system (28.57%) All of the interviewees were on probation or involved in the intensive sanctions program at the time of the interviews. Furthermore, two of the interviewees were repeat offenders (28.57%). Of these two repeat offenders, one of the offenders had estimated that she served approximately 5 years total in jail throughout the years, with her most recent conviction resulting in 30 day jail sentence. The other repeat offender reported that she had three convictions, the first sentence was for 11 months, the second for 13 month, and the last for a 7 month prison term. One other interviewee stated that she had spent time in prison - 35 months.

The other interviewees that participated in the interview reported that they had spent time for a conviction in the county jail, not the prison system. One interviewee (14.28%) stated that she was never in prison, nor did she report spending time within the county jail for her conviction. One interviewee (14.28%) spent approximately 2 weeks in the county jail. One interviewee (14.28%) had spent 4 1/2 months in the county jail. One interviewee (14.28%) reported that she had an initial short stay in the county jail, and was then released to probation and parole for a five years term.

Description of time spent in prison.

As noted above two of the interviewees spent time in the prison system, prior to being housed at the community based program. Each of these interviewees were asked to describe their time in prison in order to obtain information regarding their perceptions of their vocational experiences while in prison. The answers seemed to reflect very different experiences. One interviewee (14.28%) stated the time was "productive and a learning process". While another interviewee (14.28%) considered time spent in prison as "dead time", and further explained that she believed that there was "...nothing to help them" while spending time in prison in terms of vocational development outside of the opportunity to earn a "...G.E.D". The other five interviewees did not answer the question when asked.

Jobs or vocational training/preparation while in prison or jail.

Two interviewees were asked to provide information regarding to any jobs or vocational training/preparation while spending time in prison. The interviewee that believed the time spent in prison was "productive" went on to explain that she worked as a "baker and a cook...and was taking college courses in computers". However, the interviewee that believed the time spent in prison was "dead time", further explained that she was offered "work release" during her first sentence, but she "already had my G.E.D". Therefore, she reported that she opted to not use the work release program. However, she reported that she had attended post secondary education after her first and last incarceration sentences.

Life Events and Social Services that Contributed to Vocational Development

Five topics were chosen from the protocol that were believed to best reflect the vocational development of the interviewees. The topics chosen included vocational background, current vocational goals, where the interviewees perceived themselves in terms of obtaining current vocational goals, the outside influences that may have assisted the interviewees in defining or developing vocational goals, as well as the perceived barriers that they have, or may possibly have to overcome in order to meet their vocational goals.

Vocational background.

In general, the literature review suggests that female offenders tend to be less educated and are often in low paying employment positions than compared to their male counterparts, as well as the general population. The data collected

during the interview seems to reflect this trend. Three (42.85%) of the interviewees had dropped out of high school. Two of the interviewees suggested that family had influenced their decision to leave school early.

- "...my father signed me out of school in the 9th grade" ' "
- "...when I was 16, my dad wanted me to work part time...his years got the best of him, so I thought what kind of money could a 16 year old make part time, so I dropped out...got my G.E.D. right away and started working..."

The interviewees listed the occupations in their employment history. Most of the occupations listed reflected entry level, low paying positions, and many of the women held a variety of positions. In addition, their employment history was often sporadic, and did not relate to achieving a particular career goal. The responses were as follows:

- "I was a cosmetologist for ten years...and administrative work for ten years."
- "I would go to work, and I get to the point where I would get sick off it...I just couldn't hold a job..."
- "I dropped out of school when I turned 17, the day I turned 17...two months is the longest I've held a job, I've had many jobs...I've done everything from factory work to fast food to front desk office work".

- "All together, I have had four jobs, and three credits of college course...got my H.S.E.D..."
- "I've had all kinds of jobs...I've waitress, cook, bartender, receptionist, worked at a cranberry factory, and I've worked at a gas station...and I've worked on a farm, that was my first job...and now I work at...as a housekeeper".
- "...career waitress for 20 years"
- "I waitressing for the last five or six years...and I was going to school for human services...working towards an associate's degree..."

During the course of the interview process, the following occupations were mentioned while reviewing their vocational background: waitressing was mentioned by four interviewees (57.14%); factory work by 2 interviewees (28.57%); housekeeping by two interviewees (28.57%); fast food by 2 interviewees (28.57%); administrative work by one interviewee (14.28%); farm work by one interviewee (14.28%); and receptionist was mentioned by 3 interviewees (42.85%).

Vocational goals.

During the interview process, the interviewees were asked about current vocational goals. The answers varied from completing a college degree to completing a General Equivalency Diploma. However, most of the answers were

ill defined and reflected occupations that were generally low paying and required little on the job training or post secondary education in order to obtain the position.

Two of the interviewees (28.57%) stated that their vocational goal was to completed their High School/General Equivalency Diploma. While three of the interviewees (42.85%), stated that they intended to complete post secondary education. Although three of the interviewees were able to discuss general vocational goals, four others did not discuss particulars on how they planned on achieving their goals. The responses of four interviewees were as follows:

- "...completed my associate's degree and then go as far as I have to...and then further my education afterwards..."
- "Eventually to probably get my G.E.D."
- "...to complete my H.S.E.D, to finish that off, and then go on to some kind of technical college...everything from dental assistant to day care, accounting."
- "To go back to college for computers".

Three of the interviewees were interested in possible employment opportunities upon release from the community based program. However, their goals lacked specificity, as well as planning. The responses from the interviewees were as follows:

- "I want to work in a music store... I'm not sure what I want to do, I have to look into it...I don't know if I want to help make CD's or what..."
- "I like being a waitress, but maybe a head waitress or assistant manager, I wouldn't want a manager's position in a chain...It might sound silly that I would want to stay a waitress...just find somewhere where I like it and, uh, make decent money."
- "I would like to eventually get back into administrative work, maybe working in an attorney's office...some sort of administrative work ."

Obtaining vocational goals.

During the interview process, each interviewee was asked to explain the what they perceived as their current status was in terms of obtaining their vocational goal. Although the interviewees seemed optimistic about were their future in terms of obtaining their goals, others believed they were not close to obtaining their vocational goals. At the time of the interviews, six of the seven interviewees (85.71%) believed they were not close to obtaining their goals. The question produced the following responses:

- "I'm thinking about getting my HSED while I was here...so right now I'm just saving money and I'm going to get my HSED when I get out of here, I'm going to get enrolled when I leave here."

- "Far, far away from it, the first step is to get through this program."
- "Not very far, right now I work for a pizza place...at this point I'm pretty willing to accept any position that comes along, regardless of what it is."
- "...trying to see too far into the future, I can't make those kinds of plans...at least not now."
- "Dead end, because I'm here until I get back to I can't do anything education wise... Hopefully in the fall I can pick up where I left off."
- "Not really far, it's been put on hold for five months... but I will continue to use the computer here."
- "I'm just kinda sitting on it basically...I'm not sure, there's too much stuff to deal with before I could start to do that."

Perceived influences on the development/definition of goals.

The study was developed to ascertain information regarding the interviewees perceived influences on the development of vocational goals. Three (42.85%) of the interviewees were able identify a role model. Four (57.14%) of the interviewees were not able to define a vocational goal, therefore, they were unable to identify direct personal or social influences on the development of their goals. However, of the four interviewees stated that identified a role model, three

of them reported they had been influenced by the a person in the human services or corrections profession. The responses from the interviewees were as follows:

- "Myself, basically I'm relying on myself, I'm not going to get anywhere in life...I need to get my HSED..."
- "Probably my older brother...oh and my P.O. officer ...and he pumped me up that I could do school and things...even if I had to start as a janitor."
- "Well, my dad was the original person that got me a job in the crime lab - he worked there, and I took a position as a temp...that got my foot in the door. So he was instrumental. The people that I worked around in the government setting they were I don't know successful... they were interesting, the job was interesting. It gave me an opportunity to hone my skills and gain responsibility."
- "I don't know...nobody ever rooted for me...there is one person... the Judge...he said...what's going on, and he put me in a receiving home, and I was able to save money...I think he gave me a little jump start...and I will always remember his name."
- "Myself."
- "Mainly me teacher in prison."
- "DVR, Department of Vocational Rehabilitation...and Job Service, there is a guy...that's helping me do stuff to."

Description of perceived barriers to obtaining vocational goals.

In order to better understand vocational development of the interviewees, the interview protocol was developed with the intent of gathering information that would contribute to the understanding of the interviewees perceived barriers at the time of the interview. Research has indicated that female offenders are more likely to commit crimes that are directly drug related, such as selling and distributing drugs, or to commit crimes in order to obtain drugs, such as burglary or prostitution. The majority of the interviewees (71.42%) stated that alcohol and other drug abuse addiction was a barrier to obtaining their goals. However, interviewees also described barriers outside of alcohol and other drug abuse issues, such as being housed the community based program, as well as describing personal barriers. This question prompted the following answers:

- "Drugs and alcohol...that's it."
- "Alcoholism... fear would be a barrier...fear of not succeeding...maybe embarrassment of being in trouble and being in treatment a number of time."
- "Marijuana and that's, that 's it. Twenty-three and a half years of using. I was hiding out of four years...my family went down the tubes...we couldn't do anything as a family...it screwed up both family and work..."

- "My addiction...if it wasn't for my last relapse I wouldn't be here, I would be in a new semester...I wouldn't be here..."
- "Treatment... it's about the only thing right now."
- "Just, like it's hard for me to understand things, when reading and trying to answer stuff."

CHAPTER V

DISCUSSION

This chapter discusses the most important results, as well as limitations of this study. The key findings are summarized and recommendations based on the results are presented.

Discussion

As a result of this study, it seems that the vocational development of the female offenders in the community-based program was limited. More specifically, the goals seemed to lack specificity, but more importantly they lacked a clear path to alternatives. (Note the difference between stated goals and achievement). In keeping with the literature review and current research, the interviewees did seem to be less educated and were often employed in low paying positions. Also, in keeping with the literature review and research, the interviewees tended to reveal career exposure and experiences that reflected entry level positions that did not

require post secondary education, and only required minimum on-the-job training in order to succeed in that position.

The literature review suggests that female offenders may be best served in community based programs where their complex needs could be addressed. Programs have been developed over the past decades that include comprehensive services as a means to reduce recidivism rates. A specific concern that is commonly addressed in the literature includes parenting issues and meeting childcare needs. This research revealed over half of the interviewees had dependents (57.14%) . Furthermore, the mean age of the dependents was 7.75 years old. Also, the interviewees themselves tended to be younger, the mean age was 28.8 years old – suggesting that the interviewees were still in the childbearing and childrearing stages of family development. Throughout the literature review, it was suggested that parenting and childcare issues are a concern for female offenders. In addition, the literature suggests that it is common for many female offenders to be the sole provider or head of the household. Therefore, a program that offers vocational training could enhance that probability of this population being able to support themselves and their children, thus reducing recidivism rates.

As noted in the literature review, female offenders tend to be less educated and funneled into low paying, entry-level employment positions. In addition, research has indicated that a disproportionate number of minorities (i.e. African

American, Hispanic and Native American) in the female offender population. In this study descriptive data was gathered that seemed to reflect the current research.

This study was conducted in northern Wisconsin, in a city that is heavily comprised of Caucasians. Although, 71.4% of the interviewees stated that their racial/ethnic background was white, 28.6% of the interviewees stated their racial/ethnic background was Native American. Thus, it seems that the interviewees in this study reflected the descriptive data collected through other research.

It is interesting to note that, for this interview, five (71.4%) did reported that they did not spend any time in prison, but instead reported spending a short amount of time in a county jail, and then released into the community based program while being monitored through the probation or intensive sanctions programs. The literature review suggested that, in general, female offenders tended to be first time offenders or non-violent offenders. Although the interviews did not focus on specific offenses, interviewees sentences seemed to reflect that they were not considered a direct threat to the community. Therefore, offenses were most likely non-violent. Two of the interviewees reported that they were repeat offenders, and that five of the interviewees (71.4%) did not report repeat offenses, thus, it could be assumed that five of the interviewees (71.4%) were first

time offenders. Therefore, they would be considered a candidate for rehabilitation in a community-based program.

Two of the interviewees responded to the question that explored vocational or job training programs that they would have been involved with while spending time in prison. According to Schumacker, Anderson & Anderson (1990), many correctional facilities still do not offer access to effective vocational rehabilitation programs. In this study, one of the interviewees (14.28%) stated that the time spent in prison was “dead time” and that the inmates were offered little vocational training outside of the opportunity to earn a General Equivalency Diploma. However, one other interviewee reported the time spent in prison as productive, and that there was an opportunity to take college courses in computer related fields. She reported that employment opportunities, such as cook and baker, were offered. Nevertheless, it seems that, in keeping with the current research, a majority of the interviewees in this study were not offered access to vocational programs, while in prison or county jail, that could have fostered vocational development.

The interviewees did not report any involvement in vocational training programs while housed in the community-based program. Although the literature review and past research has indicated that community based programs should offer vocational rehabilitation programs as part of their comprehensive programming, it seems that in this study the interviewees may not be offered

adequate services. In general, the interviewees were required to be employed in the community while being housed in the program, but it seems that the programming did not involve specific job seeking and job keeping skills. The jobs that interviewees had while being housed in the program included fast food and waitressing positions. It seems that the interviewees were not offered much by the way of employment that could have potentially assisted the interviewees in identifying vocational goals.

Throughout the literature review, and recent research it has been indicated that female offenders often commit crimes that are drug related. Upon review of the community-based programs that were reviewed by Bloom, Austin & Donahue (1992), it was noted that many of these programs offered services for alcohol and other drug abuse. The interviewees in this study reflected this research and literature review, in that all of the interviewees were receiving drug and alcohol treatment services in the community. Importantly, five of the interviewees (71.4%) reported that addiction was a barrier to obtaining their vocational goals. It should be noted that one of the interviewees (14.28%) reported that “treatment” for their alcohol and other drug abuse issues was considered a barrier to achieving their vocational goal. The other interviewees did not share this view, at the time of the interview, six of the seven of the interviewees (85.71%) reported that they believed they had to complete the program prior to the realization of their vocational goals.

Conclusions

This study seems to reflect the literature review and recent research on female offenders, in that female offenders tend to be less educated, their employment consists of low paying positions, they may be primarily responsible, both financially and emotionally, for their dependents, they tend to be first time offender or non-violent offenders, and drug addiction is prevalent. Therefore, in order to meet their complex rehabilitation needs, current research and literature is suggesting that their needs may be best served in community based programs that offer comprehensive rehabilitation and educational services.

The interviewees in this study seemed to lack clear vocational goals, they were not able to identify a concrete vocational goal, and answered questions regarding vocation in generalities. The interviewees seemed to be less educated and their employment history reflected positions that were low paying and entry level in nature. Furthermore, 57.14% of the interviewees had dependents, reflecting a trend noted in the literature review that often female offenders have dependents and are financially responsible for them. The research also indicated that female offenders tend to be first time or non-violent offenders, and although this study did not examine the offenses committed by the interviewees, their sentences seemed to reflect that they were not considered a threat to the general public. Therefore, this population may be candidates for community based

programs where services designed to meet the needs that are unique to the female offender population can be addressed.

Limitations of the Study

The sample size of this study was seven female offenders. Since the sample was small, it is unlikely the findings can be generalized to any other female offenders. In addition, for purposes of convenience, the sample was not a random selection. The interviewees in this study were within a proximity that allowed for convenient access. Furthermore, the results of this study were from self-reports from the interviewees, and self reported data is subjective.

During the interviews, there seemed to be an inability for the researcher to establish rapport and gain the trust of the interviewees. There could be a number of reasons for this, but it is believed that this may have occurred simply due to the status of the interviewer. When it was explained to the interviewees that they were part of a study being conducted with the consent of a university, and that the information gathered in this study would be used to complete a university research project, the interviewees often seemed somewhat uncomfortable. Furthermore, the environment in which the interviews took place was relatively uncomfortable, perhaps contributing to the inability to establish rapport with the interviewees. Since the program was a part of the correctional system, there was an air of authority and institutional structure, which may not have contributed to the facilitation of sharing personal in depth information.

In addition, underlying themes, such as family interaction, were not discussed by the interviewees, instead the answers seemed short and directly pertained to the questions. When the interviewees were asked if they had anything else to add to the interview about their life events and social services that may have contributed to their vocational development, none offered further information.

Recommendations

This study does contribute to the knowledge base of the vocational development female offenders. This study indicates that female offenders interviewed often had vocational goals that are low paying and ill defined. Furthermore, the vocational planning of the interviewees often lacked specificity. Therefore, it would seem to follow that further research on the vocational development of female offenders would be prudent. Contributions in research and literature towards that understanding of vocational development of female offenders, could result in the enhancement of policy and program development that addresses the complex rehabilitation needs of this population.

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Appendix A

Interview Protocol

Demographic Information

Age _____

Current Marital Status (Circle One)

Married Single Divorced Widowed Separated Living with
Partner

Children Yes____ No____ Number____ Ages _____

Where are you from originally? _____

Race/Ethnic Status _____

Questions Regarding Prison Term

1. How long were you in prison? _____

2. How would you describe your time in prison?

3. Did you have any jobs or vocational training/preparation while in prison?

Questions Regarding Life Events and Social Services

1. Could you tell me about yourself?

2. Could you tell me about your vocational background?

3. What do you see as your strengths in terms of employability?

4. What do you see as your weaknesses in terms of employability?

5. What are your vocational goals?

6. Where are you now in terms of obtaining your vocational goals?

7. What or who has helped you define/develop your vocational goals?

8. Describe any barriers that have come between you and your goals?

9. What do you see working against you right now in terms of obtaining your vocational goals?

10. How do you see yourself planning to overcome those barriers?

11. Is there anything else that you would like to add?

Appendix B

Introductory Comments

Thank you for participating in this research study. Your participation is on a voluntary basis only. You will be asked a series of brief and personal questions regarding demographic information, background information and your personal life experiences, as they relate to vocational development. You do not have to answer all questions if you do not want to - you may choose to pass on questions or discontinue participation in this interview at any time. We will have a time block of two hours to complete the interview. The interview will be tape recorded and notes will be taken for accuracy. All information gathered from this research will be held in the strictest of confidence, and any personal identifiers will be removed from all records. If you have any questions regarding the participation in this study, please feel free to ask me or contact the administrator listed on the consent form.

Appendix C

Informed Consent Form

I understand that my participation in this study is strictly voluntary and I may discontinue my participation at any time without any prejudice. I understand that the purpose of this study is to investigate the life events and social services that have contributed to the vocational development of female offenders in community based programs. I understand the basic nature of this study and agree that any potential risks are exceedingly small. I also understand the potential benefits that might be realized from the successful completion of this study. I further understand that any information about me that is collected during this study will

be held in the strictest confidence and will not be part of my permanent record. I understand that at the conclusion of this study all records that identify the interviewees will be destroyed. In addition, all tape recordings used for this study will be destroyed at the conclusion of this study.

Signature of Client: _____ Date: _____

Signature of Guardian: _____ Date: _____

NOTE: Questions or concerns about participation in the research or subsequent complaints should be addressed first to the researcher or research advisor and second to Dr. Ted Knous, Chair, UW-Stout Institutional Review Board for the Protection of Human Subjects in Research, 11 HH, UW-Stout, Menomonie, WI 54751, phone (715) 232-1126.