

Full Length Research

Correctional Counselling Programmes in Ghanaian Prisons: A Case Study of Koforidua Prisons

Ophelia Mensiwah Sackey (Ms) and Rev. Kwesi Nkum Wilson (PhD)

¹Department of Psychology and Education, University of Education, Winneba, Ghana

Corresponding Author's E-mail: nkum04@yahoo.com, knwilson@uew.edu.gh

Accepted 28th July, 2017

The study assessed correctional counselling services provided to inmates of Koforidua Prisons. The study adopted mixed method approach. An accessible population of 523 inmates and 176 officers of the Koforidua Prisons were participated. From this population, a sample of 29 inmates (age range of 18 – 29 years) and 5 officers (age range of 51-60 years) were selected using purposive sampling technique. Questionnaire was the main instrument used to collect data from the participants. Data was analysed and presented using simple frequency count and percent table and inferential statistics. The results revealed the nature of correctional counselling in Koforidua Prisons is crisis and integrative counselling. It was revealed that correctional counselling enhances inmates' self-image. The result further illustrate that those who hold positive perception about correctional counselling have positive attitude towards the programme. The study also revealed that office accommodation for counsellors is thwarting the operations of correctional counselling in Koforidua prisons. Finally, it revealed that perception of inmates is positively associated with attitude of inmates. Based on the findings, it was concluded that proper utilization of correctional counselling would produce in inmate's high sense of self-worth. It was further concluded that attitude towards correctional counselling depends on the degree of inmates' perceptions. It was recommended among other things that prison authorities should provide office accommodation for counselling personnel for proper institutionalization of correctional counselling. It was also recommended that prison authorities should sponsor staff as part of staff development process, to read advanced courses in correctional counselling.

Keywords: Correctional Counselling, Ghanaian Prisons

INTRODUCTION

Background of the Study

It is globally accepted that persons admitted into prison institutions are entitled to adequate care during incarceration, to reform, correct and rehabilitate them for post-sentence life. This is evidenced by the United Nations' Minimum Standards for the Treatment of Prisoners, which stipulates that "Prisons should seek to utilize all remedial, educational, moral, spiritual and other forces and forms of assistance, which are appropriate and available and should seek to apply them according to the individual treatment needs of the prisoners". (U. N. 1977)

Delivering counselling services in prisons can be extremely challenging for the counsellor, both ethically

and personally. Counsellor burnout can happen very quickly. Counsellors need to be resilient, both physically and emotionally, and have adequate means of support. On a daily basis, the counsellor working in the prison environment wrestle with a range of diverse and complex issues, including security, confidentiality and, perhaps most significant of all, how to develop the therapeutic relationship to promote psychological growth in an environment that mitigates against such processes (Jones, 2013).

The primary function of a prison is the identification of the reasons or causes of the inmates anti-social behaviours and to train these offenders to

become useful citizens when they are eventually released from the prison. This function makes correctional counselling services more imperative in Ghanaian prisons. However, it does appear from observation that sufficient attention is not given to this all-important service. This assertion is because there are not many trained or professional correctional counsellors in Ghanaian prisons (Asante, 2015). The net result is that inmates on admission are not given proper personality appraisal and training, adjustment training and career counselling to facilitate participation in vocational skills training while in prison and to make room for adequate preparation for post-sentence life in society. The importance of correctional counselling service lies on the need to re-orientate prison inmates towards active participation in correctional education programs. It must be realized that the previous social learning experiences of prison inmates may not permit effective participation in correctional education programs.

According to Paul (2010) cited in Lankard (2013), "many prisoners are likely to have negative early school experiences and may lack self-confidence or have poor attitude about education." When this persists, no meaningful learning can take place. The solution lies in effective correctional counselling services. The need for a research into the above noted observation is therefore necessary to empirically assess the effectiveness of correctional counselling programme in prisons in Ghana.

The objective of the study is to assess correctional counselling services given to inmates of Ghana Prison Service, Koforidua.

METHODOLOGY

The study adopted a mixed method which is both quantitative and qualitative research design. Quantitative research design is often associated with a positivist research philosophy and a deductive research approach while qualitative research design is usually associated with interpretive research philosophy and inductive research approach (Saunders et al., 2012)

Population

The population is the group of people the researcher hopes generalise findings on. The population from which information was required for the study included all prison inmates and counsellors of Ghana Prison Service, Koforidua. The population of inmates of the Ghana Prison Service, Koforidua is given to be 523 and 17 counsellors.

Sample and Sampling Procedure

The sampling procedure adopted to select the individual respondents was the purposive sampling. The purposive sampling procedure helped to select 29 prison inmates and 5 counsellors. According to Cohen, Manion and Morrison (2003), in purposive sampling the researcher handpicks cases to be included in the study in their basis of typicality. The authors explained that, the subjects are selected for a purpose, and this is judgmental in nature.

Instrumentation

The instrument for data collection was questionnaire. Questionnaire and interview guide were used because it offers an opportunity to sample the views of large population. Additionally, the use of the questionnaire and interview helps to ensure that one gets a high proportion of information that is usable; also it saves time and money since many respondents can be attended to at the same time.

To ensure validity the questions were strictly based on the objectives of the study (content validity). A cronbach's alpha reliability coefficient of 0.76 was obtained which implies a high reliability.

Data Collection Procedure

Respondents and interviewees were contacted in person for the questionnaires and interview guide to be administered to them to ensure that the required number of respondents was selected for the study. Rapport was established by explaining to the participants the reason for the visit and the importance of the information been requested. Respondents and interviews were given the option to decline to participate if they so wished. They were as well assured of the confidentiality of the data gathered from them. To ensure that they remain anonymous their names were not taken. No monetary reward was also provided to encourage them to respond to the questions. This was meant to ensure that they were not influenced.

Data Analysis

Firstly, the data which was obtained from the closed ended questions was edited, coded and analysed using the Statistical Package for Social Sciences (SPSS) version 18. The result was then presented descriptively in frequencies and percentages using tables, figures and charts. Statistical tool of chi-square was used to analyse the hypotheses.

Qualitative data was analysed using protocols of content analysis. Data from interviews was discussed under the objective of the study alongside with the quantitative data.

Ethical Consideration

Institutional approval was sought from the Department of Psychology and Education Ethical Committee by submitting a proposal for ethical clearance. This was to ensure that the researchers do not put participants at risk, and respect vulnerable populations. The researchers also obtained permission from the Ethical Committee of Ghana Prisons Service head quarters Accra. Permission will also be obtained from the various institutions to be studied before interviews are conducted and questionnaires administered.

Before interviews, the researchers fully explained the objectives of the study to all the respondents so that individuals understand the nature of the research and its likely impact on them. The participants will be made aware that their right to participate is voluntarily and so as their right to withdraw at any time, so that the individual is not being coerced into participation. The procedures of the study, so that individuals can reasonably expect what to anticipate in the research, they will be given the right to ask questions, obtain a copy of the results, and have their privacy respected

In addition, their right to confidentiality assured before interviewing them. Furthermore, the researchers observed their right to privacy and anonymity because of the possibility of harmful information being disclosed during the data collection process.

DATA PRESENTATION AND DISCUSSIONS

Research Question 1

What is the nature of correctional counselling programme?

Research question 1 explores the nature of correctional counselling in Ghanaian Prisons. To address this research question, Prison officers' responses on the interview schedule were used. The officers responded to three (3) sub-themes, which include the purpose, categories of inmates served and type of correctional counselling given to inmates. The narratives of respondents illustrate that most correctional counselling programmes in prisons are typical to reformation, rehabilitation, and reintegration. Their comments also indicate reduction in tension,

frustration and recidivism. The following comments are typical.

Respondent: *"We give correctional counselling to assist inmates to be reintegrated into the society after their sentences."*

Respondent: *"To reform and rehabilitate inmates."*

Respondent: *"To reduce high tension and frustration among inmates."*

Respondent: *"To inculcate into them societal accepted cultural norms so that they can have acceptable behavioural change after their discharge."*

Respondent: *"Correctional counselling services are offered to reduce the incidence of recidivism."*

The responses revealed that there were varied verbal accounts on the purpose of correctional counselling. The responses suggest that there is no single strand for correctional counselling rather, it is based on what the client presents or what the state mandated for the inmates. The officers position maintains that correctional counselling is intended to help offenders balance their important relations, understand and overcome their internal and external conflicts through developing more accurate social cognitions and understanding about themselves and others as well as the patterns governing their interactions (Schrink and Hamm, 1989, Sun, 2005).

Respondents were further asked to indicate which categories of inmates need correctional counselling. The following examples of accounts by respondents are illustrative.

Respondent: *"All inmates within the facility."*

Respondent: *"Inmates serving high sentences and the condemned inmates."*

Respondent: *"Convicted inmates since those on remand are still awaiting trials."*

Respondent: *"All inmates, remands, convicts and trial prisoners."*

Respondent: *"All convicted prisoners."*

The responses suggest that correctional counselling is offered to all inmates within Koforidua Prisons. This assertion is espoused in many counselling literature (Taylor and Buku, 2008; Bedu-Addo, 2016). Just like any other counselling programmes, its services are rendered to people of all ages. In Koforidua Prisons, it appears that inmates with varied crisis accessed correctional counselling programme.

Respondents also explained where correctional counselling service is rendered to inmates. The following comments are typical.

Respondent: *"We normally give correctional counselling to inmates at any place within the facility."*

Respondent: *"Correctional counselling is given to inmates in the church."*

Respondent: *"In the prison yard."*

Respondent: *“Correctional counselling is rendered to inmates in counselling office.”*

One significant revelation made from these narratives was the fact that Koforidua Prison does not have permanent counselling centre for organising corrective counselling programmes. In most cases, the respondents reiterated that inmates are given correctional counselling in prison yard, church within the prison facility. In the spirit of the latter, though such places may be used for counselling, the issue of confidentiality, harm and other ethical codes in counselling could be breached with impunity. Using such places for counselling would create apathy among inmates hence their mixed attitudes to correctional counselling.

The final component of nature of correctional counselling is the type of correctional counselling available. Respondents illuminated the type correctional counselling service rendered to inmates. The following comments are illustrative.

Respondent: *“We give reformatory and integrative counselling.”*

Respondent: *“We give crisis counselling.”*

Two principal correctional counselling programmes are made available for inmates of Koforidua Prisons. These are reformatory and/or integrative counselling and crisis counselling. In support of crisis counselling, Schrink and Hamm (1989) postulate that offenders are most likely to seek and accept counselling for difficulties relating to crises that arise in their daily lives in the correctional section. Inmates who may be serving varied custodial sentences may need assistance in order to adjust. This crucially imperative for first term offenders since prison life may prove too difficult to come with terms with. “What is more painful than inmate receiving unfair justice”. This will actually produce some kind of feelings that requires immediate counselling. The gloomy pictures of prisons life, couple with the derogatory tag of “prison graduate” would give first time inmates more psychological discomfort, hence the need for crisis counselling.

Research Question 2

What are the perceptions of inmates on correctional counselling programme?

Research question 2 sought to examine the perception of inmates on correctional counselling programme in prison. The result is presented in Table 1

The respondents were to agree or disagree to the statements measuring inmates’ perceptions on correctional counselling programme in prisons. The data in Table 1 revealed that 25 (86.2%) of the respondents thought correctional counselling made them to find solutions or compromises when involved in a conflict and

4 (13.8%) disagreed on this statement. The result further revealed that 25 (86.2%) of the respondents agreed that correctional counselling helped them to use their time efficiently and 4 (13.8%) disagreed on this statement. On whether correctional counselling programme in prisons helps inmates to understand their experiences and frustrations, 25 (86.2%) of the respondents agreed and 4 (13.8%) disagreed on this claim. The issue of correctional counselling helping inmates to establish secure home environment, 23 (79.3%) agreed and 6 (20.7%) disagreed.

In addition, the respondents were to agree or disagree on whether correctional counselling has improved inmates’ behaviour and 25 (86.2%) of the respondents agreed whilst 4 (13.8%) disagreed on this statement. Table 2 further showed that 26 (89.6%) of the respondents agreed to the claim that correctional counselling has made them to develop self-image whereas 3 (10.4%) disagreed. On whether correctional counselling enhances inmates’ understanding of the self, 25 (86.2%) of the respondents agreed and 4 (13.8%) disagreed to this statement. Finally, 25 (86.2%) of the respondents agreed that correctional counselling boosted their ability to make informed decisions.

In summary, the results in Table 1 suggest that correctional counselling in prisons enhances the building and development of inmates’ self-image. The finding is inconsistent with literature. For instance, Sun (2002) asserts that inmates are motivated to understand their experiences and frustrations, just like other human beings. In Ghanaian cultural setting, an incarcerated person is seen as a person without worth. Such inferiority pronouncement on the individual, adversely affects his/her personality both within and outside the prison. An incarcerated person is seen as morally imbecile individual who is unfit to be reintegrated into the social milieu. Such inferiority complex may devalue his/her future engagements such as in career, education and interpersonal relationships. So, through correctional counselling, building and development of inmates’ self-esteem is greatly enhanced to withstand any devaluing statements on the personality of the inmates from significant others in the society.

Research Question 3

What are the attitudes of inmates towards the correctional counselling programme?

Research question 3 assesses the attitudes of inmates towards the correctional counselling programme. The result is presented in Table 2

The data in Table 2 revealed 37.9% of the sample agreed that prison staff and inmates work together on what would help them while 62.1% of the sample disagreed. 37.9% of the sample agreed that they

Table 1: Distribution of responses on perception of correctional counselling

Statement:	Strongly Agree	Agree	Disagree	Strongly Disagree
I think correctional counselling has.....				
made me to find solutions or compromises when involved in a conflict.	18(62.1)	7(24.1)	2(6.9)	2(6.9)
helped me use time effectively.	20(69)	5(17.2)	3(10.3)	1(3.4)
made me to understand my experiences and frustrations.	15(51.7)	10(34.5)	1(3.4)	3(10.3)
helped established a secure home environment.	11(37.9)	12(41.4)	2(6.9)	4(13.8)
improved upon my behavior.	17(58.6)	8(27.6)	3(10.3)	1(3.4)
made me to develop positive self-image.	15(51.7)	11(37.9)	1(3.4)	2(6.9)
enhanced myself understanding.	14(48.3)	11(37.8)		4(13.8)
boosted my ability to make informed decisions.	19(65.5)	6(20.7)	3(10.3)	1(3.4)

Source: Field Data, 2016.

Table 2: Responses on inmates' attitude towards correctional counselling programme

Statement	Strongly Agree	Agree	Disagree	Strongly Disagree
The prison staff and I work together on what would help me.	2(6.9)	9(31)	14(48.3)	4(13.8)
I have no difficulty getting the needed information.	5(17.2)	6(20.7)	11(37.9)	7(24.1)
I am well-informed about my progress in areas that were important to me	5(17.2)	12(41.4)	5(17.2)	7(24.1)
The prison staff treat me as a person instead of a prisoner	3(10.3)	5(17.2)	12(41.4)	9(31)
I accomplish what I expected in my rehabilitation programme.	4(13.8)	10(34.5)	12(41.4)	3(10.3)
I am treated with respect and dignity	3(10.3)	12(41.4)	7(24.1)	7(24.1)
I received the information that I needed when I wanted it	1(3.4)	6(20.7)	11(37.9)	11(37.9)
I learned what I needed to know in order to manage my condition at home	13(44.8)	7(24.1)	4(13.8)	5(17.2)
I know who to contact if I have problems	6(20.6)	14(48.3)	2(6.9)	7(24.1)

Source: Field Data, 2016.

have no difficulty accessing the needed information from prison staff whereas 62.1% of the sample disagreed. 58.6% of the sample agreed that they were well informed about their rehabilitating and reformation progress whereas, 41.1% of the sample do not think so. The table further revealed that 72.5% of the sample disagreed that prison staff treat them as person instead of prisoners whereas 27.5% of the sample agreed. This suggests that conditions in prisons have submerged Carl Rogers' call for unconditional positive regard in counselling. On whether inmates accomplish the purpose of rehabilitation programme, 48.3% of the sample believed that they have accomplished the purpose while 51.7% of the sample disagreed.

The researcher further wanted to find out whether inmates are treated with respect and dignity during correctional counselling session and majority,

51.7% of the sample agreed and 48.3% of the sample disagreed. 24.1% of the sample agreed that they receive information needed in their rehabilitating programmes whereas majority, 75.9% of the sample population disagreed. 68.9% of the sample population agreed to the statement "*I learned what I needed to know in order to manage my conditions at home*" whilst 31.1% of the sample population disagreed. Finally, 68.9% of the sampled population agreed that they know who to contact if they have problems and 31.1% of the sampled population do not agree.

The result suggest that there is mixed feelings on the part of inmates' attitude towards correctional counselling programmes. These mixed feelings support the assertion made by Visher et al, (2010) on the fact that inmates undergo mandatory participation in correctional counselling programmes. This suggests that

when inmates are forced to undergo correctional counselling, they may see such programme as a threat to their liberty. Personal together with vicarious experiences provides strong internal and external influence on inmates' attitudes towards correctional counselling (Osberg and Fraley, 1993; Parkinson and Steurer, 2004). For instance, Parkinson and Steurer (2004) indicate that inmates may be discouraged to participate based on the negative feedback and attitudes of other inmates and this may complicate inmate participation in correctional counselling programmes.

In Koforidua prison, it appears that inmates' participation in correctional counselling resolve around internal and external motivation. Internally, inmates may be motivated to undergo correctional counselling based on the perceived benefits to be derived. Probably, inmates with mandatory counselling programmes may see counselling as the only panacea for their early release or amnesty for their convictions. The purpose of availing oneself is unshakable and every attention, material and personality is invested in the programme.

Externally, required participation in correctional counselling may lead to problems, because inmates do not understand the importance or value of participating (Parkinson and Steurer, 2004). In Koforidua prison, those who seek counselling may be considered as spies or informants on the rest of inmates with the presence of confidentially domineering the counselling process. Counselling session may be the significant opportunity for inmates and officers to interact and discuss issues bothering on social personal, career and education needs. The inmate's presence at counselling centre may provide perceived threat to the rest of inmates since they do not know the reason(s) why such an inmate is going for counselling. Yet still, significant others appears unaware of such services in the facility and even if they do, disparaging remarks and feedback from earlier inmates may thwart inmate's efforts of seeking corrective counselling.

Finally, correctional counselling in Koforidua seems to be virgin to most inmates as significant others (inmates) do not avail themselves for such services. If authorities constantly trumpet the value and importance of correctional counselling programmes in Koforidua prisons, inmates and staff would avail themselves for the service since it is the only panacea for rehabilitation and successful reintegration of inmates to their immediate society.

Research Question 4

What are the challenges in giving correctional counselling programme?

Research question 4 explores the challenges associated with correctional counselling in prisons. To address this research question, Prison officers'

responses on the interview schedule were again utilised, analysed and discussed. In answering this research question, two variables were considered. These include challenges encountered during counselling sessions and problems encountered as a counsellor after given the services to inmates.

Respondents were asked to narrate the challenges they go through during correctional counselling sessions. Some significant responses from the interviewees are presented;

One respondent:

"Inmates, especially those referred to the facility woefully fail to co-operate in the therapeutic session."

Another respondent:

"Poor conditions in the prisons is preventing inmate in correctional counselling from the opportunity of learning trade."

Another respondent:

"We are physically and verbally abused as if we were the source of worry to the client"

Another respondent:

"The whole prison ward becomes noisy during the day and this prevents any effective counselling sessions."

The narrative accounts suggest that giving correctional counselling to inmates comes with lots of challenges to the therapists. In Koforidua Prisons, officers charged with rendering counselling services report that they are often physically attacked during the therapeutic session. This revelation is not surprising because in the moment of crisis, there would be lots of transference of pent up feelings of the clients. The issue of security of the establishment is generally unique to working in custodial settings. The counsellor needs to be cognizant of balancing the various risks including risk to self and to others; it can be a thorny issue but one that needs to be worked with on a daily basis (Jones, 2012).

Respondents were asked to narrate the challenges they go through after rendering correctional counselling sessions. Some significant responses from the interviewees are illustrated below;

One respondent:

"We are sometimes prevailed upon to disclose client's confidential treatment progress which is against the ethics of the profession."

Another respondent:

“Lack of logistics to do follow-up on the reintegration and reformation after an inmate has been discharged from the facility.”

Another respondent:

“Our efforts are continually thwarted by other fellow inmates of our clients. They easily consumed what their fellow inmates tell them instead of sticking to the treatment plan”

Another respondent:

“The whole prison ward becomes noisy during the day and this prevents any effective counselling sessions.”

The responses suggest that inappropriate models within the facility seemed to thwart any corrective interventions put in place by the counsellor. Inmates, especially the first time inmates pick a lot from earlier prison’s entrants and those with recidivism. The success of any therapeutic intervention is dependent of the degree of inmate’s model within the prison’s facility.

Confidentiality was also seen as problematical and requires careful consideration and reflection. For example, an inmate may tell a therapist that he wishes to escape; what does the therapist do with this information? Or, in the case of record-keeping, who keeps the records? Where should they be kept? Who can they be shared with? This requires some agreement with the counsellee on what can and cannot be shared (Jones, 2012). In the cases of security services, any superior officer may ask for further and better particulars of mandated inmates from the therapist working on them. The issue of client’s confidentiality may suffer a great deal because junior officers would be obliged under some assuming threats from superior officers. This could also account for the negative attitude of inmates to receive correctional counselling in the study facility.

Testing of Hypothesis

H₀: *There is no relationship between inmates’ perception of correctional counselling and inmates’ attitude of correctional counselling.*

Hypothesis sought to examine the relationship between perception and attitude of inmates towards correctional counselling. The hypothesis was tested at an alpha level of 0.05 using Pearson Correlation. The result is presented in Table 3.

The result indicate there is significant relationship between inmates’ perception and their attitude towards correctional counselling (r = 0.524; p <

Table 3: Relationship between perception and attitude of inmates towards correctional counselling

		Correctional Counselling
Perception scale	Pearson correlation	.524
Attitude scale	Sig. (2-tailed)	0.004
	N	34

a. Correlation is significant at the 0.01 level (2-tailed)

0.01). The result suggests that as inmates’ perception increases, their level of attitude towards the correctional counselling increases. The null hypothesis is rejected. The results confirmed Lindner (1994) who asserts that the perception of impending failure or crisis may lead people to participate in correctional counselling programmes. Though, Lindner’s work was related to classroom situations, it is assumed that impending crisis would endanger positive attitude towards correctional counselling among prison inmates in Koforidua. The study is further supported by Parkinson and Steurer (2004) who indicate that inmate students may be discouraged to participate in correctional counselling based on the perceived negative feedback and attitudes of other inmates. It can be concluded not enough literature exists to accurately measure inmates’ perception and attitude towards correctional counselling, it is the contention of the researcher that there exist correlation between perception and attitude of inmate towards correctional counselling.

CONCLUSIONS

Based on the findings of the study, it was concluded that the proper utilization of correctional counselling would increase inmates’ self-esteem. It was further concluded that Koforidua prisons give integrative and crisis counselling. In terms of inmates’ attitude toward correlation counselling, the study concluded that attitude depends on the degree of inmates’ perceptions. Finally, it was concluded that Koforidua prisons lacks the necessary human and material resources such as office space and materials to run the services.

RECOMMENDATIONS

Based on the findings and conclusions, it was recommended that;

1. Ghanaian prison authorities should provide office accommodation for counselling personnel for proper institutionalization of correctional counselling.

2. Ghanaian prison authorities should recruit more qualified counsellors and put in place continued professional development programmes especially to improve correctional counselling.
3. Prison authorities should organise for each inmate and sensitise them on the availability of counselling services available for them.
4. Prison authorities should organized refresher courses for officers to increase their knowledge in the care and wellbeing of inmates.

REFERENCES

- Asante, B. K. (2015). Prisoners sleep in turns at Kumasi Central Prison [Online]. Available: <http://graphic.com.gh/General-News/prisoners-sleep-in-turns-at-kumasi-central-prison.html>.
- Bedu Addo, P.K.A. (2016). *Guidance and counselling unmasked'* (4th Ed.) Kumasi: Approachers Ltd.
- Cohen, L., Manion, L. and Morrison, K. (2003). *Research Methods in Education. (5th Edition)* London: Routledge Falmer.
- Jones, P. (2012). *Counselling in prisons*. New York: Hemisphere.
- Jones, P. (2013). Programmes for violent juvenile offenders. *Australian and New Zealand Journal of Criminology*. p155-62.
- Lankard, S. (2013). Evaluation: A way out of rhetoric. In *Rehabilitation, recidivism, and research*, edited by Robert Martinson, Ted Palmer, and Stuart Adams. Hackensack, New Jersey: National Council on Crime and Delinquency.
- Linder, A. (1994). An evaluation of criminal recidivism in projects providing rehabilitation and diversion services in New York City. *Journal of Criminal Law and Criminology* 68 (2):283–305.
- Osberg, T. M., and Fraley, S. E. (1993). Faculty perceptions of teaching in a prison college program: Motivation, barriers, suggestions for improvement, and perceived equivalence to traditional college programs. *The Journal of Correctional Education*, 44, 20-26. Retrieved from <http://www.ceanational.org/Journal>
- Parkinson, A. F., and Steurer, S. J. (2004). Overcoming the obstacles in effective correctional instruction. *Corrections Today*, 66. Retrieved from https://www.aca.org/publications/ctarchivespdf/parkinson_web.pdf
- Schrink, J. and Hamm, M. S. (1989) Misconceptions concerning correctional counselling. *Journal of Offender Counselling Services and Rehabilitation*, 14 133-147
- Sun, K. (2005). The meaning of cultural diversity and the implication for criminal justice. Paper presented at the annual conference of the Academy of Criminal Justice Sciences. Anaheim. CA
- Sun, K. (2006). Mentally disordered offenders in corrections. In R. Muraskin (Ed.), *Key correctional issues* (pp. 120-127) Saddle River, NJ: Pearson Prentice Hall
- Taylor, A. I., and Buku, D.K. (2008) *Basic in guidance and counselling.*(2nd Ed.). Accra: Salt and Light Publication.
- Visher, C., Debus-Sherrill, S., and Yahner, J. (2010). Employment after prison: A longitudinal study of former prisoners. *Justice Quarterly*, 28, 698-718.
- United Nations (1977). Standard Minimum Rules for the Treatment of Prisoners, Retrieved from www.un.org/documents/ga/res/45/a45r13.htm. Date 20th June 2016