

4.9 SOURCING OF COMMUNITY EMPLOYMENT

The role of community employment programs in providing an overall hierarchy of inmate development programs is covered within [Section 1.9](#) – Community Employment.

The development and maintenance of a formal infrastructure to source potential employers and maintain a business friendly interface is fundamental to the effectiveness of these programs. Potential and existing employers must be viewed as 'the customer' without whom community employment programs would not exist.

The sourcing of training and employment opportunities for inmates in a depressed economic environment is not easily facilitated. Successful sourcing and importantly employment retention, requires profound commitment from Departmental staff and the support and perseverance of inmates.

It is imperative that staff responsible for facilitating potential employment opportunities for inmates match the requirements of the employer in relation to employment conditions, geography, skill and industry implications with the capacity of the Correctional system and the inmate to successfully interface. Failure to undertake this fundamental task will result not only in individual default, but will discredit the system generally.

It is therefore absolutely imperative that Departmental staff adequately consult and brief potential and existing employers over the opportunities and constraints provided by community employment programs. This must also involve regular follow-up liaison with the employer. In all circumstances, potential and existing employers must be provided with formal advice over the objectives of community employment programs together with the specific responsibilities of employers.

The Employment Development Register provides the opportunity to encourage the business sector to employ former inmates and through community employment programs specifically. The Superintendent Pre-Release Programs is available to assist Departmental staff in this regard.

The participation of inmates within community employment programs is to be carried out in accord with section 18 - Pre Release Programs of the Operations Procedures Manual.

The sourcing of community employment opportunities is to recognise the sensitivity of inmate employment on other members of the community. Sourcing should not occur where it might be perceived as provocative on the part of business and employees. In this regard, the Correctional Industries Consultative Council has an ongoing role in reviewing that inmate community employment does not unreasonably impact upon members of the community - refer [section 4.5](#) – Correctional Industries Consultative Council - CICC.

A range of promotional material is available to facilitate the understanding and commitment of potential and existing employers to community employment programs.

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