Prisoner Employment Program

...building a future
Purpose of PEP

*Provides prisoners* **prior to release** *with the opportunity to engage in:* 

- meaningful and sustainable paid employment 
- work experience 
- vocational and educational training in the community
Aim of PEP

- Seamless transition from prison to work or education
- More successful re-entry into the community
- Employability Skills development
- Post placement support.
- Decrease risk of reoffending
- Breaking down barriers and perceptions
Eligibility (Prisoners)

- Must be classified as Minimum Security and pose minimal risk to the community
- Must have served at least half of their sentence and are within 12 months of release
- Paid employment only in last 3 months of their sentence
Eligibility (Employers)

- Must have Police Clearance Check
- Must provide a safe working environment
- Must have appropriate supervision
- Must adhere to Industrial Relation conditions e.g. wages, entitlements
- Must provide adequate Workers Compensation cover
Employment Coordinators

- 9 Coordinators
- 3 at Minimum Metro prisons
- 5 at Regional prisons
- 1 to service other Metro prisons (Non PEP)

Plus
- 1 Post Placement Support Officer
Prisoner Employment Program
5 Step Process

• Application
• Assessment
• Case Management
• Placement
• Post Placement Support
PEP FLOWCHART (Employment Coordinators)

Application/Approval → Assessment → Preparation (Case Management) → Placement → Post Placement

**Assessment**
- Overview of PEP
- Literacy
- Numeracy
- Convictions
- Disclosing
- EED
- Employability Skills
- Accommodation
- Transport
- Family
- Qualifications
- Background
- Aspirations
- F/T or P/T
- Employability
- Employers
- Training Required
- Medical Condition
- Barriers

**Case Management**
- PD Training required
- VET Training required
- Life Skills Training
- ID required
- Job Seeking Skills
- Outcare
- JNP link up
- Centrelink
- Accommodation
- Family Involvement
- Employer Expos
- Interviews
- Resumes
- Budgeting
- Health Issues
- Conviction Issues

**Employers**
- DCS Approval
- PEP Policy
- Expo
- DVD
- Employer Handbook
- Profile list

**Work Experience**

**Employment**

**Education Training**

**JSAP/AAC**
- Apprenticeship
- Traineeship
- Family
- Post Placement
- Transport
- Tools
- PPE
- Counselling
- Further placement
- Further studies
- Other
Linkages

- Connecting Offenders To Employment (COTE) Meetings
  - Job Services Australia Providers
  - Industry Bodies
  - DEEWR
  - Centrelink
  - Transitional Managers
  - Re-entry Providers (Accommodation)
EXPOS

Employer Expos

• Showcase training in prisons
• Target employers to specific prisoners
• Tailor training to Industry needs
• Breakdown barriers
Career Expos

- Develop a culture of training and employment
- Gives prisoners a goal
- Displays types of employment available
- Prisoners see that employers are willing to employ them even with a criminal record
Issues

• Acceptance of a new program
• Transport
• Logistical issues
• Approval timeframes
• Global Economic Climate
• Remote Communities
Evolution of PEP

- Initially looking only at PEP prisoners
- Now looking at all prisoners
- Expos (all prisons involved)
- Post Placement Support
- Linkages with JSAPs
- Linkages with Work Camps
Statistics

PEP
• 113 Applications processed
• 52 Approvals

Non PEP
• 99 Placed after release
• 538 Case Managed (PEP & Non PEP)
“Man is not truly free until he has the means to choose his own Destiny”

Larry Smith