

Qualification Title: New Zealand Certificate in Offender Management (Level 4)

Qualification number: 2659

Date of review: 9 June 2018

Final decision on consistency of the qualification: National Consistency Confirmed

Threshold:

The threshold to determine sufficiency with the graduate profile was determined as evidence of:

Graduates being able to:

- Lead staff to manage safety and maintain the security of a prison environment.
- Lead others to actively manage prisoners and prisoner care activities and participate in the rehabilitation of prisoners.
- Be accountable and responsible for ensuring that their own and other’s practice and conduct meets professional, ethical and legal requirements and standards.

Tertiary Education Organisations with sufficient evidence

Education Organisation	Final rating
The Skills Organisation	Sufficient

Introduction

The purpose of this 60-credit qualification is to provide the offender management sector with operational leaders who have the knowledge, skills and behaviours to lead the safety and security, and care and rehabilitation functions in a New Zealand prison environment. The qualification is for people who are employed as or aspire to become senior Corrections officers (or equivalent) in a New Zealand prison environment. The Skills Organisation was the only tertiary education organisation approved to award the qualification. There were 25 graduates during the review period. The Skills Organisation was also the qualification developer however a separate representative did not participate in the consistency review meeting, conducted via telephone conference.

Evidence

The education organisation provided a range of evidence to demonstrate that its graduates met the graduate profile outcomes.

The criteria used to judge the evaluation question were:

- The nature, quality and integrity of the evidence presented by the education organisation
- How well the organisation has analysed, interpreted and validated the evidence, and used the understanding gained to achieve actual or improved consistency
- The extent to which the education organisation can reasonably justify and validate claims and statements relating to the consistency of graduate outcomes, including in relation to other providers of programmes leading to the qualification.

The education organisation provided a range of evidence including:

Programme related evidence

- A programme approval letter identifying which unit standards were assessed to demonstrate that each of the four graduate profile outcomes had been met.
- A moderation site visit report clearly explained an observation of a capstone assessment process. The report clearly identified the high-stakes nature of the assessment for the graduates, other staff, inmates and the wider community. The assessment documentation provided supported this report, detailing a robust training and assessment processes undertaken. Some minor improvements were recommended.

The Stakeholder feedback evidence

- A Department of Corrections attestation stated these graduates had demonstrated the graduate profile outcomes in a prison environment. It outlined the minimum duration that graduates needed to have worked in a prison environment before their capstone assessment. The critical importance of the training and assessment was reiterated.
- Surveys of the graduates and their line managers asked comparable closed (yes/no) questions if the training had enabled the graduates to demonstrate each of the graduate profile outcomes. The similarity of the two survey questions provided triangulated evidence.

Destinational evidence

- The 25 graduates had all been working in a prison environment for an extended duration when they undertook their capstone assessment.

How well does the evidence provided by the education organisation demonstrate that its graduates match the graduate outcome at the appropriate threshold?

The education organisation provided a convincing case of evidence and justifications that the graduates matched the graduate profile outcomes at the appropriate threshold in a prison environment. The key evidence was the detailed programme documentation, along with a moderation site visit report (including an observation of a capstone assessment process) and the attestation that the graduates' capability had been demonstrated while employed in a prison environment. This evidence clearly conveyed both the high-stakes of the assessment for all key stakeholders and consequently the robustness of the training and assessment that the graduates had experienced. The graduate and supervisor feedback supported the above judgment. The gaps in the evidence provided were minor and the organisation is addressing them.

Examples of good practice

- The observation of the capstone assessment provided convincing evidence of the robustness of the training and the assessment taking place.
- Similar questions being posed to both the graduates and their line managers providing triangulated evidence from both stakeholders.

Recommendations to Qualification Developer

The consistency review meeting recommended that:

- Some misprints need to be corrected related to the fourth graduate profile outcome.
- The judgement of a graduate's capability is a high-stakes assessment decision that significantly impacts on managing safety and maintaining security in a prison environment. Therefore, the qualification needs to explicitly articulate, that the graduate needs to repeatedly demonstrate they met all the graduate profile outcomes over an agreed minimum duration.