



# O'Sullivan Centre News

Website: <http://www.theosullivancentre.org.au/>

Email: [info@theosullivancentre.org.au](mailto:info@theosullivancentre.org.au)

Editors: Denis Sheehan and Julie Mercer

March 2016

## *'I Just Want to Work'*

### **Project Worker Report 2015**

I have continued to be employed two days each month to promote the resource kit. The focus this year has been on South Australia where we have been successful in obtaining funding from Roman Catholic Archdiocese of Adelaide Charitable Trust (RCAACT). See below for the full report. I have also monitored the website for the O'Sullivan Centre with regular updates on employment related issues.

#### Victoria

Peter Gartlan and I gave a presentation of the kit to the leadership team of Dandenong Community Advisory Bureau <http://www.dcab.org.au/> This agency has recently merged with a similar organisation in Springvale and as such has a broad reach and contact with poverty and disadvantage in the South Eastern suburban region. The manager Jinny McGrath was well informed for our presentation. She had looked closely at the kit and had a number of questions for us. She was particularly interested in the action/reflection approach that we take with staff training. As a result she has spoken further with her senior staff and has invited the O'Sullivan Centre to facilitate the initial two workshops in February of 2016. We have decided that these workshops will focus on training the key staff, so that they can then facilitate future staff training.

Other agencies in Victoria that have shown interest in the kit and/or the revised training modules are Shepparton Family Care, Centacare in Ballarat and Catholic Care Melbourne. The agency in Shepparton is Mallee Family Care and David Tennent CEO is planning to invite other agencies in the area to meet together for the workshops. A question that David and others have raised at our agency meetings is where the jobs will be found? This is a critical concern but our workshop stresses that the key question is to ask community workers to at least have the conversation with their clients about their aspirations for economic and social participation. Centacare in Ballarat and Catholic Care Melbourne have planned their training calendar for 2016 and I am hoping they will confirm their initial interest with a request for our workshops in the latter half of next year.

NB: Training module development has been undertaken by John Bonnice. The four workshops of the kit have been modified to a one day 4 hour workshop and another 2x3 hour workshop over two days.

#### South Australia

John Bonnice and I travelled to South Australia in May 2015. We met with Stephen Wales, the Regional Manager for Boystown SA. He showed us around their site at Elizabeth and we had a conversation about the new Jobactive tender with its strong focus on Work for the Dole. John left Stephen copies of our revised training modules. John also tabled and spoke about the Social Inclusion Practice Framework that he has used at Maryborough in Victoria. Stephen is very interested in our focus on staff development and we will keep in contact.

Centacare Adelaide was our next stop. Paul Senior, a senior manager at the agency, had looked at the kit and was very interested in running a module with staff in their schools

program. The staff are mainly social work staff and they work with young people who are not progressing at school. After a number of changes to possible dates, staff training was held in December and a follow up session will happen in early 2016. John Bonnice and I are facilitating.

We travelled to Christies Beach to meet Liz Hillier, the Portfolio Manager at Junction Australia. Junction Australia has an expanding role as a housing service, alongside their youth and family services program. Liz agreed to present our modules to the training team at the agency and we will follow up in the new year.

An arranged visit with Centacare Whyalla was cancelled due to ill health. I have since had a follow up conversation with Dr Peter Munn, CEO and Fr Jim Monaghan, chair of the Centacare Whyalla Board of Directors. This discussion will continue with a view to offering our training to rural regions in South Australia.

John Bonnice and I again travelled to Adelaide in August and met with Judy O'Sullivan for a presentation to Uniting Care Wesley in Port Adelaide. The staff members present were all senior managers and there was keen interest in our kit, in particular the methodology of action/reflection. I have since received a request from Meredith Perry, their Senior Manager requesting that we set some dates in March 2016 for two workshops with staff.

I have also made initial contact with NDS, the peak body in Australia for non-government disability services. Joe Magri suggested that with the rollout of the NDIS there is a key focus on workforce development. I have had a phone contact with the training coordinator for NDS and have forwarded a copy of our training modules.

Denis Sheehan  
Project Worker  
December, 2015



## Centacare, Port Pirie Diocese

*Interview, 20 /11/15, with Fr Jim Monaghan, Chair of the Centacare Board of Directors for the Diocese of Port Pirie*

*by Denis Sheehan from the O'Sullivan Centre*

*Denis: Hi Jim what has been happening with employment in Whyalla and the surrounding region?*

*Jim:* Since 2000 there has been two phases in employment at the steelworks in Whyalla. There was a surge in employment from 2000 onwards with BHP supplying China with iron ore for a new product that was being processed in China. With the downturn in China over recent years this production has now stopped.

In the last 12 months there have been 650 job losses at the steelworks and another 250 workers were retrenched on 19/11/15. The power station at Port Augusta has closed and the Roxby Downs mine is laying off staff all in the name of cutting costs. There has also been a surge in cheap steel imports.

*Denis: Have workers and their families left the region?*

*Jim:* Many of the fly in / fly out workers have stopped coming because there is no work. A number of Filipino workers are here on temporary visas. Some of them have been given permanent visas and have stayed on. The local



workers have no choice but to stay, as they can't sell their houses- the house prices are at rock bottom. The locals have a certain level of resilience and are still hopeful, but a local business man was telling me that he has not seen it this slow before.

*Denis: What is the role of Centacare?*

*Jim:* Centacare has just launched a social media campaign asking the Government to step up. The campaign will use twitter and other social media forums. The purpose is to challenge the priorities of the State Government. Centacare staff have been flat out with counselling. There are six counsellors based in Whyalla and that includes financial counselling as well as general family and job loss counselling. Centacare Whyalla is head office for the Port Pirie Diocese. So it has an administration staff as well as caseworkers. There are 12 staff in Whyalla as well as another 12 in regional areas of the diocese.

*Denis: As you are aware the O'Sullivan Centre has had discussions with Centacare staff at Whyalla and Ceduna and we have offered our kit, **I Just Want to Work**, as a resource. There has been interest expressed in taking this further and a scheduled meeting with John Bonnice and myself was cancelled due to staff sickness. Do you think we should follow up?*

*Jim:* Yes. Peter Munn, our CEO would be happy to talk further with you. Steve from Ceduna would be interested. I have had a phone call from John Perry of Boystown, which is good news. Boystown is interested and planning to submit a tender for the Commonwealth funded Transition to Work

Program in Whyalla. The program will be based in two areas of Whyalla and it is funded for 122 young people 15 to 21. The focus is on those young people who fall through the cracks. If Boystown are successful with their tender it will be important for Whyalla as they bring an approach which has been successful in creating a culture of training and work for young people.

*Denis: Yes, I hope that can happen. Thank you for your contributions and participation in the O'Sullivan Centre.*

Jim Monaghan was National Chaplain for the YCW for a number of years in the 1990's and has been an ongoing supporter of YCW and YCS in the Port Pirie Diocese. He is the parish priest at Whyalla, and has served in a number of parishes in the Diocese in the upper Spencer Gulf region, including Roxby Downs, where he was an advocate for detainees held at the nearby Woomera facility.

### **"I Just Want to Work" Economic and Community/Social Outcomes?**

The O'Sullivan Centre has been offering training in economic and social participation for community welfare agencies based on our resource kit 'I Just Want to Work'. The training uses the workshop material from the kit to explore how workers can support economic and social participation of the people they support in their day to day work. The training is conducted over two half day sessions.

The first session explores worker's experience of economic and social participation and how worker's experiences give insight to the importance of economic and social participation. The session also explore worker's role in supporting economic and social participation outcomes. Between the first and second session workers are asked to interview service users and seek their advice on how their agency or service can support people in employment and education.

The second session explores the advice given to workers from service users and how they can utilise this advice to support economic and social participation outcomes. The session also explores the foundations of social inclusion practice.

In the past six months the training has been conducted in Victoria (three times) with workers from Service Connect pilots in Bendigo and Melbourne and in Adelaide with



workers from Adelaide Centacare. The training sessions will be delivered for 30 family support workers in the Bendigo region in February and with Uniting Care workers in Port Adelaide in May.

The training has been well received and the feedback has been very positive.

John Bonnice

## The O'Sullivan Centre in Timor Leste

### What happened in 2015?

During 2015 Juventude ba Dezenvolvimentu Nasional (JDN's first full year of operation) members worked together on the priority areas they identified in their Strategic Plan for the year. Below are some examples of their actions.

- **Nutrition education:** Prior to weekly Saturday meetings, members prepared a nutritious meal and began collecting recipes to use in workshops they will conduct for other young people in Dili and three regional municipalities during 2016. They developed creative educational activities and draft presentations and are now finalizing plans for the first workshop. Songs, drama, games, a recipe book, cooking demonstration and presentations on the importance of a balanced, nutritious diet will provide the agenda for this workshop.



- **Youth unemployment:** Six half day tours to important historical places in Dili were piloted by *Dili Day Tour* Guides, who introduced visitors from Australia, England, Brazil, New Zealand and Denmark to the tricks of using publicly available transport, including 25c microlet rides and local taxis. The Historical Places tour starts at Motael Church and follows the route to Santa Cruz cemetery and the grave of Sebastiao Gomez, whose death was being commemorated on the day of the Santa Cruz Massacre. The tour includes other powerful sites, but I wont mention all of them because some readers may wish to do this tour themselves. A Market Tour was also piloted. This year the priority is training and uniforms for the tour guides, promotion materials and expansion.



- **Accommodation needs of university students moving to Dili:** Ninety students were surveyed about their living and study situation and initial findings were discussed at a half-day workshop with those who provided input. A total of 100 surveys are now being analysed as the basis for a report and recommendations that will be discussed at a second workshop. Representatives from government, church and community organisations who share the concerns raised by the students or who are in a position to advocate for action on this issue will be invited.
- **Language learning – English and Tetum:** As learning and improving their English language skills is very important to young people in Timor-Leste, JDN members are working out how they can provide affordable English language learning opportunities. They also plan to offer some Tetum learning programs for newcomers to the country. During 2015, several members volunteered with existing language courses to get

some experience as preparation for this initiative. We were extremely fortunate that Gauri Jahdav who was visiting from the United States offered to do some volunteer work with JDN. She prepared and presented a comprehensive module on topics including Areas of Language Development, Teaching Styles, Lesson Planning, Teaching Activities, Student Engagement, which has provided the basis for planning next steps.

### Leadership and Organisational Development

Thirty Five JDN members took part in an eight week Leadership Development Program, which covered areas including Team Work, Socio-Economic Issues facing T-L, Sexual Health, Models of Leadership, Nutrition, Workers Rights and Responsibilities. In the concluding week



participants summarized their learnings and worked out they would use the information they had gained both individually and collectively.

JDN members met weekly throughout the year, and in December, the second JDN Board consisting of nine members and three advisors was elected. The Board met four times throughout the year. Major achievements included obtaining Registration as an NGO with the Ministry of Justice, Registration with FONGTIL (an umbrella NGO body), establishing an office/meeting venue and drafting a website. Relationships continue to build with other organisations, both national and international. Two funding applications were submitted and one fundraising activity was held.

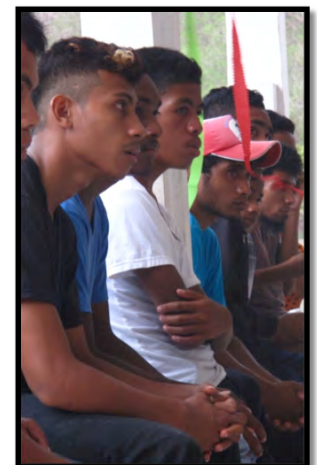
Three members were selected for overseas study opportunities,



including two who are now studying in the United States on a USTL scholarship. Two international volunteers assisted JDN. Gauri Jahdav brought expertise in Language learning and teaching and Josee Desrosiers, a former

IYCW President from Canada, assisted in preparing and delivering the Leadership Development Program.

**The year ended with a Christmas celebration at a popular beach, where 85 young people and other supporters enjoyed multi-cultural band music, dancing and great food.**



*Jenny Lauritsen and Bernie McEvoy are currently living in Dili, Timor-Leste. As Board members of the O'Sullivan Centre they participate via Skype in our Board meetings each three months. Jenny and Bernie are the facilitators of JDN.*

## ABN or TFN?

A campaign has commenced at Cambridge International College Melbourne to raise awareness of the requirement for many casual workers to obtain an Australian Business Number (ABN) if they want to get the job. Many students at the college who are applying for cleaning jobs have been asked by the cleaning company to obtain an ABN. The employer states that an ABN is a requirement and yet the students do not run a business and are not in a position to purchase their own worker's insurance or pay tax. One student said that he cleans 6 hours per day and then invoices the company for his pay. The employer told him how much he will receive per hour and he makes out the invoice for this amount. The cleaning company provides all of the cleaning materials and even a uniform. The students apply for an ABN online and it is easy to be registered despite the fact that they are not really contractors as in the example above. United Voice, the union covering the cleaning industry, says this practice is becoming common among a number of cleaning companies and says it is very difficult to monitor. The union has provided a list of cleaning companies who do provide direct Tax File Number employment to their cleaners and pay the award rate. This information is being provided to students at Cambridge College but most students are eager to take the first offer to get a job. The college student services team is also raising the issue with the ATO and Fair Work Australia.

Terry Byrne, a former YCW member in Melbourne, is a maintenance manager at a city building and he has asked the cleaning company to inform him of the employment arrangements for the cleaning staff. If you work somewhere where cleaners are employed, you might like to ask the same question of your organisation.

Denis Sheehan  
Student Services  
Cambridge International College

A recent media release from **Fairwork Australia** addressed this issue:

Inspectors were checking whether companies contracted by Myer to provide cleaning services were meeting their obligations under the *Fair Work Act* and the *Cleaning Services Award 2010*. They interviewed two Fountain Gate cleaners who worked for cleaning services contractor A&K Saana Services, which was sub-contracted to clean Myer sites at **Knox City, Highpoint, Fountain Gate and Altona**.

Myer had a services agreement with RCS Cleaning Services, which in turn sub-contracted to Pioneer Cleaning Australia Pty Ltd, which in turn sub-contracted to **Preston**-based A&K Saana Services.

The two cleaners were each earning \$17 an hour, regardless of the hours and days they worked. One was an employee, the other purportedly an independent contractor.

The Fair Work Ombudsman subsequently determined they should both have been classified as employees and been paid at least \$22.51 an hour.

After meeting with A&K director Admir Kolakovic, company business manager Adnan Kolakovic and their accountant, Fair Work inspectors found that as well as underpaying its direct employees, the company had misclassified a number of staff as independent contractors.

Further Information can be found at <http://www.unitedvoice.org.au/press-releases/international-students-cop-melbourne%E2%80%99s-worst-paid-jobs> and <http://www.unitedvoicevic.org.au/research>

## A place-based approach to a rural problem

**Every local area faces different circumstances and challenges that determine the extent of its unemployment and the strategies that will work best to improve it. Centrally developing 'one size fits all' solutions and rolling them out generically across the state is unlikely to prove effective for Victoria's many different towns and suburbs. Matt Broad describes how Maryborough is developing its own 'place-based' approach to tackling high rates of unemployment.**



The rural City of Maryborough is located squarely in the middle of the Central Victorian Goldfields, about 60 kilometres north of Ballarat and 170 kilometres north-west of Melbourne. With a population of just under 7000, it is the main township and commercial centre of the Central Goldfields Shire, a shire that has, in recent times, sat quite low upon the SEIFA index, with high levels of disadvantage, unemployment and youth related problems. The average unemployment rate for the Central Goldfields Shire across 2014 was 10 per cent.<sup>1</sup>

Like many small rural towns, in Maryborough we face many barriers to reaching our full potential. Located in between Ballarat and Bendigo, Maryborough was traditionally a manufacturing town surrounded by grazing properties. However, since the late 70s we have seen a steady decline in employment, through closures of businesses such as Phelan's Homes, the Maryborough Knitting Mill, Penny and Lang Abattoirs and, in many cases, a reduction in staffing numbers at the few remaining businesses.

However if you were to walk down the main street of Maryborough today you might not believe this recent history to be true. There is a real buzz in the air, and a sense of optimism among the locals. Recent government investment has helped reinvigorate our streetscapes both in the main street and at the Station Domain. We have a near-new school in the P-12 Maryborough Education Centre, a recently built police station, and major works to our hospital have delivered us arguably the best rural hospital in Victoria.

The employment front is positive as well, with significant investment in local health services, in particular in aged care. We are making a name for ourselves in this in-demand sector and providing some fantastic career opportunities for our young people. We have also bucked the global trend in declining manufacturing with the recent relocation to our town of both True Foods and Edlyn Foods, creating more than 250 jobs between them to-date, and building a strong base for ongoing food manufacturing in our area.

The challenge we now face within the Central Goldfields Shire is addressing the skills gap between our long-term unemployed and the needs of our employers and local businesses. The Central Goldfields Shire and the Go Goldfields Alliance are leading this work with the development of a shire-wide Workforce Development Strategy.

Whilst many of our problems are the same as those faced by many other local councils, we have our own unique issues and over the years we have seen that the 'one size fits all' approach simply does not meet the vast and varying needs of our community. This has led to the adoption of a strong place-based approach to the way we go about community development.

Our first mission is to develop a shared understanding of the issue

of work readiness, a common enough theme in unemployment. However, like most things in life, opinions of what this entails are many and varied, particularly when taking into account the needs and motivations of jobseekers, employers, industry and job service providers. Our ultimate goal is a community that holds within it the knowledge of what work readiness is, what it takes to achieve it and that continues to actively seek to improve itself.

We are also adopting a collective impact model known as a 'collaborative table'. This model has been developed by the Tamarack Institute in Canada, where representatives from a broad cross-section of the community come together to inform and guide their work. This is an approach we are seeking to emulate and utilise across all our Go Goldfields strategic areas, in order to foster community ownership of our local issues and drive the collaborative way we work to resolve them.

In the Central Goldfields Shire, what we are ultimately seeking is an increase in community participation. We would like to build and resource a community where everyone has the opportunity and the support to earn, learn and achieve. As a community, we feel that we have turned the corner and are well on the way to achieving our goals and becoming the thriving community that others will aspire to.

***Matt Broad** is the employment and learning coordinator for neighbourhood renewal at Central Goldfields Shire Council.*

<sup>1</sup> Australian Government Department of Employment, Small Area Labour Markets publication, <https://employment.gov.au/small-area-labour-markets-publication>, accessed 31 March, 2015.



Stories have always been shared over a good meal, but this unique social enterprise restaurant offers native Australian flavours that are inextricably linked with memory and emotion, inspired by the land that produced them.

**Charcoal Lane, located in the old Victorian Aboriginal Health Service building on Gertrude St Fitzroy, is a Mission Australia social enterprise restaurant that provides guidance and opportunity to young people, many of whom are Aboriginal, and in need of a fresh start in life.**

The aim of the program is to create a skilled workforce for the hospitality industry, providing leadership and mentoring to help vulnerable young people achieve their potential and gain long-term independence.

They have a contemporary menu that is seasonally driven and draws on the best of native Australian food. But importantly, the food is truly delicious, the experience of eating here is joyful, and for the young trainees that work here, Charcoal Lane is a truly life-changing experience.

The restaurant is often recognised for its social impact, but it has also been recognised for its food, having been awarded the Dimmi Diner's Choice Award for top rated Modern Australian restaurant in 2014 and attracting further accolades via social media. It is also a favourite venue for our Reconciliation Committee and they do fabulous off-site catering, which our staff have enjoyed at Reconciliation Week and NAIDOC Week functions.

*by Julie Mercer, a member of the Walter & Eliza Hall Institute's Reconciliation Committee*

## **Jobactive –**

### **The New Focus for Government Employment Services**

#### **Case study of Matchworks and Stepping Up**

*A partnership between Matchworks employment agency and Stepping Up Drug and Alcohol Counselling*

Odyssey House Victoria initially saw the importance of connectedness between drug and alcohol counselling and employment outcomes. In 2010 Odyssey House Victoria set up a dual service between Stepping Up Consortium and Matchworks Employment Agency. Phase one was to trial co-location of Stepping Up counsellors at Matchworks sites at Werribee and Melton, Vic. The co-location model did not initially appeal to staff at Stepping Up or at Matchworks. The commitment to and leadership of the initiative from key managers at Stepping Up and Matchworks was crucial.

Gradually communication commenced between the employment consultants and the counsellors, though this was mostly informal. Many of the Matchworks clients had significant mental health and drug related issues and had never seen a counsellor before. This resulted in a huge increase in referrals for the Stepping Up counsellors (40% increase). In the model that emerged the counsellors would set up an initial meeting with a client who was long term unemployed. This meeting would become a preparation session to assist the client to engage with the employment consultation.

Sadly this innovative partnership has dissolved in the last six months. Matchworks was successful in tendering for a contract with the new JobActive model launched in July by the Commonwealth Government. Unfortunately, in the interim, the management at Matchworks has changed and Stepping Up has been told that with the priority for Matchworks now on Work for the Dole Programs the partnership with Stepping Up is no longer a priority.

*Reported by: Denis Sheehan*

## **Want to Know More about Social Enterprises?**

**Social Traders** is a specialist social enterprise development organisation dedicated to supporting the development of sustainable social enterprises that are driven to solve social, cultural, economic and environmental problems. It receives core funding from the Victorian Government through the Community Development Fund. Check out its website at

<http://www.socialtraders.com.au/index.cfm>



# The O'Sullivan Centre

**The O'Sullivan Centre aims to build responses to injustice within Australian society.** A key

tenet of its philosophy is a belief in the importance of economic

participation in supporting the identity and wellbeing of the individual and as a critical means to social inclusion.

**The O'Sullivan Centre was formed in 1999**

**Financial support** is achieved through grants, fundraising, membership subscriptions and personal financial contributions. To date grant funding has been received from the Sidney Myer Fund, the Mazda Foundation, the Scanlon Foundation, RCAACT and Community Benefit SA. The Centre is supported by Good Shepherd and St Luke's Anglicare.

## Why I Support the O'Sullivan Centre

Despite my youthful convictions about working together to achieve a just and equitable society, I have now settled into a pretty bourgeois middle-class and middle-aged existence. Supporting the O'Sullivan Centre is one very small way that I can repay the Jocist training I had in my early years.

I contribute monthly to support Denis's work towards getting the **I Just Want to Work** kit out there. My contribution is not large; in fact I hardly notice it coming out of my bank account, which probably means I should contribute more!

What the O'Sullivan Centre is trying to do is worth supporting. It's a very positive strategy to ensure that people who are trapped in the cycle of poverty have the opportunity to participate in our society by finding work.

I urge you to join me and others by making a monthly contribution to this great cause.

Julie Mercer

## Subscription Options- An Invitation

As Julie Mercer has indicated there is an opportunity for members to contribute to the work of the O'Sullivan Centre by a regular direct debit payment. A small number of members have made this commitment, which is very much appreciated. As you can read in the newsletter, the promotion of the training resource "**I Just Want to Work**" will continue in 2016 with interest from agencies in South Australia and Victoria. We will be making further applications to funding organisations to extend this work, but we also wish to invite members to contribute via the regular direct debit option.

At our recent Board meeting in Melbourne on 2/01/16 there was discussion on the JDN project in Timor Leste as outlined elsewhere in this newsletter. JDN is still waiting for registration as an NGO before it can apply for funding in its own right. This is a rigorous process and will take some time. It was decided that an amount will be set aside in our budget to assist this project. It was also decided at the meeting to offer O'Sullivan Centre members the opportunity to contribute personally to this work. If you wish to contribute directly to JDN via direct debit arrangement, please indicate the amount on the subscription renewal form below.

I also wish to thank all of our regular subscribers, especially those who sent money after our last newsletter, which was 12 months ago. A membership subscription each 12 months is very important for our budget. I would encourage members who are able to make a commitment this year to do so by the end of March.

John Bonnice  
Board Chair

### ARE YOU A MEMBER OF THE O'SULLIVAN CENTRE? JOIN NOW OR RENEW YOUR SUBSCRIPTION

Please send the following information to us if we do not already have your details.

Email: info@theosullivancentre.org.au

Name.....

Address.....

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**I wish to contribute by becoming/renewing as a:**

**Member -\$100 per year..... or a Life member -\$2000..... or a Monthly Contributor- I would like to make a monthly Direct Deposit donation of \$..... (Donations of \$20 per month or more include membership) to the O'Sullivan Centre and/or \$..... to JDN**

**I would like to make a one-off Donation of \$..... to the O'Sullivan Centre and/or \$..... to JDN**

**Direct Deposit in Commonwealth Bank BSB 805 050 Account No. 61296089 Account name: O'Sullivan Centre for Action, Analysis and Training Inc.** Please include your name, so we know who the subscription/donation is from.

**OR Send to:**

**O'Sullivan Centre P.O. Box 3046 Ivanhoe North, Victoria, 3079**