



A MESSAGE FROM THE CEO

Welcome to the first edition of our monthly member's newsletter!

Saltbush is growing, and as we continue to play our part in bringing prosperity parity to the lives of so many Aboriginal and Torres Strait Islander people across the Northern Territory, we want to update you, our valued members, on all the exciting things the Saltbush team is working on.

Each month, we plan to showcase what's happening in our different programs and the advancements being made by our participants with the help of our tireless and dedicated Saltbush family.

I will also relay some of the exciting steps Saltbush is taking to achieve our strategic goals. Our Board has set us some major objectives to aim for and we look forward to sharing our progress with you in the coming months.

For those of you that don't yet know about the governance structure of Saltbush, we are privileged to have a small group of six hardworking board members guiding our direction. This includes Karen Sheldon AM (Chair), Amanda Swift, Rayleen Brown, Renee Long, Anita Curtis, and myself as Executive Director.

This newsletter is our way of keeping you involved in what we are doing and we welcome any suggestions or comments regarding any part of what we do or how we do it – this is OUR organisation.

Nicole Shackcloth
CEO, Saltbush Social Enterprises

SALTBUSH VALUES



FEARLESSNESS

We're passionate, and we love tough problems and new challenges. When faced with a hurdle, we jump.



QUALITY

We will overcome obstacles, find solutions and deliver exceptional results.



INTEGRITY

We act with integrity and honesty, and focus on putting ourselves in the shoes of others.



TEAMWORK

We show up for each other, act with empathy, and choose honesty, respect, and kindness. every day.



IMPACT

We arrive every day inspired to make an impact through our talents, passion and hard work.



ACTION

We are boots on the ground and work from the ground up.

INDIGENOUS CULTURE WITH KINGS NARRATIVE



Tyson and Jacob from Kings Narrative have been working with the young people from Saltbush Supported Bail Accommodation in Alice Springs. Kings Narrative is an Aboriginal social enterprise that is centred on culturally appropriate counselling and coaching for Aboriginal men.

Beginning in February, the young people began a six-week Youngbul Mob Program that focuses on workshops around deeper connection and understanding on Indigenous culture. The program was a big hit with the participants and staff.



Tyson kicked off with work around the meaning of King's Narrative, retelling his own story which really hit home with a couple of participants. He explained that you are your own king, you make your own choices and write your own story. What you do and where you go or end up affects your story. The program also included a kangaroo tail cook up, with all the young people and Saltbush Support Workers got involved in!

STORY OF CHANGE

The young people from Pathways to Success, started a group mural project in November 2021. Following brainstorming activities, it was discussed how the young people want to visually represent all the hard work they have been doing. The vision has now evolved into a positivity tree and a story of change.

During Saltbush mentoring sessions young people have taken part in a discussion regarding their own person story of change. These sessions have allowed the young person to acknowledge they are not alone in their journey and often are experiencing similar circumstances to their peers. Each young person can take part in one-on-one and group sessions to personally contribute to the group mural and display their story of change as a collective.



ENGAGING WITH COMMUNITY

This past month, the Tennant Creek Saltbush Pathways to Success Mentors continued to collaborate with RN Employment on the Community Development Program (CDP). Our Mentors offered a helping hand to bring back engagement within the community after the impact of COVID lockdowns and restrictions, causing temporary suspension of the CDP Activities.

Getting straight to work, the Saltbush Mentors began handing out flyers to families, promoting the Community Development Program activities and offering transport to participants for the recommenced activities!

One activity included RN Employment accompanying the families of the Back on Track Program participants to the Saltbush office. The young people got to show off their hard work, looking through photos and celebrating some of the hard work and commitment they have displayed.



PRE-EMPLOYMENT TRAINING

2022 has seen Saltbush Employment Services working Karen Sheldon Training (KST) and Jani King to create job opportunities at the Hilton Hotel located within Darwin's CBD.

Trainer and Assessor Chris Garth, from Karen Sheldon Training reached out to Ravi, the Operation Manager at Yani King back in November to discuss job opportunities for future KST Housekeeping students.

Karen Sheldon Training provides Housekeeping Service, a five-day course that is part of a Critical Support Workers Package. Housekeeping Trainer Chris has been determined to provide employment opportunities to students immediately after training. After meeting with Ravi, Chris learnt that Jani King was looking to employ 25 new staff members with the hopes of taking on board more Aboriginal and Torres Strait Islanders. Chris has worked with Ravi to train students up to the Hilton standard.

So far, this year has had two Housekeeping Courses, including some familiar faces, with students having previously taken part of the Saltbush Future Stars Pre-Employment Program from April last year. With each course, Chris approached Saltbush Employment Services to help ATSI students transition into employment at the Hilton. Jani King has an intensive onboarding process which Saltbush have incorporated into the pre-employment training, working through the online boarding process, and uploading documentation.

There have been six students that have been able to start immediate employment post training course thanks to Saltbush and Jani King. Ravi has expressed to Saltbush and Karen Sheldon Training that having trained employees has helped them to hit the ground running on their first day!

SHOUT OUTS



PINNACLE PLUMBING NT

Shout out to Matthew Ketchell-Stone! Matthew started his new role at Pinnacle Plumbing NT last week! Currently working as a casual, Matthew has hopes of gaining an apprenticeship in plumbing. Thanks to YouthWorX NT for collaborating with Saltbush on this!



AIRDUCTER DARWIN

Congratulations to Maximas Talbot! Max has been working at Airducter, a Territory owned and operated business, since last October as a Trades Assistant. Max has exceeded expectations and continues to show great commitment to moving forward and building and career for himself!

Airducter has been fantastic in supporting Max on this journey in all respects. On March 15th, Max signed up as an Apprentice Fitter with Airducter. Well done!

EMPLOYMENT SERVICES CHANEL CLARKE



Chanel is a young Larrakia woman who has grown her confidence in the past months to secure a job as a Child Educator with Jingili Kindergarten.

Chanel never thought of herself as someone who would work with children, although she has had plenty of experience looking after her younger cousins and siblings. When Chanel first engaged with Saltbush Employment Services in Darwin, she was very shy.

Now working with children aged 3 to 5, Chanel enjoys teaching and being apart of their learning journey. Chanel's employer reported that she was doing really well and they were impressed with her.

Chanel is now studying for her Certificate III Early Childhood Education & Care through Karen Sheldon Training whilst working part time. She is enjoying her studies and hopes to progress to her Diploma in a few months.

Through her employment journey, Chanel has developed her time management skills, her organisational skills and is learning how to be more flexible.

Chanel's Employment Services Mentor, Skylic Monck says, "Over the past few months I have seen a great transformation and I now see a confident young lady. Chanel has not only learnt how to communicate more effectively but is not afraid of new challenges that come her way. Chanel has flourished, and I believe she is going to go a long way in her professional life."

As Saltbush mentors, our role is to support participants on their journey. Chanel expressed gratitude to Saltbush and her mentor, however she believes it really comes down to the individual and their commitment to their goals. Chanel is a prime example of how important it is for a participant to take charge of their life and forge a future of their own making.





INFORMATION SESSIONS AT DARWIN PUBLIC LIBRARIES

Saltbush Employment Services in Darwin have changed their individual Recruitment Sessions. The new weekly Information Sessions are held every Tuesday at the Casuarina and Palmerston Library. The team has noticed an immense turnout since changing the meeting structure.

The Employment Services Team aren't the only ones to be noticing the overwhelming turnout, having received some positive feedback from their friends at Jobactive.

Max Employment Business Manager, Leela included Saltbush in an email to her staff members with the following highlights: "I was able to attend

the information session as a support for our DES customers and was pleasantly surprised by the turnout."

"There are lots of roles on with Saltbush and each position was explained in detail – company, locations, roles, times worked – so that people aware of being realistic in their preferences."

Employment Services has found that rather than having community to come to the office, working within the community in accessible locations like Casuarina and Palmerston Library has brought a greater range of referrals providing a better selection of candidates to present to employers.



ALICE SPRINGS BEGINS WORK ON ABSTRACT ART

Participants from Saltbush Supported Bail Accommodation in Alice Springs have been working on concept art with Mark, the Saltbush Art and Music Program Coordinator.

This design aims to present a sense of calm and peace and match the artwork that continues throughout the facility.



The new mural will be on the face of one of their buildings. The free-flowing design is an abstract landscape that has an organic flow on a ridged structure.

Throughout February, Mark and participants got their hands dirty and began working on the mural. Artistic projects such as this, works as a great therapeutic approach that can help people who have been exposed to loss or trauma.

WELCOME TO THE TEAM



ALISON EDWARDS

Therapeutic Program Manager, Darwin

Alison is a long-term Territorian with a passion for ensuring parity in our community for those most disadvantaged.

With over 25 years in the NT, Alison has managed a wide range of not-for-profit organisations, worked as a private consultant working with Aboriginal and non-Aboriginal organisations on strategic planning, security of funding for programs and program development and implementation.



DENISE AARONS

Counsellor, Darwin

Denise Aarons is a Social Worker with over 25 years of experience that spans across the Northern Territory's top end and the East Kimberley in Western Australia. She has worked in both remote and urban settings, in government roles and the private sector.

Specialising in trauma informed counselling and case management, Denise has worked with people from all walks of life including Indigenous and non-Indigenous seniors, adolescents, children, families, refugees and asylum seekers.



PAUL MORRIS

HR Advisor, Darwin

Paul comes to Saltbush with extensive experience in Employee Relations, which stretches across all three levels of government, along with experience in the NGO, tertiary education, airline, call centre, telecommunication and oil and gas sectors.

Previously from Newcastle in NSW, Paul has called Darwin home for the last 13 years. His previous roles include:

- NT Branch Secretary, Community and Public Sector Union
- Darwin Manager, Australian Services Union
- Senior Employee Relations Manager, Larrakia Nation



NICOLE JACOBSON

Counsellor, Darwin

Nicole Jacobson is an Accredited Mental Health Social worker who has post graduate certificates in Play Therapy and Assessment and Diagnosis of Fetal Alcohol Syndrome Disorder (FASD).

Nicole has over twenty years' experience in providing Trauma Informed counselling to children, adolescents and adults throughout the Northern Territory in both urban and remote settings. Nicole has further experience in assessments such as Therapeutic, FASD and Adaptive Functioning.



GOODBYE

CHONTELLE MALLIE

Senior Mentor, Alice Springs

We are sad to lose a valued team member as Chontelle packs up and moves interstate. Chonny is a delightful character who always has a way with people that lit up a room when she entered. She had the wonderful ability to see the funny side of things which proved useful when dealing with difficult situations.

Although, she had many personnel challenges this did not deter her in seeing the positive side of things. We want to wish her all the best in her future career and hope she comes back to visit!

VACANCIES

Back on Track Mentor

Tennant Creek

Employment Services Mentors

Alice Springs

Tennant Creek

Counsellor

Alice Springs

Support Workers

Alice Springs

Darwin

Learn more: careers.saltbushnt.org.au

