



Reducing Re-Offending Through Sustainable Employment

The Future of Work



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Corrections facts:

- 17 public prisons + 1 private prison
- 104 Community Corrections sites
- 10,500 prisoners (approx.)
 - 7,500 sentenced
 - 3,000 remand
 - 7% women (769)
 - 51% Maori
 - 11% Pasifika
- 30,000 community based offenders
- 20,000 releases from Prison annually (approx. 7,000 individuals)





Typical Offender Traits

- Approximately 80% of people released from prison go on to the benefit system within the first 12 months of their release.
- Roughly 80% come to prison from the benefit system.
- Reimprisonment rate after 12 months is 31.7%
- 65% have low literacy and numeracy.
- 90% have mental, drug or alcohol related issues within their lifetime
- 60% within the last 12 months



Pathway to Employment:

Investment behind the wire:

- 11,082 receive rehabilitation programmes
- 6,826 receive education services
- 4,000 receive vocational training

But we also have:

- Low unemployment
- Dedicated and knowledgeable recruitment staff
- Support from other agencies (Work and Income)



What employers want:

Top 5 things employers tell us:

- Reliability
- Motivation
- Communication
- Drivers licence
- Drug free

But also:

- Team player
- Plan and organise
- Problem solve and make decisions



So what has Corrections done about it?

This Way for Work:

A dedicated recruitment service by Corrections staff

- Free recruitment service to employers
- Job-placement service for ex-offenders

It's a two year pilot which includes:

- **13 Offender Recruitment Consultants (ORCs)** who work with offenders and employers
- The provision of **Employer Starter Packs (ESP)** – financial assistance available to offenders to support them into employment
- Building and strengthening **Partnerships with Employers.**



This Way For Work – Offender Recruitment Consultants (ORCs)

The **13 ORCs** are:

- Skilled recruiters
- Strong on relationship management
- Provide end to end recruitment
- Prison releases and Community sentences

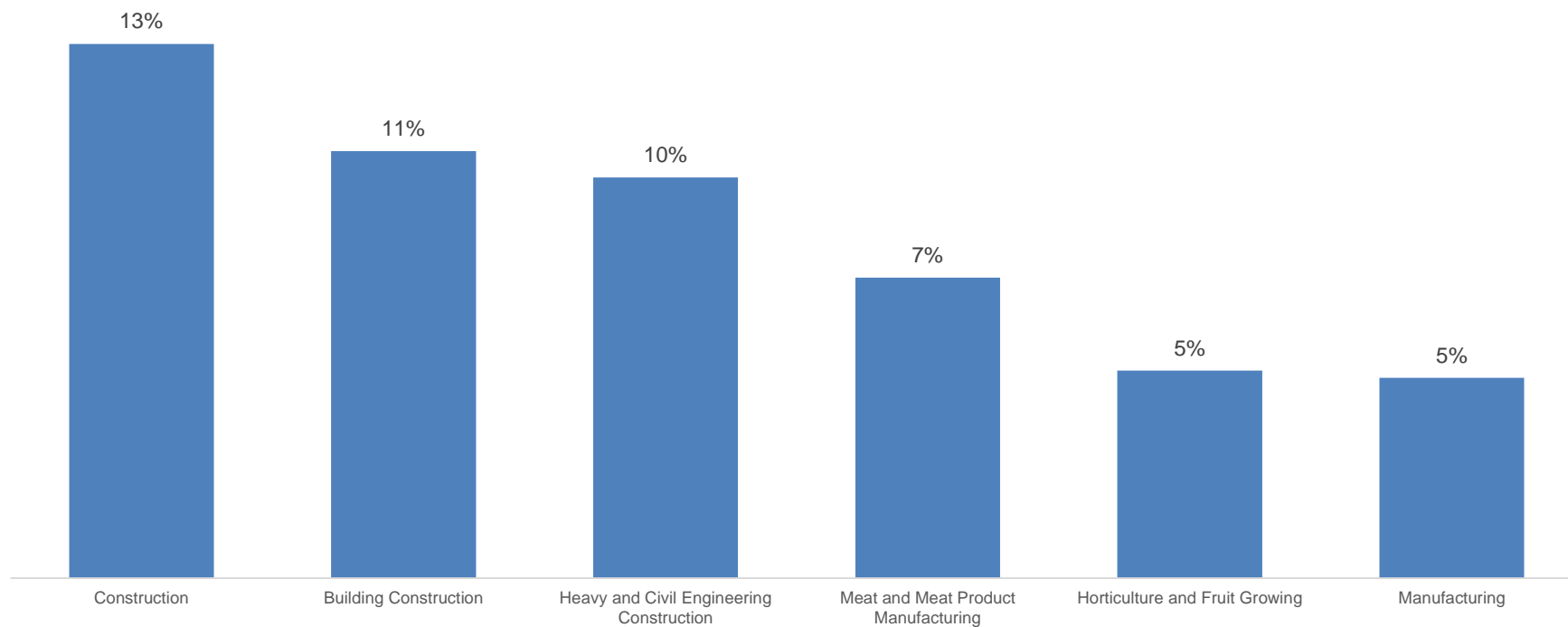
There have been **1,682 placements** since the pilot began in November 2016.

- 80 placements per month

Due to the success of this pilot – Corrections has now increased the number of ORCs to 27 and they are all permanent full time roles!

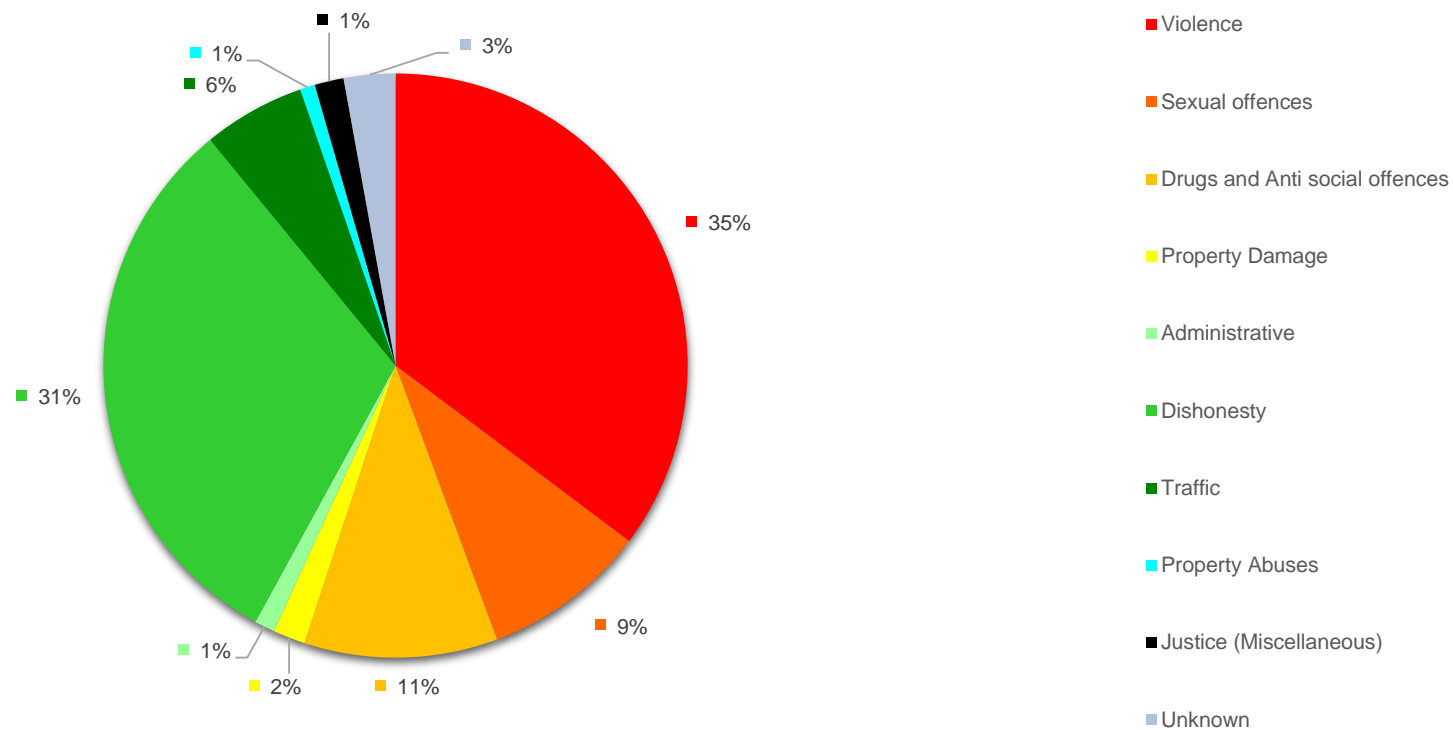
This Way For Work – Placements by Industry

TOP SIX INDUSTRY GROUPS FOR ALL PLACEMENTS

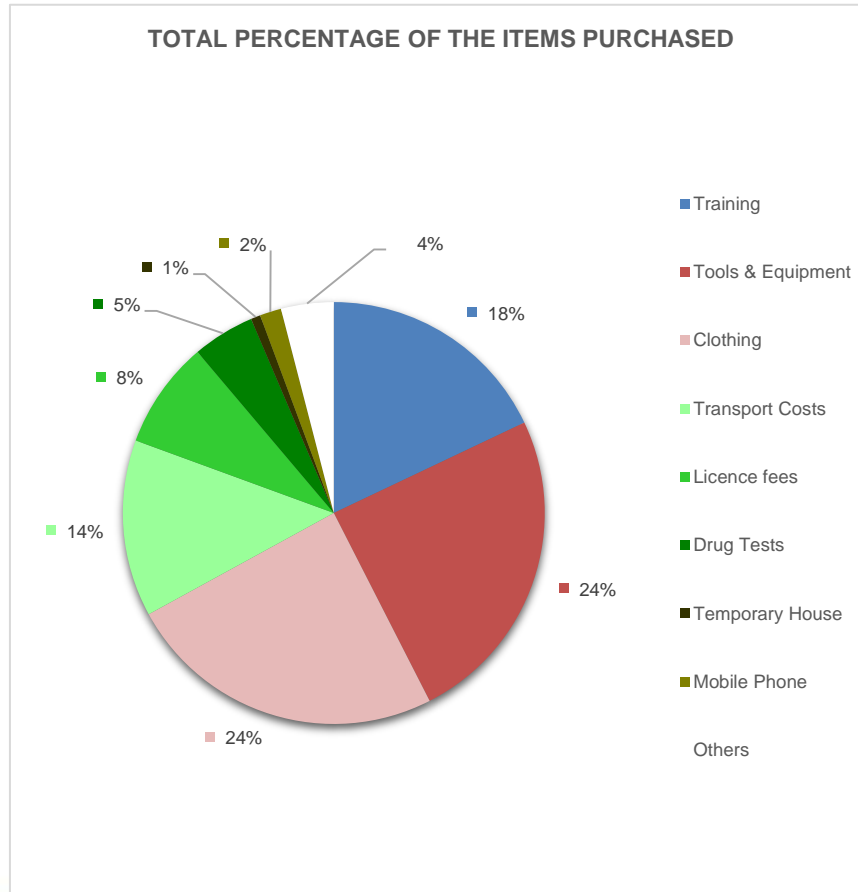


This way For Work – Placements by sentence type

MOST SERIOUS OFFENCES



This Way For Work – Employer Starter Pack (ESP)



Up to \$1,500 per ex-offender to remove barriers to employment

- Training
- Tools and Equipment
- Clothing
- Transport
- Licence fees
- Drug tests
- Temporary housing



This way For work – Partnering with employers

Partnering with employers has played a key role in the success of This way For Work

- Employers get a productive and motivated workforce, and
- Job seekers get access to more jobs.

170 MoUs creating more than **1,600** job opportunities for our job seekers

- **30 %** of all our placements
- Lots of repeat business



What's in it for YOU?

- You gain motivated, work-ready workers, with skills and positive attitude
- You contribute to your community – helping reduce re-offending and making communities safer
- You provide a platform to help people turn their lives around
- Our offender Recruitment Consultants provide ongoing support post-placement – for both you and your employee
- **It's free** – saving you time and money



Other Employment Support Services

Employment Support Service (ESS)

- We contract 4 NGO providers to deliver employment services
- bolsters our reach and enables us to support more jobseekers
- employment assessment and placement
- 6 months in-work support
- 300 placements per year

Release to Work

- Prisoners approaching the end of their sentences have the opportunity to engage in real jobs with an approved employer



Where to next?

- 94% employers satisfied or very satisfied with our service
- Increase the number of ORCs
- Strengthen our work readiness programmes
- Enhance in-work support
- Improve public awareness

Chris's Story



Interested? www.corrections.govt.nz

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