



# Research Snippet

## Congruence between CORCAN Institutional On-the-Job Training and Types of Employment Obtained Post-Release

**KEY WORDS:** CORCAN, institutional employment, community employment

### What it means

CORCAN institutional on-the-job training in the area of Trades is especially appropriate for Correctional Service Canada's (CSC) offender population. Offenders primarily obtain community jobs in this area and there is a high level of congruence between this type of institutional job training and community employment. However, there is a low level of congruence for the other occupational areas.

### What we found

While in the institution, almost half of the total sample of 798 offenders had at least one CORCAN job in the area of Processing (47%; *n* = 379), followed by jobs in the Trades (32%; *n* = 254), Primary Industry (25%; *n* = 202), and Sales (12%; *n* = 95) areas. Upon release, the majority of offenders obtained at least one job in the Trades (74%; *n* = 588), followed by Sales (25%; *n* = 198). Only 13% (*n* = 102) obtained employment in Processing and 9% (*n* = 69) in Primary Industry.

Table 1 reports the matches between CORCAN and community job type. Thirty-nine percent (*n* = 308) of offenders had at least one match, with the highest degree of congruence in the Trades area (65%).

Table 1. *Matches between CORCAN and Community Job Type*

| Occupational Type                      | Match<br><i>n</i> = 308 |          |
|--|-------------------------|----------|
|  | %                       | <i>n</i> |
| Trades, Transport, & Equipment         | 65                      | 200      |
| Processing, Manufacturing, & Utilities | 20                      | 61       |
| Sales & Services                       | 11                      | 34       |
| Primary Industry                       | 5                       | 16       |
| Business, Finance, & Administrative    | .3                      | 1        |

*Note.* Because offenders may have obtained multiple jobs, both within the institution and post-release, matches can occur for multiple categories. Thus, the percentages will not add to 100%.

### Why we did this study

CORCAN institutional on-the-job training is one of the core correctional employment interventions offered to offenders by CSC to enhance job readiness prior to

release. While research has previously addressed the issue of whether institutional employment programs affect institutional and community outcomes for offenders, the congruence between the types of training received and employment obtained in the community has not been examined.

The purpose of the present study was to assess the number and types of "matches" that occurred between offenders' institutional employment position(s) via CORCAN and their job(s) in the community.

### What we did

The sample was drawn from all offenders released on their first term into the community between April 1<sup>st</sup>, 2010 and March 31<sup>st</sup>, 2011. Offenders were followed until the end of their CSC supervision or the end of the study period (July 2012). The total sample included offenders who had at least one CORCAN job while incarcerated *and* who obtained at least one job in the community post-release (*N* = 798). CORCAN positions were then categorized into one of six potential occupational categories based on the National Occupational Classification (NOC) system. Analyses were conducted to determine the types of jobs obtained, both within the institution and post-release. Further analyses examined the subset of offenders who obtained a match between their CORCAN and community jobs (*n* = 308).

### For more information

Please e-mail the [Research Branch](#) or contact us by phone at (613) 995-3975.

You can also visit the website for a full list of research publications.

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