

*Full Length Research*

# Reintegrating released and rehabilitated offenders: A case of Windhoek Correctional Facility on Khomas Region, Namibia

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National correctional services such as life and social skills aims to rehabilitate and integrate offenders into the communities where they came from with a purpose of balancing societies and enabling offenders to overcome economic, social and personal challenges that may come their way. Such programs have a great impact on society because education thereof denotes change. This study examines the experiences of ex-offenders after being released from lawful custody and sent back to their communities. Using a qualitative approach, designed with convenience and criteria sampling techniques, five (5) released and reintegrated offenders, rehabilitated through vocational education and training. Offenders felt that, families and communities showed rejections. Initial isolation and stigmatization from society was also noted as employers are often reluctant to hire former offenders. In some cases, the absence of stable housing allows an ex-offender to feel a routine in a safe environment. It is recommended that policy makers within the Department of Correctional Services in Windhoek, Namibia should generate and improve on existing policies to help released offenders obtain their self-esteem, confidence and self-respect. It is further recommended that social workers may educate families and societies about the support released offenders need. The Correctional facility should have a better release plan with community-based organizations, including faith-based organizations to make services available after release.

**Key words:** Rehabilitation, integration, isolation, rejection, self-esteem, experiences.

## INTRODUCTION

According to the United Nations, rehabilitation of offenders and their successful social reintegration into society should be among the basic objectives of the criminal justice system in any country. The declaration binds Namibia legally with international human rights conventions, as well as the United Nations standards and

norms in crime prevention and criminal justice. The primary objective of providing social reintegration programs to offer released rehabilitated offenders with the assistance and supervision that they may need and successfully reintegrate them into the community to avoid a relapse into criminal behavior.

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It is evident in the world over that, one of the most challenging and most needed rehabilitative and integrated delivery systems is the one found within the correctional services (Conrath, 2017). Rehabilitation and integrating programs therefore, aims to rehabilitate offenders to have a great impact on society, because education denotes change according to Conrath. Change is certainly the desired outcome for the incarcerated, therefore, the conundrum lies between being in custody and the goals of education which are freedom, growth, and self-actualization which cannot be ignored (Conrath, 2017).

Offenders in the United States who received rehabilitating and integrating programs are significantly less likely to return to correctional facilities after release and are more likely to find employment than peers who did not receive such opportunities (Davis, 2015a).

Many youths in South Africa and Namibia who break the law have no basic education, knowledge, and skills for employment, and as such their ability to secure sustainable livelihood is limited. They attribute their waywardness to various reasons such as, the breakdown of the family structure resulting in single parenting or parents separated from their children for financial reasons, unemployment, poverty, depression, frustration, anger and lack of parental or adult supervision (Bruyns and Nieuwenhuizen, 2016). Lack of role-models within societies also contributes significantly to young people growing up with moral values resulting in behaviors and influences they emulate from the media and their peers. There is a belief among some people that violence is a viable means of solving problems. These reasons and many others result in a society where young people end up in conflict with the law and are put into Correctional Centre's or experience recidivism (Bruyns and Nieuwenhuizen, 2016). The new democratic and political turn in South Africa and Namibia shares this sentiment about correctional facilities (Jovanić, 2017), where the essence of rehabilitation and reintegration programs lies in the rehabilitation of offenders.

Rehabilitation programs are meant to empower offenders with life and social skills which focus on basic reading and writing skills within the context of social and positive decision-making to the benefit of the offender (Namibia Correctional Services, 2014). The Namibian Correctional Services is therefore, emphasizing on the rehabilitation and reintegration of offenders in the mainstream with less pressure to avoid re-offending. This is a clear commitment by the government of the Republic of Namibia towards the rehabilitation of offenders (Ministry of Prisons and Correctional Services, 2001). Government of the Republic of Namibia (2012) (Correctional Services Act No. 9 of 2012) provides for a range of rehabilitation programs to address the needs of offenders to contribute to their successful reintegration into society and mechanisms for the release of offenders.

Offenders released from correctional institutions are

often confronted by a range of social, economic and personal challenges which make it difficult for them to survive (Borzycki and Baldry, 2015) These challenges contributed to the offenders past experience which are more directly associated with the consequences of incarceration and the transition back into the community (Borzycki and Baldry, 2015). According to Schultz, unemployment and low-quality employment is associated with high arrest rates for young adults (Schultz, 2013). Offenders have a history of social isolation, physical and emotional abuse, poor employment or no employment, and involvement in a criminal lifestyle that began at an early age. According to Borzycki and Baldry (2015) states that offenders are challenged by skills deficits that make it difficult for them to compete and succeed in the community due to poor interpersonal skills, low levels of formal education, illiteracy or innumeracy, poor cognitive and emotional functioning (Jovanić, 2017).

Researchers consistently support the notion that academic achievement decreases criminal involvement among various groups of adult (Schultz, 2013). This study, therefore, explores the understanding of offenders given education during confinement and, how they benefitted from these rehabilitation and reintegration programs upon release. The perceived benefit of these rehabilitation and re-integration programs is that offenders reintegrate with greater success rates into their respective communities.

Education, vocational programs, skills building, and other programs are vital tools to ensure that offenders returning to their communities will be able to lead productive lives. However, these programs can be challenging to the offenders that are rehabilitated and released from correctional centers as they find re-integration difficult to cope with communities.

The financial and logistics problems they face may exacerbate their daily life. Incarcerated individuals with low levels of education often find themselves without the financial resources or social support systems upon their release from correctional facilities and therefore are vulnerable to re-offending rather than becoming fully reintegrated into societies.

It is therefore, important that this study examines the effectiveness of rehabilitation and reintegration programs within the Namibian correctional services system. It also seeks to find strategies that could be introduced to help released offenders fully integrate into societal roles and responsibilities.

## METHODOLOGY

The study used a qualitative research approach by interviewing five (5) released and re-integrated offenders. All interviews were conducted at the Windhoek Correctional facility, in Namibia. Qualitative research aims to seek an in-depth understanding of human behavior and the reasons that govern such behavior. It is used to gain an understanding of underlying reasons, opinions, and

motivations. It provides insights into the problem or helps to develop ideas or hypothesis for potential qualitative research (Denzin and Lincoln, 2009).

This approach is appropriate as it give the researcher a detailed understanding of the phenomenon, and at the same time explores the insights and experiences of the individuals. This study used the non- probability sampling procedures where five (5) released and reintegrated offenders were interviewed in the study. Ethical approval to the study was obtained from the National Commission on Research Science and Technology (NCRST) to carry out data-collection. The Department of Correctional Services requested the Commissioner-General to grant the researcher permission to gather data.

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### **Rehabilitation and Re-integration programs**

The period of transition from custody to the community can be particularly difficult for offenders. Amato and Previti (2015) makes it clear that released offenders opt for divorce because of extramarital affairs by their outside spouse. Ethical approval to the study was obtained from the National Commission on Research Science and Technology (NCRST) to carry out data-collection. The Department of Correctional Services requested the Commissioner-General to grant the researcher permission to gather data.

Incompatibility, lack of closeness or communication as attractions may fade away which often leads to divorce. This is very crucial for the offender whether he/she will be successful in the process of social reintegration into the community. It is therefore important that post released programs are seen as a continuation of the rehabilitation efforts started while in the correctional facility.

In Kenya, the Department of Probation and Aftercare Services did implement an aftercare support program that provides supervision and support to former offenders as a program for re-entry into society. This program views former offenders not only as disadvantaged and needing welfare assistance but also as having a responsibility to avoid reoffending. The program is built on that offenders deserve not only punishment but also an opportunity to build a crime-free life upon being released from the correctional system (Department of Probation and Aftercare services, 2007). The cyclical nature of crime in Kenya is to thrive because of the lack of mechanisms that force the ex-offenders in the communities to seek alternative means for survival or earnings and to develop social mechanisms or formal mechanisms that will stop them from relapse into criminal behaviors.

The South Africa criminal justice system sees rehabilitation and reintegration as part of a holistic approach in the view of allowing a collective responsibility from society. They believe that successful rehabilitation and reintegration of released offenders can only be possible if the participation of multi-stakeholders are involved, making the courts, police, communities, organizations an integral part within the entire rehabilitation and integration process (Singh 2016).

According to Griffiths and Murdoch (2017) there are three types of programs used in the South Africa correctional system which is institutional-based, surveillance-based transition and assistance based programs which at times might not be effective within the South African system. Griffiths further emphasize that these programs should be continuous and consistent through the transition. It is in the view of Griffiths that these programs should start before release while the offender is still incarcerated to ensure a smooth transition in society.

### **Challenges that rehabilitated and released offenders experience in the mainstream**

The effects of isolation and stigmatization from society have severe and persistent effects on the ex-offender (Davis, 2015b). Employers are often reluctant to hire former offenders, especially if such individuals are yet to prove themselves after their release from custody and suffer from the stigma associated of being incarcerated. Former offenders may have little skills, expertise or experience that employers are looking for making it difficult to obtain and maintain employment (Niven and Olagundoye, 2018). The gains of employment concerning reducing re-offending may not be linked solely to the former offender finding a job but the quality of the job. Furthermore, the relationship between lawful employment and reduced recidivism may be strongly influenced by the interaction of stable accommodation, having employment-related qualifications, not being affected by drug use disorders and being proactive in asking for help with job searches (Uggen, 2016).

Released offenders typically face many barriers in accessing housing, education and health services in the community, including those of a financial or psychological nature. Offenders further suffer hardship due to the fact of being incarcerated they are not covered by a social security scheme or receive some kind of assistance with health and social security issues. Reluctant by the community health services in the treatment and prevention of illnesses such as HIV (Aids) and TB is of major concern for the released offenders (Nilsson, 2015).

Released offenders often find that they are being rejected by their loved ones and the community making it hard for them to adjust to their new environment. It happens that before incarceration the offenders were known to the community and upon released being stereotyped. Family and community support is the essence for rehabilitation and reintegration therefore by refusing to accommodate them may lead to re-offending. Without their support released offenders become destitute without food, shelter, and clothing which put more strain on their already difficult life (Charkoudian, 2015).

### **Effects of incarceration experiences on the lives of the rehabilitated and released offenders in the mainstream**

Correctional facilities are highly controlled environments, with strict routines. Despite the boredom inherent in the setting, it is common for former offenders to have become dependent on strict routines and rules. Depending on the length of their sentence, offenders can experience a loss of life skills and knowledge of contemporary life.

Living in an environment of fear and violence can lead to the development of a hyper-vigilant state among ex-offenders, which increases the levels of anxiety. Most offenders experience a loss of family and support network while in the facility, social isolation and disconnection from former relations are also common. Most offenders develop post-traumatic stress as a result of the experience inside.

Ex-offenders who suffer from the stigma of incarceration often tend to believe that holding on to connections from their criminal past is a necessity. Released offenders do face experiences after confinement since employers are reluctant to hire offenders with criminal records. According to Haymond, many released offenders are facing prejudice from the community and systemic barriers to reintegration such as having to declare their criminal record to potential employers and a wide range of public agencies. Correctional or prison record usually stand in the way of a released offender to establish a normal life. Many offenders report that it is difficult to be in hiding in the modern age. In some instances, released offenders report that people use the internet to search for details about them routinely. (Haymond, 2014) released offenders generally find low paying job which provides few or no benefit with

little opportunity for upward mobility. Released offenders do face the disadvantage of being educationally, economically and socially deprived which further perpetuates them from inequality. In summary released offenders are still experiencing the burden of being label a criminal which put significant challenges on the individual?

### **Strategies that could be introduced to strengthen reintegration**

It is important by engaging with communities in the planning and the delivery of interventions to foster community ownership. It is crucial to differentiate between special categories of offenders, by using methods for assessing their risks and needs, as well as the specific social reintegration issues that they may face.

According to the Correctional Services Act of 2012 of Namibia stipulates that all offenders in its facilities should be subjected to education, vocational training, and employment readiness to be both effective and compliant to society. The Act made further make provision in Nr: 95:1 (a) as far as is practicable, be engaged in such work programs as will promote and nurture the training and industrial skills of such offender to equip him or her to manage his or her life productively after release; and (b) perform such tasks on public works and other duties as may be assigned to him or her by a correctional officer.

In summary it is vital to include a well-thought-out communications and community relations strategy to foster and maintain community support and engagement. With effective monitoring and evaluation components that allow the interventions to evolve in self-improved and accountable crime reduction results (United Nations Office, 2006).

## **FINDINGS AND DISCUSSION**

The primary data were collected from the in-depth interviews of participants. The data were narratively presented following a thematic structure that was guided by the research questions of the study. Statements that showed patterns and relationships were grouped to form themes and any other related data formed the subthemes. Verbatim was used to confirm and show credibility of data presentation and analysis.

### **Level of education during incarceration and after release**

The participants enter Windhoek Correctional facility with very low levels of education. This issue is the social and economic inequality that contributes to fewer quality educational opportunities being available to them before incarceration. Living in a poor area often means high crime rate and peer pressure. The lack of academic and employment experience, high poverty level will continue without educational reform, both inside and outside of the correctional facility.

During the interview with the Participants, the researcher observed that all of them (the five (5) released offenders who participated in the interview) did have a history of social isolation, physical or emotional abuse, poor employment or unemployment, and involvement in a

criminal lifestyle before incarceration. Excessive use of substances and drug addiction deteriorated their physical and mental health status.

### **Participant 1**

*"I have realized that education appears to be a worthy investment for me. I am of the opinion that the main aim is to release rehabilitated offenders as productive members of society. Therefore continue education, plays a significant role in the reintegration process".*

According to Uggen (2016), it is important that post released programs are seen as a continuation of the rehabilitation efforts started while in the correctional facility. It is clear from the above that the entire process should start during incarceration as this will ensure a smooth transition into society. The researchers think that, while incarcerated programs should aim at issues the offender is going to face upon release.

### **Challenges experienced by offenders at the time of their release**

The researcher investigated the challenges that are experienced by offenders when they have been released from correctional facilities. The following are responses from some of the five (5) several participants:

### **Participant 3**

*"I feel I was confronted with a range of social, economic and personal challenges that complicate my social reintegration. The challenges are of my own circumstances and experiences. It is because of direct consequences of incarceration and the community's attitude towards me".*

In this specific case the participant found himself rejected by the family and community members. The family and community as stakeholders in dealing with a crime must be educated on the importance of accepting released offenders by helping them to reintegrate. It is clear from the above statement of the participant that he did face rejection from families and the community therefore, making him vulnerable for re-offending. It is in the opinion of the researcher that family and societies are the keys to an offender's reintegration.

### **Participant 4**

*"I face practical challenges such as finding suitable accommodation with very limited means, managing financially with little or no savings until I begin to earn some lawful remuneration, accessing my basic needs".*

Housing is the key factor affecting the extent to which an offender can successfully reintegrate into his or her community, as it is also likely to have direct implications for employment and social support services (Niven and Olagundoye, 2018). The researcher believes that stable housing allows an ex-offender to feel a routine in a safe environment, this will allow the offender to build positive social networks and ultimately reintegrate into the community in a sustainable way. It will foster that interconnectedness with a community which will ensure a sense of belonging.

### **Participant 2**

*“It would seem that prospective employers view employing ex-offenders as a risk not worth taking. It is clear that low paying jobs is what keeps me busy which provide few benefits and little to none progress”.*

Employers are often reluctant to hire former offenders, especially if such individuals have yet to prove themselves after their release from custody and suffer from the stigma associated with being incarcerated (Niven and Olagundoye, 2018).

It is therefore, in the view of the researcher that society is unforgiving when it comes to giving second chances and offering employment opportunities to ex-offenders.

### **Participant 1**

*“I was devastated what unemployment did to me. I was having stress, low self-esteem, depression and feel a sense of worthlessness. I felt that if the doors to employment closed for me is even harder to survive”.*

The gains of employment concerning reducing reoffending may not be linked solely to the former offender finding a job but the quality of the job. Furthermore, the relationship between lawful employment and reduced recidivism may be strongly influenced by the interaction of stable accommodation, having employment-related qualifications, not being affected by drug use disorders and being proactive in asking for help with job searches (Uggen, 2016). It is therefore critical that employment opportunities be given to ex-offenders to support their reintegration into society and reduce the chances of recidivism. According to the Namibian Act 9 of 2012, 97:1 b states “providing financial assistance to offenders to facilitate their reintegration into society,” which is currently non-existent in the country as many released offenders are still struggling to survive.

### **Strategies to be introduced to strengthen reintegration**

It is clear from the interviewed five (5) participants that

offenders need serious intervention from communities and stakeholders.

### **Participants 3**

*“When I first enter the facility I needed to start with the functional literacy and numeracy and vocational education programs which were the foundation of my personal change and development”.*

According to the Correctional Services Act of 2012 stipulates that all offenders in its facilities should be subjected to education, vocational training, and employment readiness to be both effective and compliant to society. It is clear from the above that offenders went through constructive activities, fostering their employability upon release and therefore their ability to successfully reintegrate into society. It is therefore in the opinion of the researcher that the Correctional Services strive to improve on its facilities across the country to achieve a positive impact on the inside of their facilities.

### **Participant 5**

*“The activities were meaningful in the facility and it assists me in rendering life in the facility more similar to life outside. I enjoyed the outdoor work and could not wait for the experience that awaits me”.*

It is clear in the study that, the government did make provision in the Act as follows: as far as is practicable, be engaged in such work programs as will promote and nurture the training and industrial skills of such offender to equip him or her to manage his or her life in a productive manner after release; and (b) perform such tasks on public works and other duties as may be assigned to him or her by a correctional officer. According to the above, these programs in the facility helped them to develop a positive environment because of these constructive activities. This fosters a sense of responsibility and accountability towards the programs as the researcher had noticed. Offenders should be held accountable and responsible for their own choices and actions, but strike a balance between control support and assistance. It is of utmost importance to render assistance in an orderly manner which is coordinated with agencies involved and based on strong inter-agency cooperation the facility is having outside their premises.

### **Participant 4**

*“In my opinion, I feel with the support of the community and stakeholder my reintegration will be successful. I feel that community-based initiatives should be designed to reduce crime and to address problems of crime and social disorder in communities, and at the same time*

*providing rehabilitation and reintegration assistance to released offenders”.*

It is vital to include a well-thought-out communications and community relations strategy to foster and maintain community support and engagement. With effective monitoring and evaluation components that allow the interventions to evolve in self-improve and accountable crime reduction results (United Nations Office, 2006).

Strategies must be required to mobilize, and sustain, community interest and involvement in assistance and supervision programs. Therefore, it can be said that communities can play an active role in the social reintegration of offenders. It is focused on the needs of the offender, their family, and neighborhoods. The researcher finds it suitable that such community involvement with the different stakeholders can address factors by focusing on motivation, education, and development of skills, employment, accommodation, interpersonal relationships, drug, and alcohol treatment.

### **Participant 1**

*“If I was involved in a transitional job program that would have provided me with temporary employment which can open my doors to the private sector employment. My understanding is these programs provide full-time work at a non-profit organization, with an emphasis on improving skills such as reliability and interpersonal skills”.*

The need to educate the public about the needs of released offenders whose reintegration must be supported to ensure successful social reintegration. The researcher believes that these programs should be considered to boost job development and placement services, by offering incentives to employers and by identifying employment opportunities, to foster partnerships with private employers, and helping released offenders stay employed.

### **The experience of life after release**

The general observation of the participants as they are still amazed at the adjustment from confinement to society as this had changed their routine of doing things when they were released. It was a learning curve for them from re-experiencing the past with today's changing world. According to participant 2 the experiences of life after released is as follows:

### **Participant 2**

*“I could felt that when the inside is where I conceal and suppress my emotions. It is who I become, and if I am are hardened in the beginning then you become even*

*harder, you become even colder, you become more detached”.*

Living in an environment of fear and violence can lead to the development of a hyper-vigilant state among ex-offenders, which increases the levels of anxiety. Most offenders experience a loss of family and support network while in the facility, social isolation that leads to personality changes and disconnection from former relations are also common. Most offenders develop post-traumatic stress as a result of the experience inside (Shinkfield and Graffam, 2017).

The researcher's view is that poor management of mental health issues during the transition from the correctional facility to the community can be possible because of weak pre-release planning. Many ex-offenders do have mental health conditions that require them to make use of prescribing medication. Even if these conditions are managed in the environment, this can change quickly when released. Offenders may stop taking their medication or choose not to receive psychological support. This may result in the situation or condition getting worse by placing them at risk of returning to the facility.

### **Conclusions**

It is clear from this study that a released offender's successful reintegration into society can be viewed through the ability to sustain oneself in the society which can only be achieved in the light of livelihood, accommodation, family, society, and health. Therefore attaining these basic needs comes with challenges faced by the released offender. The researcher in this study observed that according to Borzycki and Baldry (2015) states that offenders are challenged by skills deficits that make it difficult for them to compete and succeed in the community due to poor interpersonal skills, low levels of formal education, illiteracy or innumeracy, poor cognitive and emotional functioning.

The study postulates that, released offenders from correctional facilities face numerous challenges such as family and community rejection, skills deficit, lack of accommodation, and unemployment. It can be said that all these challenges are interrelated towards each other. The released offenders assert that, without decent accommodation and family support they have nowhere to go, to have access to their basic needs.

Social isolation and community rejection make it even harder for the released offender to adjust to the new environment. Charkoudian (2015) emphasizes that without food, shelter, and clothing life becomes very difficult and stressed-out. Skill deficit, unemployment and stigmatization make it difficult for the rehabilitated participants to be hired for jobs. The participants in the interview were however, clear that the criminal past and record contributed to the reluctance of employers to hire

them.

However, the Correctional Service Act 9 of 2012 makes it clear that, its functions are to ensure that every offender should be part of rehabilitation programs and activities which contribute to the rehabilitation and successful reintegration of offenders into the community as law-abiding citizens.

The participants think that adjusting from a confined environment is to completely re-learn from the experience into the life outside. The researcher observed from the interviews that the participants had emotional mood swings as a result of their incarceration, personality traits, and fear. Therefore, Shinkfield and Graffam (2017) states that released offenders developed post-traumatic stress due to the experience encountered while in the inside. It was very difficult for some of the participants in the interview to adjust due to personality changes that make it even harder for them to trust anyone. Offenders in correctional facilities experience high risk of homeless instability that causes difficulties for them in living a normal life.

Another approach to successful reintegration and rehabilitation of released offenders is to have a proper correctional education and programs in place. Therefore it is in the view of the researcher that, pre-released programs should prepare ready to be released offenders with job and life skills, education programs, and mental health counseling to become productive members of society. The participants however, were clear that constructive programs were used within the Windhoek Correctional facility which fosters employability. Undergoing the educational activities in the facility, the offenders develop a positive sense of responsibility and accountability.

It is clear from the Correctional Service Act of 2012 that stipulates that all offenders in its facilities should be subjected to education, vocational training, and employment readiness to be both effective and compliant to society. It is in this light that Windhoek Correctional facility renders support in rehabilitation programs to help released offenders cope not only with their daily lives outside but will also helps them to adapt to societal morals and values.

The researcher further noticed that the released offenders were highly in favor of a community, stakeholder engagement as this strategy will foster and maintain community support and engagement. The researcher thinks this will mobilize and sustain community interest and involvement in the process of rehabilitation and integration and at the same time enhance assistance and support. Through community involvement with different stakeholders such as the social workers, it will motivate, educate, develop skills and foster employment for all released offenders. Transitional job programs is another strategy that can be utilized according to Bloom (2015), he emphasizes that it can lead to better long term employment outcomes for

released offenders, by improving soft skills and building work history.

## Recommendations

The aim of this study is to structure and design programs run in the Windhoek Correctional Facility and for that matter all correctional facilities to become a vital tool to ensure that released offenders returning to their communities should be able to lead productive lives. Additionally, that the study findings would foster the effectiveness of rehabilitation and integration within the guidelines of the Namibian Correctional system and others elsewhere. The strength of this study lies in the identification of factors that will enhance the smooth reintegration of offenders into society. The outcome of this study will be beneficial for policymakers to generate and improve the implementation of suitable programs. As this study concentrates on the benefit of released offenders, this will help them to pursue and achieve attainable goals which will help them to obtain their self-esteem, confidence, and self-respect.

It is of utmost importance that, social workers do have a very important role to play to educate families and societies about the support released offender's needs. The criminal justice system should be made aware that the reintegration of released offenders is a collective responsibility of the entire society. Therefore, the importance of accepting released offenders will help them to successfully reintegrate into society and this can only be achieved through education.

There is the need to educate the community about the challenges facing returning offenders. Community forums and informal discussions with community residents can establish trust and lead to appropriate types of services that fit the particular needs of communities. Furthermore, it is important to encourage the development of partnerships between government agencies and community organizations.

By engaging the communities in the planning and the delivery of interventions will foster community ownership when it comes to releasing of offenders. The correctional facility should have better-released planning activities in place with community-based organizations to make way for smooth integration on their release.

Religious Programs are recognized as a strong intrinsic motivator of change. This however, relies heavily on volunteers from our communities to provide religious counseling programs to help in offender management and rehabilitation programs. A more holistic approach to religious counseling should be adopted; where the conduct of religious programs on scripture reading, should include the element of rehabilitation and follow up support in the community. The Windhoek Correctional facility should create a family-focused program as the incarceration of a family member creates emotional strain

and financial difficulties for the families. These programs can be incorporated with community welfare organizations, with the aim of enhancing families coping skills and ultimately building supportive family networks for released offenders. This program can include various topics ranging from communication and reconciliation issues.

## CONFLICT OF INTERESTS

The authors have not declared any conflicts of interests.

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