

Rumbalara Football and Netball Club

RUMBALARA RIPPLES

An employment initiative of the RFNC



September 2008

Introduction

Rumbalara Ripples is an employment initiative of the Rumbalara Football and Netball Club. The Club has well over 400 players and social members, many of whom are of working age, yet are unemployed or underemployed. The Club considers that, when compared with mainstream employment agencies, it is better placed to facilitate meaningful and sustained employment for Club, and Indigenous community, members for the following reasons:

- It provides a culturally safe place in which to engage in a sometimes challenging environment;
- It has the capacity to provide the additional long term support (mentoring, transport, medical, general follow up etc) that may be required to ensure sustained employment;
- It is strongly supported by the broader community, government and the private sector; and
- It applies a balanced individual assessment methodology to ensure merit based selection.

The Club has received funding from the Department of Industry, Innovation and Regional Development through to June 2011 in support of this role. The Club is working closely with a number of local businesses to identify and apply for employment opportunities and is keen to secure ongoing funding to have the best chance of meeting our targets.

Methodology

The Club has established a list (see Attachment A) of potential employees from the Club and Indigenous community in Greater Shepparton that identifies matters relevant to the individual and the employment opportunities (see Attachment B). The Club's employment committee members undertake assessments of the people on the list against certain criteria to align the best candidates with the identified jobs.

The Club will seek to facilitate employment opportunities that:

- Provide a career pathway;
- Provide for more than one person to be employed at a time;
- Enjoy broad support within the employer organisation, particularly at the most senior levels, including the maintenance and/or creation of a high level of cultural safety within the employer organisation.

The Club will provide the required support (identified by the employment committee in consultation with the employee and employer) to each employee to ensure a greater chance of sustainable employment. However, while the Club considers this support role critical, it is also resource intensive and accordingly the Club will initially concentrate on facilitating employment outcomes for a small number of individuals. If this approach proves successful and further funding is secured, it will be expanded to meet the targets.

Targets

The employment targets are:

- Sustainable employment outcomes for 5 people by July 2009
- Sustainable employment outcomes for an additional 10 (15) people by July 2010
- Sustainable employment outcomes for an additional 15 (30) people by July 2011
- Sustainable employment outcomes for an additional 20 (50) people by July 2012

Of the approximate 140 Club members who are of working age and are not engaged in other fields, such as school, University, TAFE or apprenticeships about 50% are unemployed (70). If the Club meets the four year target of seeing an additional 50 people employed it will have reduced Club member unemployment rates from approximately 50% to approximately 14% (see Attachment C for performance tracking against these targets). While this is still above the national average, and may be considered high, it represents a significant improvement on present circumstances.

Contact – Mr Michael Bissell, CEO RFNC on 03 5831 3124, 0413 016 073 or michaelb@kric.org.au

Attachment A

Potential employees list

NAME	JOB TARGET	TIME	SUPPORT	MENTOR	OUTCOME
1. Brett Hamilton	Transfield	10/08	Medicals and daily follow up	Kev Collie	Started Nov 08
2. Thomas Higgins	Transfield	10/08	Medicals and daily follow up	Kev Collie	Started Nov 08
3. Evan Atkinson	Transfield	10/08	Licence then daily follow up	Dallas Terlich	Started July 09
4. Louis Johnson	Koori educator	01/09	NA	NA	Started Jan 09 Finished July 09 (moved back to Mildura)
5. Jamie Taig	Return to school to finish yr 12	12/08	Regular follow up	Dallas Terlich	Started Jan 09
	Koorie Educator at Shepparton High School	01/09	NA	NA	Started Jan 10
6. Shaun Blackman	TBA				
7. Shannon Atkinson	Painting	11/08	Regular follow up	Dallas Terlich	Started Dec 08 Finished Jan 09 (not being paid)
	FutureFlow – labourer/spotter (casual)	08/09	Regular follow up	Carl Atkinson	Started August 09
	Harvey Norman - Store logistics (casual)	10/09	Regular follow up	Carl Atkinson	Started Oct 09
	GBCMA	01/10	Regular follow up	Mark Atkinson	Started Jan 10
8. Jesse Beckhurst	School based traineeship MYF	09/08	Weekly follow up	Paul Ford	Started Sept 08 Finished Dec 08.
	Back to school	02/10	Weekly follow up	Dallas Terlich	Started Feb 10
9. Graham Weston	Transport program (Council)	01/09	Regular follow up	Kev Collie	Started March 09 Finished Sept 09
	GBCMA	01/10	Regular follow up	Mark Atkinson	Started Jan 10 Finished Mar 10
	Painting	03/10	Regular Follow up	Dallas Terlich	Started March 10
10. Carl Atkinson	RR employment coordinator	01/09	Vehicle, phone	Kev Collie	Started Feb 09 Finished Mar 10
11. Mark Briggs	Transport program (Council)	01/09	Regular follow up	Kev Collie	Started Feb 09
12. Andrew Atkinson	Bus driver, Koori Kinda (casual)	10/09	Regular follow up	Carl Atkinson	Started Oct 09
	GBCMA	01/10	Regular follow up	Mark Atkinson	Started Jan 10
	Pre-app landscaping	02/10	Regular follow up	Dallas Terlich	Started Feb 10
13. Fabian Tass	TBA				

14. Des Morgan	Abattoirs	01/09	Refer to employer		
	Thompson Joinery	01/10	NA	Mark Atkinson	Started 01/10 Finished Mar 10
	YYNAC Ranger	04/10	NA	NA	Started April 10
15. Adam Briggs	Logistics (independent music career)	01/09	Resume		
16. Brad Boon	Logistics	01/09	Resume		
17. Ricky Briggs	TBA	01/09			
18. Michael Clarke	Transport program (Council)	03/09	Regular follow up	Kev Collie	Started March 09
	GBCMA	01/10	Regular follow up	Carl Atkinson	Started Jan 10
19. Aaron Taylor	TBA				
20. Matty Wright	Building/carpentry apprenticeship	02/09	Transport, school retention	Mark Atkinson	Started Feb 09, Finished June 09
21. Terry Cooper	TBA				
22. Nathan Terlich	Electrical apprenticeship	01/09	Transport, liaison with employer	Dallas Terlich	Started Feb 09
23. Kaillum Searle	ASHE, Cert 2 in Sports Admin	03/09	Weekly follow up	Dallas Terlich	Started March 09 Finished 07/09, returned to Qld
24. Steven Nixon	Pre-app automotive	03/09	Weekly follow up	Dallas Terlich	Started March 09 Finished 08/09, returned to Qld
25. Ashleigh Miller	Pre-app automotive	03/09	Weekly follow up	Dallas Terlich	Started March 09
	Cert II Building construction	03/10	Regular follow up	Carol Smith	Started March 10
26. Jason Atkinson	Pre-app automotive	03/09	Weekly follow up	Dallas Terlich	Started March 09 Finished July 09
27. Daniel Andrew	Pre app furnishings	03/09	Weekly follow up	Carl Atkinson	Started March 09
28. Reece Davis	Pre-app automotive	03/09	Weekly follow up	Dallas Terlich	Started March 09
29. Levi Power	Pre-app landscaping	03/09	Regular follow up	Dallas Terlich	Started March 09
	Yorta Yorta Nations – Park Ranger	07/09	Regular follow up	Dallas Terlich	Started July 09 Finished Oct 09 (worked stopped)
30. Chris Mansfield	TBA				
31. Jackson Charles	ANZ Traineeship	08/09	Regular follow up and licence	Dallas Terlich	Started August 09
32. Jermaine Charles	ANZ Traineeship	04/10			
33. David Archibald	Truck driving	08/09	Regular follow up and licence	Dallas Terlich	Started July 09
34. Daniel Atkinson	Dahlsons Spantruss	07/09	Regular follow up and licence	Dallas Terlich	Started July 09
35. Brandon Thorne	GBCMA	01/10	Regular follow up	Mark Atkinson	Started Jan 10
	Pre-app landscaping	02/10	Regular follow up	Dallas Terlich	Started Feb 10
36. Simon Nicholson	GBCMA	01/10	Regular follow up	Carl	Started Jan 10

				Atkinson	
	Pre-app landscaping	02/10	Regular follow up	Dallas Terlich	Started Feb 10
37. Garry Saunders	GBCMA	01/10	Regular follow up	Carl Atkinson	Started Jan 10
	Pre-app landscaping	02/10	Regular follow up	Dallas Terlich	Started Feb 10
38. Andrew Saunders	GBCMA	01/10	Regular follow up	Carl Atkinson	Started Jan 10
	Pre-app landscaping	02/10	Regular follow up	Dallas Terlich	Started Feb 10
39. Zachary Gilbert	GBCMA	01/10	Regular follow up	Carl Atkinson	Started Jan 10
	Pre-app landscaping	02/10	Regular follow up	Dallas Terlich	Started Feb 10
40. Daniel Charlse	GBCMA	01/10	Regular follow up	Carl Atkinson	Started Jan 10 Finished Jan 10
41. Rex Taylor	RR employment coordinator	01/09	Vehicle, phone	Kev Collie	Started Feb 10
42. Luke Brown	Youth worker	01/09	Regular follow up	Dallas Terlich	Started Jan 10
43. Michael Atkinson	GBCMA	01/10	Regular follow up	Mark Atkinson	Started Jan 10
	Pre-app landscaping	02/10	Regular follow up	Dallas Terlich	Started Feb 10
44. Steven-John Bamblett	TBA				
45. Ace Smith	Welding pre-app GOTAFE	03/10	Regular follow up	Dallas Terlich	Started March 10
46. Darren Mitchell	Refrigeration apprenticeship	TBA	Regular follow up	Dallas Terlich	Started March 10
47. Bradley Taylor	Cert II Motor mechanics GOTAFE	03/10	Regular follow up	Carol Smith	Started March 10
48. Joseph Briggs	TBA				
49. Adam Winmar	Cert II Motor mechanics GOTAFE	03/10	Regular follow up	Carol Smith	Started March 10
50. Aaron Harrison	Cert II Motor mechanics GOTAFE	03/10	Regular follow up	Carol Smith	Started March 10
51. Raymond Weetera	Cert II Motor mechanics GOTAFE	03/10	Regular follow up	Carol Smith	Started March 10
52. Anthony Weetera	Cert II Motor mechanics GOTAFE	03/10	Regular follow up	Carol Smith	Started March 10
53. Kyle Donaczy	Abi Group	04/10			
54. Brett Ritchie	Abi Group	04/10			
55. John Campbell	Abi Group	04/10			
56. Paul Atkinson	GBCMA	04/10	NA	NA	Started April 10
57. Corey Wanganeen	RR employment coordinator	04/10	Vehicle, phone	Dallas Terlich	Started April 10
58. Greg McNay	Abi Group	04/10			
59. Clayton Murray-	TBA				

Mitchell					
60. Anthony Bamblett	Cert II Building construction	03/10	Regular follow up	Carol Smith	Started March 10
61. Allan Bamblett	Cert II Building construction	03/10	Regular follow up	Carol Smith	Started March 10
62. Matt Connors	Building and plumbing labourer	04/10	Regular follow up	Dallas Terlich	Started April 10
63. Coombra Morgan	Cert II Motor mechanics GOTAFE	03/10	Regular follow up	Carol Smith	Started March 10
64. Jesse Rogers	Building and plumbing labourer	04/10	Regular follow up	Dallas Terlich	Started April 10
65. Marissa Bamblett	Cert III Childcare Echuca TAFE	03/10	Regular follow up	TBA	Started March 10
66. Sissy Cooper	Cert IV Nursing GOTAFE	03/10	Regular follow up	TBA	Started March 10
67. Courtney Hunt	TBA				
68. Jessica Smith	TBA				
69. Rani Branson	TBA				
70. Sheadeen Hearn	TBA				
71. Sharnell Burnes	Cert I Message Stick, Echuca TAFE	04/10	Regular follow up	TBA	Starting April 10
72. Kasanni Burnes	Cert I Message Stick, Echuca TAFE	04/10	Regular follow up	TBA	Starting April 10
73. Tegan Wanganeen	St Joseph's Echuca	May 10			
74. Kasi Buckworth	Store person	02/10	Regular follow up	TBA	Started March 10
75. Tambar Wortley	Tatura Bakery (part time after school)	10/09	Regular follow up and licence	Dallas Terlich	Started Nov 09 Finished 03/10
76. Alli Jade -Atkinson	TBA				
77. Emily Winmar	ASHE – Social worker				
78. Janaya Stewart	TBA				
79. Marissa Hudson	TBA				
80. Emilia Watts	TBA				
81. Nerissa Rankine	TBA				
82. Mahalia Petit	TBA				
83. Caitlin O'Brien	TBA				
84. Shadelle Hood	TBA				
85. Rianne Hood	TBA				
86. Janelle Handy	TBA				
87. Tarli Dean-Atkinson	TBA				
88. Ebony Harbrow	Healthy Primary	August	Weekly follow up	Dallas	Started July 09

	School Lunches			Terlich	Finished Sept 09
89. Hayley Briggs	Healthy Primary School Lunches	Now	Weekly follow up	Dallas Terlich	Started Sept 09 Finished Feb 10
90. Chanoa Cooper	TBA				
91. Laura Bryce	TBA				
92. Rosaline Bryant	TBA				
93. Stephanie Beckhurst	TBA				
94. Victoria Atkinson	TBA				
95. Ashleigh Atkinson	IGA Mooroopna	July 09	NA	NA	Started July 09
96. Tammy Lee Atkinson	ASHE Student support officer	Jan '10	NA	NA	Started Jan 10
97. Sophie Atkinson	TBA				
98. Porsha Atkinson	TBA				
99. Kristy Atkinson	TBA				
100. Katelyn Atkinson	TBA				
101. Jacinda Atkinson	TBA				
102. Bree Firebrace	TBA				
103. Amanda Firebrace	TBA				
104. Karyn Ferguson	My Moola	07/09	NA	NA	Started July 09 Finished Nov 09
	Liaison Officer UoM SoRH		NA	NA	Started Dec 09
105. Jessicah Lovett	TBA				
106. Ebony Stewart	Return to Year 11 Notre Dame – Kyabram School	02/09	Liaise with school	Dallas Terlich	Started Jan 09 Finished Nov 09
107. Harley Stewart	Disability support worker	02/09	Liaise with work trainers	Dallas Terlich	Started Jan 09 Finished Feb 09
108. Emily James	Part time night street fish and chip shop	07/09	NA	NA	Started July 09
109. Elsie Cooper	TBA				
110. Kira Winmar	Transfield Admin trainee	04/10	Regular follow up	TBA	May 10
111. Melissa Hudson	TBA				
112. Amelia Watts	TBA				
113. Kiwa Russell	TBA				

KEY: Outcome; In progress; Non-ongoing outcome;

Employment opportunities information

The information contained in this chart is current as of Monday 10th August 2009.

Company	Position Type	Number	Required by	Skill Set	Comments
FutureFlow and/or Transfield	Labourer (stores based)	2 - 4	February 09	Bolt frames and components together Cut pipe	Positions filled March 09
	Plant Operators	6	March 09	Truck Driver Excavator	Positions filled March 09
	Spotter/Traffic Management	20-30	TBA	Training provided	20 people training program end August 2009
	Trainee Business Administration	1	TBA	School leaver Basic office skills Data entry/reception	Positions filled April 09
	Team Leader	6	March 09	Refer position description	Positions filled April 09
	Field Officer	6	March 09	Refer position description	Two positions filled Nov '08 one position filled July '09
	Puckapunyal Defence base	15	August 09	Refer position description (Chefs, serving, taxi service)	5 candidates put forward for interviews
	Shepparton warehouse	2	August 09	Forklift drivers	2 candidates put forward for interviews
	Shepparton region	4	January 10	Laboring	4 candidates being briefed for opportunity
ANZ	Business administration traineeship	1	September 2009	Administrative and clerical experience. Year 10 certificate. On the job training, support and mentoring provided.	Position filled by Jackson Charles in August 09
	School based traineeship	5	August 09		Position not filled, look for future opportunity

Frank Moretto Building	Building apprentice	1	February 2009	Year 10 certificate. Initiative, common sense, willingness to learn and commitment.	Commenced Feb, finished June
Riordan Legal	Administration officer	1	TBA	Administrative and clerical experience. Year 10 certificate. On the job training provided.	Person nominated but not successful, position filled March 2009.
Higgins Bakery	Store sales	2	February 2009	Initiative, common sense, willingness to learn and commitment.	Positions filled March 09
	Apprentice baker	1	February 2009	Year 10 certificate. On the job training provided. Initiative, common sense, willingness to learn and commitment.	Positions filled March 09
Friars Café	Service	1	February 2009 (ongoing)	Year ten, enthusiasm, initiative, customer relations.	Positions filled March 09
Shepparton Orchardist	Pickers	3	September 2009	Year ten, enthusiasm, initiative.	3 candidates put forward
Neverfail	TBA				Follow up through Coca-Cola unsuccessful
SPC Ardmona	TBA				Follow up through Coca-Cola unsuccessful
Coles	TBA				Follow up through BCA/Wesfarmers
Bunnings	TBA				Follow up through BCA/Wesfarmers
Target	TBA				Follow up through BCA/Wesfarmers
Kmart	TBA				Follow up through BCA/Wesfarmers
Office Works	TBA				Follow up through BCA/Wesfarmers

Liquorland	TBA				Follow up through BCA/Wesfarmers
VISY	TBA				Follow up through Pratt Foundation
Vic Roads	TBA				Follow up through Vic Roads Melbourne
City of Greater Shepparton	TBA				Follow up through Mayor/CEO office
NAB	TBA				Follow up with BCA
CBA	TBA				Follow up with BCA
GBCMA	Landcare management	10	Jan 10	Year ten, enthusiasm, initiative.	Follow up with GBCMA and YYNAC
Local orchard	Orchard apprenticeship	2	Nov 09	Year ten, enthusiasm, initiative.	Follow up with Orchardist (no takers)
Veolia Environmental	Truck driver	1	TBA	Year ten, enthusiasm, initiative.	Follow up with Gary Buckland
AbiGroup	Labourer, truck/machinery driver	5	April 09	Year ten, enthusiasm, initiative. Quals helpful red card, heavy rigid, roller ticket, spotter ticket, OH&S	Follow up with Dean Rioloi.

Figure 1 - PERFORMANCE TRACKING

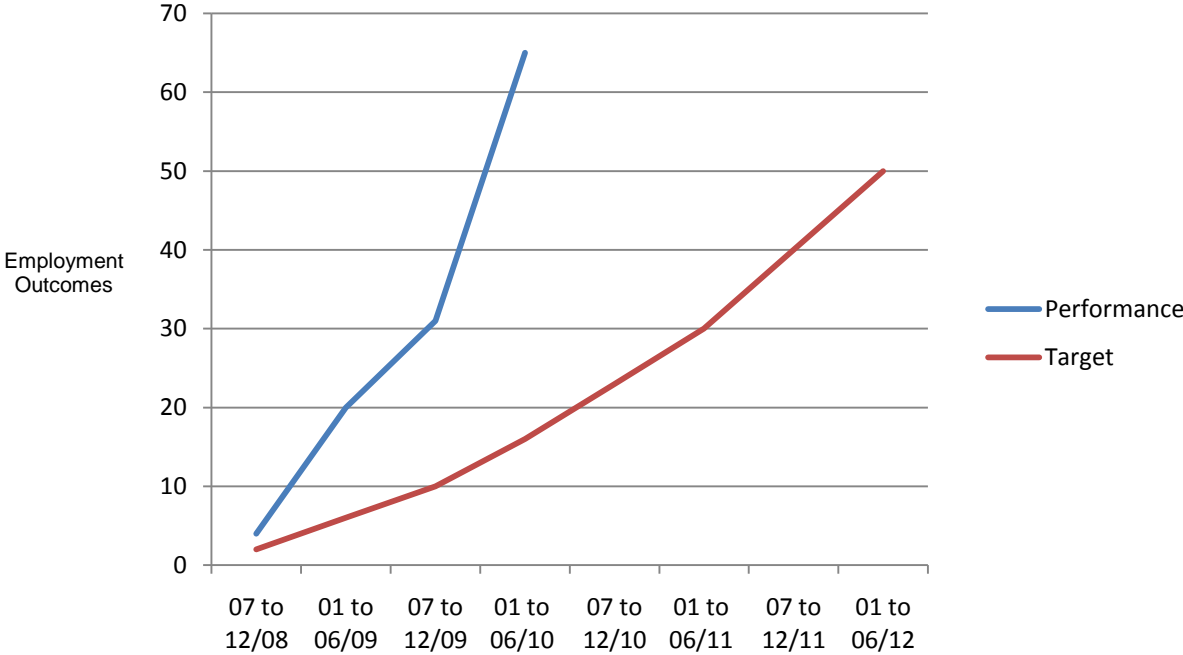


Figure 2 - PERFORMANCE BREAKDOWN

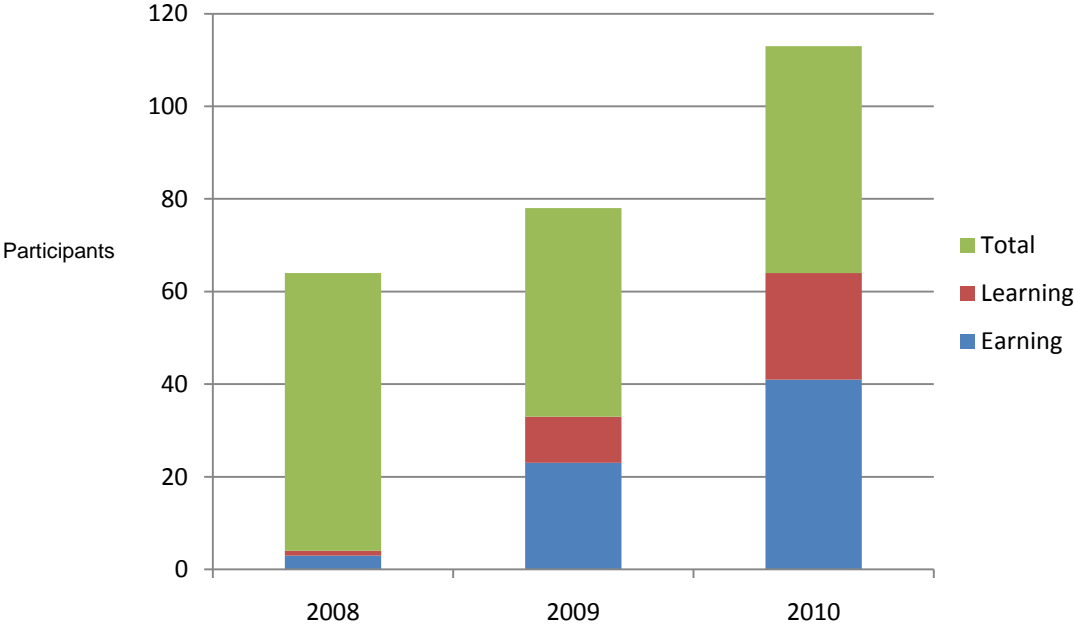


Figure 3 – PERCENTAGE RETENTION RATES

