CAREER EMPLOYMENT AUSTRALIA

“Round Peg, Round Hole”

INDIGENOUS MENTORING PROGRAM (IMP)

THROUGH CARE TRAINING, EMPLOYMENT AND GENERAL SUPPORT PROGRAM FOR INDIGENOUS OFFENDERS
MENTORING:

- engagement pre release, training
- skills audits, needs analysis
- constructive career pathway planning
- training and professional development
- counselling and support for clients and employers
- building trust and respect
- promoting and sponsoring.
NON VOCATIONAL SUPPORT:
• accommodation (MOUs with housing)
  • attending Probation and Parole
  • identification
  • health referrals, disability services
  • relationship and family issues
  • Child Support Services, Dept. of Child Safety
• Legal Aid, Women’s Legal Services
• drug and alcohol counselling and rehabilitation
• clothing, food, transport,
• debt reduction, addictions
• linking to JSA and EPF account.
ELIGIBILITY:

Eligible Clients:
• Those incarcerated and register up to 6 months pre-release

Ineligible Clients:
• Those not registered pre-release incl. those on
• remand
• parole
• bail
• home detention
• probation
• court orders
• Dangerous Persons and Sexual Offenders (DPSO)
IMP – ADJUNCT TO ADVANCE2WORK:

- recruits Indigenous staff
- builds trust and engages with family members
- refers to numeracy, literacy and voc training
- develops and reinforces community linkages
- travels to communities – Cherbourg, Murgon, Yarrabah, Mossman, Mareeba, Palm Island
- “sells” employers and CEA to these communities
- works with specialised JSA providers – (no parking) links to Indigenous work projects
- utilise businesses which have quotas for Indigenous employment
- links with Indigenous Liaison Officers (prisons, Centrelink, IETSOS)
- ‘no exits to homelessness’ – MOUs with housing providers and head leasing of houses in Toowoomba, Rockhampton, Townville, Cairns.
STAGE 1 – PRE-RELEASE ACTIVITIES:

- identifying clients and building a relationship
- completing paperwork (Needs Analysis, Skills Audit, Pathway Plan)
- providing letters of support to the Parole Board
- referring pre release to relevant programs literacy, voc training, identification etc.
- studying to gain a driver’s licence
- empowering clients to work on their own behalf to develop social responsibility and break the habit of welfare dependence
- linking with relevant ‘outside’ programs eg QITE rural project
- contacting employers with an Indigenous employment quota eg QBuild, Telstra, Australia Post building an Indigenous friendly employer data base
STAGE 2 – POST RELEASE ACTIVITIES:

• utilise post release contacts for training, employment, support
• search for employment opportunities
• “market’ CEA to Indigenous communities
• connect with IEP, DES, user friend JSA, JCA
• promote short term and work experience programs
• access Employment Pathway Plan
• support clients to adhere to their order
• ensure clients work closely with their ‘mentor’
• introduce clients to supported employment programs Skilling Queenslanders for work, Indigenous specific programs: IYMP
STAGE 3 – POST PLACEMENT SUPPORT: -

- maintain regular contact with clients and employers
- stay ‘on track’ and trouble shoot
- recruit more than one Indigenous worker, a buddy/mentor
- ongoing support – recognise transport, family/gender issues, involve Indigenous community members
- other strategies – recruit across kinship groups, try to have more than one Indigenous worker, team a non-Indigenous with an Indigenous worker, provide flexible training, utilise traineeships
- advocate
WORKING WITH AND SUPPORTING EMPLOYERS:

- get the message out – Indigenous newspapers, websites, Facebook, Twitter
- get candidates and applications in – info sessions, go to workplace, subscribe to Indigenous magazines
- get to know subsidies and incentives
- get to know candidates – friendly, relaxing interview atmosphere, other Indigenous staff present, can bring a companion
- access Employment Pathway Fund
- consider work experience/placement
- provide a clear and unambiguous position description in plain, simple language
- invite Indigenous people to be involved in the interview
- prepare the workplace and the team – provide cross-cultural awareness training, address Indigenous approaches to time, commitment and mainstream work styles
- orientation – be clear about boundaries, expectations, work ethics, punctuality, reliability, leave entitlements, absenteeism and special circumstances. [1]
MARYBOROUGH LINKAGES:

- regular visits to Cherbourg, Murgon, Kingaroy linking with JSAs and probation and Parole
- SQW at Scrub Hill, through Fraser Coast Training
- Green Corp – Job Match CTC
- Gas Line Jobs through ESQ, in Dalby
- Silver Lining, Wondai – Iron Bark Ridge Coal Seam Gas production, client placed previously is now a mentor for new staff
- CTC, Murgon and Kingaroy, Line Walking identifying Aboriginal artefacts and involvement in the peanut industry
- Priority Forestry Service (PFS) – forestry training
- Manningham Station, Longreach, Agricultural College - 13 wks rural operations
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