SUCCESS WORKS

a new perspective on diversity and inclusion
A criminal record should never be viewed as an automatic disqualification for employment.
WHAT IS SUCCESS WORKS?

- A program of Dress for Success Sydney and unique in Australia
- Provides work readiness/employability skill development and transitional support to women affected by the criminal justice system
- Delivers employment opportunities for female ex-offenders
- Support commences pre- and continues post-release to increase women’s employability and level of success transitioning back into society and the workforce
- Women affected by the criminal justice system already in the community are encouraged to join the program
- Our candidates challenge stereotyped attitudes by showing they can make successful and valued members of staff
DID YOU KNOW?

- Since 2011 there has been a 50% increase in the numbers of women in prison in NSW
- 58% are in prison for under 6 months
- 32% of women were homeless in the 6 months prior to entering prison
- 20% were in juvenile detention as children
- Since 2011 the number of Aboriginal women in prison increased by 74%
- High numbers of women cycling are in and out of the system on short sentences
- Year after year we continue to imprison disadvantage

We have to change the way we do things in order to change these statistics
THE CHALLENGE

“Females with a prior criminal history generally do not have access to labour market opportunities once released from custody, and subsequently return to criminal activity”


- To break down barriers to employment for women affected by the criminal justice system
- To build confidence and skills for women post release to apply for suitable jobs
- To work with employers to develop opportunities for women with the skills and knowledge to secure employment and to ensure these women are supported in line with the processes and procedures of the employer
- To reduce the reoffending rates of women in NSW
HOW DOES IT WORK?

• Candidates either referred to Success Works by support agency or self-refer

• Candidate meets with Peer Support Coordinator who assesses readiness for Program, discusses issues around transitioning from custody to community, outlines requirements for registration on Program and the support available

• Candidate can access regular DFS Career Support Workshops Program including mock interviews, resume assistance and job support centre

• Candidate meets at least three times with Peer Support Coordinator to ensure progress and assess candidate’s ongoing needs
HOW DOES IT WORK?

• Skills assessment carried out, resume prepared and candidate supported to apply for relevant employment opportunities

• Candidate supported by Program staff through employer interview process

• Qualified Dress for Success coach provides 10 free coaching sessions to the candidate throughout their employment search

• If client successful, support provided by DFS to candidate and employing agency for 6 months
PROGRESS SO FAR

• 18 women in the community are registered in the program
• 6 women in paid employment in a variety of roles including administration, warehousing, cleaning, fitness industry, food preparation and catering, arts
• 3 women completed and attained their Provide First Aid Certification
• 2 women in the program are being supported by a certified Dress for Success coach
• 6 women have attended career support workshops including money management, interview skills, hidden job search, building a better resume
• 2 women are working off their fines by attending career support programs
• An eight week career support workshop program was delivered to women in Silverwater Correctional Centre
HOW TO BE INVOLVED

Talk to us today

Call Michelle Bonner or Eleni Psillakis on (02) 9517 9537

Email successworks@dfssydney.org

Success Works candidates will be expected to follow the same employment pathway as any other recruit once the candidate has been presented to a specific person who is aware of the Success Works program and its relationship with the organisation.

We ask that you recognise that these candidates will have been affected by the criminal justice system, that their background may or may not be disclosed dependent on the inherent requirements of the role and that they will not be discounted from employment on the basis of a criminal record. They may also need some extra support in the workplace.
SOME REASONS WHY

• The Premier has set new social Priorities that will tackle tough community challenges, lift the quality of life for all citizens and put people at the heart of everything the NSW Government does.

Number 6 Priority - Reducing recidivism in the prison population

  o Reduce adult reoffending following release from prison by 5% by 2023

• Recognition that a background that includes a conviction contributes to the diversity of your workplace

• Eliminating discrimination is an important step towards equality of employment opportunity for people with a criminal record.

• Participation in an innovative program working to eliminate barriers to employment for people least able to advocate on their own behalf

• Find people with skills and experience in the relevant field who are supported in their transition to work and who, research shows, are prepared to prove it
REMEMBER....

• When you employ a Success Works candidate, it’s good to know that:
  ✓ You’ve kept a woman out of prison, transformed her children’s lives, increased their achievement at school and helped to break the intergenerational cycle of deprivation and crime.
  ✓ People with convictions are reliable and keen to prove their worth
  ✓ You are demonstrating your commitment to workplace diversity, challenging prejudice
  ✓ Employees are proud to work for organisations that help people get back on their feet
A CRIMINAL CONVICTION IS NO LEGAL BARRIER TO OFFERING SOMEONE A JOB.

Interested?

- Phone Eleni or Michelle – 02 9517 9537
- Email – successworks@dfssydney.org

- We can visit you or you are welcome to come and see us at Dress for Success Sydney
- 132 Marrickville Rd Marrickville