



AUSTRALIAN
INDUSTRY
STANDARDS

CORRECTIONS IRC WORKPLAN



**SECTOR
OVERVIEW**



EMPLOYMENT



**SECTORAL
INSIGHTS**



**SKILLS
OUTLOOK**



**TRAINING
PRODUCT
REVIEW PLAN
2016-17 – 2019-20**



**IRC
SIGNOFF**



CORRECTIONS IRC WORKPLAN

This Four-Year Workplan has been submitted by the Corrections Industry Reference Committee (IRC) to Australian Industry and Skills Committee (AISC) for approval.

The Workplan identifies the priority skill needs of the Corrections industry following a research and stakeholder consultation process conducted by Australian Industry Standards on behalf of the IRC.

Once approved by the AISC the Workplan informs the development of a four year rolling National Schedule for development and review work of the CSC Correctional Services Training Package. More information on the National Schedule can be found at:

www.aisc.net.au/content/national-schedule

This Workplan was agreed to by the Corrections IRC Chair on Friday, 23 September 2016 :

Amanda Bannister
CORRECTIONS IRC DEPUTY CHAIR

HOW TO USE THIS DOCUMENT



This document contains links to assist the reader to navigate efficiently through the content of the Workplan. The tiles on the cover page, and the divider pages will link to the relevant content when clicked with a mouse, or touched on a tablet device.

The tiles at the bottom of pages can be clicked to return to the beginning of each section, or the front page of the Workplan as required.

CORRECTIONS INDUSTRY REFERENCE COMMITTEE

The Corrections Industry Reference Committee has been assigned responsibility for the CSC Correctional Services Training Package.

The CSC Correctional Services Training Package provides the only nationally recognised Vocational Education and Training (VET) qualifications for occupations involved in: justice services, correctional practices, administration and management.

More information about the Corrections IRC and its work can be found here:

<http://www.australianindustrystandards.org.au/committee/corrections-industry-reference-committee/>

Name	Organisation
Alan Butler	Queensland Corrective Services Academy
Amanda Bannister	Tasmania Prison Service
Anna Coneybeer	Northern Territory Department of the Attorney General and Justice
Belinda Kassoua	The GEO Group Australia Pty Ltd
Carol Saville	South Australia Department of Correctional Services
Chris Lockwood	G4S Australia Ltd
Deborah Harvey	Western Australia Department of Corrective Services
Christine Leys	Australian Capital Territory Corrective Services
Lauren Oliver	Corrective Services New South Wales
Mandy Dunn	South Australia Department of Correctional Services
Nilay Gencturk	Serco Australia
Paul Marshall	Probation and Community Corrections Officers Association (PACCOA)
Pauline Grant	Victoria Department of Justice and Regulation
Troy Wright	Community and Public Sector Union

CORRECTIONS SECTOR OVERVIEW

**CORRECTIONS
INDUSTRY
OVERVIEW**

**TRAINING
PACKAGE
OVERVIEW**

**BUSINESS
ANALYSIS**

**KEY
STAKEHOLDERS**

**INDUSTRY
CHALLENGES AND
OPPORTUNITIES**

FRONT PAGE



CORRECTIONS INDUSTRY OVERVIEW

The Corrections industry added \$3.2 billion to the Australian economy in 2015-16. The Corrections industry employs 30,800 across prisons, juvenile and immigration detention, parole services, correctional administration and management. Correctional services implement the correctional sanctions determined by the courts and releasing authorities such as parole boards.

Correctional services agencies operate or contract with private operators, prison facilities and, in some States and Territories, periodic detention centres. They are also responsible for managing offenders on community corrections' orders. Correctional services agencies administer services and programs which aim to reduce prisoners' and offenders' risk of re-offending, and also provide advice to courts and releasing authorities.

The CSC Correctional Services Training Package comprises five qualifications, 95 units of competency and associated assessment requirements and covers: Justice Services and Correctional Practices, administration and management.

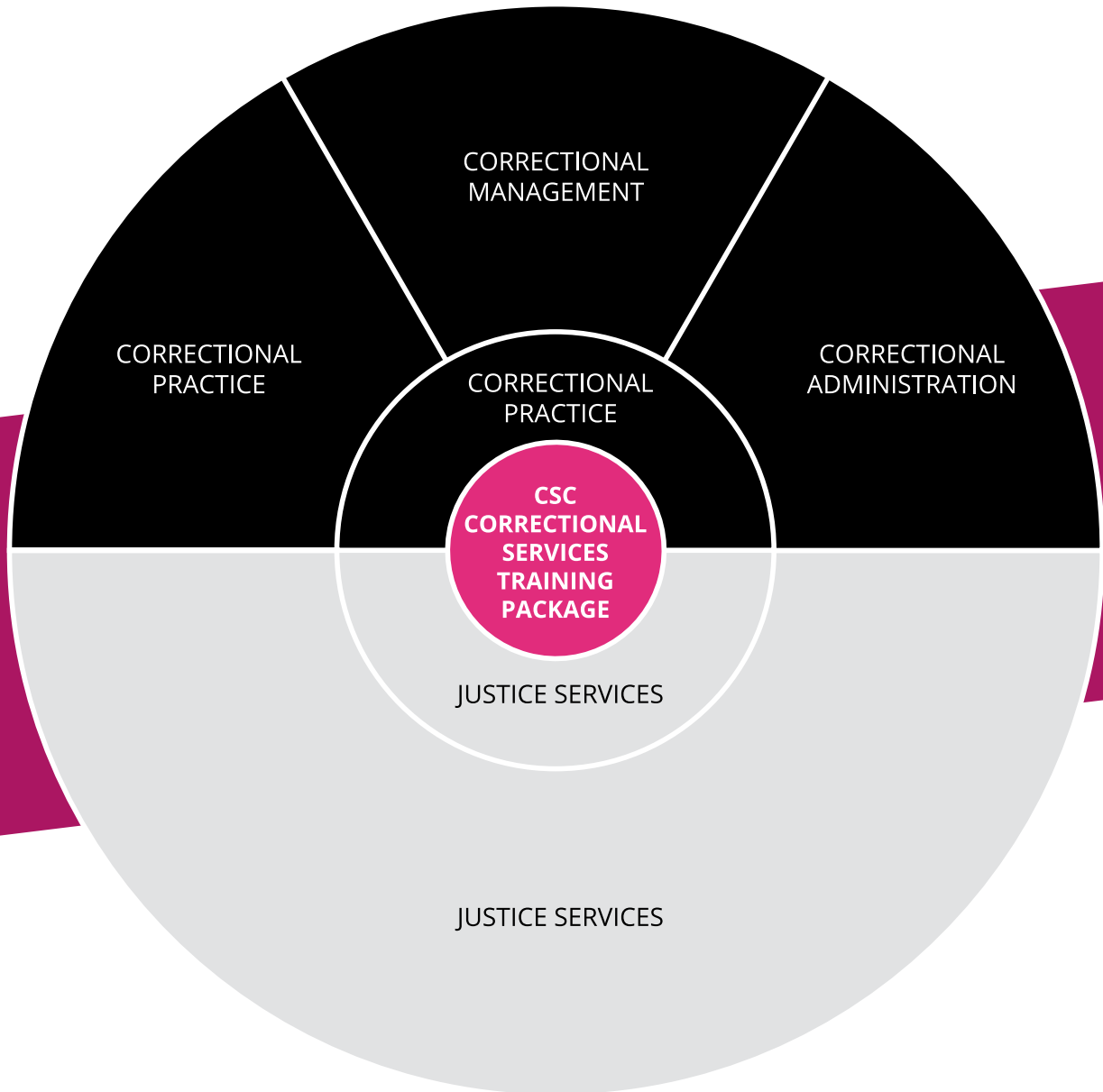
The CSC Correctional Services Training Package provides the only nationally recognised Vocational Education and Training (VET) qualifications for occupations involved in justice services, correctional practices, correctional administration, and correctional management. At Certificate III level are opportunities for Custodial, Community or Youth Custodial specialisations, the Certificate IV includes Case Management, Community, Dog Handling, Emergency Response or Supervision specialisations, and the Diploma includes an Intelligence specialisation pathway.

The CSC Correctional Services Training Package contains the following qualifications:

- Certificate II in Justice Services
- Certificate III in Correctional Practice
- Certificate IV in Correctional Practice
- Diploma of Correctional Administration
- Advanced Diploma of Correctional Management



CSC CORRECTIONAL SERVICES TRAINING PACKAGE TRAINING PACKAGE ARCHITECTURE



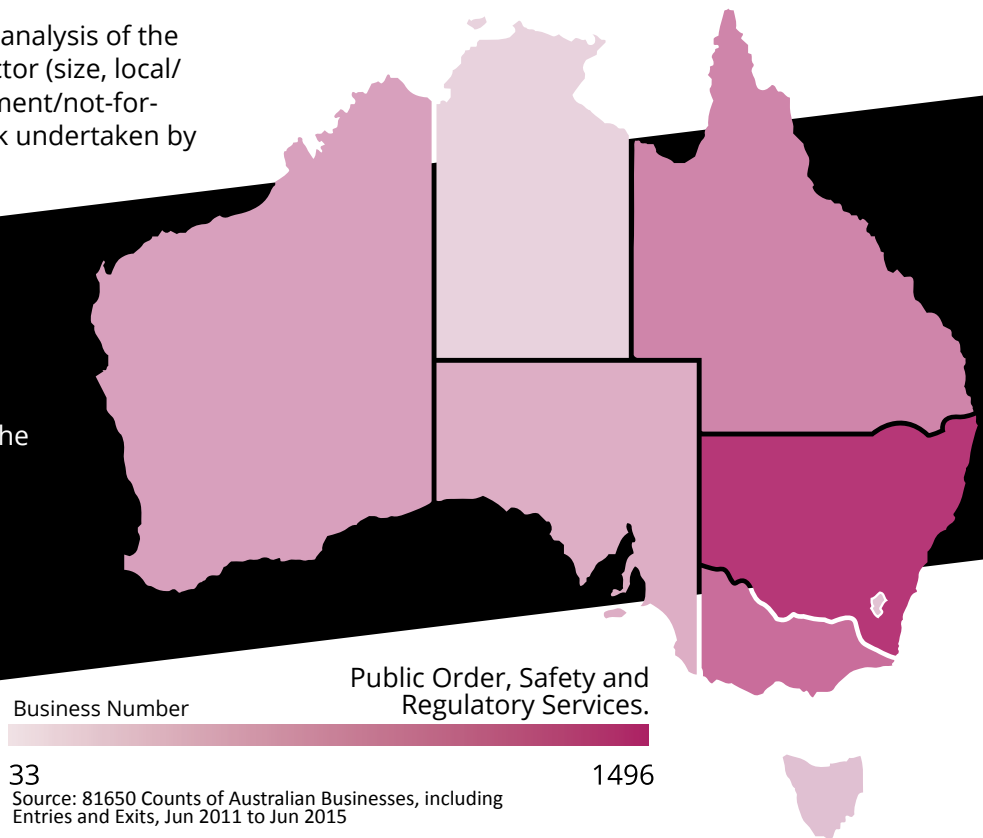
SECTOR OVERVIEW
FRONT PAGE



CORRECTIONS BUSINESS ANALYSIS

The following image provides analysis of the businesses involved in the sector (size, local/state/national/global, government/not-for-profit/for-profit, scope of work undertaken by those businesses).

Nearly 40% of enterprises in the country are located in NSW.



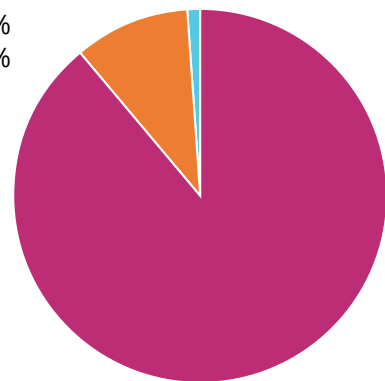
Business Analysis Metrics

Revenue (\$m)	5,074.30
Profit (\$ m)	29.5
Average Wage (\$)	80,203.92
No. of Businesses	11
Employment Growth (% to 2021)	5%

Note: For the purposes of business size Correctional Services is a sub category of Public Order, Safety and Regulatory Services.

Business Size (Composition)

Small	89%
Medium	10%
Large	1%





KEY CORRECTIONS STAKEHOLDERS

Stakeholder Category	Organisation	
Employers	Australian Capital Territory Corrective Services Corrective Services New South Wales G4S Australia Northern Territory Department of the Attorney General and Justice Serco Asia Pacific South Australia Department of Correctional Services	South Australia Department of Correctional Services Tasmania Prison Service The GEO Group Australia Pty Ltd Victoria Department of Justice and Regulation Western Australia Department of Corrective Services
Employee Representatives	Community and Public Sector Union Probation and Community Corrections Officers' Association of Australia Inc. Public Service Association of NSW	
Licensing/Regulatory	State/Territory Departments	
Government	Federal, State/Territory Departments	
Industry Advisory	Industry Skills Advisory Council - NT	
Training Organisations	TAFEs, Private RTOs, Enterprise RTOs	

The CSC Correctional Services Training Package is on the Scope of Registration of 26 Registered Training Organisations.



INDUSTRY CHALLENGES AND OPPORTUNITIES

INCREASED PRISON POPULATION

Australia's prison population has grown about 20 per cent over the past decade^{1,2}. The NSW Government recently announced a \$3.8 billion funding injection as it estimates that by 2020 the prison population will grow to around 18,000. The funding will create an extra 7,000 beds³. This growth in prison populations is consistent with other state and territory jurisdictions.

The increasing custody rates have an impact on infrastructure and resources. It is estimated that between 2014 and 2019 there will be between 10,000 and 25,000 job openings in the sector⁴.

PROFESSIONALISATION

Driven largely through a change in the demographics of prisoners as well as the increasing number of prisoners, correctional officers require a broader range of skills to manage a broad group of inmates who are struggling with drug addiction, mental illness and aggressive behaviours⁵. 54 per cent of prison officers have a Certificate III or IV, while 19.2 per cent have a Diploma or Advanced Diploma.

There is an increasing need for skilled managers and general managers to ensure that staff and prison operations are handled in an appropriate and professional manner. Ensuring that qualifications meet the increasing demands of corrections job roles will be critical in meeting these skill requirements.

TECHNOLOGICAL CHANGE

Technology growth in Corrective Services is impacting the industry at a rapid pace and shows no signs of abating. With growth in the prison population comes a need for new infrastructure much of which incorporates new systems. The existing workforce is ageing and stakeholder feedback indicates that many older workers are struggling to adapt to these new job demands. This, coupled with changes in training and development methods (e.g: e-learning), compounds the challenge presented by low technology literacy among older workers.

EMPLOYMENT



**EMPLOYMENT
STATISTICS**



**WORKFORCE
CHALLENGES AND
OPPORTUNITIES**

FRONT PAGE



EMPLOYMENT

EXPLANATORY NOTES

Workforce

The size of an industry's workforce is established by the Australian Bureau of Statistics (ABS) using two different approaches. The Labour Force survey, which provides a 30-year view of the industry, assigns each industry category based on the main job of the respondent. The Australian Industry dataset (which the Workforce Projections charts are based on), uses a top-down approach where industries are primarily classified by the single predominant industry class associated with a business' ABN. An industry's workforce therefore is bounded in the first instance by the occupations of workers and in the second by the primary business of an enterprise. The different approaches can therefore result in quite different workforce figures.

AIS has chosen to distinguish these approaches using the terms **Workforce – Occupation based** and **Workforce – Employer based**.

Enterprise size

Industry definition by ABN also applies to the Counts of Australian Businesses data (size and distribution). Furthermore, low level values in these tables are subject to perturbation to anonymise the data. This may result in some areas with a low level value being perturbed to zero.

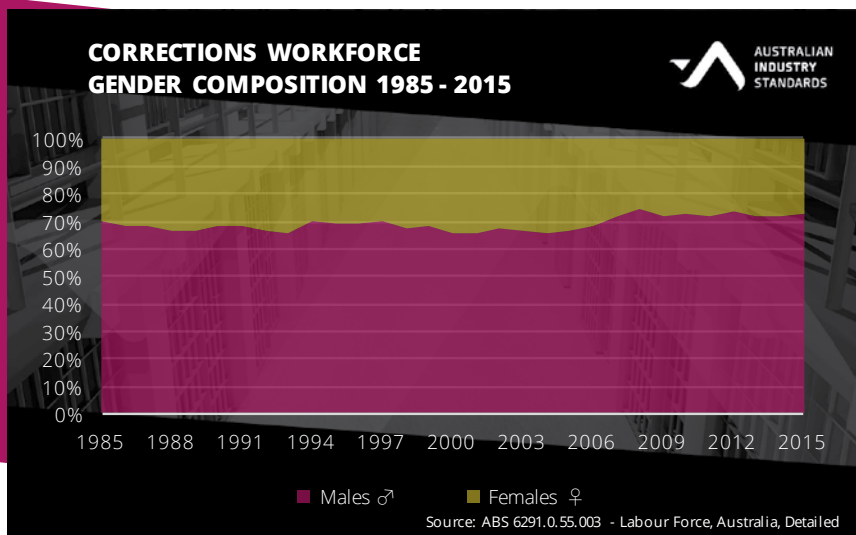
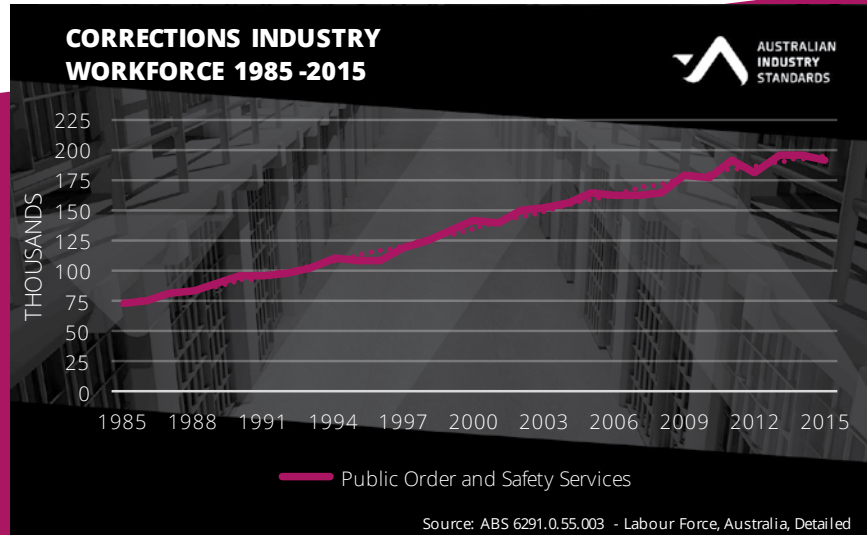
Exemptions

The scope of the Labour Force Survey is limited to the civilian population of Australia and therefore members of permanent defence forces are excluded from the survey.



EMPLOYMENT HISTORY - OCCUPATION BASED

The Corrections workforce (as part of the Public Order and Safety services) has grown by 166% in three decades.

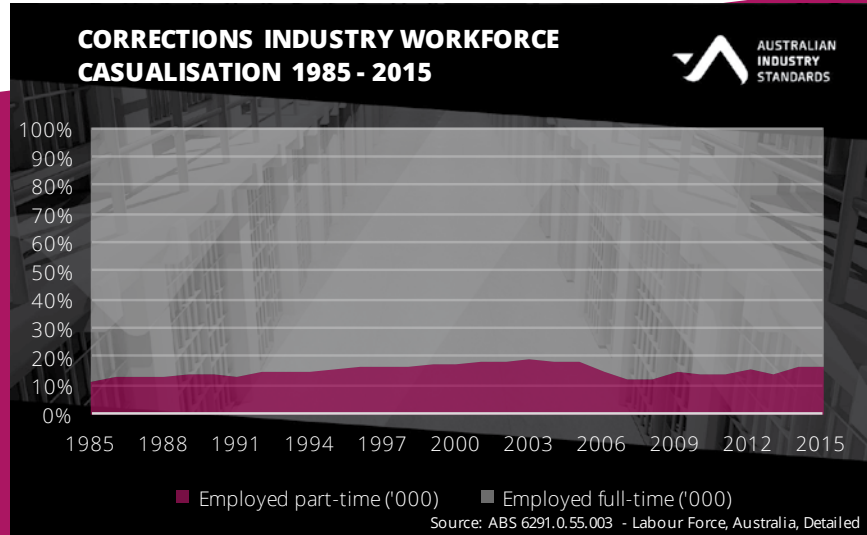


Female participation in the Corrections workforce (as part of the Public Order and Safety services) has remained stable at around 30% for more than a generation.

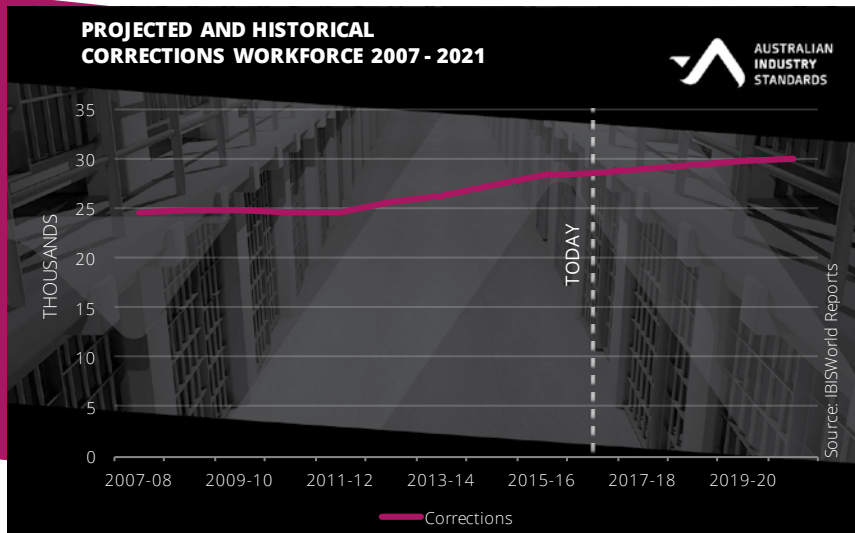
**EMPLOYMENT
FRONT PAGE**



The Corrections part-time workforce (as part of the Public Order and Safety services) has almost doubled to 16% in 2015.



EMPLOYMENT PROJECTION - EMPLOYER BASED



The Corrections workforce is projected to grow by 5% by 2021.

**EMPLOYMENT
FRONT PAGE**



WORKFORCE SUPPLY-SIDE CHALLENGES AND OPPORTUNITIES

WORKFORCE DEMOGRAPHICS

60 per cent of prison officers are aged 45 or over, with a median age of 49 years (compared to 40 years for all occupations). Women make up just of 27 per cent of the full-time workforce.

With a large proportion of the industry coming into retirement age over the next decade, the responsibility is on correctional service providers to find a replacement workforce as well as increase workforce size. Attracting a younger cohort of workers between the ages of 20 and 44 is ideal. With the sector male dominated, there is scope to improve female representation.

WORKFORCE ATTRACTION AND RETENTION

The Corrections industry has a high rate of staff turnover, which poses a substantial challenge to the sector.

Attracting new recruits to the industry can be difficult due to the perceived and real safety risks, uncompetitive salary, and staff dissatisfaction⁶. These issues are compounded in regional locations where many new facilities are being built. It is anticipated that future growth will be in regional areas, which means this challenge is likely to continue.

Providing an attractive and rewarding workplace will be a challenge for the sector. Some states have made concerted efforts to acknowledge and reward staff⁷. Providing professional development opportunities as well as clear career paths for young recruits will be critical.

STAFF EXPERIENCE

As prison populations grow, the need for front-line staff has also grown. As the systemic problems at some corrections centres come to light, reviews of the justice system have found that there is an overreliance on inexperienced casual and temporary staff who have little knowledge or experience working with mentally ill, violent or drug affected detainees.

The ability to work with a range of people from various cultural backgrounds, ethnicities and genders is important. Appropriate training to ensure that staff have adequate skills to perform in difficult environments, such as communication and negotiation skills and resilience training, will assist inexperienced staff. Ensuring that people are correctly matched to job roles that suit their experience and training is crucial.

SKILLS OUTLOOK



**INTERNATIONAL
/ NATIONAL
WORKPLACE
TRENDS**



PRIORITY SKILLS

FRONT PAGE



SKILLS OUTLOOK

COMPLEXITY AND DIVERSITY

The Corrections industry faces both the increasing impact of larger prisons and an expanding diversity in population. How these impact workplace and job design factors is being considered in terms of specific expertise in a broader range of skills to manage a group of inmates struggling with drug addiction, mental illness and aggressive behaviours.

The capability to work with a range of people from numerous cultural backgrounds, ethnicities and genders will continue to require diverse responses. Communication and negotiation skills and resilience training in quite specific contexts will be required.

The ongoing interaction of Corrections staff with the legal system, community infrastructure as well as specialists such as psychologists and medical systems and emerging social media issues underscore the relevance of managing large groups of people with complex needs.

FUNDING

Variations in jurisdictional funding and traineeship arrangements are reported as impacting the viability of delivering training, in particular for narrow markets and in specialist technical areas such as Corrective Services. Longer-term this situation may lead to capacity constraints for employers and training organisations alike. These conditions also present challenges for RTOs and when considering future investment in training infrastructure and equipment, particularly those involved in new technology.



PRIORITY SKILLS

CORRECTIONS TECHNICAL SKILLS

Australian Industry Standards has developed this list of technical skills from analysis of the qualifications in the CSC Correctional Services Training Package.

These skills can be grouped into six categories:

1. Dog Handling
2. Intervention
3. Intelligence
4. Offender Management
5. Safety and Security
6. Transport and Escort

An overwhelming number of IRC responses indicated that Corrections Technical Skills were the highest priority for the industry.

GENERIC SKILLS

Ranking of the 12 generic workforce skills in order of importance to the Corrections industry.

Skill	Priority
Managerial / Leadership	1
Communication / Virtual collaboration / Social intelligence	2
Language, Literacy and Numeracy (LLN)	3
Customer service / Marketing	4
Technology	5
Design mindset / Thinking critically / System thinking / Solving problems	6
Learning agility / Information literacy / Intellectual autonomy and self-management	7
Financial	8
Entrepreneurial	9
Data analysis	10
Science, Technology, Engineering, Mathematics (STEM)	11
Environmental and Sustainability	12

7 per cent of Corrections IRC responses indicated that Generic Skills were more important than Technical Skills.



IDENTIFIED PRIORITY SKILLS

The list of identified priority skills below is based on survey responses from the Corrections Industry Reference Committee.

The priority skills are listed below in order of importance to the Corrections industry.

Skill	Priority
Administration	1
Safety	2
Case Management	3
Interpreting and preparing court documents	4
Non-judgemental work attitudes and practices	5



CORRECTIONS SKILLS - RELATED INSIGHTS

The Corrections industry faces a range of challenges as prison populations grow, the prison population is more diverse, and technology impacts activity, requiring new skills and programs.

The Corrections industry employs more than 30,800 people and has an estimated annual revenue of \$5 billion, returning \$29.5 million to the Australian economy. The Corrections workforce works across prisons, juvenile and immigration detention, parole services, correctional administration and management.

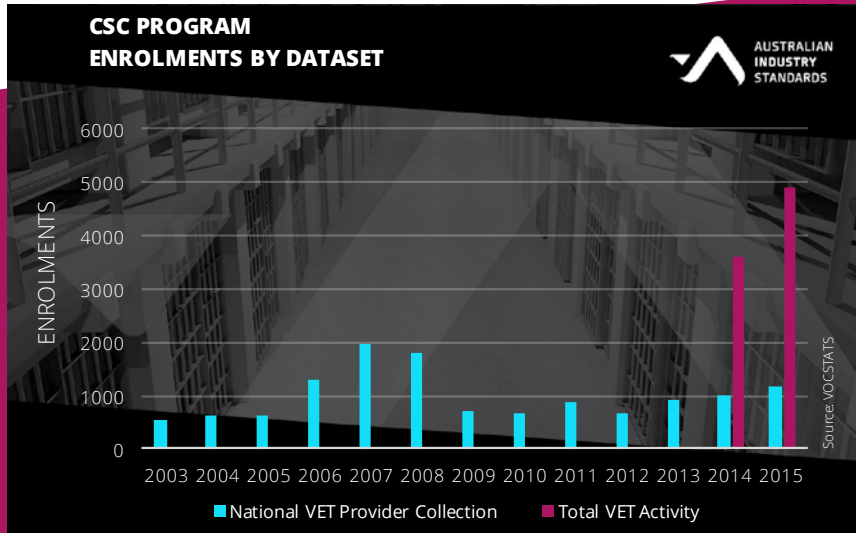
Australia's prison population has increased by about 20 per cent over the past decade, with projections that the population will further grow. The increasing custody rates have an impact on infrastructure and resources, with a consequent need to increase and properly skill the workforce.

The Corrections Industry Reference Committee (IRC) has overwhelmingly indicated that Corrections Technical Skills are the highest priority for the industry. It has highlighted the need for a balance of technical and human skills to prepare the workforce for current and future challenges. These skills focus on areas related to Dog Handling, Intervention, Intelligence, Offender Management, Safety and Security and Transport and Escort.

Industry stakeholders note that correctional officers require a broader range of skills to manage inmates who are struggling with drug addiction, mental illness and aggressive behaviours. Industry stakeholders indicate these skills need to be a mix of technical and non-technical (human) skills, such as case management, workplace relationships, sound verbal and written communication skills and counselling.

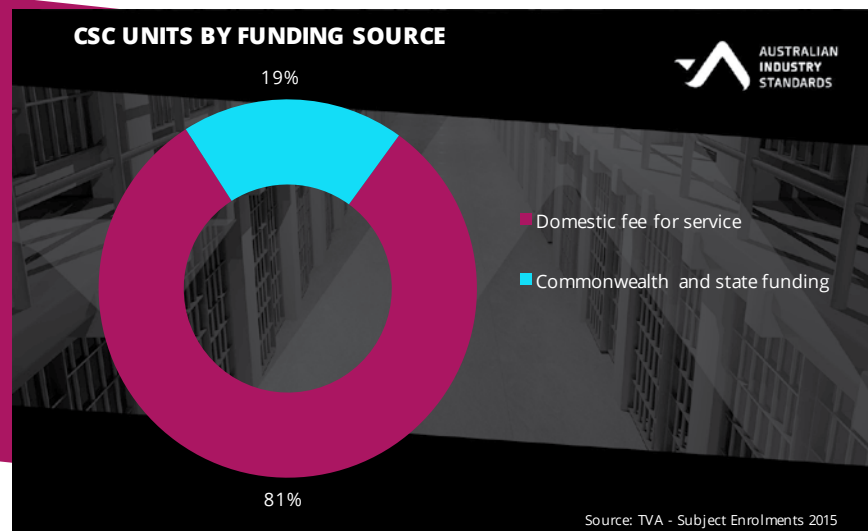
The industry also identifies the high rate of staff turnover as a substantial challenge to the sector. Attracting new recruits to the industry can be difficult due to the perceived and real safety risks, uncompetitive salary, and staff dissatisfaction.

The industry is supported by the CSC Correctional Services Training Package, consisting of qualifications covering justice services, correctional practices, administration and management. Total VET activity enrolments have increased steadily since 2012.



The recovery in training uptake since 2012 is also reflected in the Total VET activity data.

Government funding comprised almost a fifth of funding for training in 2015.





The Corrections workforce is projected to grow by 5 per cent through to 2021 to meet the demands of an increasing prison population. The workforce has grown by 166 per cent between 1985 and 2015.

Some 60 per cent of prison officers are aged 45 or over, with a median age of 49 years compared to 40 years for all occupations. Attracting a younger cohort of workers and more women into the workforce is a priority. Women make up 30 per cent of the full-time workforce.

Reviews of correctional services show that one challenge for the industry is an over-reliance on inexperienced casual and temporary staff who have little knowledge or experience working with mentally ill, violent or drug affected detainees. Part-time work has almost doubled to 16 per cent in 2015.

In line with other public sector safety agencies, there is a focus on professionalisation in the industry, meaning qualifications are matched to specific job tasks to ensure relevant training and skills.

It is important to ensure proper VET training to develop skills to work with a range of people from various cultural backgrounds, ethnicities and genders. Ensuring that people are correctly matched to job roles that suit their experience and training is crucial.

There is an increasing need for skilled managers and general managers to ensure that staff and prison operations are handled in an appropriate and professional manner.

EXPLANATORY NOTES

The Training Enrolments charts compare two datasets; the **National VET Provider Collection** and the **Total VET Activity (TVA)** dataset. The primary distinction between the two is that Total VET Activity data is collected from all types of providers and not only those in receipt of Commonwealth or state funding. TVA data collection commenced in 2014.

Exemptions

Where the submission of training data to TVA conflicts with defence or national security legislation, or jeopardise the security or safety of personnel working in defence, border protection, customs or Australian police departments, an exemption from reporting training data is available.

Organisations that deliver training for vital services to the community (such as emergency, fire, first-aid and rescue organisations) may have received an exemption to submit data to TVA. From 1 January 2016 however, the exemption from reporting will apply only in respect of training activity not delivered on a fee-for-service/commercial basis.



REFERENCES

INDUSTRY CHALLENGES AND OPPORTUNITIES

¹ Sydney Morning Herald. <http://www.smh.com.au/federal-politics/political-news/australian-prison-population-grows-20-per-centin-last-decade-20160129-gmhdgz.html>

² ABS 4517.0 – Prisoner in Australia 2015. <http://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/4517.0~2015~Main%20Features~Key%20findings~1>

³ NSW Budget 2016. <http://www.smh.com.au/nsw/nsw-budget-2016-38-billion-for-new-jail-capacity-to-cover-surge-in-prisonpopulation-20160616-gpkhd5.html>

⁴ Job Outlooks. Accessed August 2016. <http://joboutlook.gov.au/jouploads/4421.pdf>

⁵ The invisibility of correctional officer work. NSW Inspector of Custodial Services 2012. <http://www.custodialinspector.justice.nsw.gov.au/Documents/Accessible%20Report%20No%201%20DRAFT.pdf>

WORKFORCE SUPPLY-SIDE CHALLENGES AND OPPORTUNITIES

⁶ The invisibility of correctional officer work. NSW Inspector of Custodial Services 2012. <http://www.custodialinspector.justice.nsw.gov.au/Documents/Accessible%20Report%20No%201%20DRAFT.pdf>

⁷ Australian Broadcasting Commission. Accessed August 2016. Corrections Minister David Elliott wants NSW prison officer rewards after Wellington Jail disturbance. <http://www.abc.net.au/news/2016-03-15/new-south-wales-corrections-minister-wantsmore-acknowledgment/7247716>



CSC CORRECTIONAL SERVICES TRAINING PACKAGE REVIEW PLAN 2016/17 - 2019/20

Correctional services roles, functions and occupations are predominantly aligned to individual state and territory jurisdictional requirements. Operational sectors include justice services, correctional practice, administration and management. The skilling and qualification requirements of these areas are required to be adaptable to the changing legislative, judicial and societal expectations of personnel working within the Correctional Services sector.

The Corrections IRC is proposing to review the Correctional Services (CSC) Training Package in accordance with the timings shown in the review plan, to ensure that Training Package products are reflective of national policies and standards, contain contemporary and relevant units of competency, and are available for use by the correctional services industry.

It is anticipated that all review activities will be commenced and completed within the indicated year period. The timing and sequence of all review and development activities will ensure that all CSC Training Package products will have undergone IRC and industry review by no later than the end of 2019-20.

2016-17 - REVIEW

A number of imported units used within the CSC Training Package qualifications have recently undergone transition to the Standards for Training Packages, and have been endorsed and released on the National Register. As a result, 32 imported units of competency from eight interdependent Training Packages are now 'Superseded'. These units are included within the core and elective packaging rules of all CSC qualifications. The need has arisen to undertake a review of the affected qualifications and / or a major upgrade (full endorsement process) to ensure imported units of competency are current and valid for industry use over the life of the 2016-2020 Workplan period.

CSC Training Package products proposed for review of only imported units of competency during 2016-17 are:

- CSC20115 Certificate II in Justice Services
- CSC30115 Certificate III in Correctional Practice
- CSC40115 Certificate IV in Correctional Practice
- CSC50115 Diploma of Correctional Administration
- CSC60115 Advanced Diploma of Correctional Management



Imported units of competency that will be reviewed during 2016-17 for industry validity and currency as a result of being superseded is a total of 32 units of competency across eight industry Training Packages:

1. BSB Business Services Training Package
2. CHC08 Community Services Training Package
3. CPP07 Property Services Training Package
4. MSA07 Manufacturing Training Package
5. MSL09 Laboratory Operations Training Package
6. PSP04 Public Sector Training Package
7. TAE10 Training and Education Training Package
8. TLI10 Transport and Logistics Training Package

2016-17 DEVELOPMENT

There are no CSC Correctional Services Training Package products that have been identified for development during 2016-17.

2017-19 REVIEW AND DEVELOPMENT

The CSC Correctional Services Training Package was released on 3 August 2015 following industry consultation during the transition to the 2012 Standards for Training Packages. Industry stakeholders advise that the most recent release of the CSC Training Package meets the current needs of industry. It is on this basis that the Corrections IRC propose that, at this point in time, there are no CSC Correctional Services Training Package products currently identified for review or development during 2017-18.

2019-20 REVIEW

The Corrections IRC proposes that the CSC Correctional Services Training Package be reviewed for industry validity and currency during 2019-20.

CSC Correctional Services Training Package products proposed for review of native CSC and imported units of competency during 2019-20 are:

- CSC20115 Certificate II in Justice Services
- CSC30115 Certificate III in Correctional Practice
- CSC40115 Certificate IV in Correctional Practice
- CSC50115 Diploma of Correctional Administration
- CSC60115 Advanced Diploma of Correctional Management



2019-20 DEVELOPMENT

There are no CSC Correctional Services Training Package products currently identified for development during 2019-20.

LEGISLATIVE REQUIREMENTS

Updates, changes and modifications to state/territory legislation, policies and operating standards are required to be reflected within the skilling requirements of personnel undertaking correctional services occupations and roles. Corrections sector areas that are aligned to legislative requirements include:

- Work Health and Safety Act and Regulations relevant to correctional services operational occupations and roles
- Individual state/territory corrective services policies relevant to correctional services operational occupations and roles

INTERDEPENDENCIES

Correctional Services Training Package qualifications include imported units of competency, within core and elective qualification packaging rules. Industry sector interdependencies that will potentially initiate future CSC qualification reviews include imported units from 11 interdependent Training Packages (inclusive of predecessor releases):

- BSB Business Services Training Package
- CHC08 Community Services Training Package
- CPP07 Property Services Training Package
- HLT Health Training Package
- MSA07 Manufacturing Training Package
- MSL09 Laboratory Operations Training Package
- PSP04 Public Sector Training Package
- PUA00 Public Safety Training Package
- PUA12 Public Safety Training Package
- TAE10 Training and Education Training Package
- TLI10 Transport and Logistics Training Package

IRC Training Product Review Plan – 2016/17 – 2019/20
Corrections Industry Reference Committee
Contact details: GM IRC Operations, Australian Industry Standards
Date submitted: 30 September 2016

Planned review start (Year)	Training Package code	Training Package name	Qualification code	Qualification name	Unit of competency code	Unit of competency name
2016-17	CSC	Correctional Services	CSC20115	Certificate II in Justice Services	Review imported units only for validity and currency within all CSC qualifications	
2016-17	CSC	Correctional Services	CSC30115	Certificate III in Correctional Practice		
2016-17	CSC	Correctional Services	CSC40115	Certificate IV in Correctional Practice		
2016-17	CSC	Correctional Services	CSC50115	Diploma of Correctional Administration		
2016-17	CSC	Correctional Services	CSC60115	Advanced Diploma of Correctional Management		
2017-18	CSC	Correctional Services	No review or development activity planned for 2017-18			
2018-19	CSC	Correctional Services	No review or development activity planned for 2018-19			
2019-20	CSC	Correctional Services	CSC20115	Certificate II in Justice Services	Review all native and imported units for validity and currency within all CSC qualifications	

Planned review start (Year)	Training Package code	Training Package name	Qualification code	Qualification name	Unit of competency code	Unit of competency name
2019-20	CSC	Correctional Services	CSC30115	Certificate III in Correctional Practice		
2019-20	CSC	Correctional Services	CSC40115	Certificate IV in Correctional Practice		
2019-20	CSC	Correctional Services	CSC50115	Diploma of Correctional Administration		
2019-20	CSC	Correctional Services	CSC60115	Advanced Diploma of Correctional Management		

Appendix A

FRONT PAGE



AUSTRALIAN INDUSTRY STANDARDS

Australian Industry Standards (AIS) provides high-quality, professional secretariat services to the Corrections Industry Reference Committee, in our role as a Skills Service Organisation.

AIS provide services to 11 allocated IRCs which cover the Gas, Electricity, Electrotechnology, Corrections, Public Safety (including Police, Fire Services, Defence), Water, Aviation, Transport and Logistics, Rail and Maritime industries. AIS supports these important industry sectors using our world-class in-house capability and capacity in technical writing, quality assurance, project management and industry engagement in the production of Training Packages.

AIS was established in early 2016, 20 years after its predecessor the Transport and Logistics Industry Skills Council (TLISC) was established in 1996. More information about AIS can be found at www.australianindustrystandards.org.au

- We support industry growth and productivity through our modern innovative approach to establishing skills standards
- We provide high-quality, professional secretariat services to help our allocated industry reference committees develop the skills that industry needs
- We partner with industry to shape the workforce of the future



AUSTRALIAN
INDUSTRY
STANDARDS



AUSTRALIAN INDUSTRY STANDARDS

P (03) 9604 7200

E enquiries@australianindustrystandards.org.au
Level 2, 31 Market Street South Melbourne 3205

FRONT PAGE