



Breakaway Aboriginal Corporation

Pathway to Work



Community Controlled
Aboriginal Corporation
based in Bunbury

Registered with ORIC IN
2016

Work from three rental
properties: Bunbury CBD,
Old Picton Primary School
and more recently a farm in
Waterloo

Currently employ 14 mostly
part time staff

Vision & Mission

Vision is to be seen to be working as a community with caring, compassion, and connection to culture to create better lives for all

Mission is to provide prevention and recovery services in a culturally secure environment to people affected by drugs, alcohol, incarceration and other social issues



Governance

Expertise based Board of Directors

- Six Aboriginal Elders and community leaders
- Four non-Aboriginal Directors with expertise in AOD, mental health, education, research, business management and philanthropy

Aboriginal Advisory Committee

- Eight committee members from different family groups in Bunbury Geographe



Breakaway

for Self. Family. Country



Strategic Development

- 2016 – 2017
- Commenced pilot thoughcare project at Bunbury Regional Prison funded through SWDC
- Developed peer support mentoring capacity through grant funding from WAPHA



Strategic Development

•2018

•Commenced a youth AOD prevention project in partnership with PCYC & other organisations

•Commenced an intensive youth-at-risk project with partnership with SR TAFE, SW Police & SW Education

• Established a woodworking workshop at old Picton Primary school

•Conducted a pilot study of a pre-employment program, Pathway to Work



Strategic Development

- 2019

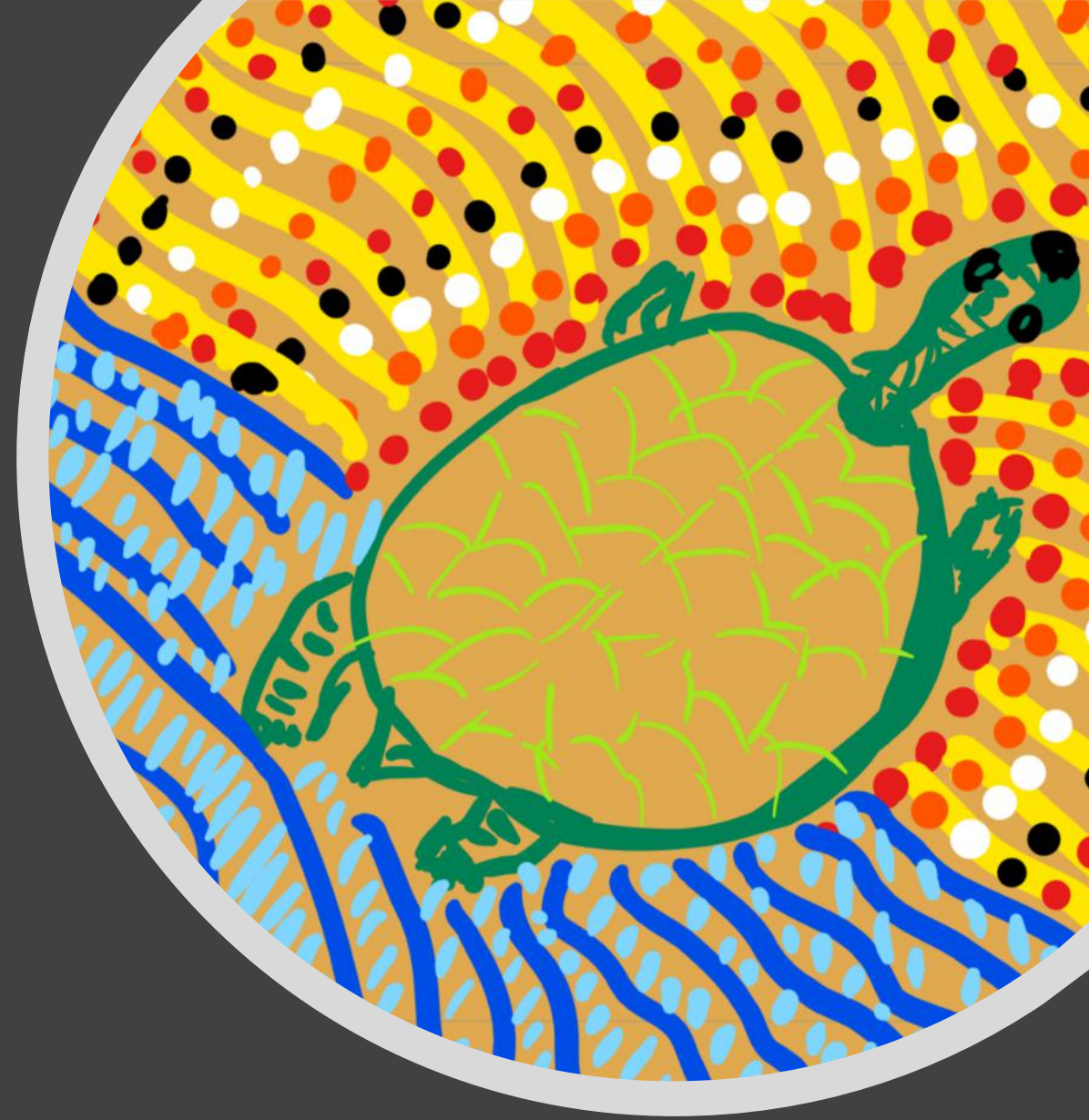
- Conducted a Work for the Dole Project aimed at repairing a cultural walk trail on a bush block near school site

- Constructed and sold the first item of furniture from the workshop

- Secured funding to conduct revegetation project at John Boyle O'Reilly Park

Future Development

- Continue to deliver prevention and recovery projects and services in response to community needs
- Strengthen our links with local industries so as to create employment opportunities for project participants and another income stream for the Corporation



PROGRAMS & SERVICES

YOUTH PROGRAMS

Friday Fun 4 Families

Ninety Degrees and Beyond

RECOVERY SERVICES

Reintegration and rehabilitation at BRP

Time to Work at BRP & Eastern

Goldfields



Presenting Issues

CRIME AND OR
DRUG RELATED
BEHAVIOR
LEADING TO
INCARCERATION

YOUTH - LOW
SCHOOL
ATTENDANCE

MENTAL HEALTH

EDUCATION
DISENGAGEMENT

ANTI-SOCIAL
BEHAVIOR

FAMILY
RELATIONSHIPS

PATHWAY TO WORK PROGRAM

- Pre-employment program for participants in Breakaway projects & services
- Core focus on Working on Country
- Three stages, each 3-6 months long
 - Stage 1 – Overcoming barriers to employment and undertaking Certificate II in Leadership, mental health resilience and Bilya Moorditjabiny courses
 - Stage 2 – Work experience or part-time employment in Breakaway projects or social enterprise initiatives
 - Stage 3 – Employment with supporting organisations or local businesses

OVERVIEW

The Pathway to Work program is a family, community and corporate approach to assisting individuals to overcome impediments to either furthering their education or securing and maintaining employment.

Our focus groups are:

- Disengaged or high risk youth who have had multiple contacts with police or the juvenile justice system
- Adults with long term welfare dependency
- Adults exiting the corrective services systems

Program Model

Our program's model is based on a peer support mentoring approach centering on Breakaways three core pillars.

- Caring for self
- Caring for family
- Caring for country

Our focus is on a holistic approach to lay the strongest foundations for all.

Entry into Pathway to Work



Three main streams:



Ninety Degree and Beyond Program



Rehabilitation and Employment Services at
Bunbury Regional Prison



Work for the Dole Group Activities



90 Degrees Overview



This program is designed to empower youth 14 - 18, who have a history of multiple police contact, Degrees is to reconnect turn disengag ed and high risk youth of their social behaviour back into an

Referral Process

- South West District Police – Community Policing
- Juvenile Justice
- South West Regional Schools
- Family Members
- Accordwest
- Employment Plus
- Bunbury Regional Prison
- Self Referrals





Weekly Schedule

- **Monday and Tuesdays**
- TAFE Delivered Programs
- **Wednesday**
- Bilya Moorditjabiny Program
- Cultural Learnings and Activities
- Happy when Fit
- **Thursday**
- Sports and Project Based Activities

Achievements to Date

63%
attendance
during first 6
months



79%
reduction in
criminal
offences



5 youth
transitioning
into Pathway
to Work



2 youth
obtained
employment



Prison Services Overview

- 10 week pre release life skills workshop series – Bilya Moorditjaby Training Services
- Family support conferences with mutual goal settings
- Post release Peer Support Mentoring
- Time to Work Employment Service

Achievements to Date

Over 100 participants engaged through contracted services



78 have completed the pre release life skills workshops



41 prisoners released



6 have returned back to prison (15% compared to WA average recidivism rate of over 40%)



Currently a two year waitlist



Pathway to Work

Stage 1

Establishing a trusting relationship with participants and family members

Improving self esteem and self confidence and enhancing mental health resilience

Through a Peer Support Mentoring approach working with individuals to identify their barriers to employment – AOD dependency, need for counselling or additional family support, licensing or court issues

Re-engagement into structured learning environments

Developing an individual's Pathway to Work Plan – assisting each and every person to identify their own chosen career pathway.

Core
elements of
stage 1 are:

- Active

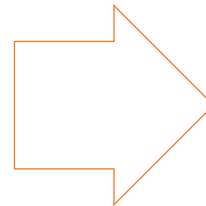
Stage 2

During the second 6 months of the program participants will have the opportunity to move forward with a Cert II or III in the relevant field.

Working in conjunction with Job Actives and SW Jobs and Skills Centre this stage focuses on improving their work readiness and preparing them with the expectations of a workplace.

Participants will now start to re-enter the workforce in various capacities in part time employment into Breakaways other programs and social enterprise.

An additional 4 participants of this stage will be offered a traineeship of 20 hours per week as members of the Breakaway Crew to work on projects that we secure through local government, forestry industries and Department of Biodiversity Conservation and Attractions - Parks and Wildlife Service



These are rolling positions and throughout this stage participants are then on their pathway to secure further employment with 6 months on the job mentoring

Stage 3

Breakaway has been actively seeking sponsorships from Local Government Agencies, local companies and organisations.



Sponsorships are in the form of dedicated positions to participants of the Pathway to Work program.



This will be a new chapter for many of our participants and their families.

Cert II in Leadership

- Organise and Complete Daily Work Activities
- Undertake Self Development
- Promote a Socially Diverse Environment
- Develop Leadership Skills
- Contribute to a Team Project
- Communicate Effectively
- Operate a Personal Computer
- Undertake Propagation Activity Seed Collection
- Carry out Natural Area Restoration



Bilya Moorditjabiny

- Self Empowerment
- Family Kinship
- Importance of Culture
- Aboriginal History
- Storytelling
- Positive Communication Skills
- Strengthening Relationships

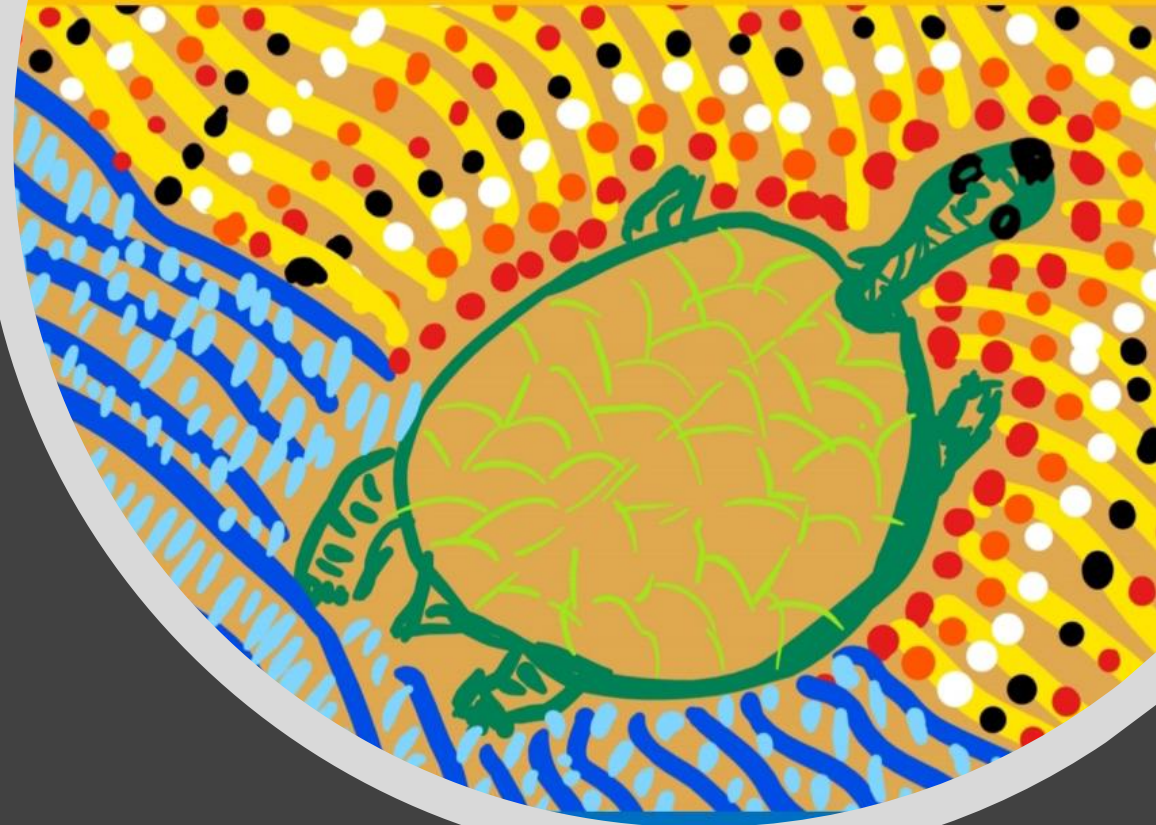


Mental Health Resilience Workshops

With focus on:

- Exploring the mental health journey
- Providing participants with an understanding mental health resilience
- Provide participants with an understanding that cultural factors are a key to improving mental health resilience
- Increase participants resilience to mental health stressors
- Develop participants skills in applying mental health strategies that build resilience

Breakaway Mental Health Resilience Workshop



Cultural Activities

- Digeridoo Making
- Tapping Sticks
- Boomerangs
- Painting and Arts
- Traditional Cooking including Kangaroo and Damper
- Storytelling
- Noongar Language



Happy When Fit

- Meals Preparation
- Importance of Healthy Meals
- Budgeting
- Ingredients Shopping
- Following Recipes and Instructions
- Cooking
- Trying new foods



Djidi Marlak
Cultural Walk
Trail
Restoration
Project





Pathway under repair



Project participants planting seedlings with help from the therapy dog

John Boyle
O'Reilly Park
Project



Bloodroot - Born



Marri



Future activities

- Setting up economic enterprises (Breakaway Crew) with a view to undertaking sub-contracting work for LGA's and SW industry bodies that may become available
- Forming proactive alliances in the future that will be conducive to Breakaway's educational, training, and employment objectives
- Work in partnership with DBCA to carry out conservation management activities in SW regional parks eg; pathway restoration, pest and weed management activities
- Explore opportunity to develop forestry specific programs with South Regional TAFE