



## A MESSAGE FROM THE CEO



Thank you to our projects team who collaborated with our program managers to invest over 140 hours into preparing two applications for the incoming Indigenous Skills and Employment Program (ISEP). Saltbush responded to the opportunity to embark on a co-design process with stakeholders in both Top End and Central regions.

You may recall the work that has been put into the development of an Aboriginal Workplace Mentoring

Program. We now have approval from the national endorsing body for VET courses to roll this out, and we are keen to get going! Jemena, who has been our corporate champion on this work, has provided Saltbush with a donation to work on the next steps. This will allow us to take the lead in strengthening access to workplace-based mentoring that will help Aboriginal people thrive in their plans for career advancement.

Sadly, but not surprisingly, COVID has made its way into our Top End residential facility, Yirra House resulting in a lockdown. Some of our young people were transferred to the facility at Howard Springs, while others were isolated in their house pods. Thanks to the staff and young people who rose to the challenge to keep everyone as safe and comfortable as possible. With assistance from NT Health and our own Director Amanda Swift, who

oversaw the catering operations at Howard Springs Quarantine Centre. We've had sessions on correct doffing and donning of critical PPE and we look forward to moving forward from our 'red zone' status in coming days.

Before COVID came to visit, we had a more notable event with the Hon Mark Monaghan MLA touring Yirra House to gain a firsthand view of the work that we do and the value that we add to young people's lives. He was suitably impressed with our activities and care, seeing the benefit of having an alternative to detention.

Enjoy the rest of the newsletter and I look forward to seeing you all sometime in the month of May.

*Nicole Shackcloth*  
CEO, Saltbush Social Enterprises

## SALTBUSH GOES COUCH SURFING IN CIVIC PARK



Darwin's Saltbush Supported Bail Accommodation took part in Couch Surfing for National Youth Homelessness Matters Day, supported Anglicare NT and the City of Darwin! Saltbush was one of the twenty-four teams from schools, community service providers and social groups that raced on decorated couches.

Raising awareness for youth homelessness, with the Top End having 12 times the national average of people who are without a home – and the highest rate of youth homelessness in Australia.

On a day filled with yummy food, information stalls and live entertainment, Saltbush Social Enterprises and CatholicCare NT came in at first place with Seda College running in at the second place and YouthWorX NT taking home the title of Best Dressed Couch.



# TENNANT CREEK DRIVE SAFE NT PROGRAM



Saltbush Mentors have been supporting the Back on Track young people in pursuing their online learner's test. After many months of online practice materials and tactile learning, the young people were given the opportunity to take part in the Remote DriveSafe NT Course in Tennant Creek. This resulted in four young people in the program gaining their learners licence!

DriveSafe NT, the Northern Territory Government Driver Education and Licensing Program was delivered in Tennant Creek which saw over 40 people gain their L's and P's licence. With this extra qualification, Tennant Creek community members now can overcome a shared barrier for seeking and retaining employment, gain independence and has been a great confidence boost. After the DriveSafe NT course the atmosphere was positive with smiles all around!

This remote program is free for anyone in the community who is eligible to gain their licence. The visit was driven by Saltbush and so kindly supported by Julalikari and Literacy for Life by collecting and spreading the word through organisations and the community.

DriveSafe NT will be returning to Tennant Creek for a 3-day course on the 3rd of May at the Karguru Centre between 8am and 4pm each day.

## WELCOMING CAWLS WOMEN'S LEGAL SERVICE

The Saltbush Mentors in Tennant Creek attended an afternoon tea at the Cawls office for the introduction of the Migration Hub and a welcome into their new office space on Paterson Street.

Cawls new vibrant space has opened up new opportunities for Saltbush to collaborate with them, including developing an art project for female youth participants and supporting Cawls with their clothes drive.



## CLAY ART IN ART THERAPY

The young people at Saltbush Supported Bail Accommodation Darwin have been getting involved in Art Therapy, with a focus on clay art. Creating with clay is a body-focused, trauma-informed art therapy approach, which supports the awareness of body memories. Using clay for sensory stimulation, as well as creativity, fine motor skills, vision, and imagination, allows unprocessed feelings to shape the clay.

In this exercise, the young people collected leaves around the Saltbush facility and imprinted them in the clay. This process connects our young people with the creation surrounding earth and its cultural roots.

The participants are usually reluctant to participate. However, this project was a very rewarding exercise for them and was a great boost to their confidence.

Using very fine motor skills and a lot of patience, this has been a great effort by the participants to sit focused for an hour totally engaged in what they are doing, yet still working together expressing their own unique expressions.



## FRESH NEW BEGINNINGS

Ezra\* is a local 15-year-old Indigenous male living in Alice Springs at Saltbush Supported Bail Accommodation. During the past few months, Saltbush Support Workers from Pathways to Success have seen a significant increase in engagement with Ezra, showing his determination and dedication to his participation in the Saltbush element 4 of the Program.

Currently enrolled at Alice Outcomes, an alternative study pathway for students part of Centralian Senior College, Ezra has been thriving with 100% attendance and completion of his workbooks! Ezra is brilliant and continues to amaze staff at Alice Outcomes and the Saltbush Support Workers. Keeping busy with art projects and learning to play guitar and piano while fulfilling his education goals with a focus on transitioning back into mainstream schooling.

Ezra attends a weekly men's shed with other Alice Outcomes young people where they have time with the fellas and also attends Centralian Senior College for a weekly PE lesson which includes a range of sports activities and a basketball game and a basketball match against each other.

The Saltbush Mentors have been so proud to see Ezra face two scenarios that have been challenging for him in the past, this change in behaviour has shown his Support Workers how Ezra has been able to overcome issues faced when outside of school and Supported Bail Accommodation. Ezra has displayed he can self-manage his emotions and walk away from negative situations.

The Saltbush Pathways to Success mentors are immensely proud of Ezra's participation in the program and look forward to celebrating Ezra's future successes.

\* Names in this story have been changed to protect the individuals in this story

# SHOUT OUTS

## TINY TOWN CHILD CARE CENTRE

Congratulations to Joshua Schloss and Maryanne Parry who have landed new jobs at Tiny Town Child Care Centre!

Landing full-time work as a Child Care Educators, both Josh and Maryanne will now be enrolling into Certificate III in Early Childhood Education and Care with our friends at Karen Sheldon Training RTO:70045! A big congratulations to both of you!



## THE DARRANDIRRA CHILD AND FAMILY CENTRE

The Darrandirra Child and Family Centre works with people in the Northern Suburbs to build a safe and nurturing community for children, young people and families in our community.

Saltbush's Low Intensity Mental Health team are now attending the centre weekly to provide counselling services to the general community.



## EMPLOYMENT SERVICES PATRICA BUTLER

Patrica Butler is a Wagiman woman, born and raised in Darwin. With a background in Hospitality, Patrica was looking for a change in direction. Visiting a Job Fair at TIO Stadium, Patrica met the Saltbush Mentors and expressed that she wanted to do something fulfilling that had her working within the Darwin community.

Two weeks later, Saltbush Employment Services found Patrica a position with TeamHEALTH as a Home Carer in a Permanent Part-Time role. Patrica hit the ground running, enrolling into Certificate II in Community Services and completed her studies through her employment with TeamHEALTH in under 6 months!

Kicking goals left and right, Patrica's Employer gave the team at Saltbush some amazing feedback:

*"When Patrica commenced with TeamHEALTH she came across initially as quiet and shy however it was not long before she found her feet and we realised her strong work ethic to deliver a quality service and to go above and beyond in the support that she provides participants. Patrica always strives to produce the best possible outcomes for participants, under very challenging circumstances at times. She is very calm, professional and motivated to learn and do the best that she can in whatever her role involves.*

*We love that she is flexible in getting the work done and is not afraid to ask questions or help out others in the team. Patrica's contributions to the Home Care Packages team was recognised recently when she was awarded Staff Member of the Month. We are very pleased that Patrica chose to come and work for TeamHEALTH."*

We hear that Patrica has really been enjoying her time at TeamHEALTH, especially establishing relationships with her elderly clients. With this new role in employment, Patrica has now become more financially independent and looks forward to furthering her studies in the near future.

Patrica was a fantastic Participant of the Saltbush VTEC Program and always engaged with her employment. Patrica's drive, passion and sheer determination landed her the Employee of The Month Award which has been a great accomplishment of hers. We imagine Patrica will excel at whatever she wishes to undertake in the future. We're all wishing you the best!

## PATHWAYS INTO SUCCESS

Saltbush Mentors have been working hard to have their young people from the Pathways to Success program to be work-ready. The young people took part in the White Card Course through the Tennant Creek High School VET program, supported by GTNT and NT Work Safe.

The young people had their Saltbush Mentors in each step of the process and were successful in completing the course! With this, the Pathways to Success young people can now utilise their White Card to move forward and seek more employment pathways.

## THE NEW DARWIN CORPORATE OFFICE SPACE

Saltbush Social Enterprises has established a new home on Nylander Street, Parap. The new office will house the Saltbush Executive Leadership Team and some of our Corporate Services team.

With a "boots on the ground" philosophy and a strong operational team, we wanted to create a space that allowed our management to fully focus on the organisation's strategic direction and plan for our future.

This is an exciting step as we continue to grow and explore the best ways to represent the community and participants in which we serve.



## FUTURE STARS SPOTLIGHT TANEIKA PHILOMAC



Taneika is a very driven and committed individual who wanted to gain further skills to boost her career options. She has extensive family ties in Alice Springs and is family orientated as the eldest of all her siblings.

On completing the Future Stars Pre-Employment Program, Taneika was unsure where she wanted to work and felt she needed to build her confidence.

She started in a cleaning position and then became a Packing Assistant with Woolworths. After a few short weeks, her confidence began to grow as she built on her workplace skills.

As a big sister, Taneika soon started to realise she loved working with children and wanted to follow her passion in Early Childhood. Through her perseverance and ongoing support from the Future Stars Team, she applied for a part-time position as a Child Engagement Worker with the Central Australian Aboriginal Congress (CAAC). She was assisted in her preparation for her interview and waited patiently for a response.

After receiving the good news, Taneika immediately called the Future Stars Team to share she had been successful in her application. The Future Stars team were elated to hear the news and celebrated with her.

Rayleen and Michelle from the Saltbush Future Stars Program assisted Taneika in obtaining a Police Clearance and Ochre card and checked she was set with reliable transport to get to and from work. "I'll walk if I have to!" responded Taneika. She was ready to commence her position on her start date in February 2022.

Future Stars Coordinator, Michelle said "Taneika is growing independently personally and professionally and is working more hours. She loves working as an Educator and is gaining valuable experience for her future. It has been our great pleasure walking on her journey with her and encouraging her every step of the way."

Taneika will continue to receive mentoring support through Saltbush Employment Services. Her Saltbush Mentors will assist her to obtain her Learner Driver's License and accommodation closer to her workplace.

## INTRODUCING THE ABORIGINAL WORKFORCE MENTORING PROGRAM

After two years of research, broad consultation, design, development and improvements, Saltbush Social Enterprises, in partnership with the Karen Sheldon Group, has received national accreditation for the Aboriginal Workforce Mentoring Program.

The first-of-its-kind program equipping Aboriginal mentors with specialised skills to support job retention for Aboriginal and Torres Strait Islander employees was officially approved by the Australian Skills Quality Authority (ASQA) in late March.

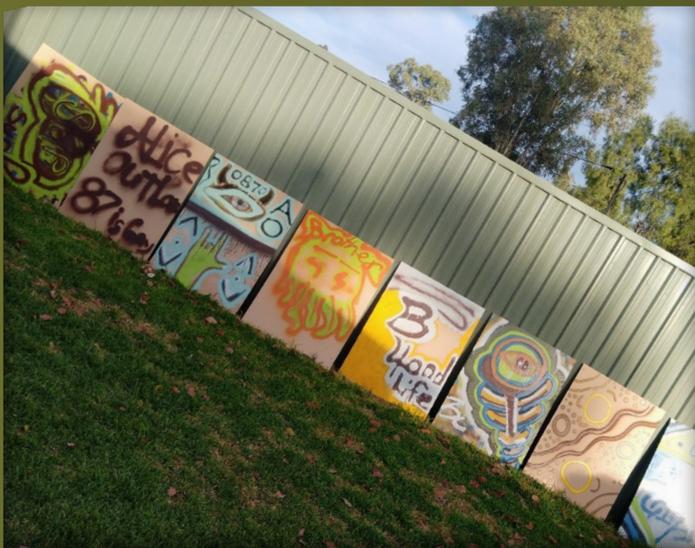
The development of the course is a culmination of over a decade of practical on-the-ground learnings from Karen Sheldon Training's Future Stars Indigenous Aspirations Program, the informal on-the-job training of Saltbush's mentors, and wide industry and community consultation.



*Pictured: Saltbush Mentors Sharon Norris and Sitela Newman studying the mentoring course content.*

Through the program, participants develop specialised mentoring skills that empower their mentees with confidence to navigate their challenges to work retention and communication skills.

Participants also learn to work with employers as they grow their appreciation and understanding of the life and transformative experiences of Aboriginal and Torres Strait Islander employees with little or no work experience.



## SPRAY PAINTING ART PROJECTS

Alice Springs Support Workers noticed a bit of graffiti around the outside of the Saltbush Supported Bail Accommodation facility. Support Workers and participants got straight to work and cleaned it up.

Funnily enough, the young people residing at the facility were inspired by the graffiti and asked about doing some spray painting.

Support Workers used this, turning it into an art project with the participants to get it out of their system. We might be biased, but we were really impressed with the artwork from this project!

# WELCOME TO THE TEAM



## DAMON CHONG

*Employment Services Mentor,  
Alice Springs*

Damon Chong is a proud ceremonial Alwayarre man from Eastern and Central Arrernte country. Born and bred in Alice Springs, Damon has a love for AFL, Rugby and Basketball having played locally and nationally for much of his life.

With strong family values and connection to Indigenous culture, Damon has supported Aboriginal people who have experienced trauma, homelessness, and troubled youth having previously worked in case management. Damon hopes to help others through his new role as a Mentor, to find success in their daily lives.



## MORGAN LEHNERT

*Employment Services Mentor,  
Tennant Creek*

Originally from Katherine, Morgan Lehnert has called Tennant Creek home for the past 5 years.

having previously worked with Barkly Region Alcohol and Drug Abuse Advisory Group (BRADAAG), as a Lifeguard at the Barkly Region Swimming Pool and a Barista Extraordinaire! Morgan has loved the mixed Tennant Creek multicultural community and is a positive contribution to the Employment Services Team.



## YVONNE WEBB

*Special Projects Officer,  
Darwin*

A true Darwin Local, Yvonne Webb brings a wealth of knowledge to Saltbush Corporate Services with a background that ranges from Hotel Management, Catering, Vocational Education and Training (VET). Trained in education strategies, creative thinking and problem-solving. After having worked with Karen Sheldon Catering in previous years, Yvonne is excited to join Saltbush Social Enterprises.

## VACANCIES

### Activities Coordinator

*Alice Springs*

### Counsellor

*Alice Springs*

### HR Administration Officer

*Darwin*

Learn more:

[careers.saltbushnt.org.au](https://careers.saltbushnt.org.au)

