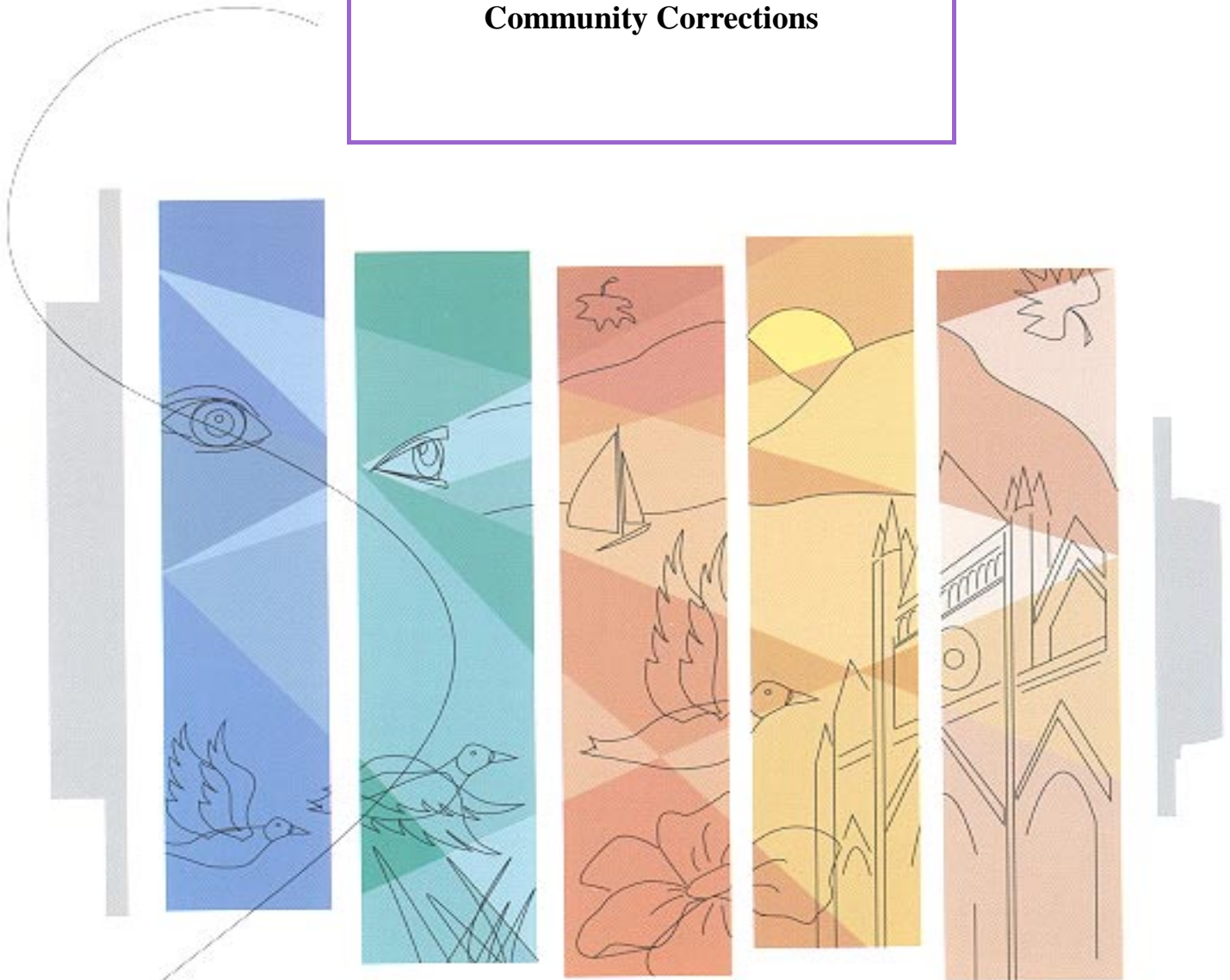




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**The Validity of Offender Needs
Identification and Analysis in
Community Corrections**



The Validity of Offender Needs Identification and Analysis in Community Corrections

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Executive Summary

The application of a systematic approach to assessing the needs of offenders, the risk of re-offending and any other factor which might affect successful reintegration to the community is a major component of the Correctional Service of Canada's (CSC) and National Parole Board's (NPB) standards for conditional release supervision. More recently, ensuring that community-based programming and service delivery effectively meets offender needs has evolved into a service-wide Correctional Strategy. This research examines the validity of an enhanced case management approach to offender needs identification and analysis in community corrections.

The 'Case Needs Identification and Analysis' portion of the Offender Intake (Front-end) Assessment Process, was adapted and piloted in the Ontario region for community corrections. While the 'Case Needs Identification and Analysis' protocol had collapsed the 12 need areas of the Community Risk/Needs Management Scale into seven need areas (employment, marital/family, associates/social interaction, substance abuse, community functioning, personal/emotional orientation, attitude), the individual ratings for both criminal risk (low-, high-) and case need levels (low-, medium-, high-) were retained as well as the individual ratings for each target domain. In addition, the community version of 'Case Needs Identification and Analysis' was enhanced to capture current employment status (e.g., full-time, part-time, etc.), need for intervention, level of motivation for intervention, and whether or not there is a special NPB condition which could be used to effect an intervention.

A sample of 604 federally sentenced adult offenders (573 males; 31 females) who had been released from institutions in the Ontario region over a six month period were gathered for study. The community-based 'Case Needs Identification and Analysis' was administered by case managers (parole officers) at 22 CSC parole offices (including one community correctional centre) and 7 private agency offices. As expected, the largest proportion of releases were obtained from the Central district (55%) followed by East/North (26%) and Western (19%) districts. While the majority of cases were under the direct supervision of the CSC, about 16% of the sample were under the supervision of a private agency.

An examination of selected case characteristics for the release sample revealed that the majority of offenders were over 25 years of age, serving less than four year sentences and had major admitting offenses (offence which received the longest sentence) of robbery (36.5%), property-related (36.5%) and drug offenses (26.9%). The distribution of cases was roughly equivalent across the three categories of release type: day parole (35.5%), full parole (31.7%) and mandatory supervision (32.8%).

The results of the 'Case Needs Identification and Analysis' pilot validated previous findings regarding the operational value of systematically assessing and re-assessing offender risk and need. Both male and female offenders on conditional release were easily differentiated by case managers as to the nature and level of criminal risk and case needs presented. While the distributions of low- and high-risk cases were roughly equivalent for men (53% and 47%, respectively) and women (50% and 40%,

respectively), a similar pattern emerged with respect to the distribution of low-, medium-, and high-need cases for men (28%, 45% and 27%, respectively) and women (17%, 53% and 30%, respectively).

In relation to the type of needs, however, some gender-related differences did emerge. Male offenders were found to have more identified needs in the areas of associates/social interaction, substance abuse and attitude than females. Female offenders showed more problem areas in employment, marital/family and community functioning than males. Both genders were similar in the percentage of cases identified with personal/emotional needs. As for number of case needs identified, a larger proportion of the female releases was found to be multi-need (two or more needs identified) than male offenders on conditional release (71% and 65%, respectively).

As expected, the largest proportion of cases assessed as [high-risk, high-need] was found among those offenders released on mandatory supervision and the smallest proportion of cases assessed as [high-risk, high-need] was among those offenders released on full parole. In fact, nearly half of the those released on full parole were assessed as [low-risk, low-need] cases. Interestingly, the proportions of [high-risk, high-need] and [low-risk, low-need] cases were roughly equivalent for both male and female offenders released on day parole. These distributions obtained by 'Case Needs Identification and Analysis' reflect the same risk/need level profile obtained nationally using the Community Risk/Needs Management Scale.

While the reasons for suspending an offender are varied, the issuing of a suspension warrant is most often associated with indicators of re-offence. The reasons for suspension were not examined in this study. Previous research has found that the two major reasons for issuing suspension warrants were criminal charge and breach of condition. A six month follow-up of the release sample revealed that 116 (21%) male offenders and 4 (13%) female offenders had been issued suspension warrants. Due to the low number of suspensions found among the female release sample, predictive validity estimates are reported for male releases only.

By combining assessments of criminal risk with global ratings of case needs as many as 36.7% of male offenders assessed as [high-risk, high-need] had suspension warrants issued within six months of their initial risk/needs assessment. In contrast, substantially fewer offenders assessed as [low-risk, low-need] were issued suspension warrants (9%). While the 36.7% suspension rate for [high-risk, high-need] cases was substantially above the 21% overall base rate for suspension, the 9% suspension rate observed among those assessed as [low-risk, low-need] cases was substantially below the 21% overall base rate for suspension of male releases. This finding replicates earlier validation work conducted on the Community Risk/Needs Management Scale as well as other needs assessment devices. Furthermore, it provides empirical support for using an objective risk/needs assessment process in establishing guidelines or standards for varying levels of supervision on conditional release.

All seven need areas or target domains related significantly to the likelihood of suspension warrants being issued to male releases within a six month follow-up period. As expected, the fewer needs male releases had in the community the less likely they

were to be suspended while on conditional release. Important predictors of suspension on conditional release for male offenders were lack of education, dissatisfaction with job/trade/skill, unstable job history, marital problems, poor family functioning, criminal associations, unstable accommodation, poor financial management, deficient cognitive skills and antisocial attitudes. Variables found to be unrelated to conditional release outcome were learning disability, physical impairment, physical/sexual abuse as a child, social isolation, assertiveness, health, self-presentation, sexual dysfunction and mental deficiency.

Previous research has found that several needs areas were unrelated to outcome on conditional release (e.g., mental ability, health). Therefore reducing the scope of need areas covered by the 'Case Needs Identification and Analysis' protocol to seven target domains appears to be warranted for the purposes of efficiency and clarity.

Case manager ratings of motivation to address needs were obtained by deciding whether the offender was 'low' (willing to involve self), 'medium' (willing if required by case manager) or 'high' (self-motivated) level of motivation. Interestingly, statistically significant relationships were obtained between level of motivation and outcome for each of the following need areas: marital/family, associates/social interaction, community functioning, personal/emotional orientation and attitude. As expected, the lower the level of motivation the greater the likelihood of suspension warrants being issued. While statistical significance was not reached for employment and substance abuse domains, the same pattern of results were obtained with lower levels of motivation to address these needs. It would appear that the results of the 'Case Needs Identification and Analysis' pilot test strongly supports the potential usefulness of assessing the level of motivation to address identified needs.

In extending further 'Case Needs Identification and Analysis' while on conditional release, we undertook an examination of special National Parole Board conditions which could be used to effect an intervention for identified needs. We note that 71.7% of release cases had received a special condition in relation to the substance abuse domain (e.g., abstain) and 50% for the personal/emotional orientation domain (e.g., counselling). However, of all seven need areas covered by special conditions, only for identified personal/emotional needs was a significant relationship found with outcome on conditional release.

Upon having piloted the community-based 'Case Needs Identification and Analysis' as a paper-and-pencil exercise, the collection of this important case-based information lends itself well to full automation and then field tested as an offender assessment system on personal computers. Moreover, an automated approach to assessment could have added functionality whereby standardized risk/need assessment reports are generated, correctional plans can be produced and progress summaries outputted as well as valuable management information databases being delivered. In this regard, we could shift the focus from a correctional strategy exercise of surveying offender needs to an enhanced case management function.

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I. Introduction

Section Five, of the Conditional Release Supervision Standards (CSC, 1989), stipulates that Correctional Service of Canada (CSC) case management staff use a systematic approach to assess the needs of offenders, the risk of re-offending and any other factor which might affect successful reintegration to the community. In order to meet this standard, a 'Community Risk/Needs Management Scale' was designed, developed and implemented to capture case-specific information on both "Criminal History" and a critical set of "Case Need" dimensions for classifying of federally sentenced offenders while under conditional release (Motiuk, 1989; Motiuk & Porporino, 1989b).

While the Community Risk/Needs Management Scale was intended to be used as a means of focusing supervision resources (i.e., frequency of contact) and monitoring changes in the offender's behavior, attitudes and circumstance while under supervision, it's design had purposely followed the Case Management Strategies approach to offender needs assessment which uses an instrument called the Force-field Analysis of Needs. The Force-field approach to offender needs assessment had been developed in the mid-west United States for youthful probationers (Lerner, Arling, & Baird, 1986) and adopted for assessing the individual case needs of federally sentenced adult prisoners. However, over and above the Force-field Analysis of Needs, there remained a requirement for CSC to be able to objectify and systematize case manager (parole officer) judgements of offender needs, not only in context (i.e., community versus institution), but also to allow for changes across time and settings. Therefore, the 'Community Risk/Needs Management Scale' was essentially putting into practice a simple scheme that would allow case managers to classify offender needs into 'low-', 'medium-' or 'high-' level groupings (Motiuk & Porporino, 1989b).

Previous research regarding the predictive value of offender risk/needs assessments had revealed the following: 1) criminal history factors were strongly related to outcome on conditional release (Nuffield, 1982), 2) a consistent relationship existed between the type and number of needs that offenders present and the likelihood of their re-offending (Motiuk & Porporino, 1989a); and most importantly 3) combined assessment of both the level of risk (e.g., criminal history) and needs (e.g., employment, substance abuse) significantly improved our ability to differentiate cases according to likelihood of re-offending (Andrews, 1982; Bonta & Motiuk, 1990, 1992; Motiuk & Porporino, 1989a).

In field testing the 'Community Risk/Needs Management Scale', it was found that case managers in the community (parole officers) could easily differentiate federal offenders as to the nature and level of risk/needs presented, and these offender risk/need assessments were consistently related with conditional release outcome (Motiuk & Brunet, 1991). Motiuk and Porporino (1989b) also found that by simply combining case manager assessments of "Criminal History Risk" with global ratings of "Case Needs" as many as 47.5% of offenders assessed as [high-risk, high-need] were suspended within six months of their initial assessment. On the other hand, substantially fewer offenders assessed as [low-risk, low-need] were suspended (5.1%)

while on conditional release. Of particular interest, this [low- risk, low-need] group was the largest category among the risk/need level groupings that were identified (representing 35% of the total sample of cases that were assessed). Therefore, reducing the frequency of supervision for these lower risk cases had important implications for the re-allocation and re-focusing of community resources.

While a consistent relationship exists between the type and number of needs that offenders present and the likelihood of their re-offending, it is not surprising to find that addressing offender needs is at the very core of the Correctional Service of Canada's Correctional Strategy. More specifically, offender needs should be driving program and service delivery, and should be the focus for successful reintegration into the community.

II. Present Study

In August 1991, under the auspices of the CSC's Correctional Strategy initiative, it was put forward that an offender's needs should drive programming and service delivery should be primarily focusing on successful reintegration into the community. At the time, the Force-field Analysis of Needs was being used to conduct offender needs assessments upon admission to federal corrections. However, upon closer examination the Force-field Analysis of Needs was deemed to be limited in so far as offender needs at admission were being prioritized and subsequently identified on the basis of two criteria: 1) alterability and 2) program availability. Notwithstanding the aforementioned constraints, a three-district working group in the Ontario region concluded that the Force-field Analysis of Needs in its present form and administration was an inadequate tool for the expressed purposes of the Correctional Strategy (i.e., profiling offender needs) and in the context of community corrections.

Consequently, in collaboration with the Research and Statistics Branch at National Headquarters, an Ontario region working group adopted and adapted the schemata being developed at the time for the 'Case Needs Identification and Analysis' portion of the Offender Intake (Front-end) Assessment project that had been underway since December 1990. A 'Case Needs Identification and Analysis' protocol had collapsed the 12 need areas of the Community Risk/Needs Management Scale into seven need dimensions or target domains (Motiuk & Pisapio, 1991). These need areas included: employment, marital/family, associates/social interaction, substance abuse, community functioning, personal/emotional orientation and attitude.

While the 'Case Needs Identification and Analysis' protocol is comprised of some 200 indicators and is currently being pilot tested, it was principally designed and developed for offender needs assessment upon admission to federal custody. The Ontario region working group utilized the conceptual framework for the 'Case Needs Identification and Analysis' protocol, however, they streamlined the scope of the needs assessment by eliminating indicators that yielded case history information deemed to be unresponsive to intervention. Most important, however, the individual ratings for both 'criminal risk' and 'case need' level were retained as well as the individual ratings for each need area. It was thought that this framework for systematic risk/need assessment while on conditional release would thereby be aligned with risk/need

assessment upon admission to federal corrections. Subsequently, approval was given to pilot test this community-based 'Case Needs Identification and Analysis' or risk/need assessment process across all of the parole offices and private sector agencies in the Ontario region.

Community-based Case Needs Identification and Analysis.

As mentioned, construction of new instrumentation purposely followed the 'Case Needs Identification and Analysis' schemata being piloted at admission to federal corrections. In so doing, the intention was to capitalize on the extensive consultation with case management and program delivery staff that had already taken place. The seven need areas (i.e., targets for intervention) selected for 'Case Needs Identification and Analysis' are typical of those included in offender need assessment instruments used in other jurisdictions. A total of seven need areas were organized and further broken down by means of various indicators therein (see Appendix A). These included:

Need Domains

- **Employment** (9 indicators);
- **Marital/Family** (7 indicators);
- **Associates/Social Interaction** (6 indicators);
 - **Substance Abuse** (2 indicators);
 - **Community Functioning** (6 indicators);
- **Personal/Emotional** (12 indicators); and
 - **Attitude** (4 indicators).

In addition to the aforementioned, the community-based 'Case Needs Identification and Analysis' process was enhanced to capture employment status (e.g., employed full-time, part-time, etc.), need for intervention, level of motivation for accepting intervention(s) ['low' (unwilling to involve self), 'moderate' (willing if required by case manager), 'high' (self-motivated)] and whether there was a special National Parole Board condition which could be used to effect the above intervention(s).

III. Method

Subjects

A sample of 604 federally sentenced adult offenders (573 males; 31 females) who had been released from institutions in the Ontario region over a six month period were selected for this study. The three districts in the Ontario region included Central (n = 332), Western (n = 114) and East/Northern (n = 158).

Twenty-two of the sites were CSC parole offices (including one community correctional centre) and seven were private agency offices (Elizabeth Fry, John Howard, Salvation Army). In Table 1, we present a distribution of release cases by district, office/agency within district and by gender. As expected, the largest proportion of releases were obtained from the Central district (55%), followed by East/North (26%) and Western (19%) districts. While the majority of cases were under the direct supervision of the Correctional Service of Canada, about 16% were under the supervision of a private agency.

Table 1. Distribution of Release Cases

DISTRICT	OFFICE/AGENCY	MALE	FEMALE
CENTRAL	Barrie	14	0
	Hamilton	44	2
	Hamilton Elizabeth Fry Society	0	1
	Hamilton John Howard Society	8	0
	Keele C.C.C.	44	0
	Peel	24	2
	Muskoka	2	0
	Toronto Downtown	16	1
	Toronto East	39	0
	Toronto West	16	1
	T.O. Team Supervision Unit	20	0
	Toronto Elizabeth Fry Society	0	12
	Toronto Salvation Army	53	0
	York/Durham	33	0
Sub-total	313	19	
WESTERN	Brantford	8	1
	Guelph	21	0
	London	20	0
	London John Howard Society	0	0
	London Salvation Army	7	0
	St. Catharines	30	0
	St. Catharines Salvation Army	10	1
	Windsor	13	0
	Windsor John Howard Society	3	0
	Sub-total	112	2
EAST/NORTH	Kingston Supervision	45	8
	Ottawa	46	2
	Peterborough	35	0
	Portsmouth	6	0
	Sault Ste. Marie	0	0
	Sudbury	16	0
	Timmins	0	0
Sub-total	148	10	
Total		573	31

IV. Results

Part 1. Characteristics of the Release Sample

Table 2 presents a distribution of selected characteristics for the release sample. We note that the majority of the release sample was over 25 years of age (87.5%) and serving less than four year sentences (71.5%). In addition, the largest proportion of cases had major admitting offenses of robbery (35.5%), property (36.5%) and drug (26.9%) offenses. Interestingly, the distribution of cases was roughly equivalent across the three categories of release type; day parole (35.5%), full parole (31.7%) and statutory release (32.8%).

Table 2
Characteristics of Release Sample

CHARACTERISTIC	PERCENTAGE OF CASES
AGE:	
< 19	0.2
(years) 20 - 24	12.3
25 - 29	25.9
30 - 39	38.3
40 - 49	16.1
50+	0.2
SENTENCE LENGTH:	
< 4	71.5
(years) 4 - 10	18.8
10+	5.1
Life	4.6
MAJOR OFFENCE:	
Homicide	3.8
Manslaughter	5.0
Attempt Murder	0.6
Sex Offence	7.8
Robbery	36.5
Drug	26.9
Property	36.5

Part 2. Male Releases

In order to identify the personal attributes and circumstances of offenders that are predictive of future outcome on conditional release, we examined the predictive value of a variety of measures assessed at release in relation to suspension warrants being issued over a six month follow-up period. For male releases, we present a series of descriptive, chi-square and correlational analyses with respect to the following: levels of risk (e.g., criminal history), need (e.g., employment, substance abuse), risk and need levels combined, identified needs, number of needs, indicators within each need domain, level of motivation and special NPB conditions.

A. Regional Overview

Level of Risk.

To arrive at a level of risk, case managers either rely on the NPB assessment of risk (i.e., low versus not low), the Statistical Information on Recidivism (SIR) scale or their own judgement of criminal risk based on a thorough review of the offender's criminal record. In Table 3, we show how the male releases were distributed by criminal risk level. We note that 53% were classified as low risk and that 48% were classified as high risk. The almost 50-50 split that we obtained serves to illustrate the kinds of practical limitations that traditional approaches to offender risk assessment can have in correctional decision-making. Reliance on historical information (e.g., criminal record) can result in a measure which is essentially fixed and unchangeable. Consequently, such measures lose much of their predictive value over time and remain unresponsive to differential intervention strategies on conditional release.

Table 3.
Overall Risk Level: Male Releases

RISK LEVEL	PERCENTAGE OF CASES
LOW (n = 294)	53.2
HIGH (n = 259)	46.8

Level of Need.

Upon reflection of the nature and level of needs an offender presented, a level of need was simply a compilation of case manager professional judgements into one of three need level groupings: low-, medium-, or high-need. Table 4 displays how the male releases were distributed according to global ratings of case needs. We note that the majority of male releases were assessed by case managers as medium-need (44%). In contrast, about the same percentage of cases were assessed as low-need and high-need cases (28% and 27%, respectively).

Table 4.
Overall Case Needs Level: Male Releases

NEEDS LEVEL	PERCENTAGE OF CASES
LOW (n = 155)	28.0
MEDIUM (n = 248)	44.8
HIGH (n = 151)	27.3

Level of Risk/Need.

In Table 5, we present the percentage distribution of male releases who were classified within risk and need levels combined. It is noteworthy that the percentage distribution of male releases assessed as [low-risk, low-need], [low-risk, medium-need] and [high-risk, high-need] were roughly equivalent (24.5%, 26% and 25%, respectively) and accounted for the majority of cases.

Table 5.
Overall Risk/Needs Level: Male Releases (n)

RISK/NEED	LOW	MEDIUM	HIGH
LOW	24.5% (135)	26.6% (147)	2.2% (12)
HIGH	3.4% (19)	18.1% (100)	25.2% (139)

Identified Needs

By rating each need dimension, case managers identified those needs areas (e.g., employment, etc.) requiring "some need for improvement" or "considerable need for improvement". Taken together these ratings would indicate whether a particular need was either identified or not identified. In Table 6, all seven need areas that were covered by the 'Case Needs Identification and Analysis' process were evidenced in the sample. Notably, substance abuse (53%), employment (47%), personal/emotional orientation (45%) and marital/family (44%) were among the most prominent needs identified for male releases.

Table 6
Percentage of Male Releases with Identified Needs

NEED DIMENSION	# OF CASES	%
Employment	272	47.5
Marital/Family	249	43.5
Associates/Social Interaction	239	41.7
Substance Abuse	304	53.1
Community Functioning	165	28.8
Personal/Emotional Orientation	257	44.9
Attitude	133	23.6

Number of Identified Needs

By adding the number of needs that were identified for each offender, we constructed a total needs score which could range from 0 to 7. Table 7 presents the percentage distribution of identified needs total scores for male releases. As Table 7 shows, about 65% of male release sample were multi-need cases (i.e., more than one need area identified). Interestingly, 16% had no needs identified and 18% had only one need identified.

Table 7.
Percentage of Male Releases with Number of Identified Needs

# OF NEEDS	# OF CASES	%	CUMULATIVE # OF CASES	CUMULATIVE %
None	93	16.2	93	16.2
One	103	18.0	196	34.2
Two	90	15.7	286	49.9
Three	74	12.9	360	62.8
Four	71	12.4	431	75.2
Five	55	9.6	486	84.8
Six	54	9.4	540	94.2
Seven	33	5.8	573	100.0

B. Release Status Overview

Level of Risk.

In Table 8, we present the distribution of risk levels obtained for male releases with respect to each type of conditional release. As we expected, the largest proportion of low-risk cases was found among those released on full parole (84.6%), whereas the largest proportion of high-risk cases was obtained for those released on mandatory supervision (72.5%). Interestingly, the proportion of low- and high-risk cases was almost equivalent among those released on day parole.

Table 8.
Overall Risk Level by Release Status (Males)

RISK LEVEL	STATUS		
	Day Parole (n = 202)	Full Parole (n = 162)	Mandatory Supervision (n = 189)
LOW (n = 294)	52.0	84.6	27.5
HIGH (n = 259)	48.0	15.4	72.5

Level of Need.

A distribution of need level ratings for male releases by each type of conditional release is presented in Table 9. As Table 9 shows, the largest proportion of low-need cases was found among those released on full parole (51.5%), whereas the largest proportion of high-need cases was obtained for those released on mandatory supervision (42.3%). While the proportions of low- and high-need cases were about the same among those released on day parole (29.7% and 28.7%, respectively), the proportion of medium-need cases was similar across each type of conditional release.

Tables 9
Overall Case Needs Level by Release Status: (Males)

NEEDS LEVEL	STATUS		
	Day Parole (n = 202)	Full Parole (n = 163)	Mandatory Supervision (n = 189)
LOW (n = 155)	29.7	51.5	5.8
MEDIUM (n = 248)	41.6	40.5	51.9
HIGH (n = 151)	28.7	8.0	42.3

Level of Risk/Need.

In examining the risk/need level ratings for male releases with respect to each type of conditional release, Table 10 shows that the largest proportion of [low-risk, low-need] cases was obtained for those released on full parole (48.8%), whereas the largest proportion of [high-risk, high-need] cases was found among those released on mandatory supervision (49.4%). It is also noteworthy that only 6.8% of those offenders released on full parole were assessed to be [high-risk, high-need] cases.

Table 10.
Overall Risk/Needs Level by Release Status (Males)

RISK/NEEDS LEVEL	STATUS		
	Day Parole (n = 202)	Full Parole (n = 162)	Mandatory Supervision (n = 188)
LOW RISK-LOW NEEDS	24.8	48.8	3.2
LOW RISK-MEDIUM NEEDS	25.3	34.6	21.3
LOW RISK-HIGH NEEDS	2.0	1.2	3.2
HIGH RISK-LOW NEEDS	5.0	2.5	2.7
HIGH RISK-MEDIUM NEEDS	16.3	6.2	30.3
HIGH RISK-HIGH NEEDS	26.7	6.8	39.4

Identified Needs.

Table 11 presents the distribution of identified needs for male releases according to each type of conditional release. Among those offenders released on mandatory supervision the most prominent needs identified were employment (69%), substance abuse (66%), personal/emotional orientation (61.4%), marital/family problems (56.4%) and associates/ social interaction (54.8%). The most prevalent need identified for those released on either day parole or full parole was substance abuse (51% and 40.6%, respectively).

Table 11.
Percentage of Males with Identified Needs by Release Status

NEED DIMENSION	STATUS		
	Day Parole (n = 206)	Full Parole (n = 170)	Mandatory Supervision (n = 197)
Employment	38.8	32.9	69.0
Marital/Family	39.3	33.5	56.4
Associates/Social Interaction	44.2	23.5	54.8
Substance Abuse	51.0	40.6	66.0
Community Functioning	22.8	14.7	47.1
Personal/Emotional Orientation	46.1	24.1	61.4
Attitude	17.5	11.8	39.1

Number of Identified Needs.

In relation to the number of needs identified for male releases, we present distributions within each type of conditional release (Table 12). Not surprisingly, a larger percentage of mandatory supervision releases (81.7%) were found to be multi-need cases (two or more identified needs) relative to day parole (64%) or full parole (45.8%) releases.

Table 12.
Percentage of Males with Number of Identified Needs by Release Status

NEED DIMENSION	STATUS		
	Day Parole (n = 206)	Full Parole (n = 170)	Mandatory Supervision n = 197)
None	17.5	27.1	5.6
One	18.5	27.1	9.6
Two	18.5	15.9	12.7
Three	12.6	13.5	12.7
Four	14.1	5.9	16.2
Five	7.8	6.5	14.2
Six	6.8	2.9	17.8
Seven	4.4	1.2	11.2

C. Predictive Validity

For male releases, we present a series of chi-square and correlational analyses with respect to levels of risk (e.g., criminal history), need (e.g., employment, substance abuse), risk and need levels combined, identified needs, number of needs, indicators within each need domain, level of motivation and special NPB conditions.

Level of Risk.

We examined the predictive value of risk level ratings on the issuing of suspension warrants for male releases. As Table 13 shows, the suspension rate for low-risk cases was substantially lower than high-risk cases (12% and 31.3%, respectively). As expected, these rates were found to be significantly different [$\chi^2 (1, N = 523) = 31.8, p < .001$].

Table 13.
Outcome on Conditional Release by Risk Level (Males)

RISK LEVEL	% OF CASES SUSPENDED
LOW	12.0
HIGH	31.3

Level of Need.

In a similar fashion, we examined the predictive value of need level in relation to the issuing of suspension warrants to male releases (Table 14). Male releases which were assessed as low-need cases had the lowest suspension rates (11.7%) followed by medium-need cases (19%) and substantially apart from high-need cases who had the highest suspension rate (33.8%) by end of follow-up. Chi-square analysis revealed that the suspension rates presented in Table 14 significantly differed from one another [$\chi^2 (2, N = 523) = 23.9, p < .001$] by end of follow-up.

Table 14.
Outcome on Conditional Release by Needs Level (Males)

NEEDS LEVEL	% OF CASES OF SUSPENDED
LOW	11.7
MEDIUM	19.0
HIGH	33.8

Level of Risk/Need.

Predictive validity analyses were also conducted for male releases by risk/needs level in relation to suspension. As we show in Table 15, there was a four-fold increase in the likelihood having been issued a suspension warrant for those assessed as [high-risk, high-need] cases relative to [low-risk, low-need].

Table 15.

Outcome on Conditional Release by Risk/Needs Level (Males)

RISK/NEEDS LEVEL	% OF CASES	% OF CASES SUSPENDED
LOW RISK-LOW NEEDS	24.3	9.0
LOW RISK-MEDIUM NEEDS	26.7	15.7
LOW RISK-HIGH NEEDS	2.2	0.0
HIGH RISK-LOW NEEDS	3.5	31.6
HIGH RISK-MEDIUM NEEDS	18.2	24.0
HIGH RISK-HIGH NEEDS	25.2	36.7

Identified Needs.

Table 16 displays the percentage of cases in the male release sample where a particular need was identified and the percentage distribution of failures (i.e., suspensions) associated with that need. Statistical analyses revealed all seven need areas covered by 'Case Needs Identification and Analysis' were significantly related to suspension on conditional release.

Table 16.

Outcome on Conditional Release for Cases with Identified Needs (Males)

NEED DIMENSION	% WITH IDENTIFIED NEED	SUSPENSION WITHIN FOUR MONTHS	SIGNIFICANT STATISTICAL RELATIONS
Employment	47.6	27.9	***
Marital/Family	43.5	25.7	**
Associates/Social Interaction	41.8	28.9	***
Substance Abuse	53.1	26.3	***
Community Functioning	28.9	30.3	***
Personal/Emotional Orientation	44.9	26.9	**
Attitude	23.3	36.1	***

Note: ** p < .01; *** p < .001.

Number of Identified Needs.

In Table 17, we show the percentage of male releases by number of identified needs and the percentage distribution of suspensions associated with that number of identified needs. As Table 17 indicates, the fewer needs offenders had in the community the less likely they were to be issued suspension warrants while on conditional release.

Table 17.
Outcome on Conditional Release by Number of Identified Needs (Males)

# OF NEEDS	% OF CASES	% SUSPENDED	CUMULATIVE % OF CASES	CUMULATIVE % SUSPENDED
None	16.1	7.6	16.1	7.6
One	18.0	13.6	34.1	17.8
Two	15.7	10.0	49.8	25.4
Three	12.9	27.0	62.8	42.4
Four	12.4	29.6	75.2	60.2
Five	9.6	23.6	84.8	71.2
Six	9.4	42.6	94.2	90.7
Seven	5.8	33.3	100.0	100.0

A closer examination of indicators within each need area, the percentage of cases issued suspension warrants and the relationship between indicators and outcome are presented separately for employment, marital/family, associates/social interaction, substance abuse, community functioning, personal/emotional orientation, and attitude domains.

Employment Domain.

A look at the employment domain indicators for male releases revealed that two out of three cases had less than grade 12 and nearly one half had an unstable job history (see Table 18). With respect to suspension warrants issued at follow-up, half of the employment domain indicators were predictive of this outcome. Amongst the major correlates of suspension were no high school diploma ($r = .12$), dissatisfied with job/skill/trade ($r = .14$), unstable job history ($r = .19$), unreliable on job ($r = .10$) and difficulty with meeting workload requirements.

Table 18.
Outcome on Conditional Release by Employment Domain Indicators (Males)

INDICATOR	% OF CASES	% SUSPENDED	r	p
Less than grade 8	21.7	20.2	.01	ns
No high school diploma	65.8	24.2	.12	**
Indication of learning disability	6.9	29.7	.06	ns
Any physical impairment	11.6	29.2	.08	ns
Dissatisfied with job/skill/trade	33.6	27.5	.14	**
Unstable job history	47.4	28.9	.19	***
Unreliable on job	15.5	28.6	.10	*
Difficulty with workload requirements	6.9	35.5	.12	*
Poor interpersonal skills at work	9.3	29.3	.09	ns

Note: * $p < .05$; ** $p < .01$; *** $p < .001$; ns = non-significant.

Marital/Family Domain.

The marital/family domain indicators are presented in Table 19. We note that a substantial proportion of male releases had experienced problems in their common law/marriage, one third had poor family functioning and over a quarter had experienced physical/sexual abuse as child. Interestingly, only three of the seven marital/family domain indicators demonstrated any predictive value with respect to suspension. These were problems in common law/marriage ($r = .12$), perpetrator of spousal abuse ($r = .13$) and poor family functioning ($r = .12$).

Table 19.
Outcome on Conditional Release by Marital/Family Domain Indicators (Males)

INDICATOR	% OF CASES	% SUSPENDED	r	p
Physical/sexual abuse as a child	26.8	26.1	.07	ns
Problems in common law/marriage	42.0	25.0	.12	**
Perpetrator of spousal abuse	13.6	33.9	.13	**
Victim of spousal abuse	4.4	27.3	.04	ns
In trouble as a result of child abuse	7.9	10.5	-.07	ns
Ineffective as a parent	11.9	21.7	.04	ns
Poor family functioning	34.3	26.9	.12	**

Note: * $p < .05$; ** $p < .01$; *** $p < .001$; ns = non-significant.

Associates/Social Interaction Domain.

Table 20 presents the various associates/social interaction domain indicators for male releases. Not surprisingly, a large proportion of cases had criminal friends and acquaintances. Almost one third associated with drinkers/drug abusers. In regards to suspension, four out of six indicators were significantly correlated with that outcome measure. For suspension, criminal friends and acquaintances ($r = .22$), associates with drinkers/drug abusers ($r = .19$), relations with others are exploitive ($r = .17$) and easily influenced by others ($r = .11$) had predictive value.

Table 20.
Outcome on Conditional Release by Associates/Social Interaction Domain Indicators (Males)

INDICATOR	% OF CASES	% SUSPENDED	r	p
Socially isolated	13.6	23.3	.03	ns
Criminal friends and acquaintances	42.2	31.2	.22	***
Associates with drinkers/drug abusers	31.0	31.8	.19	***
Relations with other are exploitive	12.9	37.5	.17	***
Easily influenced by others	30.7	26.7	.11	*
Under assertive	15.1	20.0	-.01	ns

Note: * p < .05; ** p < .01; *** p < .001; ns = non-significant.

Substance Abuse Domain.

In Table 21, we present the substance abuse domain indicators for male releases. Although there were only two indicators within this need area, it is noteworthy that half of the sample had drinking and drug use problems identified. For suspensions, only drug use interferes had any predictive value at six month follow-up.

Table 21.
Outcome on Conditional Release by Substance Abuse Domain Indicators (Males)

INDICATOR	% OF CASES	% SUSPENDED	r	p
Drinking interferes	50.1	22.8	.04	ns
Drug use interferes	50.1	24.6	.10	*

Note: * p < .05; ** p < .01; *** p < .001; ns = non-significant.

Community Functioning Domain.

A distribution of the community functioning domain indicators for male releases is presented in Table 22. As Table 22 shows, over one third of the sample had poor financial management and about three out of ten cases had unstable accommodation. Both of these indicators were significantly correlated with suspension at follow-up.

Table 22.
Outcome on Conditional Release by Community Functioning Domain Indicators (Males)

INDICATOR	% OF CASES	% SUSPENDED	r	p
Unstable accommodation	29.0	28.6	.13	**
Poor self-presentation	7.8	31.8	.08	ns
Poor physical health	9.1	27.5	.05	ns
Poor financial management	36.4	28.0	.16	***
No hobbies	20.9	26.9	.08	ns
Difficulty using social services	7.7	30.0	.07	ns

Note: * p < .05; ** p < .01; *** p < .001; ns = non-significant.

Personal/Emotional Orientation Domain.

Table 23 presents a distribution of personal/emotional orientation domain indicators for male releases. An inspection of Table 23 reveals that a substantial proportion of offenders on conditional release showed evidence of deficient cognitive skills. Interestingly, all five of the cognitive skills indicators covered by the community version of 'Case Needs Identification and Analysis' were found to have predictive value in relation to suspension at follow-up. Four indicators (sex dysfunction, mental ability, suicide attempts, eating disorder) were of low occurrence (less than 5%) and had no predictive value.

Table 23.
Outcome on Conditional Release by Personal/Emotional Domain Indicators (Males)

INDICATOR	% OF CASES	% SUSPENDED	r	p
Poor problem solving	30.6	29.1	.15	**
Unable to set goals	16.5	39.3	.21	***
Low empathy	12.6	40.6	.20	***
Impulsive	30.4	32.1	.19	***
Difficulty controlling temper	28.6	32.2	.19	***
Copes poorly with stress/frustration	43.9	30.7	.20	***
History of illegal sexual behavior	10.2	13.5	-.06	ns
Has problems with sex dysfunction	4.2	28.6	.05	ns
Mentally low functioning	4.5	36.0	.08	ns
Suicide attempts/self-injury	4.3	33.3	.07	ns
Eating disorder	2.4	15.4	-.02	ns

Note: * p < .05; ** p < .01; *** p < .001; ns = non-significant.

Attitude Domain.

In Table 24, we present the attitude domain indicators for male releases. Although there was relatively low frequency of these indicators in the sample, we note that predictive value was obtained with all four indicators in relation to suspension at follow-up.

Table 24.
Outcome on Conditional Release by Attitude Domain Indicators (Males)

INDICATOR	% OF CASES	% SUSPENDED	r	p
Antisocial	14.4	35.0	.15	**
Believes women inferior to men	6.1	44.4	.16	**
Believes other ethnic groups inferior	3.9	43.8	.12	*
Unable to work towards life goals	16.9	38.9	.21	***

Note: * $p < .05$; ** $p < .01$; *** $p < .001$; ns = non-significant.

Level of Motivation.

A distribution of the offender's level of motivation for accepting intervention(s) in targeted need areas are presented in Table 25. In general, male releases were found to be accepting of the intervention(s) to meet their needs. As expected, the less motivated an offender was rated, the more likely they were to be suspended on conditional release.

Table 25.
Outcome on Conditional Release by Level of Motivation

NEED DIMENSION	LEVEL	% OF CASES	% SUSPENDED	p
Employment	Low	13.3	32.6	ns
	Medium	38.3	26.6	
	High	48.5	21.0	
Marital/Family	Low	17.3	38.0	***
	Medium	41.9	28.1	
	High	40.8	13.6	
Associates/Social Interaction	Low	24.5	36.8	***
	Medium	47.8	27.1	
	High	27.7	7.8	
Substance Abuse	Low	12.9	34.8	ns
	Medium	47.2	24.4	
	High	39.9	19.0	
Community Functioning	Low	21.7	36.4	***
	Medium	42.3	26.2	
	High	40.0	11.0	
Personal/Emotional Orientation	Low	18.4	32.8	***
	Medium	49.4	27.4	
	High	32.2	11.2	
Attitude	Low	24.0	39.7	***
	Medium	47.5	30.4	
	High	28.5	5.8	

Note: * p < .05; ** p < .01; *** p < .001; ns = non-significant.

Special Conditions.

At the time of conditional release decision-making, the NPB may impose any one of or a number of special conditions for an offender to abide during their period of community supervision. We undertook to examine the relative occurrence and predictive value of these special NPB conditions grouped according to the seven need domains (see Table 26). Interestingly, nearly three quarters of the male release sample had special NPB conditions under the substance abuse domain, one half under the personal/emotional orientation and nearly again as many under associates/social interaction and one third under the marital/family domain. We note that only "special condition" under the personal/emotional orientation demonstrated any predictive value in relation to suspension at follow-up.

Table 26.
Outcome on Conditional Release for Males with Special Conditions

NEED DIMENSION	% WITH SPECIAL CONDITION	SUSPENSION WITHIN FOUR MONTHS	SIGNIFICANT STATISTICAL RELATIONS
Employment	8.4	35.7	ns
Marital/Family	33.3	25.5	ns
Associates/Social Interaction	44.0	27.3	ns
Substance Abuse	71.7	24.2	ns
Community Functioning	16.5	28.6	ns
Personal/Emotional Orientation	50.5	31.4	**
Attitude	19.3	31.9	ns

Note: * $p < .05$; ** $p < .01$; *** $p < .001$; ns = non-significant.

Part 3. Female Releases

In extending further the validity of community-based 'Case Needs Identification and Analysis', we explored the personal attributes and circumstances of female offenders assessed at release. However, due to the small sample size ($N = 31$) and number of cases who were issued suspension warrants at follow-up ($N = 4$), predictive validity estimates are not provided. Therefore, for female releases, we present only descriptive statistics with respect to the following: levels of risk (e.g., criminal history), need (e.g., employment, substance abuse), risk and need combined, identified needs, number of needs, indicators within each need domain, motivation and special NPB conditions.

A. Risk, Need, Risk/Need Level Overview

Level of Risk.

For female releases, level of risk was established by a systematic and thorough review of the criminal history record. In Table 27, we note a 50-50 split in the number of cases assessed as low and high criminal history risk. As we had similarly found with male releases, this 50-50 split in criminal history risk level serves to illustrate again the practical limitations that the traditional criminal history approaches to offender risk assessment poses for correctional decision-making. Once more, reliance on historical information (e.g. criminal record) necessarily results in measure which is static in nature and incapable of reflecting change in response to intervention(s).

Table 27.
Overall Risk Level: Female Releases

RISK LEVEL	PERCENTAGE OF CASES
LOW (n = 15)	50.0
HIGH (n = 15)	50.0

Level of Need.

The level of needs that female releases presented is displayed in Table 28. We note that the majority of female releases were assessed by case managers as medium-need (53%) cases.

Table 28.
Overall Case Needs Level: Female Releases

NEEDS LEVEL	PERCENTAGE OF CASES
LOW (n = 5)	16.7
MEDIUM (n = 16)	53.3
HIGH (n = 9)	30.0

Level of Risk/Need.

Risk and need level ratings for female releases are presented Table 29. We note that 50% of the cases were assessed to be [low-risk, low-need] and [low-risk, medium-need]. Almost one third were assessed to be [high-risk, high-need] cases.

Table 29.
Overall Risk/Needs Level: Female Releases (n)

RISK/NEED	LOW	MEDIUM	HIGH
LOW	16.7% (5)	33.3% (10)	0.0% (0)
HIGH	0.0% (0)	20.0% (6)	30.0% (9)

Identified Needs.

Table 30 presents the distribution of identified needs for female releases. For these offenders on conditional release, the most prominent needs identified were marital/family problems (64.5%), employment (58.1%) and substance abuse (48%).

Table 30.
Percentage of Female Releases with Identified Needs

NEED DIMENSION	# OF CASES	%
Employment	18	58.1
Marital/Family	20	64.5
Associates/Social Interaction	9	29.0
Substance Abuse	15	48.4
Community Functioning	12	38.7
Personal/Emotional Orientation	13	41.9
Attitude	3	9.7

Number of Identified Needs.

Taken together, the number of identified needs for each female offender is presented in Table 31. As Table 31 shows, about 70% of female release sample were multi-need cases (i.e., more than one need identified). Of special note, 20% had no needs identified.

Table 31.
Percentage of Female Releases with Number of Identified Needs

# OF NEEDS	# OF CASES	%	CUMULATIVE # OF CASES	CUMULATIVE %
None	6	19.4	6	19.4
One	3	9.7	9	29.0
Two	3	9.7	12	38.7
Three	10	32.3	22	71.0
Four	2	6.5	24	77.4
Five	1	3.2	25	80.6
Six	4	12.9	29	93.5
Seven	2	6.5	31	100.0

B. Release Status Overview

Level of Risk.

Table 32 presents the distribution of risk levels obtained for female releases with respect to each type of conditional release. Not surprisingly, the largest proportion of low-risk cases was found among those on full parole (71.4%), whereas the largest proportion of high-risk cases was obtained for those released on mandatory supervision (83.3%).

Table 32.
Overall Risk Level by Release Status: Females

RISK LEVEL	STATUS		
	Day Parole (n = 10)	Full Parole (n = 14)	Mandatory Supervision (n = 6)
LOW (n = 15)	40.0	71.4	16.7
HIGH (n = 15)	60.0	28.6	83.3

Level of Need.

The distribution of need level ratings for female releases by each type of conditional release is presented in Table 33. We note that the largest proportion of high-need cases was found among those released on mandatory supervision (66.6%). The proportion of medium-need cases was proportionately larger for those released on day parole (50.0% and full parole (64.3%).

Table 33.
Overall Case Needs Level by Release Status: Females

NEEDS LEVEL	STATUS		
	Day Parole (n = 10)	Full Parole (n = 14)	Mandatory Supervision (n = 6)
LOW (n = 5)	20.0	21.4	0.0
MEDIUM (n = 16)	50.0	64.3	33.3
HIGH (n = 9)	30.0	14.3	66.7

Level of Risk/Need.

We examined the risk/need level ratings for female releases with respect to each type of conditional release. Table 34 shows that a similar proportion of [low-risk, low-need] cases (about 20%) was obtained for those released on day parole and full parole, whereas the largest proportion of [high-risk, high-need] cases was found among those released on mandatory supervision (66.7%).

Table 34.
Overall Risk/Needs Level by Release Status: Females

RISK/NEEDS LEVEL	STATUS		
	Day Parole (n = 10)	Full Parole (n = 14)	Mandatory Supervision (n = 6)
LOW RISK-LOW NEEDS	20.0	21.4	0.0
LOW RISK-MEDIUM NEEDS	20.0	50.0	16.7
LOW RISK-HIGH NEEDS	0.0	0.0	0.0
HIGH RISK-LOW NEEDS	0.0	0.0	0.0
HIGH RISK-MEDIUM NEEDS	30.0	14.4	16.7
HIGH RISK-HIGH NEEDS	30.0	14.3	66.7

Identified Needs.

In Table 35, we present the distribution of identified needs for female releases according to each type of conditional release. Among those offenders released on mandatory supervision the most prominent needs identified were employment (100%), substance abuse (100%) and associates/social interaction (83.3%). The most prevalent case needs identified for those released on day parole were employment (70%), marital/family problems (60%) and personal/emotional orientation (50%). For female offenders released on full parole, the most prevalent case need identified was marital/family problems (66.7%).

Table 35.
Percentage of Females with Identified Needs by Release Status

NEED DIMENSION	STATUS		
	Day Parole (n = 10)	Full Parole (n = 15)	Mandatory Supervision (n = 6)
Employment	70.0	33.3	100.0
Marital/Family	60.0	66.7	66.7
Associates/Social Interaction	10.0	20.0	83.3
Substance Abuse	40.0	33.3	100.0
Community Functioning	40.0	26.7	66.7
Personal/Emotional Orientation	50.0	26.7	66.7
Attitude	10.0	6.7	16.7

Number of Identified Needs.

We explored the number of needs identified for female releases within each type of conditional release (see Table 36). Interestingly, all of the mandatory supervision releases were found to be multi-need cases (two or more identified needs). On the other hand, 30% of those released on day parole and 20% of those released on full parole were assessed as having no identified needs.

Table 36.
Percentage of Females with Number of Identified Needs by Release Status

NEED DIMENSION	STATUS		
	Day Parole (n = 10)	Full Parole (n = 15)	Mandatory Supervision (n = 6)
None	30.0	20.0	0.0
One	0.0	20.0	0.0
Two	10.0	13.3	0.0
Three	20.0	40.0	33.3
Four	20.0	0.0	0.0
Five	0.0	0.0	16.7
Six	20.0	0.0	33.3
Seven	.0	6.7	16.7

C. Descriptive Statistics

Employment Domain.

An examination of the employment domain indicators for female releases revealed that almost two thirds of the cases had no highschool diploma and nearly one quarter had less than grade 8 (see Table 37). Also noteworthy, more than one third had an unstable job history and nearly one half of the cases were dissatisfied with their skill area, trade or profession.

Table 37.
Employment Domain Indicators (Females)

INDICATOR	% OF CASES
Less than grade 8	24.1
No high school diploma	63.3
Indication of learning disability	0.0
Any physical impairment	22.6
Dissatisfied with job/skill/trade	44.8
Unstable job history	38.7
Unreliable on job	3.7
Difficulty with workload requirements	7.4
Poor interpersonal skills at work	7.7

Marital/Family Domain.

The distribution of indicators for the marital/family domain are presented in Table 38. While the majority of female releases had experienced problems in their common law/marriage, nearly one half had been either abused as a child, a victim of spousal abuse, or experienced poor family functioning.

Table 38.
Marital/Family Domain Indicators (Females)

INDICATOR	% OF CASES
Physical/sexual abuse as a child	48.0
Problems in common law/marriage	60.7
Perpetrator of spousal abuse	10.7
Victim of spousal abuse	42.3
In trouble as a result of child abuse	21.4
Ineffective as a parent	26.9
Poor family functioning	48.3

Associates/Social Interaction Domain.

In Table 39, we present the associates/social interaction domain indicators for female releases. We note that a substantial proportion of cases were identified as being easily influenced by others (44.4%).

Table 39.
Associates/Social Interaction Domain Indicators (Females)

INDICATOR	% OF CASES
Socially isolated	9.7
Criminal friends and acquaintances	22.6
Associates with drinkers/drug abusers	17.2
Relations with other are exploitive	23.3
Easily influenced by others	44.4
Under assertive	30.0

Substance Abuse Domain.

The substance abuse domain indicators for female releases are presented in Table 40. It is noteworthy that nearly half of the sample had drug use problems identified, while about three out of ten cases had alcohol problems.

Table 40.
Substance Abuse Domain Indicators (Females)

INDICATOR	% OF CASES
Drinking interferes	29.0
Drug use interferes	46.7

Community Functioning Domain.

In Table 41, a distribution of the community functioning domain indicators for female releases is presented. As we can see in Table 41, poor financial management (43.3%) and unstable accommodation (32.1%) were the most prevalent indicators.

Table 41.
Community Functioning Domain Indicators (Females)

INDICATOR	% OF CASES
Unstable accommodation	32.1
Poor self-presentation	3.2
Poor physical health	13.3
Poor financial management	43.3
No hobbies	22.6
Difficulty using social services	3.2

Personal/Emotional Domain.

Table 42 displays the distribution of personal/emotional orientation domain indicators for female releases. As Table 42 reveals, one third of the cases were found to cope poorly with stress and/or frustration. It is noteworthy that none of the female release sample had any history of suicide attempts or self-injury.

Table 42.
Personal/Emotional Domain Indicators (Females)

INDICATOR	% OF CASES
Poor problem solving	30.0
Unable to set goals	20.0
Low empathy	9.7
Impulsive	6.7
Difficulty controlling temper	16.7
Copes poorly with stress/frustration	33.3
History of illegal sexual behavior	3.6
Has problems with sex dysfunction	5.3
Mentally low functioning	3.2
Suicide attempts/self-injury	0.0
Eating disorder	3.6

Attitude Domain.

In Table 43, the attitude domain indicators for female releases are displayed. We note the relatively low occurrence of attitudinal problem indicators among the female release sample.

Table 43.
Attitude Domain Indicators (Females)

INDICATOR	% OF CASES
Antisocial	6.5
Believes women inferior to men	0.0
Believes other ethnic groups inferior	0.0
Unable to work towards life goals	13.3

Level of Motivation.

In Table 44, we explored level of motivation for accepting intervention(s) in targeted need areas. Consistently, female releases were found to be very accepting of the intervention(s) recommended to meet any one of their identified needs.

Table 44.
Level of Motivation (Females)

NEED DIMENSION	LEVEL	% OF CASES
Employment	Low	8.7
	Medium	30.4
	High	60.9
Marital/Family	Low	3.7
	Medium	37.0
	High	59.3
Associates/Social Interaction	Low	3.9
	Medium	42.3
	High	53.9
Substance Abuse	Low	4.0
	Medium	32.0
	High	64.0
Community Functioning	Low	0.0
	Medium	26.1
	High	73.9
Personal/Emotional Orientation	Low	0.0
	Medium	29.6
	High	70.4
Attitude	Low	0.0
	Medium	22.7
	High	77.3

Special Conditions.

A distribution of special NPB conditions grouped according the seven need domains is presented for female releases in Table 45. Overall, we note that the occurrence of special conditions imposed on female releases was relatively low. The most frequent special condition applied was in relation to substance abuse (32%).

Table 45.
Special Conditions (Females)

NEED DIMENSION	% WITH SPECIAL CONDITION
Employment	8.7
Marital/Family	14.8
Associates/Social Interaction	15.4
Substance Abuse	32.0
Community Functioning	4.2
Personal/Emotional Orientation	15.0
Attitude	9.1

V. Discussion

The application of a systematic approach to assessing the needs of offenders, the risk of re-offending and any other factor which might affect successful reintegration to the community is a major component of the Correctional Service of Canada's (CSC) and National Parole Board's (NPB) standards for conditional release supervision. Recently, ensuring that community-based programming and service delivery effectively meets offender needs has evolved into a service-wide Correctional Strategy. This research examined the validity of an enhanced case management approach to offender needs identification and analysis in community corrections.

In order to capture relevant "Criminal History Risk" and "Case Need" information, the 'Case Needs Identification and Analysis' portion of the Offender Intake (Front-end) Assessment Process was adapted and pilot tested for use in community corrections. While the 'Case Needs Identification and Analysis' protocol had collapsed the 12 need areas of the Community Risk/Needs Management Scale (Motiuk & Porporino, 1989b) into seven need areas (employment, marital/family, associates/social interaction, substance abuse, personal/ emotional orientation, attitude), the individual ratings for both "Criminal History Risk" (low- high-) and "Case Need" levels (low-, medium-, high-) were retained as well as the individual ratings for each target domain. In addition, the community version of 'Case Needs Identification and Analysis' was enhanced to capture current employment status (e.g., full-time, part-time, etc.), need for intervention, level of motivation for intervention, and whether or not there is a special NPB condition which could be used to effect an intervention.

A six month post-release follow-up of suspension for federal male releases revealed the following:

1. the pilot reconfirmed that case manager assessments of "Criminal History Risk" can predict outcome on conditional release for male releases;

2. the findings of the pilot test replicated earlier research which found a relationship between identified "Case Need" areas, number of identified needs and suspension while on conditional release for male releases;
3. combining case manager assessments of "Criminal History Risk" with ratings of "Case Needs" level resulted in improved predictive efficiency for male releases;
4. the distribution of low- and high-risk as well as low-, medium-, and high-need cases were roughly equivalent for both male and female releases;
5. some gender-related differences did emerge in relation to type of needs. Male offenders had more identified needs in the areas of associates/social interaction, substance abuse and attitude than females. Female offenders showed more problem areas in employment, marital/family and community functioning than males;
6. case manager ratings of motivation to address identified needs in the area of marital/family, associates/social interaction, community functioning, personal/emotional orientation and attitude were predictive of outcome for male releases;
7. female offenders were found by case managers to be very accepting of the intervention(s) recommended to meet any identified needs; and
8. an examination of special NPB conditions which could be used to effect an intervention revealed that only for an identified personal/emotional need was there found a significant relationship with outcome at follow-up.

In sum, the pilot of a community-based 'Case Needs Identification and Analysis' revealed that 'static' (e.g., criminal history) and 'dynamic' (e.g., marital situation, substance abuse) factors continue to play an important role in the successful reintegration of both male and female offenders into the community. It would seem that this systematic approach to offender risk/needs analysis can be used effectively to communicate the intensity of supervision resources required by capitalizing on the professional judgement of case management staff regarding criminal risk and case needs. As well, 'Case Needs Identification and Analysis' can also provide a useful means to monitor changes in the offender's behavior, attitudes and circumstances which are clearly related to release outcome. More importantly, the 'Case Needs Identification and Analysis' process can yield important targets for intervention while on conditional release. If we can effectively target offender needs and provide the appropriate programming to relieve them, then, we should be able to bring about a reduction in the likelihood of re-offending (Andrews, Bonta, & Hogue, 1990).

Upon having piloted the 'Case Needs Identification and Analysis' process as a labour-intensive paper-and-pencil exercise, the collection of this important case-based information lends itself well to full automation and then field testing as an integrated offender assessment system on personal computers. Moreover, an automated approach to offender assessment could have added functionality whereby standardized risk/need assessment reports are generated, correctional plans can be produced and

progress summaries outputted as well as valuable management information databases being delivered. In this regard, we could shift the focus of 'Case Needs Identification and Analysis' from a correctional strategy exercise of simply surveying offender needs to an enhanced community offender management strategy.

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Appendix A: Case Needs Identification and Analysis

CASE NEEDS

IDENTIFICATION AND ANALYSIS

NAME: _____

BIRTHDATE: _____ **FPS:** _____

PAROLE OFFICE: _____

PAROLE OFFICER: _____

DATE: _____

NOTE:

The indicators are meant to provide a profile of each offender. The number of indicators highlighted may not correspond to a need for intervention. Conversely, if you do not highlight any of the indicators you may still believe that one or more of the interventions are appropriate. The intervention(s) you and your colleagues endorse will determine program planning and funding.

**CASE NEEDS IDENTIFICATION
AND ANALYSIS**

DOMAIN: EMPLOYMENT

Page 2

EMPLOYMENT NEED IDENTIFICATION AND ANALYSIS

INDICATORS	IF YES, HAS ISSUE BEEN ADDRESSED? *
1. Does offender have less than grade 8? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
2. The offender has less than a high school diploma. Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
3. Is there an indication of a learning disability? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
4. Is there any physical impairment? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
5. Is the offender dissatisfied with skill area/trade/profession? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
6. Is there an unstable job history? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
7. Has the offender been unreliable on job (e.g., the employer cannot depend on the offender for regular attendance)? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
8. Does the offender typically have difficulty meeting workload requirements? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
9. Does the offender have a history of poor interpersonal skills at work (i.e., trouble getting along with co-workers and supervisors)? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>

* NOTE: Because the need has been addressed in the institutions or in the community may not mean the offender no longer requires intervention.

**CASE NEEDS IDENTIFICATION
AND ANALYSIS**

DOMAIN: **EMERGENCY**

Page 3

EMPLOYMENT NEED OBSERVATIONS/IMPRESSIONS:

Factor seen as an asset to community adjustment	No immediate need for improvement	Some need for improvement	Considerable need for improvement
<input type="checkbox"/> Stable pattern of employment	<input type="checkbox"/> No history that could cause current difficulties.	<input type="checkbox"/> Indication of a history of employment difficulties that could cause minor adjustment problems	<input type="checkbox"/> Indication of a history of employment difficulties that could cause major adjustment problems

EMPLOYMENT STATUS

employed: full-time part-time

vocational/educational: full-time part-time

receiving disability on welfare

other _____

CASE NEEDS IDENTIFICATION AND ANALYSIS

DOMAIN: **NEEDS IDENTIFICATION**

Page 4

NEED FOR INTERVENTION Yes No

(If no need, skip this section and go on to next domain)

	Unable to Assess	Low	Medium	High
Basic literacy/upgrading	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Specialized skills or trades training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vocational counselling re				
i) interpersonal skills (co-workers, authority figures)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ii) work habits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
iii) job search skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other/Comments: _____

LEVEL OF MOTIVATION FOR INTERVENTION

- Low (unwilling to involve self)
- Medium (e.g., willing if required by case manager)
- High (self-motivated)

Is there a special N.P.B. condition which could be used to effect the above intervention(s)?

**CASE NEEDS IDENTIFICATION
AND ANALYSIS**

DOMAIN: ~~MENTAL HEALTH~~

~~MENTAL HEALTH~~ NEED IDENTIFICATION AND ANALYSIS

INDICATORS	IF YES, HAS ISSUE BEEN ADDRESSED? *
1. Was offender physically or sexually abused as a child? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
2. Is there a pattern of problems and/or instability in common-law or married relationships? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
3. Was the offender a perpetrator of spousal abuse? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
4. Was the offender the victim of spousal abuse? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
5. Has the offender ever been in trouble as a result of child abuse? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
6. The offender appears to be an ineffective parent. Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
7. Is there indication of poor family function (e.g., the family is unable to get along as a unit)? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>

* NOTE: Because the need has been addressed in the institutions or in the community may not mean the offender no longer requires intervention.

**CASE NEEDS IDENTIFICATION
AND ANALYSIS**

DOMAIN: ~~MARITAL/FAMILY~~

Page 6

MARITAL/FAMILY NEED OBSERVATIONS/IMPRESSIONS

Factor seen as an asset to community adjustment	No immediate need for improvement	Some need for improvement	Considerable need for improvement
<input type="checkbox"/> Pattern of stable and supportive relationships	<input type="checkbox"/> No history that could cause current difficulties	<input type="checkbox"/> Occasional instability in relationships	<input type="checkbox"/> Very unstable pattern of relationships

NEED FOR INTERVENTION

(If no need, skip this section and go on to next domain)

	Unable to Assess	Low	Medium	High
Counselling re past victimization (sexual or physical abuse)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marital counselling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Family counselling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Parenting skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Spousal abuse	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child abuse	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other/Comments: _____

**CASE NEEDS IDENTIFICATION
AND ANALYSIS**

DOMAIN: ~~HEALTH/PSYCH~~

Page 7

LEVEL OF MOTIVATION FOR INTERVENTION

- Low (unwilling to involve self)
- Medium (willing if required by case manager)
- High (self-motivated)

Is there a special N.P.B. condition which could be used to effect the above intervention(s)?

CASE NEEDS IDENTIFICATION AND ANALYSIS

DOMAIN:

ASSOCIATES/SOCIAL INTERACTION

Page 8

ASSOCIATES/SOCIAL INTERACTION NEED IDENTIFICATION AND ANALYSIS

INDICATORS	IF YES, HAS ISSUE BEEN ADDRESSED? *
1. Is the offender socially isolated (i.e., rarely associates with others outside immediate family)? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
2. The offender has many criminal friends or acquaintances. Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
3. The offender associates with others who drink a lot or who take drugs. Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
4. Can the offender's relations with others be described as exploitative? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
5. Is the offender easily influenced by others? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
6. Is the offender under-assertive (unable to make requests and refuse things in interaction with others)? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>

* NOTE: Because the need has been addressed in the institutions or in the community may not mean the offender no longer requires intervention.

ASSOCIATES/SOCIAL INTERACTION NEED OBSERVATION/IMPRESSIONS:

Factor seen as an asset to community adjustment	No immediate need for improvement	Some need for improvement	Considerable need for improvement
<input type="checkbox"/> Pattern of non-criminal and/or positive associations	<input type="checkbox"/> Mostly non-criminal and/or positive associations	<input type="checkbox"/> Some criminal and/or negative associations	<input type="checkbox"/> Mostly criminal and/or negative associations

**CASE NEEDS IDENTIFICATION
AND ANALYSIS**

DOMAIN:

ASSOCIATED WITH INTERVENTIONS

Page 9

NEED FOR INTERVENTION

(If no need, skip this section and go on to next domain)

	Unable to Assess	Low	Medium	High
Assertiveness training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social skills training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Need for a volunteer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other/Comments: _____

LEVEL OF MOTIVATION FOR INTERVENTION

- Low (unwilling to involve self)
- Medium (willing if required by case manager)
- High (self-motivated)

Is there a special N.P.B. condition which could be used to effect the above intervention(s)?

CASE NEEDS IDENTIFICATION AND ANALYSIS

DOMAIN: SUBSTANCE ABUSE

SUBSTANCE ABUSE NEED IDENTIFICATION AND ANALYSIS

INDICATORS	IF YES, HAS ISSUE BEEN ADDRESSED? *
1. Does the offender's history suggest that drinking may interfere with at least one domain: marital, employment, legal, physical, financial? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
2. Does the offender's history suggest that drug use may interfere with at least one domain: marital, employment, legal, physical, financial? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>

* NOTE: Because the need has been addressed in the institutions or in the community may not mean the offender no longer requires intervention.

SUBSTANCE ABUSE NEED OBSERVATION/IMPRESSIONS:

Factor seen as an asset to community adjustment	No immediate need for improvement	Some need for improvement	Considerable need for improvement
	<input type="checkbox"/> No history or indication of current difficulties	<input type="checkbox"/> History or indication of use causing moderate adjustment problems	<input type="checkbox"/> History that indicates frequent uncontrolled usage causing serious adjustment problems

**CASE NEEDS IDENTIFICATION
AND ANALYSIS**

DOMAIN: SUBSTANCE ABUSE

Page 11

NEED FOR INTERVENTION

(If no need, skip this section and go on to next domain)

	Unable to Assess	Low	Medium	High
Intensive inpatient treatment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Outpatient treatment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maintenance and follow-up	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health counselling re HIV, hepatitis, drug education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other/Comments: _____

LEVEL OF MOTIVATION FOR INTERVENTION

- Low (unwilling to involve self)
- Medium (willing if required by case manager)
- High (self-motivated)

Is there a special N.P.B. condition which could be used to effect the above intervention(s)?

CASE NEEDS IDENTIFICATION AND ANALYSIS

DOMAIN: ~~COMMUNITY REENTRY~~

~~COMMUNITY FUNCTIONING~~ NEED IDENTIFICATION AND ANALYSIS

INDICATORS	IF YES, HAS ISSUE BEEN ADDRESSED? *
1. Prior to incarceration, did offender have a history of unstable accommodation (e.g., many addresses over short time periods)? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
2. Is the offender's self presentation poor (e.g., inappropriate appearance, grooming, manner)? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
3. Is the offender in poor physical health? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
4. Does the offender have a history of poor financial management (i.e., difficulty paying bills, many outstanding loans)? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
5. The offender has no hobbies and lacks interest in organized activities (e.g., sports, volunteer work)? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
6. Does the offender have difficulty using social services effectively? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>

* NOTE: Because the need has been addressed in the institutions or in the community may not mean the offender no longer requires intervention.

**CASE NEEDS IDENTIFICATION
AND ANALYSIS**

DOMAIN: COMMUNITY FUNCTIONING

COMMUNITY FUNCTIONING NEED OBSERVATION/IMPRESSIONS:

Factor seen as an asset to community adjustment	No immediate need for improvement	Some need for improvement	Considerable need for improvement
<input type="checkbox"/> Pattern of satisfactory adjustment	<input type="checkbox"/> No current difficulties	<input type="checkbox"/> Deficient skills limit but do not prohibit independent functioning	<input type="checkbox"/> Deficient skills severely limit independent functioning

NEED FOR INTERVENTION

(If no need, skip this section and go on to next domain)

	Unable to Assess	Low	Medium	High
Supervised accommodation (e.g., psychiatric, residential treatment, CRF, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Everyday shelter	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Life skills counselling (hygiene, dress, use of social services, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial counselling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leisure counselling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Need for a volunteer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other/Comments: _____

**CASE NEEDS IDENTIFICATION
AND ANALYSIS**

DOMAIN: CONTINENCE OF CONDOMINIS

Page 14

LEVEL OF MOTIVATION FOR INTERVENTION

- Low (unwilling to involve self)
- Medium (willing if required by case manager)
- High (self-motivated)

Is there a special N.P.B. condition which could be used to effect the above intervention(s)?

**CASE NEEDS IDENTIFICATION
AND ANALYSIS**

DOMAIN:

PERSONAL/EMOTIONAL ORIENTATION

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PERSONAL/EMOTIONAL ORIENTATION NEED IDENTIFICATION AND ANALYSIS

INDICATORS	IF YES, HAS ISSUE BEEN ADDRESSED? *
1. Is the offender a poor problem solver (unable to recognize problem areas, unable to solve interpersonal problems well)? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
2. Is the offender unable to set realistic, long-term goals? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
3. Does the offender have low empathy for others (have no regard for others and their welfare, incapable of understanding feelings of others)? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
4. Does the offender engage in impulsive behaviours (e.g., fighting, thrill-seeking)? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
5. Does the offender have difficulty controlling his/her anger or temper? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
6. Does the offender cope poorly with stress and/or frustration? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
7. Does the offender have a history of illegal or inappropriate sexual behaviour (e.g., partners are under legal age, sexual aggression, attitudes supporting sexual activity with children or sexual violence)? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
8. Does the offender have a problem with sexual dysfunction (e.g., with premature ejaculation, impotence, frigidity)? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>

CASE NEEDS IDENTIFICATION AND ANALYSIS

DOMAIN:

PERSONAL/EMOTIONAL ORIENTATION

Page 16

INDICATORS	IF YES, HAS ISSUE BEEN ADDRESSED? *
9. Is the offender mentally low functioning (e.g., low I.Q., and/or evidence of brain damage)? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
10. Has the offender ever been diagnosed as suffering from a mental illness or is he currently suffering from a mental illness? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
11. Does the offender have a history of suicide attempts or self injury? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
12. Does the offender have an eating disorder (e.g., anorexia, bulimia, over-eating)? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>

* NOTE: Because the need has been addressed in the institutions or in the community may not mean the offender no longer requires intervention.

PERSONAL/EMOTIONAL ORIENTATION NEED OBSERVATION/IMPRESSIONS:

Factor seen as an asset to community adjustment	No immediate need for improvement	Some need for improvement	Considerable need for improvement
	<input type="checkbox"/> No current difficulties	<input type="checkbox"/> Emotional/personal problems indicate some need for assistance	<input type="checkbox"/> severe emotional/personal problems that indicate significant need for assistance

**CASE NEEDS IDENTIFICATION
AND ANALYSIS**

DOMAIN:

PERSONALITY/PERSONALITY DISORDER

Page 17

NEED FOR INTERVENTION

(If no need, skip this section and go on to next domain)

	Unable to Assess	Low	Medium	High
Anger management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cognitive skills training (problem-solving, goal-setting, prosocial values, empathy training)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex offender treatment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stress Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Counselling for impulsive behaviour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Counselling re sexual concerns, difficulties	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religious/Spiritual counselling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Suicide prevention/self-injury intervention	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other/Comments: _____

LEVEL OF MOTIVATION FOR INTERVENTION

- Low (unwilling to involve self)
- Medium (willing if required by case manager)
- High (self-motivated)

**CASE NEEDS IDENTIFICATION
AND ANALYSIS**

DOMAIN:

PERSONAL/FUNCTIONAL ORIENTATIONS

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Is there a special N.P.B. condition which could be used to effect the above intervention(s)?

CASE NEEDS IDENTIFICATION AND ANALYSIS

DOMAIN: ATTITUDE

ATTITUDE NEED IDENTIFICATION AND ANALYSIS

INDICATORS	IF YES, HAS ISSUE BEEN ADDRESSED? *
1. Does the offender present an antisocial attitude (e.g., shows no respect of others' belongings, supports interpersonal violence)? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
2. Does the offender support the belief that women are inferior to men, not able to take on roles of equivalent value in society, and deserving of abuse? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
3. Does the offender support the belief that other ethnic groups are inferior to his or hers, and supports aggression against other ethnic groups? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>
4. Is the offender unable to consistently work toward some sort of life goal? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>

* NOTE: Because the need has been addressed in the institutions or in the community may not mean the offender no longer requires intervention.

**CASE NEEDS IDENTIFICATION
AND ANALYSIS**

DOMAIN:

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ATTITUDE NEED OBSERVATION/IMPRESSIONS:

Factor seen as an asset to community adjustment	No immediate need for improvement	Some need for improvement	Considerable need for improvement
<input type="checkbox"/> Actively involved and responding consistently well to assistance	<input type="checkbox"/> Motivated to change, has attitudes receptive to assistance	<input type="checkbox"/> Recognizes problem areas but has attitudes not receptive to assistance	<input type="checkbox"/> Unable to recognize problem areas and has attitudes not receptive to assistance

NEED FOR INTERVENTION

(If no need, skip this section)

	Unable to Assess	Low	Medium	High
Cognitive therapy (addressing attitude change, goal setting, pro-social values)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Counselling addressing violence towards women	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Counselling addressing ethnic intolerance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other/Comments: _____

**CASE NEEDS IDENTIFICATION
AND ANALYSIS**

DOMAIN: NEW

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LEVEL OF MOTIVATION FOR INTERVENTION

- Low (unwilling to involve self)
- Medium (willing if required by case manager)
- High (self-motivated)

Is there a special N.P.B. condition which could be used to effect the above intervention(s)?

**CASE NEEDS IDENTIFICATION
AND ANALYSIS FOR
FRONT END ASSESSMENT**

FOODS

Are there any special needs that would interfere with any interventions (i.e., language barrier, cultural barrier, physical disability etc.)?

No

Yes (details) _____

Overall Needs Level: Low Medium High

Overall Risk Level: Low High

Given the program needs you have specified for each domain, which interventions in order of priority are most critical to the offender's community adjustment.

1. Most Important: _____

2. Second Priority: _____

3. Third Priority: _____

4. Fourth Priority: _____

5. No need for any intervention