

## **DRAFT**

# **NGINZ position paper on Corrections Offender Training & Employment**

24 Aug 2015

### **1. Purpose**

- a. The paper outline NGINZ's position on Corrections reoffender objectives, and our relationship with Corrections on its implementation through their post-release employment strategy and nursery industry training initiatives.
- b. ...

### **2. NGINZ and Corrections Collaboration**

- a. Where consistent with NGINZ views in this paper, NGINZ stands for and in support of collaboration and partnership among industry, Corrections and NGINZ to identify, develop and implement initiatives that serve common interests – being the support of Corrections reoffending objectives where they do not work to the detriment of private enterprise nurseries.
- b. ...

### **3. Corrections Objectives**

- a. NGINZ supports Corrections in their objective to reduce reoffending by 25% by 2017.
- b. NGINZ recognises that post-release employment is a major factor in achieving this objective.
- c. NGINZ recognises that many offenders require both basic life skills and specific workplace training if they are to secure jobs upon release, and thus the reoffending objective is strongly related to offender training initiatives.
- d. NGINZ believes that industry specific post-release employment strategies need to be based upon firm evidential analysis of the corresponding specific labour market and the opportunities that it might identify.
- e. NGINZ submits that the industries best suited to progress Corrections objectives are those where the appropriate skills which are in short supply are readily achieved by offenders.
- f. Further, programmes will only serve the objective if offenders are realistically and likely be able to secure and maintain employment in the identified industry.
- g. NGINZ believes that Corrections objectives should be structured and implemented in a fashion whereby there is no detriment to private enterprise in identified industries.
- h. ...

#### **4. Corrections Offender Employment Strategy, Training and Nursery Industry Employment**

- a. NGINZ recognises that the nursery industry is potentially one that may provide offender post-release employment.
- b. Nursery industry training programmes must be targeted at identified workplace needs (numbers and skills) and offender employment opportunities (jobs and likelihood of employment).
- c. Nursery programmes should be structured to provide training and preparing offenders for employment in nursery production rather than a less targeted “workplace preparedness” programme.
- d. NGINZ and the nursery industry offers its assistance in partnership with Corrections to identify opportunities for and monitor nursery industry post-release employment strategies, programmes and outcomes.
- e. ...

#### **5. Corrections & Plant Production**

- a. NGINZ is supportive of plant production in appropriate and highly targeted (see #4 above) nursery programmes and its implementation in a training context only.
- b. Production should be capped at a level whereby offender engagement in the programme achieves operational competency – that is, grow no more plants than are needed to provide training.
- c. Plants produced as a by-product of Corrections training programmes should be “consumed” in a non-commercial fashion whereby there is no detriment to private enterprise nurseries.
- d. NGINZ and the nursery industry offers its assistance in partnership with Corrections to identify those “non-commercial” markets and in monitoring such market initiatives, the parameters associated with them and their outcomes.
- e. ...

#### **6. Commercial Production**

- a. NGINZ submits that there is no need for, nor justification of “commercial” production facilities and outputs. These do not support or serve any function in the post-release employment strategies.
- b. Further, they work to the detriment of private enterprise nurseries and NGINZ advocates for the dis-establishment of such units.
- c. ...