

Traineeships Offered Jointly by AEVTI and CSI

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Background:

Cessnock Correctional Centre is a large industrial gaol housing up to 337 minimum security inmates. The Centre also houses Remand, Protection and Crisis At Risk inmates, with a maximum of 454 male prisoners.

Corrective Services Industries (CSI) holds the NSW Department of School Education contract to maintain and store all their demountables not in current use. For this purpose GenCor (a division of CSI) employs 85 inmates, who engage in all aspects of general construction. CSI also employs inmates in the construction of furniture and manufacture of metal products.

Approximately 16% of the population are Aboriginal.

In October 1999 a pilot traineeship program commenced in which sixteen indigenous inmates were indentured to Cessnock Correctional Centre for one

year. They were enrolled with TAFE in Certificate II Fitout and Finish. To date five have fully completed the traineeship and have continued on to Certificate III Carpentry and Joinery. The program is known as Nangy Kungar (meaning listen and think) and students now enrol in Certificate II in General Construction.

With the full cooperation of CSI and the Centre's Management, a second program was introduced in March this year to extend the traineeship opportunity to all inmates working in the relevant workshops within CSI. AEVTI employed an Education Officer with the dedicated role of traineeship/vocational education coordinator.

AEVTI provides: a Vocational Education Officer to facilitate the program and to case manage the students; Literacy/Numeracy Support Teachers; facilities and all resources.

The Certificate II in General Construction articulates into a number of apprenticeships in General Construction (Structural Cladding, Bricklaying/Blocklaying, Framework/Formwork/Finishing, Roof Tiling, Materials Handling, Demolition, Concreting/Steelfixing – see below).

A potential program pathway exists between the traineeship at Cessnock Correctional Centre and the mobile prison at St Heliers Correctional Centre.

Program Description:

Mainstream Traineeship:

Trainees are legally indentured to Cessnock Correctional Centre for a period of 12 months. This indenture can be cancelled by mutual agreement between the inmate and the Department and remains in force whilst the inmate is employed at this Centre. Potential exists for the indenture to be continued through a Group Training Company (such as Hunter Valley Training Company) after release.

All inmates at Cessnock Correctional Centre undertake a compulsory week long Pre-employment program prior to employment within the Centre. During this week they achieve a General Construction OH&S Induction WorkCover Ticket, which is a module offered by TAFE as part of the Certificate II in General Construction. The Pre-employment Program constitutes Stage I of the Traineeship (see below).

Inmates can choose to exit the program after Stage I and gain work in the Centre, or they can elect to continue to Stage 2 (see below). They register for work with CSI in an appropriate workshop and are then released from work for 5 weeks to complete the Certificate I modules. During this period they are paid by CSI at the base rate of \$18.50 per week.

At the start of the five week block the trainee applies for a legal indenture through the Department of Education and Training (DET) New

Apprenticeships Centre. Within three months indenture papers are forwarded to the Centre. These are signed by both the Trainee and the Senior Education Officer/Education Officer (employer) and returned to the Recognition Services Branch of DET to be registered.

On completion of five weeks block training the trainees progress to Stage 3 (see below) when they are released from work one day per week until the course is completed.

Formal training is provided by TAFE. Practical on the job assessment is provided by CSI overseers who sign off on the competencies in the trainee's Work Evidence Record.

Mainstream Traineeship Method Of Delivery:

Stage 1: General Construction OH&S Induction WorkCover Ticket

Attendance: 1 day per week x 5.5 hours

Continuous program delivery 50 weeks per annum

Estimated number of participants: Every inmate worker (682 last year)

Stage 2: Certificate I General Construction

Attendance: 5 weeks x 5.5 hours per day

8 classes per annum

Estimated number of participants: Up to 16 Trainees per class.

Up to 128 trainees per annum.

Stage 3: Certificate II General Construction

Attendance: 38 weeks x 1 day per week

Continuous delivery 50 weeks per annum

Estimated number of participants: 40 – 50 at any given time. The number of Certificate II classes will depend on the current number of trainees.

Challenges:

Inmates face many barriers to success. Most are early school leavers with education deficits and poor study habits. An examination of records at Cessnock Correctional Centre revealed that 47% of inmates registering for employment with CSI lack work skills; with 32% having no relative work experience and 15% having no previous work history. Many trainees lack the life experiences which most of us take for granted (for example, some students do not know what a trench is). Most students need training in Job Seeking Skills.

Many students have previously had negative education experiences and are unmotivated towards the classroom. Others cannot see any financial incentive. To combat this students receive a motivational session during the Pre-employment Program (Stage 1) and are rewarded with a Presentation barbecue at the end of the five week block.

Trainees are provided with numeracy/literacy support and are trained with plenty of concrete examples.

Nangy Kungar:

Nangy Kungar is an integrated and holistic training program for up to sixteen indigenous inmates.

As with the mainstream traineeship, students commit to a traineeship of twelve months.

On completion the trainees achieve full trade training and twelve months of practical experience towards becoming registered tradespersons (Carpentry). They achieve Certificate II in General Construction through the traineeship. They also achieve Certificate III in Construction Carpentry under the Memorandum of Understanding between TAFE and the Department of Corrective Services (DCS). The traineeship provides a log book which documents the competencies gained through their work experience on local community projects and building projects within the Centre.

The program is coordinated and managed by AEVTI staff and delivered by AEVTI, TAFE and other disciplines at Cessnock Correctional Centre. Students receive Alcohol and Other Drug (AOD) education and Welfare support through Inmate Development Staff (IDS). Trainees who go out on Community Projects (C2 classification) are supervised by a custodial officer. All trainees receive practical training and numeracy and literacy support from AEVTI teachers. Most complete a Mentor Program through TAFE.

Case management and the classification system enhance the students' success as they frequently appear before the Case Management Team, and this accelerates their progress through classification. The Case Management process holds the trainees (both mainstream and indigenous) at Cessnock to fulfil the obligations of their indenture.

Negotiations with the Department of Employment, Workplace Relations and Small Business (DEWRSB) are currently under way to fund the employment of three Aboriginal Employment Officers to facilitate throughcare. These officers will place indigenous trainees into employment on release and on Work Release prior to discharge.

Certificate II In General Construction – the modules:

Group 1 Contributes to Certificate 1 in Construction
Compulsory subject providing General Construction OH&S
Induction WorkCover Ticket

Nominal Hours

7999A	General Construction OH&S Induction	5
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Group 2 Contributes to Certificate 1 in Construction

Nominal Hours

6998G	Workplace Communication	40
8041AF	Work Evidence 1	1
8041B	Construction OH & S	20
8041C	Work Plans and Organisation	8
8041E	Measurements and Calculations	16
8041F	Hand and Power Tool Operations	8
8041G	Small Plant and Equipment Operations	10
8041J	Basic Construction Levelling	4
8041M	Materials Handling & Waste Disposal	8
8045F	Plans Reading and Interpreting	20

Group 3 Contributes to Cert II in General Construction

All modules must be completed

Nominal Hours

8041H	Scaffolds, Restricted Height	24
8041K	Manual Excavation & Support Installation	16

8041L	Concrete, Basic Construction	20
8041X	Surface Preparation	20
8041Y	General Demolition	20
8041Z	Levels, Construction	16
8043H	Work Platforms, Elevating	16
8045B	Work Evidence 2	1

Group 4 & 5 Contribute to Cert II in General Construction

Electives (Subject to needs of CSI and security constraints)

		Nominal Hours
8041AA	Formwork – Erect and Strip	30
8041AB	Steel Fixing	40
8041AD	Concrete Placement	40
8041AE	Door & Window Removal/Replacement	30
8041AG	Templates	8
8041W	Partition Frame Assembly, Basic	30
8043C	Oxy Acetylene / LPG Cutting	20
8043F	Explosive Powered Tools	8
8043G	Static Machines	32
8041N	Wall and Floor Tile, Intro to	16
8041P	Solid Plastering, Intro to	16
8041Q	Dry Wall, Intro to	16
8041R	Brick/Block Laying, Intro to	16
8041S	Carpentry, Intro to	16
8041T	Demolition, Intro to	16
8041U	Steelwork, Intro to	16

8041V	Painting & Decorating, Intro to	16
<u>Group 6</u>	RPL & WorkCover Competency Assessments	
	These are enrichment modules and do not count towards course completion	
		Nominal Hours
8041AJ	Recognising Skills in Construction	15
<u>Group 7</u>	Contributes to Cert II in General Construction	
	Work Evidence	
	All modules must be completed	
		Nominal Hours
8041AH	Work Evidence 3	1
<u>Group 8</u>	These are tutorial modules and do not count towards completion.	
		Nominal Hours
8999A	Tutorial Support	36

Articulation into Certificate III (Apprenticeship Qualification):

Group 1, 2 and 3 modules are core to the trades listed below.

Group 4, 5 & 7 modules articulate as follows:

Structural Cladding:

Certificate III in General Construction (Structural Cladding)

8041S Carpentry, Intro to

8043F Explosive Powered Tools

Bricklaying/Blocklaying:

Certificate III in General Construction (Bricklaying/Blocklaying)

8041R Brick/Block Laying, Intro to

8043F Explosive Powered Tools

8041AE Door & Window Removal/Replacement

Carpentry Framework/Formwork/Finishing:

Certificate III in General Construction (Carpentry
Framework/Formwork/Finishing)

8041S Carpentry, Intro to

8043F Explosive Powered Tools

8041AA Erect & Strip Formwork

Roof Tiling:

Certificate III in General Construction (Roof Tiling)

8041S Carpentry, Intro to

Materials Handling:

Certificate III in General Construction (Materials Handling)

8043C Oxy Acetylene/LPG Cutting

8043F Explosive Powered Tools

Demolition:

Certificate III in General Construction (Demolition)

8041T Demolition, Intro to

Concreting/Steelfixing:

Certificate III in General Construction (Concreting/Steelfixing)

8041U Steelwork, Intro to

8041AA Erect & Strip Formwork

8041AB Steel Fixing

8041AD Concrete Placing

Funding:

TAFE training is funded by the Department of Education & Training (DET).

DET pays the Registered Training Organization (RTO) at the rate of \$8.00 per hour per student. Theoretically this means that if the teacher always has 8 students in front of him/her then TAFE's training costs, at \$63.00 per hour, are recovered. In practice the class needs to commence with 13 –16 trainees.

Three payments are made to the RTO. The first payment covers six months of training and is paid to the RTO when the trainee's indenture is registered. In practice this means that the first payment arrives at TAFE about 3 – 4 months after the trainee applies for indenture. The second payment is paid at six months and covers three months of training costs. The third payment is paid on completion of 12 months and covers the final three months of training costs.

AEVTI funds the cost of consumables and numeracy/literacy support. AEVTI also funds indigenous TAFE programs other than Certificate II in General Construction.

The Department of Education, Training and Youth Affairs (DETYA) funded the Nangy Kungar teacher for 16 hours per week through a VEGAS (Vocational and Educational Guidance for Aboriginals) grant. Aboriginal trainees also receive a toolbox and tools funded by Abstudy.

CSI funds the inmate wages and the wages of overseers who sign off the trainees' competencies in the Work Evidence Record.

DCS funds a Community Projects Officer and, for program coordination, Education Officers.

Evaluation:

Short term:

- CSI Overseers report that inmate workers' skills have improved.
- There are fewer workplace accidents.

Outcomes:

- 91 trainees have applied for indenture since October 1999. 41 are currently receiving training and five indigenous trainees have completed their traineeship.
- One indigenous trainee successfully achieved the Hunter Valley Trainee of the Year Award in the 2001 Training Awards (DET).
- Another indigenous trainee was selected as a finalist for the NSW Aboriginal and Torres Strait Islander Student of the Year Award in the 2001 Training Awards (DET).

Long Term:

- With the employment of Aboriginal Employment Officers, and with anticipated Departmental throughcare initiatives, we look forward to feedback about job placements in the future.