



INNER NORTH
COMMUNITY
FOUNDATION

2018

PATHWAYS TO
EMPLOYMENT
GRANTS



Supporting **prosperous,**
connected and
cohesive communities
in Melbourne's
Inner North since 2007

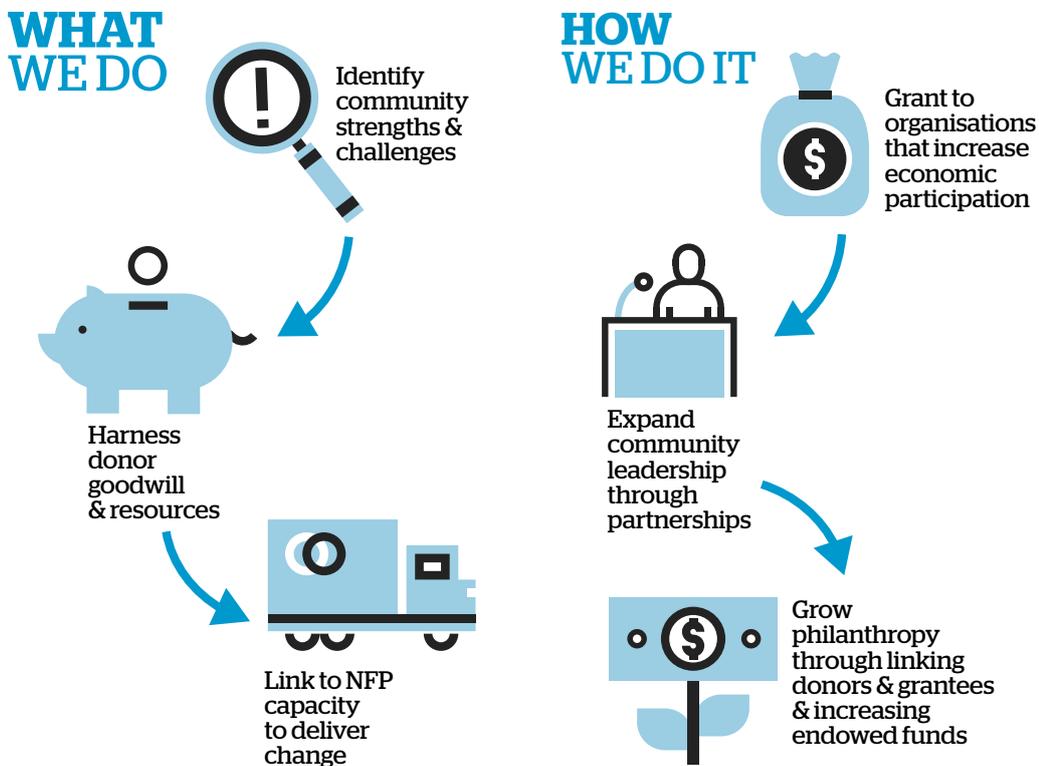


ABOUT US

The Inner North Community Foundation (the Foundation) is an independent foundation based in Melbourne's Inner North. Established in 2007 as an initiative of IntoWork Australia, it is supported by the three local Councils, Moreland, Yarra and Darebin.

The Foundation manages philanthropic dollars to provide funds for projects that create prosperous, connected, and cohesive communities in Melbourne's Inner North, particularly encouraging pathways to employment.

From Preston to Pascoe Vale, Reservoir to Richmond, Fawkner to Fitzroy... serving nearly 400,000 people in 30 suburbs across 125 square kilometres.



OUR VISION

Prosperous, connected, cohesive communities in Melbourne's Inner North.

OUR MISSION

To increase economic participation, strengthen people's networks, and promote social inclusion through partnerships and philanthropy.

INTRODUCTION

Since 2007, the Inner North Community Foundation has supported local people in their journey to work. This booklet outlines the Foundation's 10th Pathways to Employment grant round that provides funding for local community groups working to remove the barriers people face on their journey to work.

This year, more than \$370,000 will be distributed to 22 community organisations in Darebin, Moreland and Yarra. The projects being undertaken by these organisations were assessed by a group of people with local connections, who recommended applications to be approved by our Board. The Grants Assessment Panel consisted of Foundation Directors Carolyn Munckton (Chair), Sylvia Admans and Kevin Neville, who were joined by current Board Associates Manal Shehab, Sarah Sheridan and Susie Hansen.

Employment is important. It gives people money in their pocket and a sense of dignity, and the opportunity to plan for a future. Individuals are able to participate fully in community life, and for the broader community, we all gain when people are able to be their best selves.

In the past 10 years the Foundation has given \$3.1 million to more than 140 community groups across Darebin, Moreland and Yarra. Over this time we have seen organisations grow and develop their own capacity to deliver meaningful services to local people, and remove the barriers people face in securing work. We are immensely grateful to have played a small part in their success helping local people on their journey to work.

This Foundation would not exist without the donations of over 300 other business, families and individuals who have seen themselves in the story of the Foundation.

The Foundation provides as an independent community based resource to strengthen prosperous, connected and cohesive communities, and builds on the long tradition of Melbourne's north that has a strong tradition of people collaborating to ensure everyone has opportunity and choice in their life.

The following pages contain summaries of the projects funded via our flagship Pathways to Employment Grant Round. We commend these projects because they build on people's strengths and local assets, and help to ensure that individuals, families and communities have opportunities. In order for our funds to go as far as possible, the Inner North Community Foundation is providing 80% of requested funding. We are seeking the remaining 20% from other donors and funders and we invite you to contribute to their success. We all have a role to play – business, not-for-profit, and individuals – in supporting local communities to thrive.

Thank you for all your contributions, and we look forward to being in touch in the time ahead.

Dr Christopher Baker
Chair

THE VIEW OF EMPLOYMENT FROM LOCAL COMMUNITY GROUPS

As part of the application process, organisations are asked to demonstrate why project funding is needed. This information – a mix of grass-roots anecdotal experience and peer-reviewed academic evidence – reflects the understanding local charities have in working to remove the barriers local people face on their journey to work. The following quotes highlights why employment is important for different cohorts in the region:

YOUNG PEOPLE

 **The Northern region of Melbourne is considered a national 'hot spot' of youth unemployment with many suburbs amongst the most disadvantaged postcodes in Australia. There are more than 12,000 unemployed 15-24 year olds in the northern metropolitan area of Melbourne. Just under 4,000 live in the Darebin, Moreland and Yarra, with others travelling to access services.**

YOUTH UNEMPLOYMENT 15 - 24 YEARS - INNER NORTHERN MELBOURNE 2017 ABS

Local Government Area	Number of young people 15-19	Number of young people 19-24	Totals
Darebin	651	964	1615
Moreland	650	1024	1674
Yarra	165	383	548
Total	1466	2371	3837

 *Young people who disengage from school early are at a high risk for poorer current and future employment prospects. Early school leavers are at much greater risk for remaining unemployed in the longer term, earning considerably lower wages when they are employed, and are likely to struggle to accumulate wealth over their life span.*
Deloitte Access Economics, 2012

 Long-term unemployment can lead to many other risk factors for young people, including:

- social exclusion;
- long-term welfare dependence;
- reduced life satisfaction;
- mental health problems; and
- increased vulnerability to involvement in criminal activities.

 Some alarming characteristics of young people in Moreland compared with other municipalities shows:

- poor education outcomes.
- high youth unemployment.
- high levels of disconnection from community.
- reduced health outcomes – especially mental health related.
- increased trends in antisocial and violent behaviour.

Teachers in both mainstream and specialist settings increasingly confront challenges in educating students who present with a range of symptoms and behaviours that include attention deficit hyperactivity disorder (ADHD), peer bullying, school refusal, conduct and oppositional-defiance disorders. There is growing need for educational approaches that address effectively the complex needs of the growing proportion of students who are struggling in 21st century classrooms.

*Stokes & Turnbull 2016, p.6,
Evaluation of the Berry Street Education Model*

The reasons as to why young people are unemployed are complex with a changing labour market and high levels of disadvantage in the region. One explanation has to do with the ability of young people to compete in the competitive job market that values experience and knowledge. In order for young people to have the best chance at securing a job they need to have good job seeking and interview skills and an understanding of how to present to an interview.

Economic downturns impact young people more severely than other age groups, primarily because they tend to be new entrants to the labour market, and any group of new entrants is disproportionately affected by an unfriendly labour market. Young people entering the labour market have always been at a relative disadvantage, given that they have less accumulated work experience, which makes them relatively less attractive to employers.

PEOPLE WITH DISABILITIES

Almost two-thirds of young Australians who have a disability were not fully engaged in work or study, only 38% had completed Year 12 or equivalent and only half of all students with severe disability progress past Year 10 at school.

ABS 2012

The greatest barriers to employment are negative societal attitudes, a lack of early planning and poor collaboration between community and employment services and schools.

Children with Disability Australia 2015

There is a lack of pre-employment training programs for young people with disability. Even with the injection of \$22 Billion per annum into the National Disability Insurance Scheme (NDIS), the reality is that there is significantly less money available for disability service providers to deliver services. This in-turn is hindering the disability sector's ability to innovate. Young PWDs are among the most educationally disadvantaged and disengaged learners, with higher learning needs than the general population. As a result of this, young learners have significant barriers to obtaining and retaining ongoing employment and require specialised training that is tailored to their learning styles and capabilities.

It is estimated that less than 1% of people with an intellectual disability who have an NDIS plan are employed in open employment on a full award wage. This means that 99% of people with an intellectual disabilities in this region miss out on the financial and emotional/social benefit that employment brings.

CULTURALLY AND LINGUISTICALLY DIVERSE

Significant and common barriers to a transition to employment for Humanitarian refugees are English language levels, education history and qualification levels.

Hugo 2011

This research has been extended and deepened by other research that has found significant trends across the following barriers to employment:

- Lack of opportunities to attain relevant Australian work experience.
- Difficulties in recognition of prior qualifications.
- Language Levels.
- Lack of specialized services through Job Active program.
- Being forced to choose between learning English and looking for work.
- Limited support with resumes and interview skills.
- Inappropriate Work for the Dole placement.

Many of the young people who apply for a trainee position have already applied for countless jobs in Melbourne. They've faced lots of knock-backs, despite there being a 28% job vacancy rate in the Melbourne hospitality industry. The jobs are out there, but trainees are often missing out on them because they don't have the local experience and references which are highly valued by employers.

CS Youth unemployment can have a spiraling effect as they lose hope, experience a deterioration in health, suffer depression and eventually become vulnerable to drugs and crime. A study by the South Eastern Region Migrant Resource Centre observed that young Sudanese people are finding it hard to fit in academically at school and therefore drop out. They gather in public places in large numbers because they feel they have nowhere else to go. Many of these groups have been described as gangs and linked to the increase in violence, destruction of public property and crime. The study also suggests a potential avenue to address youth meeting in large numbers in public places is to provide access to community centre activities such as sporting and recreational facilities. Those refugees trying to settle in Australia who are not perpetrators of crime are being 'tainted with the same brush'.

CS Minorities in Australia experience particular difficulty in developing careers as artists. The highest levels of discrimination are felt by individuals of Middle Eastern, African or Asian heritage. The study referenced a recent government report that found that only 6% of ethnic minority artists earn an income from art-related jobs, and that 47% had faced discrimination because of their ethnicity. The participation gap for CALD artists, particularly those pertaining to Muslim communities is attributed to a lack of communication between government organisations, arts organisations and CALD artists which leads to increased isolation. Subsequently, artists in CALD and Muslim communities receive limited financial return for their artistic endeavours, resulting in a decrease in work-life balance and viable income streams.

WOMEN

CS Women make up the most of the casualised and part-time labour market. In 2016-17, almost half of employed women worked part time (45%), compared with 16% of employed men. In 2016-17, 9.7% of women aged 20-74 in the labour force were underemployed; that is they wanted, and were available for, more hours of work than they currently had.

ABS: Cat. No. 4125.0
- Gender Indicators, Australia, Sep 2017

CS *Women do the majority of unpaid care work. Many work in sectors which are less valued in monetary terms and underpaid relative to employees in other sectors. Many are 'locked out' of our superannuation system. Sadly, many struggle economically as they try and establish a life for themselves and their children after long and traumatic intimate partner abuse. The prospects for significant numbers of women as they age become increasingly fraught, with limited economic security to look forward to in their retirement years and the threat of homelessness.*

- “ There are common challenges that women of refugee background face in securing access to employment opportunities:
- Lack of Australian work experience.
 - Extended periods out of the workforce (largely due to caring responsibilities).
 - Ongoing caring responsibilities.
 - Low English language skills.
 - Low digital literacy skills.

- “ Further, migrant women face additional specific barriers in the operation of food-based businesses:
- Sourcing affordable registered premises for food production, storage, preparation and demonstration.
 - Identifying reliable, high-quality suppliers.
 - Securing stockists and other sales channels for their products.
 - Navigating the food business registration process and finding appropriate insurance.

- “ Anecdotal evidence from tradeswomen regarding barriers/challenges they experience in finding and keeping employment in non – traditional trades, that generally don't exist for men, include and are not limited to:
- assumptions that women won't be able to do the work due to physical/intellectual limitations, women are too sensitive.
 - woman approaching a workplace can seem like a threat to workplace culture.
 - there may be no existing structures, policy and procedures around maternity leave, carers leave, flexible work hours/ school pickups.
 - lack of infrastructure/ Human Resource policies and procedures regarding support and resources for bullying and sexual harassment in the workplace.
 - poor access to suitable uniforms/safety equipment/ toilets/change rooms.

“ NCVET Historical Time Series data states that of the 71.3% of people who commenced in trade occupations in Australia up to June 30th 2017 only 8.9% were women compared to 62.4% of men.

“ **NCVER apprentice and trainee data states that of the 162 225 people who commenced Apprenticeships and Traineeships in Australia as of 12 months ending 30 September 2017, only 56 700 were females.**

“ In Victoria, of the 36 680 people who commenced apprenticeships and traineeships as of 12 month ending 30 September 2017, only 12 045 were females which is a 22.9% decrease from the previous 12 months.

OFFENDERS

“ The number of offenders aged under 25 in Victoria has been decreasing over the past five years. Despite this decrease, the average number of offences committed by each offender has increased by 40% during this same period. This indicates that while fewer young Victorians are turning to crime, those that are involved in this behaviour are causing an increasing degree of community harm. In the year to date, the youth contribution to crime in the Darebin Police Service Area was 30%.

INDIGENOUS

The annual Closing the Gap Report confirm the disadvantage and entrenched issues that continue to create barriers to employment for Aboriginal people:

- In Australia [there] is inherent issues of institutional racism which restrict many Aboriginal and Torres Strait Islanders from receiving better healthcare outcomes, securing long-term employment or gaining meaningful and appropriate education.' (2018 Closing the Gap).
- Aboriginal and Torres Strait Islander children and young people remain the most disadvantaged and vulnerable group in Australia today experiencing poor outcomes in terms of health, employment and inclusion and also removal from their culture. This reflects past systemic denial of human rights and the influences of intergenerational trauma that can only be addressed by a realisation of their rights.' (2013 Closing the Gap).
- The target to halve the gap in employment by 2018 is not on track. In 2014-15, the unemployment rate for Indigenous people of working age (15-64 years) was 20.8 per cent, 3.6 times the non-Indigenous unemployment rate (5.8 per cent).' (2017 Closing the Gap).
- Aboriginal and Torres Strait Islander young people were more likely to not be in paid employment and looking for work than their non-Aboriginal or Torres Strait Islander peers (46.4%) compared to (33.8%).

Mission Australia Youth Survey 2017

In addition to the funding restraints of our current contracts that support these young people, are also other inflexible eligibility criteria's in other support services and programs. This is especially difficult for young people that require practical financial support. Examples of inflexibility in services include:

- To be registered with Job Active and to access brokerage for employment pathways, young people have to be registered with Centrelink.
- L2P (Driving Program) does not service young people over the age of 20 and there is a long waiting list for those that are eligible.

Removing these simple and basic barriers provides young people with more scope to engage in activities and become job-ready. For example, if a young people doesn't have a myki or credit on their phone, it is very difficult to get to an appointment, notify if they can't access an appointment, resulting in embarrassment and they then disengage.

INVESTING IN OPPORTUNITIES

Investment in local community groups creates opportunities for local people so that we all have the necessary resources to thrive.

Research has shown that young people who feel valued, who are provided with opportunities to participate and have the skills and capacity to participate and feel connected to family, friends and their community – are less likely to experience disengagement. people who feel engaged and who are provided with opportunities to participate, experience a better quality of life and contribute to creating and building better communities.

In order for students to have high expectations of themselves, they need to be inspired and engaged. In addition to engagement, students need experience and exposure to facets of the community that they might not otherwise have access to. Young people need to have meaningful experiences in an ongoing capacity to build skills, relationships, understanding and connectedness.

People who have sought refuge and asylum in Australia have been identified by the Australian Bureau of Statistics (2010) as some of the most entrepreneurial and resourceful of all migrants.

The Department of Education and Training's report on pre-accredited training showed that 57% of all participants engage in further education. People that participate in ~100 hours are more likely to transition into an accredited course and attain a new qualification.

Hospitality has great career opportunities and it can also act as a stepping stone into other industries. Many of our trainees are studying, and need a flexible job, which hospitality can provide.

Primary Organisation	Project title	80% Grant from the Inner North Community Foundation	Opportunities for 20% Co-funding
Asylum Seeker Resource Centre Inc	ASRC Mentoring Program	\$16,000	\$4,000
Blue Light Victoria	The Pavilion Blue Light Boxing Program	\$11,000	\$3,000
Carlton Neighborhood Learning Centre	LifeHouse	\$16,000	\$4,000
CERES	Alternative Pathways in Sustainability	\$21,000	\$6,000
Collingwood Children's Farm	Master Plan: Phase 1.1 – Retaining Wall and Paddock Fence	\$16,000	\$4,000
Crepes for Change/Society Melb Inc.*	The Training Program: evaluation, iteration, and scale.	\$16,000	\$4,000
Fitted for Work	WomanKind – Supporting Women into Work	\$24,000	\$6,000
Free To Ltd.	Free to Feed Employment Program	\$20,000	\$5,000
Inner Northern LLEN	Jobs for Youth Campaign 2018-2019	\$20,000	\$0
Islamic Museum of Victoria	Australian Muslim Artist Internship	\$8,000	\$2,000
Jesuit Social Services trading as Jesuit Community College	Hammertime 2 (H2)	\$22,000	\$6,000
Life Saving Victoria*	CALD Youth Aquatic Employment Program	\$15,000	\$4,000
Mission Australia	Charcoal Lane Certificate II training program	\$16,000	\$4,000
Onemda Association Inc	Steps to Employment Project (STEP)	\$15,000	\$4,000
Operation Newstart Northern	Re-engage for Future Pathways	\$14,000	\$4,000
Outer Urban Projects*	Associate Artists Residency Program	\$16,000	\$4,000
Rotary Club of Richmond Next Step*	Next Step Program	\$12,000	\$3,000
Scarf Community Organisation*	Scarf Tasting Plates in the Inner North	\$12,000	\$3,000
SisterWorks*	Five Years, Five Stars, Five Basis Skill Programs	\$16,000	\$4,000
Sustain	Upskilling and supporting migrant women in food entrepreneurship to support self-employment and employment outcomes	\$24,000	\$6,000
Whitelion Youth Agency	Practical Pathways	\$16,000	\$4,000
Youth Projects	Ready, Set, Job	\$24,000	\$4,000

* = These grants are in the first year of a two-year grant.

Please contact Ben or Bianca at the Inner North Community Foundation on (03) 8689 1967 to discuss further.

PREVIOUS YEARS' GRANTEEES

▶ *The Team at Life Saving Victoria
L-R. Omid, Afghan
- Seyed, Mahmood.
Mehran, Ghanieh-
Iran Brunswick Pool.*



▶ *Second Chance
Cycles*



▶ *Outer Urban
Projects - Tangata
Tupou, Dan Witton,
Fakaoho Tupou,
Melody Gbiadiah,
Natasha Hanna
and Josef Hanna,
Liberian Boy*



ASYLUM SEEKER RESOURCE CENTRE INC

ASRC Mentoring Program

The Asylum Seeker Resource Centre (ASRC) protects and upholds the human rights, wellbeing and dignity of asylum seekers. The ASRC is the largest provider of aid, advocacy, employment and empowerment services for asylum seekers in Australia. The organisation delivers services to more than 3000 people seeking asylum at any one time, through humanitarian programs such as material aid, health, casework, counselling, community meals and the ASRC Foodbank, legal support through our Human Rights Law Program and innovative programs supporting pathways towards a future within education, employment, empowerment and enterprise frameworks.



The broader goal of the Employment Program is that people seeking asylum have the skills, confidence and agency to secure their preferred work, succeed on the job, and successfully manage their careers in Australia.

The ASRC Mentoring Program's main objective is that members are able to find and sustain employment in their preferred fields, and develop a career pathway in Australia. Its key activity is to facilitate a structured 12-month mentoring partnership between our members and volunteer mentors from diverse professional and business sectors. Professionals who are seeking asylum and their counterparts are brought together in the Australian workplace in order to foster employment, professional and business development opportunities, to share experiences and expand networks. Many people seeking asylum in Australia are highly-skilled professionals, yet remain isolated from the Australian job market. Professions among ASRC members include: accounting, banking and finance, architecture, civil engineering, social work, pharmacy, IT, event management and plant pathology.

The Mentoring Program also aims to build the confidence and professional skills of mentees through workshops, seminars and networking events. The team also provides post-placement counselling to ascertain how the mentor and mentee are finding their experiences.



ASRC's vision is that people seeking asylum can live safely, sustainably, independently and equally.

GET IN TOUCH:
ursula.d@asrc.org.au

BLUE LIGHT VICTORIA

The Pavilion Blue Light Boxing Program

Blue Light's mission is to provide youth engagement opportunities through Blue Light programs, connecting Victoria Police and the community to achieve positive outcomes. Blue Light Victoria was established in 1976 and now has 35 branches operating across Victoria. The programs focus on crime prevention, specifically on identifying and addressing the needs of young people, including those at risk of engaging in antisocial behaviour or criminal offending. The Blue Lights Mission provides education, crime reduction, life skills coaching, and host cultural, social and sporting programmes for youth aged between five to 18 years. Initiatives capture a broad range of young people, including vulnerable young people and those at risk of offending or victimisation, as well as Indigenous and culturally diverse young people of all genders.

The Pavilion Blue Light Boxing Program will engage at-risk young people (12-17) in the Darebin area in a boxing-based fitness and leadership program. The program will build resilience, reduce antisocial behaviour and assist young people to transition into employment.

The program will be overseen and delivered by Blue Light, The Pavilion School, Northside Boxing Gym and Victoria Police and is supported by McDonald's Restaurants Northern United and Darebin Youth Services.

McDonalds Northern United will complement the program with employment readiness skills training and support this with real work experience, with the incentive of employment and mentoring for those who commit to the program and participate in a manner that contributes to learning outcomes.

Blue Light has extensive experience delivering programs and conducts all youth programs within the framework of the Victoria Police Good Practice Guidelines for successful interventions with at risk young people. All funding management is overseen by an external accountant. The project provides opportunities for students reduce negative/offending behaviour and gain confidence and trust. Students will gain work experience with support structures in place to cater for individuals who require extra support.

Participation programs such as The Pavilion Blue Light Boxing Program has positive and measurable crime prevention benefits for young people as it limits the time and opportunity available to engage in anti-social and criminal behaviour.

GET IN TOUCH:

karen@bluelight.org.au

CARLTON NEIGHBORHOOD LEARNING CENTRE

LifeHouse

We CNLC is complemented by a community development approach central to empowering our students and local communities to have the opportunity to reach their full potential. CNLC has over 40 years' experience delivering programs.

In 2018 CNLC have 6 EFT staff, 10 part time EAL and community development teachers and 60 volunteers per annum. Carlton Neighbourhood Learning Centre, a community managed not-for-profit organisation. CNLC predominantly work with people across the City of Yarra and City of Melbourne, particularly those who require support to connect, learn, share skills and improve participation in work and community life.

CNLC is complemented by a community development approach central to empowering our students and local communities to have the opportunity to reach their full potential. They provide a broad and varied program, which includes community development, general interest courses, IT courses and access, nationally recognised training, the provision of information, referral and community space. Programs are delivered at the centre and other local sites.

There are many barriers that CNLCs local community faces to gaining employment during and after their time studying EAL, and CNLC seeks to extend their education arm to bridge pathways to employment for students and the broader City of Yarra community.

There is now widespread recognition that refugees and migrants such as Nagwa need specialised support, and CNLC has identified a clear service gap for the community that we work with. This one year pilot project: LifeHouse – Bridging the pathway to local work for refugee & migrant communities in the City of Yarra (LifeHouse), will engage residents in public housing estates in Collingwood, Fitzroy, Fitzroy North, Clifton Hill and Carlton. This will target 30 – 50 year olds during the pilot stage as this is the cohort CNLC is most experienced with and has working relationships with.

LifeHouse will predominantly support women whose children may have grown up and left home and therefore have greater capacity to either undertake some education or step into employment, with some Individualised assistance. LifeHouse will mobilise 50 people in volunteer positions, further education or employed within a 12 month period as a result of program. LifeHouse targets for the pilot aim to facilitate, 20 people employed – 10 people enrolled in further education – 20 people in volunteer roles – 3 networking events engaging 15 local businesses with customers.

Carlton Neighbourhood Learning Centre (CNLC) exists to connect people, create opportunities and challenge disadvantage.

GET IN TOUCH:

cdc@cnlc.org.au

CERES

Alternative Pathways in Sustainability

CERES provides alternative education and training pathways, volunteer opportunities, disability programs and work experience within farm and food programs, environmental education, horticulture and permaculture. CERES takes pride in supporting individuals and groups to develop skills. Since 2016 CERES has provided pathways to employment support to over 80 people. CERES is a place for community-based learning and action to create environmentally beneficial, socially just, economically satisfying, culturally enriching and spiritually nurturing ways of living together. CERES aim to reconnect people to each other and the earth and they are self described as “not-for-loss community business”. They run extensive environmental education programs, urban agriculture projects, green technology demonstrations and a number of social enterprises including a market, grocery, café, community kitchen, organic online supermarket and a permaculture and bushfood nursery. CERES employs 86 permanent staff with a pool of 160 casual employees.



The Alternate Pathways in Sustainability project aims to work with participants in the Inner North municipalities and provide individualized career pathway planning which include; identifying and matching education opportunities, volunteering/internship and employment options in the Inner North region.

The project has been running for two years impacting over 100 individuals and is now extending its reach and impact to people with disabilities. The project provides subsidized pre-accredited course places, directly supported volunteer and internship pathways. CERES has been able to better identify both training and industry needs in the horticulture, permaculture and environmental education sector and further develop and extend their course program range to provide additional meaningful training opportunities.



CERES run extensive environmental education programs, urban agriculture projects, green technology demonstrations and a number of social enterprises.

GET IN TOUCH:

lorna@ceres.org.au

COLLINGWOOD CHILDREN'S FARM

Master Plan: Phase 1.1

Collingwood Children's Farm (CCF) was founded by a community committee in the late 1970's as an inner-city rural experience for local children, often from a lower socio-economic demographic. CCF's purpose has evolved over the past four decades but remains true to its roots; to support people in the Victorian community who are experiencing disadvantage (including people with a disability, unemployed people and people who are socially excluded) by providing inclusive services and supports that help people build their independence and social and economic participation. The Farm supports social inclusion by delivering a range of programs from a rustic community working farm, which:

- Support development of self-esteem and self-worth, particularly of children, by working with animals and in the garden, learning new skills and extending physical abilities;
- Facilitate participation of children and their families in broader community life and educational urban agricultural practices; and
- Provide pathways to further employment and training opportunities, such as apprenticeships and job search assistance, to break the unemployment cycle and marginalisation from the community whilst volunteering with the Farm.

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The 'Master Plan: Phase 1.1 – Retaining Wall and Paddock Fence' (Master Plan Project) will specifically engage 24 students from Lynall Hall Community School in Richmond. Students will be aged 12-18 with a 65/35 male/female gender split.

Lynall Hall Community School is a small alternative setting that caters for students with a range of high and complex needs from all over the metropolitan area and beyond. CCF will complete initial ground works, using a skid-steer to level ground and bore post holes.

Upon the completion of ground works, Lynall Hall will attend weekly sessions where they will learn how to install the retaining wall and paddock fence.

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The Farm's primary aim is to improve the lives of disadvantaged people in our community, particularly children, by providing inclusive services and support to help build independence and quality of life.

GET IN TOUCH:

conor@farm.org.au

CREPES FOR CHANGE/SOCIETY MELB INC.

The Training Program

Crêpes for Change is a non-profit social enterprise with the vision of eliminating youth homelessness in Australia. The organisation harnesses the power of social enterprise to generate profits which support organisations to provide housing, while simultaneously running our own training program that provides paid training and ongoing employment opportunities for young people experiencing homelessness. Crêpes for Change base their work and evaluate their success in assisting young people to exit homelessness cycle around four pillars of sustainable change: confidence and self-esteem, safe housing, stable employment and education. At the core, the organisation consists of a group of entrepreneurs who are passionate about the power of business to change the world. There are three social enterprises: the Crêpes for Change food truck, The Coffee Cart Changing Lives, and home.one, a new café in Brunswick. As of our recent census, there are 26 people in the executive team across 4 portfolios, and count a further 40 hospitality volunteers across the three enterprises.

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The Training Program: evaluation, iteration, and scale (the Training Program) is to fund the wages of additional trainees from within the inner north of Melbourne to take part in a formal pilot of the Training Program. The Program will involve learning hospitality skills that are expected in working at a café.

The target demographic for the trainees will be young people between the age of 16-25 residing within a partner organisation such as Melbourne City Mission within the inner North of Melbourne. Upon completion of the Training Program a certificate of completion will be issued along with a reference to assist with job applications. The students will be allowed to access a network of small hospitality businesses the Training Program are in close contact with to assist with transition to regular hospitality work. Students will also be able to access volunteer shifts at home.one (Crêpes for Change organisation) to increase experience.

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The target participants of the project are young people who have experienced homelessness or who are at-risk of homelessness living within supported accommodation at partner organisations.

GET IN TOUCH:
dan@crepesforchange.com

FITTED FOR WORK

WomanKind

Fitted for Work provides free support services for women experiencing disadvantage to get work, by providing skills-based programs offering work appropriate clothing, interview training, wellbeing programs, mentoring and resume support.

In achieving the objective of financial independence for women, we also assist in helping their children, families, communities and the Australian economy. Fitted for Work provides evidence-based, high quality, responsive and targeted programs. The organisation are recognised for advocacy for women, and their work has been acknowledged through a number of awards: Australian Centre for Leadership for Women (ACWL) – Australian Diversity Award; HESTA Social Impact Awards – National Finalist, and Telstra Business Awards – State Finalist.

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WomanKind – Supporting Women into Work (WomanKind) is a pre-employment training program that provides tailored and intensive support to women experiencing disadvantage and facing multiple barriers to employment. The purpose of this program is to inspire, guide and support women to build confidence, job search and life skills and increase connections in a caring and supportive environment. Each program will include classroom-based training of the 8 life and job skills modules, outfitting appointment, interview preparation sessions, mock interviews with trained volunteers and HR corporate partners, resume support and corporate career days. Participants experience improved self-confidence; social inclusion; a clearer understanding of their job search preferences and goals; and a greater knowledge of tangible steps needed to transition to further training and/or employment. Tailored WomanKind programs have also been designed and delivered for specific groups of women:

- Women Exiting Prison Program;
- Supporting Mature Aged Women;
- Women from a migrant and refugee background.

Fitted for Work and WomanKind prioritises economic justice for women and supports thousands of women in their quest for paid work, accessing opportunities which come from secure, fairly remunerated employment, and achieving adequate levels of income.

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Since 2005, Fitted for Work has supported over 28,000 women on their journey to work.

GET IN TOUCH:

amanda@fittedforwork.org

FREE TO LTD.

Free to Feed Employment Program

The purpose of Free To is to address underemployment and social isolation experienced by asylum seekers and people from refugee backgrounds by engaging them in meaningful hands-on (paid) employment. Free to Feed enhances the employability and social connectivity of new arrivals to Australia, i.e. people seeking asylum or from refugee backgrounds, who are passionate about food. By engaging the new arrivals in a range of innovative food-based social enterprises, free to feed equips them with skills, training, mentoring, career guidance, connections and hands-on (paid) work experience that underpin their future aspirations in the competitive Australian food industry.



The Free To Feed project has 4 core areas: training; career guidance; individualised mentoring and hands on (paid) work experience.

Our enterprises are:

- **The Free To Feed cooking school:** Beneficiaries teach attendees how to cook traditional dishes, which builds their confidence in speaking about, and presenting their food. Employment in our cooking school averages 16 hours of paid work per week per person. The cooking school runs an average of 5 classes in cafes, homes, schools and corporate workplaces across Melbourne as well as in the free to feed HQ in Thornbury per week.
- **Spice trade:** Free To Feed produces and manufactures its own in-house spice range for use within the cooking school, and for purchase at classes and in select boutiques/health food stores across Melbourne. Our beneficiaries are taught how to design, manufacture and package spices from their home countries. Employment in the spice trade enterprise is exclusively for female participants because of the flexible work arrangements it offers, and, importantly, it is accessible to beneficiaries with a low level of English.
- **Take-home meals production:** After over a year of operation of the cooking school, we have generated a significant following and interest in the cuisines that we offer. For busy families and professionals that may not have the luxury of time to attend a cooking class, take home meals (prepared in our fully accredited commercial kitchen in Thornbury) will represent a fantastic way for them to enjoy the dishes that we have become known for through the cooking school. Once again, employment in takehome meals will be open to beneficiaries with a low level of English.
- **Events:** Free To Feed organises regular events to engage community, promote multiculturalism and diversity and to showcase the culinary talents of the Free to Feed chefs.



Free To enhances the employability and social connectivity of new arrivals to Australia

GET IN TOUCH:

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INNER NORTHERN LOCAL LEARNING AND EMPLOYMENT NETWORK

Jobs for Youth Campaign 2018-2019

Inner Northern Local Learning and Employment Network (INLLEN) is acting as the backbone organisation for Inner Northern Youth Employment Taskforce (INLET) and the implementation of the Jobs for Youth Campaign 2018-2019.

The INLLEN is an independent not for profit organisation that works with all schools in the City of Darebin, Moreland and Yarra to broker partnerships with businesses, community organisations and other education and training providers to improve education, training and employment outcomes for young people 10-19 years of age.

Established in 2001, the INLLEN is governed by a Committee of Management which comprised of a range of people representing industry, government, education, training providers and the local community who together provide strategic direction for the INLLEN. The INLLEN plays a strategic role in the region and has developed a broad range of partnership initiatives to support young people to attain improved education, training and employment outcomes.

The Inner Northern Jobs for Youth Campaign is a coordinated, collaborative, co-designed effort to connect young people to the local resources that can help them address personal barriers and obstacles to gain employment. The campaign will mobilise local resources and make a practical response to this critical issue.

To improve employment outcomes for young people the campaign has a highly structured and persistent collaborative effort working on a common agenda. It also requires shared measurement processes and organisational support in order for the campaign goals to be fully realized. The Jobs for Youth Campaign 2018 is based on the recommendations made in the INLET Connect Report 2018 and will work on the following four key elements.

1. Building the skills and attitudes of young people.
2. Build the capacity of local business to support young people.
3. Build stronger connections between business, schools, education providers and community agencies.
4. Increase access and opportunities to employment.

The INLLEN plays a strategic role in the region and has developed a broad range of partnership initiatives to support young people to attain improved education, training and employment outcomes.

GET IN TOUCH:

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ISLAMIC MUSEUM OF VICTORIA

Australian Muslim Artist Internship

The Islamic Museum of Australia (IMA) is a cultural institution that strives to bring the beauty and integrity of Islam to the Australian community. IMA continues a story of Muslim identity by highlighting Islam's traditional integrity, alongside the aesthetic and heritage diversity, and academic fervour of its followers. IMA's mission is to create a culture of awareness and understanding through innovative environments, programs and tools that help people nurture their curiosity about Islam and build bridges of understanding between cultures. Since our inception in 2010, IMA has provided the community with educational and cross-cultural experiences. Events hosted include community evenings, morning teas, art workshops, symposiums, guest lectures, dinners as well as collaborations with other community organisations.



The Australian Muslim Artist Internship will host one intern per year to have the opportunity to participate in a full mentored program where they will gain exposure in medium to large scale arts project management within the curatorial, public programs and community engagement departments based at the Islamic Museum of Australia.

The program seeks to address the marginalisation and difficulty that Muslim Artists face in finding employment, work experience and opportunities to develop their skills in the arts, cultural and museums sector. Guided by the culturally and linguistically diverse (CALD), Muslim and industry professionals that will oversee the project, interns will have hands-on experience in developing, managing, planning and executing programs to engage the broader Muslim community within the arts sector. They will complete a major individual project aligned with their own interests as a Muslim, migrant or CALD artist and give their work increased visibility.

This program is highly innovative insofar that it addresses the specific needs of Muslim artists that are often overlooked, or sidelined for work experience, internships and industry placements within mainstream arts organisations due to competition.

Conversely, this experience will provide interns with a grounding in providing innovative arts programs specifically for Muslim and migrant communities in Australia's first and only Islamic museum.



IMA's mission is to create a culture of awareness and understanding through innovative environments, programs and tools that help people nurture their curiosity about Islam and build bridges of understanding across cultures.

GET IN TOUCH:

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JESUIT SOCIAL SERVICES TRADING AS JESUIT COMMUNITY COLLEGE

Hammertime 2

Established in 1977, Jesuit Social Services (JSS) is a social change organisation that works to build a just society where all people can live to their full potential. A key strategic priority is “removing the barriers that keep marginalised peoples from meaningful participation in the community” (Strategic Plan 2014-2017), leading us to work with people to assist them onto a pathway of social inclusion.

JSS provides practical programs and advocacy across four main areas:

- justice and crime prevention
- mental health and wellbeing
- settlement and community building
- education, training and employment.

The organisation’s advocacy, research and social policy work draws on our experience in engaging with disadvantaged people, families and communities.



Leveraging off achievements and successes of Marist Youth Centre’s Hammertime Women’s Network (HWN), the purpose of Hammertime2 (H2) is to provide women with:

- safe and inclusive space to deliver practical woodworking workshops to build their capacity to work in skilled, non-traditional trades in building/landscaping/related industries
- additional education, training and employment support via direct referral into Jesuit Community College (JCC) case managed education, training and employment pathway programs.

H2 will target women with interests/aspirations to enter non-traditional trades and with limited access to training, jobs and job searching supports. Using a place-based approach, H2 will be delivered at JCC Marist 180 Skills Centre where women have easy access to services/programs available at this location. Likewise, services can link into H2. Utilizing the existing workshop, H2 will create a workshop environment which is safe, accessible and respectful, thereby allowing an entry point for women who have traditionally been excluded from trade related activities and professions.

H2 embodies a strong sense of safety, connection and empowerment through developing women’s skills and knowledge, confidence, networks, social/professional supports



In partnership with the community, JSS work to change policies, practices, ideas and values that perpetuate inequality, prejudice and exclusion.

GET IN TOUCH:

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LIFE SAVING VICTORIA

CALD Youth Aquatic Employment Program

Life Saving Victoria (LSV) is the peak body for water safety in Victoria, serving the community in the successful delivery of industry leading programs in water safety, swimming and resuscitation. LSV have a vast network of 57 Clubs and approximately 30,685 volunteer members ensure all visitors to the state's patrolled coastal and inland waterways are provided with a safe and enjoyable aquatic experience. Their organisation works with members, communities, educational institutions, governments, and other organisations in the provision of best practice education, surveillance and rescue, training, and risk management services. The core business activities are managed by over 56 full time staff which include lifesaving services, surveillance and rescue, education and training, aquatic risk management services, media and communications and research and evaluation. LSV work in partnership with local communities, education institutions, government agencies and other like organisations in the provision of our services.

The Culturally and Linguistically Diverse (CALD) Youth Aquatic Employment Program aims to remove the 'barriers to participation' and improve the overall physical, mental and social well-being of CALD communities by building local capacity through social inclusion and provision of employment pathways. This project targets male and female CALD youth aged 16-25yrs with specific focus on refugees and new arrivals residing the City of Darebin, Moreland City Council and City of Yarra.

LSV, in partnership with the YMCA and local LGAs, commenced a pilot in 2016 aimed at engaging youth from CALD communities in City of Yarra, Moreland City Council and the City of Darebin in targeted, culturally sensitive water safety education and skills based learning to connect them to the community, improve their current reputation (perceived or real) with the public and provide employment pathways and opportunities within the aquatics industry or emergency services.

The project is now in its 3rd year and to date has delivered aquatic education and training to over 1,800 CALD youth in the region. Since inception, the program has proven to be extremely popular with CALD youth and is well supported by our CALD partner agencies. The continuation of the project seeks to extend the program for a fourth and fifth year to ensure the ongoing benefits of the program continue to impact the CALD community through mentoring, stability of outcomes and momentum to engage in the community that comes with observed positive behaviour and employment opportunities for our participants.

Participants, existing and new, will undergo targeted aquatics skills training. Those that achieve the requisite awards will have skills, knowledge and qualifications to take back to their communities and obtain gainful employment. To date, the program has placed 24 CALD youth in paid positions within the aquatics industry.

LSV mission is to prevent aquatic related death and injury across Victoria. CALD Youth Aquatic Employment Program provides culturally sensitive water safety education and life saving skills and employment pathways.

GET IN TOUCH:

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MISSION AUSTRALIA

Charcoal Lane Certificate II Training Program

Mission Australia has been delivering community services to people requiring support for over 155 years. Their experience in creating evidence based programs that align with our strategic goal of reducing homelessness/strengthening communities, by responding to the changing needs of the community, is clearly reflected by our achievements. Last year we helped 131,015 people with 452 programs/services. We accomplished this with 2,838 dedicated staff and 3,790 committed volunteers.



Charcoal Lane Certificate II training program runs over six months. It is part of the Charcole Lane social enterprise restaurant and is a support space for Aboriginal and Torres Strait Islander young people that exists to address their labour force exclusion. The program reflects the commitment to the Government's 'Closing the Gap' agenda; to work together to improve the lives of Aboriginal and Torres Strait Islander peoples.

Charcole Lane's training program's goal is to progress approximately 25-30 students aged 16-25 in employability within the commercial restaurant through a cultural connection to native food and students' own self-determination so that over time the students can make, and maintain, a successful transition into the open employment market. The course will include a five week Life Admin program which aims to equip students with basic life skills/knowledge and introduce them to real life expectations in the workplace. The students attend the Life Admin program one per week over their six month training. Charcoal Lane hospitality training is delivered in partnership with industry, training providers and the Victorian Aboriginal Health Service (VAHS).

The program provides national accredited training in hospitality and employment, and personal resources for disadvantaged Indigenous people. The cultural workshops, peer group support and wrap-around services address the participants various barriers to employment. Case management helps put in place sustainable strategies for life after Charcoal Lane.



The program reflects their commitment to the Government's 'Closing the Gap' agenda; to work together to improve the lives of Aboriginal and Torres Strait Islander peoples.

GET IN TOUCH:

witemor
[@missionaustralia.com.au](https://twitter.com/missionaustralia)

ONEMDA ASSOCIATION INC

Steps to Employment Project

Onemda was established in 1969 and is managed by a voluntary board comprised of parents, business and community representatives. The organisation's purpose is to enrich the lives of people with a disability through the design and delivery of progressive, responsive and collaborative services. The organisation consists of 84 paid employees, including administration roles and disability support instructors, and approximately 5 volunteers. Onemda is known for implementing a project previously with the 'Ready for Work' (RFW) program based in Templestowe which began operation in 2015. All participants involved in the RFW program have gone on to transition into either open employment, voluntary work or further education. The RFW program was a foundation level pre-accredited program focusing on basic employment skills.

Onemda's new program, Steps to Employment Project (STEP) is a new model which takes the previously used RFW project model to the next level. Unlike the RFW program previously implemented the STEP program will require learners to work their way through a series of intense learning modules, focusing on employability skills.

The STEP program will focus on young people with disabilities (PWD) and engaging them in an intense employment program specifically within the Moreland community and surrounds, where there a strong need has been identified. STEP will provide a tailored training program that builds the employability skills, capabilities and confidence of PWD in preparation for work experience and employment. Additionally, the program will provide critical opportunities for practical work placements within their local community to consolidate the skills developed in the classroom setting.

Participants of STEP will have the opportunity to pursue employment and have ongoing support with a Disability Employment Service Consultant after completion of the program. The program will accommodate approximately 6-10 participants aged 18-35 across all genders. The program model considers the pressing present and future needs of young school leavers with disabilities. Through a successful pilot project with tangible outcomes, supported by start up funding, it is expected that STEP will then continue ongoing by offering individuals fee for service payments or included this as part of their NDIS support packages.

Onemda is a non-profit organisation established 1969 focused on learning and therapeutic development for people with a disability.

GET IN TOUCH:

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OPERATION NEWSTART NORTHERN

Re-engage for Future Pathways

Operation Newstart is a community organisation that has a full time coordinator and a youth worker (3 days) to offer the outdoor adventure and life skills program. The programs aims and purpose are as follows:

- To facilitate young people to make positive choices in their life and set realistic goals.
- To provide learning opportunities in a challenging environment.
- To promote individual achievement and the development of self-confidence.
- To practice and develop social and physical skills in a safe and supportive environment.
- To provide opportunities to return to mainstream schooling, TAFE, apprenticeships or general employment.

The program serves the Northern Metropolitan area but rotate in local government areas to focus on local services that can provide meaningful and relevant experiences and/or continue to assist the young person post program. The program has been successfully run in Nillumbik, Banyule, Hume and Yarra/ Darebin over the last 3 years and continues to deliver great outcomes in school and community engagement as well as vocational orientation. By running local programs in the LGA areas, the program can link the young people in to mental health, youth agencies and TAFE settings through the various visits and workshops.

Re-engage for Future Pathways is an early intervention program that works with at risk young people in the Inner North to promote future pathways back at school or into further education and employment.

The program uses a therapeutic outdoor and life skills program to enhance the lives of young people who are experiencing difficulties in school and/or at home due to economic disadvantage or other environmental circumstances. The program partners with the local Youth services and organisations such as Headspace, Youth Support Service, Melbourne Polytechnic and Kangan Batman TAFE to promote community agency connection and awareness.

Through the use of challenging and unique experiences in natural spaces, the program allows growth in self-concept, mutual respect and communication. This provides a platform from which the young person creates a different storyline that reflects a new level of self-belief and achievement which directly impacts their future pathways in education and employment.

The Re-engage for Future Pathways program works to connect opportunities to young people so they can set realistic goals both at school and for future vocational aspirations.

GET IN TOUCH:

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OUTER URBAN PROJECTS

Associate Artists Residency Program

Outer Urban Projects (OUP) is a bold not for profit performing arts organisation that collaborates with young people and their communities in Melbourne's culturally diverse, artistically hungry, 'hardcore' suburbs north of the Bell Street border. OUP aims to create new forms of contemporary performance imagined from the life experiences of young artists from the outer northern suburbs – a part of Melbourne that although not at the epicentre of mainstream cultural life, possesses great artistic wealth and community energy. OUP gives a voice to the unexpressed aspirations and creative potential of ghettoised, culturally diverse young people whose origins span five continents. The company provides interlinked pathways for participants and emerging young artists to build their confidence, conceptual prowess, artistic skill and vocabulary and engage with the performing arts in a meaningful way and long term way.



The Associate Artists Residency Program will identify a minimum of 10 talented culturally diverse young performing artists seeking to advance their performing arts practice (i.e. contemporary dance, singing/songwriting, dramatic writing, and acting).

The key objective of this Program is to sharpen these artists' conceptual and collaborative capacity, to expand their repertoire in their chosen genres, afford them a showcasing of their original work and pitch their works for market placement, i.e. fringe and mainstream festivals, live music venues, live art festivals and touring opportunities. The Program will also provide these young artists with skills across grant writing, marketing, industry networking and media calls to encourage their careers as independent performance makers and independent working artists.

The Associate Artists Residency Program, driven and managed by leadership team of Artistic Director Irine Vela and Executive Producer Kate Gillick will pair each young artist with established industry artists/mentors. Each young artist will be required to submit a concept-based expression of interest that will form the basis of their residency and the original work they are making. See attached biographies of just some of the young artists that will be invited to submit an expression of interest for this Associate Artists Residency Program.



Outer Urban Projects is the marriage between a community starved of a creative voice and an organisation committed to providing one.

GET IN TOUCH:

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ROTARY CLUB OF RICHMOND NEXT STEP

Next Step Program

Rotary Club of Richmond is an International organization of volunteers, operating in all countries of the world, subdivided into regions, districts, clusters, clubs and focus areas. Each club is self-funded and identifies projects within its geographic location. The Rotary Next Step Trust was established in 2009 after they had completed the first two years designing and implementing the Next Step Program.



Each year at the commencement of first term, 30 young people who have entered Year 10 are nominated by Collingwood College and Fitzroy High School to participate in the 'Next Step' program. They have been selected because they are significantly disadvantaged as a consequence of their circumstances. Many of them have either fled another country, or are experiencing disadvantage within Australia. Most live in an environment (with or without a family) that does not provide advice and guidance for their future career.

The program's role is to develop a trusting relationship, and provide support and guidance through Years 10, 11 and 12. The aim is to help them gain insight into their strengths and, through work experience, develop a career focus so they can achieve their goals.

This program is needed because the schools lack the resources to provide an individual focus, helping each student to discover, understand and develop their competencies, choose a career goal and achieve it. Rotary Club of Richmond have long term, strong relationships with local partners including Try Mentoring, and we have achieved a 70% success rate for the past 10 years.

The project has no overhead costs, the only costs incurred are related to the employment of a Youth Case Manager, communications and some minor administrative costs.



Rotary's Next Step program helps requiring support young people to develop a trusting relationship with volunteers, who provide support and guidance through Years 10, 11 and 12.

GET IN TOUCH:

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SCARF COMMUNITY ORGANISATION

Scarf Tasting Plates in the Inner North

Scarf was founded in 2010 to provide opportunities to young people seeking asylum and those from refugee and migrant backgrounds who face significant, complex barriers to employment. People from refugee and migrant backgrounds, and people seeking asylum, face complex barriers to employment in Australia. These can include: a lack of local work experience, discrimination, lack of social and professional networks, low confidence and self-esteem, mental health issues due to trauma and resettlement, and lack of labour market knowledge. Humanitarian migrants experience unemployment rates of up to 43% (the National average is 5.8%). Scarf partner with Melbourne's best hospitality venues to run hands-on training and mentoring programs which include paid work experience.



The project is to run two Tasting Plate programs in the Inner North, in 2019 and 2020. Each "Tasting Plate" program will provide 16 young people (18-30yo) seeking asylum and from refugee/migrant backgrounds with employment confidence, conversational skills, resume building, interview skills and hands-on hospitality industry skills.

The project will also build capacity of other local hospitality businesses by exploring the challenges, benefits and supports needed to successfully employ young people seeking asylum or from refugee/migrant backgrounds. The purpose of this project is to work directly with between 32-40 individuals who have faced barriers to employment to increase their job readiness, and their connectedness to local businesses and community.

The project also has broader aims to influence the local hospitality industry in the Inner North to create fairer and more inclusive hiring practices for all young people, no matter their background or level of experience.



Scarf participants grow their skills, knowledge, confidence and networks – all key to increasing employability.

GET IN TOUCH:

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SISTERWORKS

Five Years, Five Stars, Five Basis Skill Programs

SisterWorks works specifically with mothers and home-carers, who are migrant and refugee long term unemployed because they are unfamiliar with Western culture, socially isolated, illiterate in their first language, and have little-to-no work experience. They need a specialised approach to overcome their challenges and movement into work. What makes SisterWorks unique is that we provide the initial support on their work and/or entrepreneurial journeys. SisterWorks has been serving its Entrepreneurs through “learning by doing” training in three areas: craft, business and social networking.



SisterWorks 2020 strategic goal is to support the pathways of 200 women to move into employment and entrepreneurship in their Workplace and Learning Centre (“Home”) in Richmond. After nearly 5 years they have proved that the SisterWorks Model works to support the most vulnerable migrant women to move into work by developing their entrepreneurial skills.

SisterWorks has supported 171 migrant women, and are currently working in Richmond with 88 of them. The new program will support more women into employment. SisterWorks aims to do this by supporting unskilled migrant women facing family and social challenges or crises, to accelerate their involvement and support their economic empowerment.

Target: 100 migrant and refugee women living around City of Yarra.



SisterWorks is a social enterprise that supports women with asylum seeker and refugee backgrounds (‘our entrepreneurs’) to gain independence.

GET IN TOUCH:

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SUSTAIN

Upskilling and supporting migrant women in food entrepreneurship to support self-employment and employment outcomes

Sustain is a not-for-profit organization that works alongside multiple stakeholders to be a national voice and coordinating entity supporting the transition to a healthy, sustainable and fair food system. Sustain has a team of 10 part-time staff and consultants. Sustain is led by an experienced 8-member board providing advice on governance and direction, and managing organizational risk through financial reporting and strategic planning.

The 'Upskilling and supporting migrant women in food entrepreneurship to support self-employment and employment outcomes' (the project) will provide a pathway to business development and employment within food-based businesses for migrant women facing barriers to securing mainstream employment. One proven pathway to employment for this target group has been the development and delivery of a 10-week program in food-based business development, delivered by Melbourne Farmers Market (MFM) in partnership with Fitzroy Learning Network and Cultivating Community. Similarly the business development and accelerator program operated by Global Sisters (GS) has helped dozens of women from disadvantaged backgrounds address barriers to employment and self-employment. Sustain will work with MFM and GS to develop a bespoke training packaging for groups of migrant women looking to develop their own food-based businesses. The program will include:

- Web and social media food business marketing skills.
- How to access and obtain an ABN and other relevant business permits.
- Discounted access to stalls at a variety of Melbourne Farmers Markets
- Discounted access to a planned ACFH commercial kitchen.
- Food safety training and certification.

Sustain will consolidate the learnings from this program, combined with the earlier Fitzroy pilot program and translate findings into a resources toolkit that it will make freely available to other inner north based LGAs and organisations.



Sustain's project will provide a pathway to business development and employment within food-based businesses for migrant women facing barriers to securing mainstream employment.

GET IN TOUCH:

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WHITELION YOUTH AGENCY

Practical Pathways

Whitelion, a national not for profit organisation was established in 1999 to provide transition services to young people (YP) exiting the justice system. Today, Whitelion exists to give YP the pride, courage and opportunities to change their lives, aiming to increase social connection and inclusion in local communities, building meaningful relationships and creating opportunities that enable highly vulnerable YP to reach their full potential. Whitelion has 19 years' experience finding jobs for at risk YP with proven experience working with the complex vulnerabilities of at-risk Indigenous youth (with a focus on those in the Justice System) and understand the overlap and relationship between their involvement in correction systems, out-of-home care, homelessness/poverty and unemployment.

The purpose of Practical Pathways program is to further support Indigenous YP (15-24) to address barriers; helping them into education, pre-employment and becoming job-ready through practical brokerage support. Twenty Young people who have been identified as having barriers to education or employment opportunities will receive support and directly benefit from being involved in Practical Pathways. Practical Pathways will support YP through the pre-employment phase, enhancing their likelihood for work readiness through the provision of flexible brokerage for items such as;

- industry specific certificates (Responsible Service of Alcohol, Food Handling or Barista),
- driving tests and associated costs,
- incidentals related to commencing work: myki, phone credit, lunch
- uniforms and industry specific clothing,
- community activities – knowing that these increase personal skills, confidence and self-worth.

YP will be linked with a key worker in either our Deadly Lions Program or White Lion's Indigenous Employment Program dependent on their needs and work readiness.

Practical Pathways will support young people through the pre-employment phase, enhancing their likelihood for work readiness.

GET IN TOUCH:

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YOUTH PROJECTS

Ready, Set, Job

Youth Projects Ltd, founded in 1984, is an independent, not-for-profit agency that provides health, outreach, employment, education and training services to individuals experiencing disadvantage including unemployment, homelessness mental health challenges and alcohol and other drug dependency. Youth Projects promotes inclusion, builds resilience and creates opportunities through providing person-centred, holistic and wrap around services. Youth Projects is a collaborative, interdisciplinary, innovative, multi-service agency with more than 90 staff with significant expertise in working for and with marginalised community members with complex needs. Youth Projects established Melbourne's north-western suburbs first Drug and Alcohol Counselling, Assessment and Referral Unit in 1985, the CBD's world renowned Living Room in 2003 and has been a Registered Training Organisation (RTO) since 2005.

.....

The purpose of Ready, Set, Job project is to provide opportunities for at-risk young people, with a focus on young people enduring mental illness and young people with an intellectual disability. Ready Set Job has been designed to engage young people into a purposeful program which educates young people about skill shortages, work opportunities, vocational training and improves work readiness.

Youth Projects has harnessed its experience and expertise of previous projects, and in consultation with local young people, have developed this project to provide improved access to services without restrictive eligibility or barriers to engagement (which is commonly experienced across similar programs). Young people have co-created this program by evaluating previous sessions delivered and providing feedback on what they need to improve their job prospects.

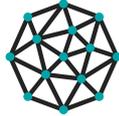
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Youth Project's broad range of services enables a holistic approach to tackling disadvantage, unemployment, homelessness, mental health and alcohol and other drug issues.

GET IN TOUCH:

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STRATEGIC DIRECTIONS 2016-19



PROSPEROUS • CONNECTED • COHESIVE



Increase economic participation & prosperity

- Fund projects that remove the barriers faced by vulnerable people on their pathway to employment
- Explore ways that philanthropy strengthens local economies



Grow philanthropy

- Ensure philanthropy involves everyone
- Demonstrate the benefits of giving on all levels
- Establish a legacy in perpetuity as our corpus grows



Expand community leadership

- Invest in the skills and capacity of local people to respond to local challenges and opportunities
- Build partnerships with people and organisations to amplify reach and relevance



Strengthen governance & organisational capacity

- Operate as a safe pair of hands and strong organisation to serve the region



GIVE WITH US

Our model of community investment would not be possible without the vision and ongoing support of IntoWork Australia, who initiated the Foundation with a pledge of \$5 million over 10 years as well as covering all operating costs. This model was adopted to allow local philanthropic donations to be pooled to respond to emerging challenges as traditional employment pathways disappear along with industry restructure and significant demographic changes, and ensured that the corporate success of IntoWork could be translated into a perpetual social, economic and financial contribution to the community.

The Foundation's work has been extended with other long term partners who have contributed to the region through the Foundation; Portland House Foundation, the Clifton Hill/North Fitzroy Community Branch of the Bendigo Bank, Australian Communities Foundation and MP Consulting. There is a growing momentum of partnership with donors of all levels of wealth, with 16 sub-funds giving people and businesses a deeper sense of their own legacy in the region.

Over 200 people and organisations have given through the Foundation in the last 9 years – both small and large amounts – that have been carefully managed, targeted and monitored. Get involved and:



CREATE A LEGACY FOR FAMILIES AND COMMUNITIES IN THE INNER NORTH

A growing number of individuals, families and organisations have established a sub-fund that reflects their sustained commitment to the Inner North, and express their priorities as a donor.



INCREASE THE REACH OF EXISTING PROGRAMS BY WORKING TOGETHER

Many organisations have built partnerships by working with us, advancing vitality and prosperity in our region. People with more modest amounts of money are also giving through regular workplace donations, gifts in wills, transfer of assets prompted by wind-up clauses and generally joining in the fun with fundraising events.



SHARE OUR EXPERTISE

The Foundation can point donors to opportunities to invest in our region, provide links to partnerships and programs, and help bring money to life through place-based philanthropy.



VOLUNTEER WITH US

We have a talented and committed team of volunteers willing to give time and talent, sharing networks, raising money and welcoming involvement as part of our growing Foundation community.



EVERY DOLLAR BENEFITS OUR REGION

IntoWork Australia is our founder, and covers all operating costs and overheads. This means all money donated for the region can go to the communities, families and individuals we are here to support.

Our donors reflect the diversity of our community. They contribute for different reasons, but are connected by a sense of the importance of place-based giving and philanthropy.

2018 Pathways to Employment Grant Program proudly supported by Australian Communities Foundation, IntoWork Australia and Portland House Foundation.



**INNER NORTH
COMMUNITY
FOUNDATION**

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