

# WISE Employment Straight For Work

*Mentoring People towards Opportunity and Empowerment*



## *“POWERFUL PARTNERSHIPS FOR OFFENDER SUPPORT INTEGRATION”*

*The Reintegration Puzzle –  
Multiple Disadvantage and the Revolving Door*



NATIONAL COMMUNITY  
**CRIME PREVENTION**  
PROGRAMME

# WISE Employment Straight For Work

*Mentoring People towards Opportunity and Empowerment*



## **“Presentation Content”**

- ❑ *Wise Employment “Who we are”*
- ❑ *Straight For Work Community Program*
  - ❑ *Our Partners CDTCC and Dillwynia*
- ❑ *How the program developed & the relationship within the Correctional system.*
  - ❑ *S4W and our Volunteer Mentors/ Training*
    - ❑ *Ex-Offender transitional support needs*
- ❑ *Deakin University Research and Outcomes*



***The Reintegration Puzzle –  
Multiple Disadvantage and the Revolving Door***



# WISE Overview



## Who is WISE

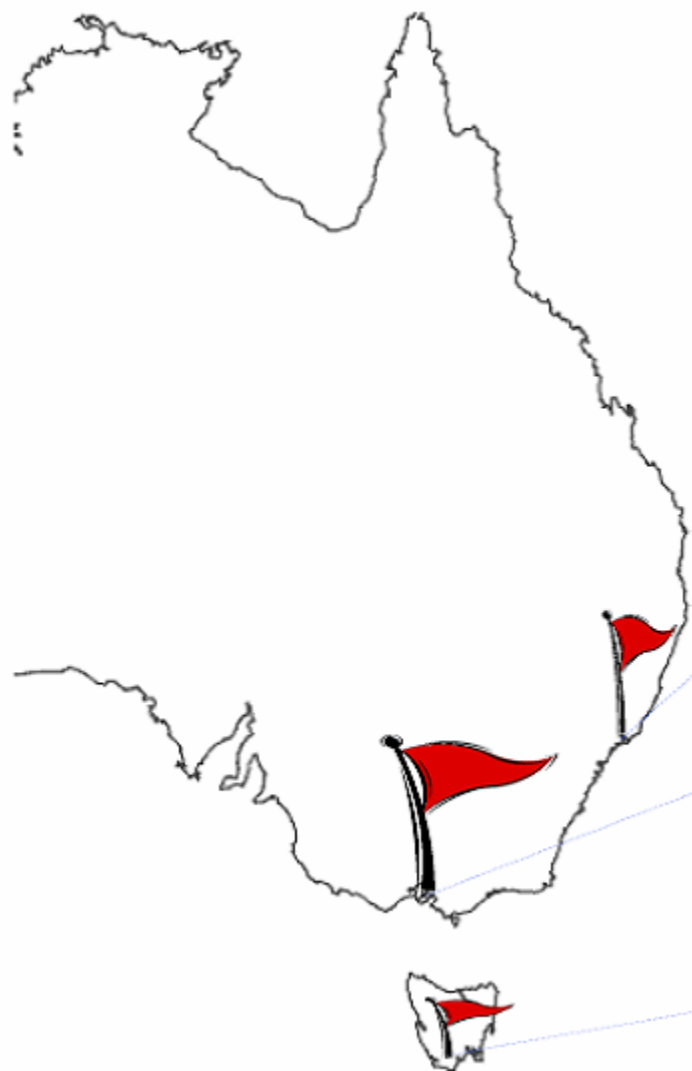
WISE Employment began operating in 1992. We are a not for profit community based organization. Our belief is that on all levels, the economic contribution and social participation of empowered individuals enriches our community. Our every endeavour is guided by a clear vision; “*Enriching the community through employment*”

**Across 30 sites located in Victoria, New South Wales and Tasmania  
WISE delivers:**

- **Learning & Development Services’ (LDS).**
- **Disability \Employment Network Services (DENS).**
- **Personal Support Programme (Vic, Tasmania)**
- **(Bridging The Gap, MIW ceased), Straight 4 Work, PHaMs Program, Asylum Seekers Resource Centre.**
- **Clean Force Social Enterprise & ELS Labour Hire**
- **Vocational & Psychological Counselling**



## Office Locations



### WISE New South Wales

LIVERPOOL  
MT DRUITT  
PARRAMATTA  
PENRITH

### WISE Victoria

BROADMEADOWS  
CLEANFORCE  
CRANBOURNE  
DANDENONG  
FLEMINGTON  
FRANKSTON  
NEWPORT  
NEWPORT MSN ST  
NORTH MELBOURNE  
NORTHCOTE  
PRAHRAN  
RICHMOND  
ST ALBANS  
WERRIBEE  
WEST MELBOURNE

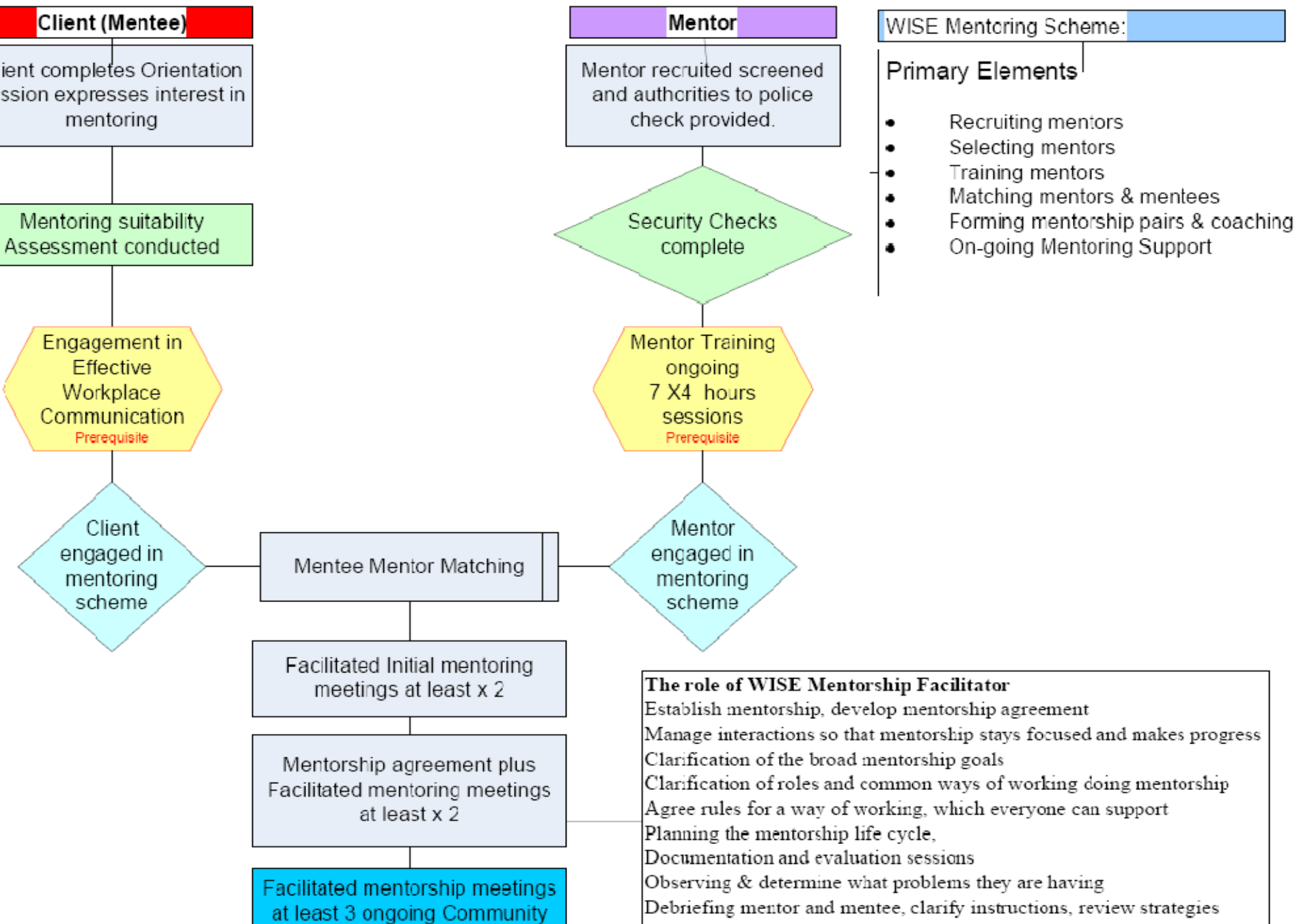
### WISE Tasmania

DEVONPORT  
EQUITY LABOUR  
SERVICES  
HOBART  
LAUNCESTON  
ULVERSTONE

## Primary Process – in Partnership with Dillwynia and CDTCC.

- Select and Recruiting Mentors
- Training Mentors (35 hours)
- Referrals & Assessment of Mentoree's to Program
- Training Mentoree's in the Correctional Facility
- Matching Mentors and Mentoree's
- Forming Mentorship pairs and coaching
- On-going Mentoring Relation and Support

# Flow through Model WISE Make It Work Mentoring Scheme

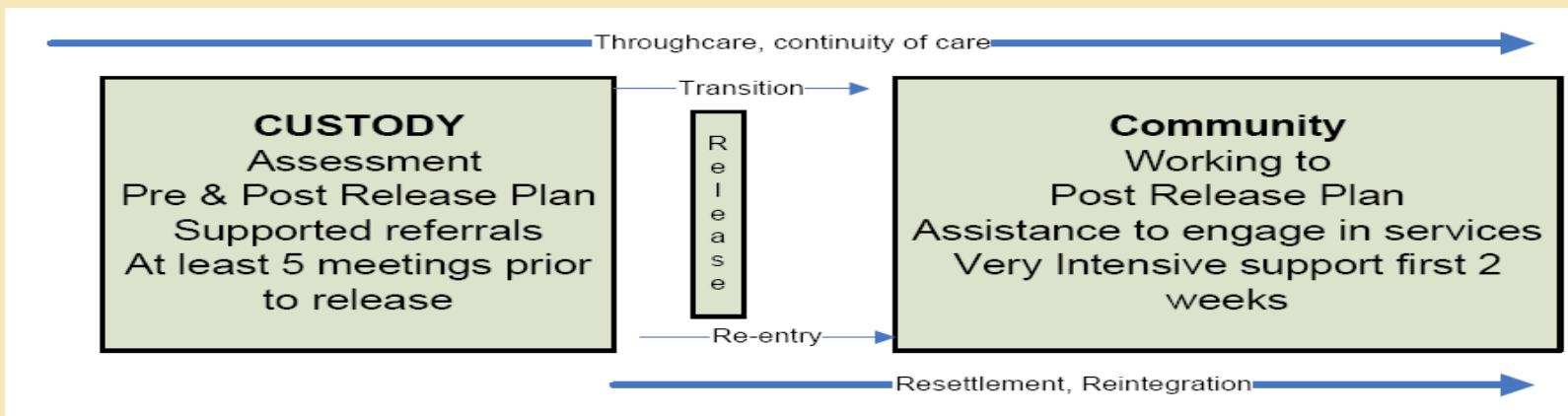


## Engage preferably 12 weeks before release

Conduct thorough assessment

Prepare and complete structured pre-release plan, focussing on short, medium and long-term goals following release in relation to, but not inclusive of:

- Drug and Alcohol issues & Accommodation
- Transport & Essential Services – ie, CentreLink
- Medical and Health & Relationships and family
- Finances & Social activities



# Mentoree's **TRAINING** Advanced Employability and Life Skills

The labour market and you – 'Keeping up with the Market'	7.5 hours
Marketing yourself to employers, Self Esteem and Goals	7.5 hours
Effective communication in life and the workplace	10 hours
Job retention strategies and coping with Change	8 hours
Life Skills, Goals and Motivation	7 hours
Self Esteem/Coping with Change	5 hours
Job seeking and maintaining employment	5 hours
<b>TOTAL</b>	<b>50 hours</b>



# Dillwynia and CDTCC

## In-mate/ Client

### Characteristics

- Poor Mental and Physical health
- Destructive Social relationships
- Fractured employment histories
- Limited education.
- History of criminal behaviours.
- Drug & Alcohol Dependence.
- Anger Issues.
- Underdeveloped Communication skills.
- Marginal coping skills
- High proportion drug abuse issues
- High proportion recidivism



NATIONAL COMMUNITY  
**CRIME PREVENTION**  
PROGRAMME

## Overview:

**Committed members of the community are trained as volunteer mentors (25+) and paired with adult ex-offenders.**

Ex-offenders are supported to build their personal, social and professional skills and develop pathways to use these skills in the wider community.

Mentorship provides a context in which to better support the social interaction and assist participants to:

- ***Overcome barriers***
- ***Enhance their personal and professional growth***
- ***Increase employment opportunities***
- ***Improve job search networks***
- ***Achieve employment goals***
- ***Increase self-esteem and a sense of belonging***

# The Mentorship:

## Outcomes

- Reduced Offending
- Reduced drug use
- Increased vocational participation
- Increased self esteem and confidence
- Increased socialisation
- Improved life skills
- Improved health
- Improved family relationships

## Support

- Supervised meetings
- Regular contact with Mentor and Support Staff
- Support available pre and post meetings
- Feedback/ contact and referral process
- Ongoing Education eg: Senior First Aid.
- Counselling Service
- Social Mentor activity days

# S4W Success in 2007 - 2008

*12 months of volunteer Wise - training Delivered in Dillwynia and 6 months of training delivery in CDTCC from 2005 to 2006, built rapport and developed partnerships.... Identifying the gaps in community transition.*

- ❑ 32 Mentors recruited June 2007 – June 2008
- ❑ 18 Mentors Successfully Matched
- ❑ 35 hours x 4 Groups Mentor Training.
- ❑ 2 x 50 hour training in Dillwynia Delivered
- ❑ 2 x 50 hours training in CDTCC Delivered
- ❑ Built Strong Relations in the Community Networks and now working proactively and efficient together.
- ❑ 74% Successful Employment Placement through Wise Employment Disability Employment Network.



# S4W Success in 2007 - 2008

Launch and Celebration “Straight For Work”



- **Quote from one of our mentorees in the Straight for Work program that exemplifies the importance of mentoring.**

I was offered the opportunity to participate in the straight for work program. The program consisted of me being matched to a mentor and undertaking some classes to assess my hopes dreams and goals upon release from Dillwynia. Since my release I have been astounded at the progress I have been able to make (stuff that once I would never have thought possible) due to the fact that I now have support. My family lives overseas and this meant that 'getting out' was no small deal for me, sometimes I didn't even want to get out. With the help of both the Case Manager and my Mentor, I have enrolled in Sydney University, Cleared up outstanding debts, organized a resume, gathered references for my own place and most importantly I have had some one to talk to and mull things over with which gives me the confidence to make decisions in my life, I know that if problems arise I can always call both my Case Manager or Mentor. I feel that with each goal I achieve my recovery grows stronger and that straight for work program is my bridge to success. *Mentoree: Jade was released in February 2007.*

- **Mentors willing to pass on their knowledge and experience gain considerable benefits.**

**Quote from a one of our mentors.....**

“Having witnessed and experienced the changes within my Mentoree is truly a rewarding feeling that is really indescribable, incredible to say the least. Through the education and learning from joining the program has turned my personal life experiences into useful and helpful tools that help others. It's through us that they may make a difference, a conduit back to life, back to the community. I feel very lucky, privileged to have experienced this journey whereby not only do I feel I have made a difference but I have learnt so much about myself”

*Mentor: Garry, began mentoring client in October 2007 to current.*

# WISE Employment

---

straight4work



"Funded under the National Community  
Crime Prevention Programme."