

CALD Workforce Ready Program

AMES Australia

Gulsoom Jaghuri



CALD Workforce Ready Program

Issue and Opportunity

Issue:

There are high rates of unemployment among CALD communities in regional Victoria.

Opportunity:

Engage CALD jobseekers to work in the disability sector.



CALD Workforce Ready Program

The Grant Funding

The grant funding allowed AMES Australia in partnership with Melba Support Services to prepare CALD jobseekers in the Gippsland region to work in the disability sector.



CALD Workforce Ready Program

The Program

- Co designed a training program with Melba Support Services that will prepare CALD jobseekers to work in disability.
- Identified potential local agencies who could help us deliver the program (NDS Connector).



CALD Workforce Ready Program

The Program

- Worked with local CALD community leaders to run information sessions about NDIS including workforce needs in the sector.
- Recruited suitable participants in the program and conducted individualised career planning.



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The Program

- Ran training sessions focusing on:
 - Pre-employment training
 - Online interview skills
 - Language for working in disability
 - Digital literacy skills
 - Developing soft skills



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The Program

- In partnership with Jobs Victoria, supported jobseekers in their job application journey including:
 - Lodging of online application
 - Securing of licenses and police checks, etc.
 - Preparing for the video interview
 - Liaison with Melba Services to provide feedback to client & vice versa to progress recruitment process



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Reflections and Key Learnings

- Establishing links and working in collaboration with local service providers will ensure long term gains of the project.
- Recruitment and selection of participants to the program are important and where suitability and quality are a key criteria in selection.



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Reflections and Key Learnings

- Recruitment and selection of participants to the program is a crucial success factor.
- Individualised support and working in small groups increase engagement, retention and results.



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Participant Testimonial

