

From Prison Industries to Industry Skills Centres

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Overview of presentation



Background to project

Project Aims and Evaluation Framework

Key Project details

Achievements and issues

An ISC case study: Ararat

Prison Industries Review: Recommendations



An industry skill centre model

- Blend the best of the prison industry and education practice
- Make this integral, not incidental to prison organisation

That will:

- Build on the best of what Prison Industries and education have to offer: structured, work-based learning
- Build on Corrections Victoria's investment in reducing re-offending

Then:

- The timing was right: the labour market had never been more hospitable to marginalised (and low-skilled) workers

Why did we pilot the ISC model?

- The competing demands of prison industries- profit, training, production
- Refocus prison industries on production of skills rather than products.



Prison Industries

Old Business Logic



Old business logic: Workers transform inputs into goods and services to generate income

1. Market is analysed to identify potential buyers for goods and services
2. Contract is negotiated
3. Inputs are transformed into goods and services
4. Skills are developed as by-product (although this varies)
5. Goods are delivered in accordance with contract

(Production/operations functions and prison constraints dictate market type and share)

Prison Industries: *New Business Logic*



Inputs transform prisoners into potential employees: ‘income’ is in form of future savings

1. Labour market is analysed to identify potential jobs and ‘buyers’ (potential employers and customers of ISCs)
2. Two types of inputs:
 - Training and work experience transform prisoner into future employees
 - Raw materials and effort are transformed into goods and services as by-product of work experience
3. Two types of “goods” are delivered:
 - Viable employees
 - By-products of training and experience (traditional goods)

Aim of the pilot



- Improve employment outcomes for prisoners by:
 - improving skill outcomes (including employability skills)
 - developing relationships with employers
 - integrating training and prison industry by providing prisoners with qualifications and work experience.
- Up-skilling of industry staff to ensure community standard training
- Integration of ISCs and CV's Offender Management Framework
- Close links with employers.

Evaluation Framework

DEPARTMENT
OF JUSTICE

State Government
Victoria

Key feature	Indicator/element <i>(Short term)</i>	Indicator/element <i>(Long term)</i>
<i>Prisoners</i>	Demand Engagement	Attitude Skill acquisition Employment
<i>Program Design</i>	Customisation Communication	Assessment
<i>Employers</i>	Engagement	Preparedness
<i>ISC staff</i>	Engagement	Competence
<i>System</i>	Processes Information capture	Cultural shift

Key project details:



- July 2008- July 2010
- Five prison approved sites to take part in the pilot:
 - Ararat
 - Fulham
 - Beechworth and Dhurringile
 - Loddon
- Each site is a partnership between Prisons, TAFE providers and Head Office.
- Employer Liasion officer.

Employer Liaison



Role description

(Partnership with Group Training Assoc. Vic)

- Cultivate relationships and networks
- Research
- Linking employers and ISCs
- Data collection

Achievements



- Total of 108 ISC participants as at August 2009
- Of 15 released, 8 have secured employment outcomes, 8 have been referred to employment.
- All released prisoners have been connected to JSAP providers.
- Closer working relationships between education and industries
- Confirmation that employers value employment specific attitudes and behaviours as well as job-specific skills
- Case management process improving

Issues



- Prisoner access to Job Seeker Australia Provider.
- Appropriate assessment of prisoners into JSAP stream.
- Pathways
 - case management
 - continuation
 - vocational, skills and careers planning
 - work references
- Selection criteria
 - starting participants too early in their sentence lead to a bottleneck of qualified prisoners wanting to work in their relevant industry
- Indigenous participation
- Data collection and evaluation.