

IMPACT NEWSLTR

#8

MARCH /
APRIL
2024

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INTERNATIONAL WOMEN'S DAY

It was a fantastic opportunity for us to honour and appreciate the incredible women within our workplace who continually inspire us. Find out more inside!

MOODITJ BENANG SOLID FUTURES

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In a collaborative effort between Impact Services and Palmerston, a transformative ten-week program has been underway, aimed at supporting high school-aged Indigenous boys facing various challenges such as attendance issues, anger management, and learning difficulties.

The program, designed to equip participants with the necessary skills and mindset for a successful transition into the working world, has recently culminated in an unforgettable three-day camp at the picturesque Red Moort Field Station, nestled 140 kilometers east of Albany.



EMPOWERING INDIGENOUS YOUTH: IMPACT SERVICES AND PALMERSTON'S TEN-WEEK PROGRAM

Continued from cover page.

Throughout the program, participants were exposed to a diverse range of experiences and opportunities. Speakers from different agencies shared valuable insights, while visits to TAFE and other work sites provided practical exposure. Cultural activities were woven into the curriculum, enriching participants' understanding of their heritage.

During the camp, six of the boys immersed themselves in a series of enriching activities, each designed to foster personal growth and community connection. A highlight was a bush hike through the Pallinup river, where Derek Woods from Palmerston shared stories of familial ties to the land, connecting the boys to their ancestors' legacy.

A day trip to Bremer Bay offered a blend of relaxation and adventure, with activities such as swimming in the marina's protected waters and exploring re-burial sites of ancestral bones, providing cultural context and reverence for the land.

A visit to Millers Point provided insight into the cultural significance of the area, complemented by a hands-on experience in spear tree cutting, showcasing traditional skills and knowledge.

Evenings around the campfire fostered camaraderie and meaningful conversation, with spear-making sessions adding a tangible link to Indigenous traditions. Through these shared experiences, the boys discovered hidden talents and aspirations, from budding chefs to future sports stars.

Reflecting on the journey, it's evident that the program has had a profound impact on the participants. With newfound clarity and direction, each boy is now equipped with a clearer pathway towards achieving their future goals. The overwhelming enthusiasm for future opportunities speaks volumes about the program's success, with participants eagerly anticipating the next chapter in their journey towards empowerment and self-discovery.

As we celebrate these milestones, it's essential to recognize the invaluable contributions of Impact Services, Palmerston, and all involved in making this program a reality. Together, we are not only changing individual lives but also building stronger, more resilient communities for generations to come.



CAMERON PRACTICING HIS STALKING SKILLS (NO ANIMALS HARMED)



UPPER PARTS OF PALLINUP RIVER, CULTURAL CONNECTIONS



NATIVE DOG BEACH, BREMER BAY TOUR



RED MOORT CAMP FIRE, YARNING SESSIONS

INTERNATIONAL WOMEN'S DAY

On the 8th of March, we came together to celebrate International Women's Day! It was a fantastic opportunity for us to honour and appreciate the incredible women within our workplace who continually inspire us. Throughout the company, we encouraged nominations for women who have made a significant impact, whether through their leadership, innovation, compassion, or resilience.

What made this celebration truly special was the element of anonymity. Nominators chose to remain unidentified, adding an air of mystery and intrigue to the proceedings. This ensured that the focus remained solely on the remarkable achievements and contributions of the women being recognised.

The highlight of the event was undoubtedly the recognition video showcasing the outstanding individuals who were nominated. It was heartwarming to witness the diversity of talent and the breadth of influence that these women have had on our organisation.

Here's to celebrating the achievements of women today and every day!



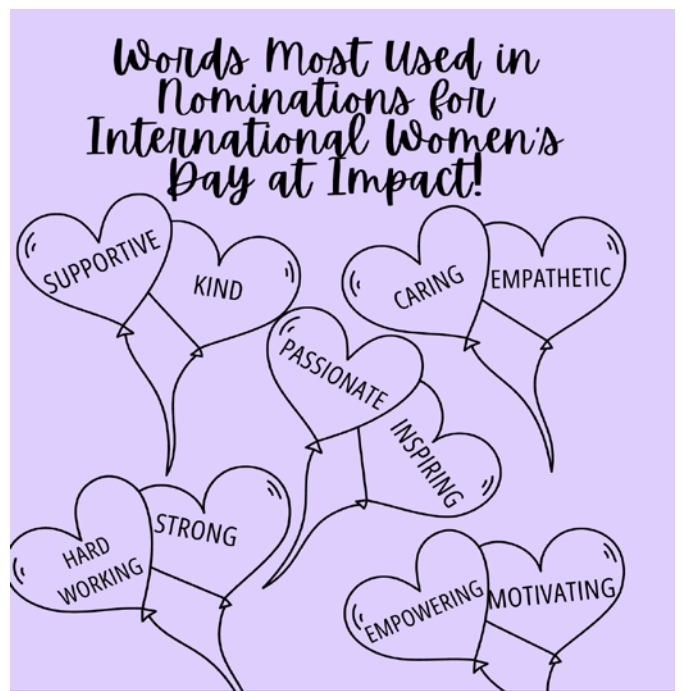
BELINDA AND OUR DIRECTORS, STUART AND STEPHEN CELEBRATING IN ALBANY



PERTH STAFF CELEBRATING



PERTH STAFF CELEBRATING



 International Women's Day
#IWD2024 #InspireInclusion



PERTH STAFF CELEBRATING

EXPLORING DJERAN



Image designed by
Ségolène Savoye de Puineuf

Embracing Autumn in Noongar Tradition

March and April usher in Djeran, a vital season in Noongar culture. Djeran signals autumn's arrival in southwest Western Australia. Nature transforms subtly, with shorter days and crisper air offering respite from summer's heat.

Djeran is deeply meaningful to the Noongar people, guiding their spiritual connection with the land. It marks a time of transition and renewal, celebrated through traditional ceremonies and activities.

This season sees the landscape adorned with vibrant wildflowers, nourishing wildlife and inspiring gratitude. Elders share wisdom with the community, ensuring traditions endure.

Let's honour the Noongar's connection to the land, embracing Djeran's beauty and abundance as we welcome autumn's cool embrace

MEET MARNI ALLEN: TRAINING MANAGER

Hi I'm Marni,

My professional journey in Employment Services has been both diverse and impactful, spanning various roles and locations.

I've worked in the Job Search Australia, Job active and now Workforce Australia contract. All very different from each other but the main emphasis helping people find sustainable employment and ensure that any challenges they may face finding or staying in employment are being addressed.

I also worked a great part in the Participation team with the Department of Education supporting at risk youth into meaningful pathways to meet their school leaving requirements.

Following on from this I worked a part of the T120 pilot in Kalgoorlie advocating for the most at-risk youth and families navigating the education system to encourage hope of lasting engagement.

Later returning to Aotearoa where I worked as an employment case manager, supporting people into sustainable and suitable employment which was made more difficult during COVID.

Since joining Impact Services in 2022, I progressed professionally starting as a Career Consultant and then 7 months later transitioning to Training Manager, where I went from supporting our Participants and finding them long term work to then developing other staff to do the same!

At the same time completing a Cert IV in Employment Services and My Leading Impact Leadership Program which provided me a lot of growth within the work that I do and would like to acknowledge the opportunities Impact have given me.



MARNI ALLEN

What do you love about your job?

The ability to help others and provide them with tools that lead them to positive outcomes for them and their families.

What led you to this career?

An opportunity – And a Director with foresight and courage to do something beneficial for the collective.

What is your favourite saying?

Send it!

HARMONY DAY

Harmony Day, celebrated annually on March 21st in Western Australia, is a time to embrace cultural diversity and promote inclusivity within our communities. This day serves as a reminder of the importance of tolerance, respect, and understanding towards people of all backgrounds, regardless of race, religion, or ethnicity.

In Western Australia, Harmony Day is marked by various events and activities that aim to foster a sense of belonging and unity among its diverse population.

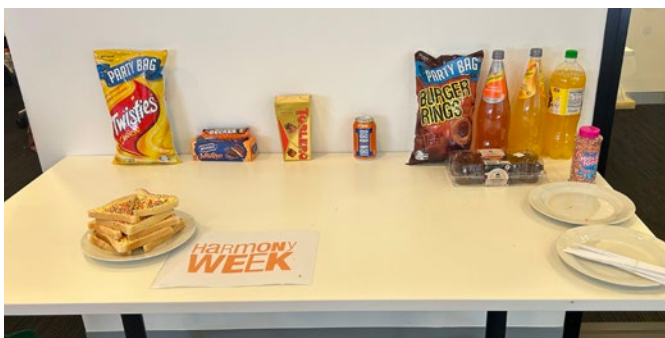
The significance of Harmony Day lies in its ability to bring people together, encouraging dialogue and collaboration to build a more cohesive and harmonious society.

It provides an opportunity for individuals to learn from one another, appreciate different perspectives, and celebrate the unique contributions of each culture to the fabric of our community.

Impact Services chose to ask staff to bring in their favourite dish of food and wear orange. Let's celebrate diversity, promote understanding, and embrace harmony today and every day.



HARMONY DAY - MIRRABOOKA



HARMONY DAY AUSSIE STYLE



HARMONY DAY JOONDALUP

IMPACT SERVICES MAKING A DIFFERENCE IN THE GREAT SOUTHERN REGION

Since August 1st, 2019, Impact Services has been actively engaged in collecting roadside litter throughout the picturesque Great Southern Region. This initiative has not only contributed to keeping the area tidy but has also provided meaningful employment opportunities for local Noongar men, Daryl Williams and Neville Loach.

From the outset, Daryl and Neville approached their duties with high enthusiasm, viewing the opportunity to work on country and maintain the region's cleanliness as an honour. Their dedication has been unwavering since they began servicing the Great Southern Road network in October 2019.

Throughout the duration of the contract, Daryl and Neville have diligently serviced the region, ensuring that litter is collected promptly and the area remains pristine. This stability in employment has had a tangible impact on Daryl's life, enabling him to build a home for his family in Albany.

While there have been changes in personnel, with Jay being succeeded by Jesse Olsen, the commitment to excellence has remained constant.

With Main Roads directly overseeing operations since the beginning of 2024, Wayne Griffiths and Jesse Olsen have continued to support Impact Services in their mission to maintain the region's cleanliness.

Daryl and Neville take pride in their work, often reporting back on the emergence of native bush foods and the condition of bin sites. Their dedication goes beyond mere duty; they have truly taken ownership of this important service, ensuring the well-being of the community and the environment.

Impact Services is deeply grateful for the opportunity to contribute to the region's upkeep and for the trust placed in them by Main Roads. By empowering Aboriginal businesses like Impact Services and valuing their employees, we can foster positive change and create a brighter future for all. We're looking forward to seeing you there!



DARYL WITH IMPACT WORK UTE

HOW MANY ABORIGINAL EMPLOYEES DO WE HAVE RIGHT NOW?

35

Indigenous Employees

Total Staff

98

63

Non-Indigenous Employees

Employee numbers as of March 2024

CONNECTING WITH NATURE: IMPACT SERVICES AND GREENING AUSTRALIA'S ONGOING COLLABORATION

Over the past couple of years, Impact Services has proudly partnered with Greening Australia on various projects aimed at environmental conservation and restoration. One such endeavour involved native seed picking and planting, a crucial aspect of rehabilitating ecosystems. This year, our collaboration took us to the picturesque Frankland river region, where Harvey, Noel, and Robert dedicated their time to native seed picking and processing as part of Greening Australia's revegetation program.

Operating from the Mount Barker Noongar Centre, our team embarked on journeys across the land, gathering native seeds while learning the intricacies of seed collection and harvesting. This hands-on experience not only deepened their understanding of the local flora but also emphasized the significance of their efforts in enabling future restoration projects.

Under the guidance of Nathan Lissman, a seasoned expert from Greening Australia, our team underwent on-the-job training in seed processing. Nathan's wealth of knowledge enriched the experience, as he shared insights on cleaning and preparing seeds for propagation, ensuring their viability for future endeavours in land rehabilitation.

Looking ahead, Impact Services is excited about the prospect of continued collaboration with Greening Australia. Plans are already underway for future projects, including a job readiness program and additional planting initiatives later in the year.

These endeavours not only contribute to environmental sustainability but also provide meaningful opportunities for community engagement and skill development.

As we reflect on our ongoing partnership with Greening Australia, we are reminded of the profound impact that collective action can have on preserving and restoring our natural landscapes. Together, we remain committed to fostering a greener, more resilient future for generations to come.

Stay tuned for more updates on our collaborative efforts and upcoming projects with Greening Australia. Together, we can make a difference in safeguarding our environment.



NATHAN, HARVEY AND NOEL



HARVEY AND NOEL



HARVEY AND NOEL WORKING

COMPLETED TRAINEESHIPS

Huge congratulations to our team members on completing your traineeships! Your hard work and dedication have paid off. We're excited to see how your new skills will contribute to our ongoing success!

Certificate IV in Employment Services
Nicole Torrance 8/3/24

Certificate IV in Employment Services
Rebecca Tirmazi 30/1/24

Certificate III in Business
Alyssa Abrahams 23/2/24



IMPACT SERVICES WELLNESS COMMITTEE WAS OFFICIALLY LAUNCHED!

We're thrilled to announce the official launch of our **Wellness Committee**, formed by passionate staff members who truly care about the well-being of our team. With the tagline 'We See You,' the committee aims to create a supportive environment where every member feels valued and supported in their wellness journey.

We kicked off our journey with a fantastic event on International Women's Day, where staff across all sites came together for an inspiring celebration. It was a powerful display of unity and support, highlighting our commitment to inclusivity and empowerment.

Stay tuned for more exciting initiatives and events from our Wellness Committee as we continue to prioritize the health and happiness of our team.

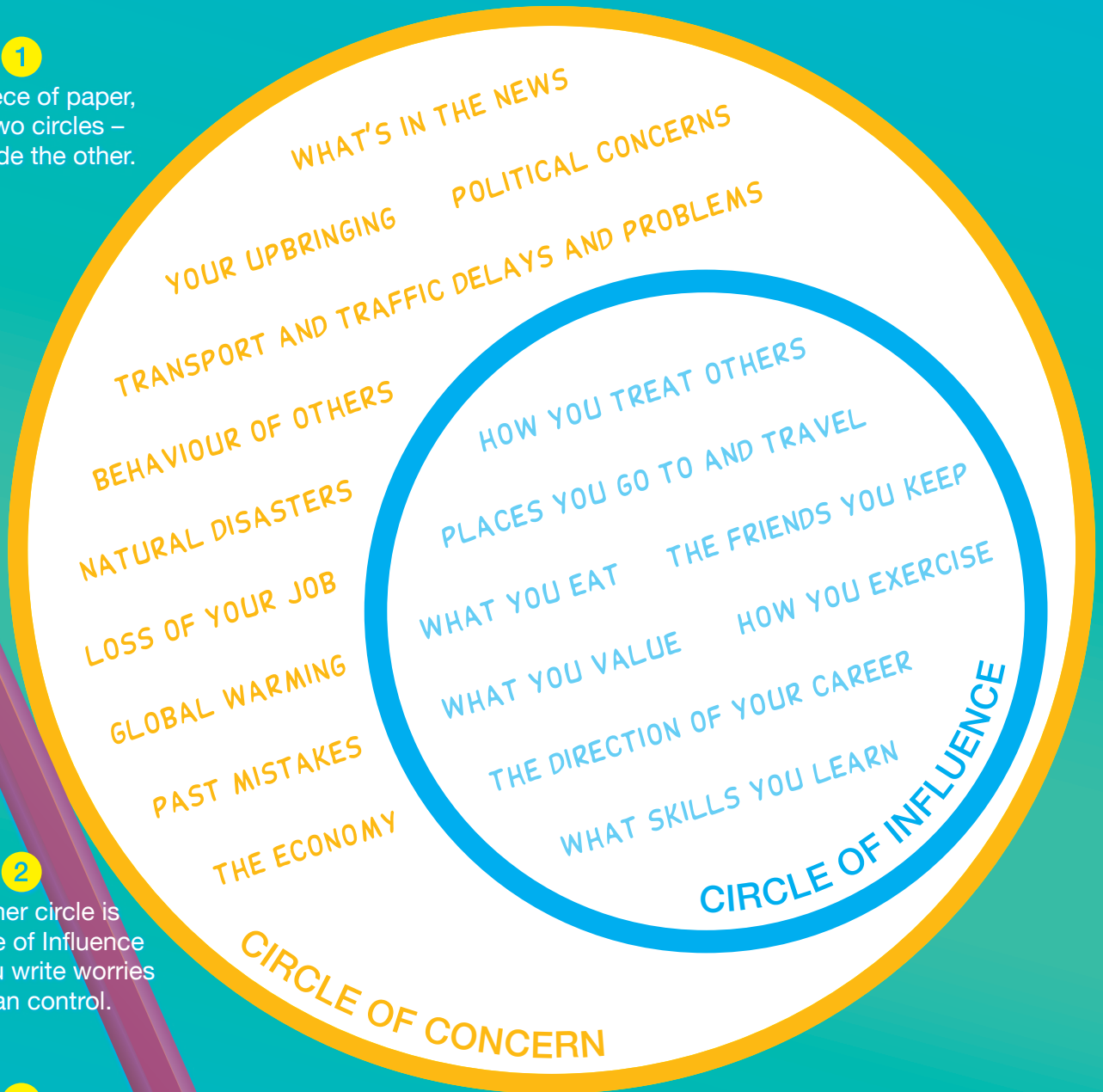
Together, we're building a stronger, healthier, and happier workplace for everyone.



Focus on what you can control.

1

On a piece of paper,
draw two circles –
one inside the other.



2

The inner circle is
the Circle of Influence
where you write worries
you can control.

3

The outer circle is
the Circle of Concern
where you write worries
you cannot control.

4

The points in your Circle of Influence are where we can make proactive change in our lives by calling on our connections and strengths for a positive result. The more we focus on our Circle of Influence, the happier and more in control of our lives we will feel.



1800 818 728

info@accesseap.com.au

web accesseap.com.au

app AccessMyEAP

Would you like additional support identifying what you can influence and making positive changes in your life? Contact AccessEAP for a confidential chat and to help you find balance.

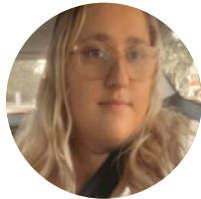
PEOPLE AND CULTURE CONTRIBUTION

We are delighted to introduce our new team members!



NICK STONE
IT SYSTEMS
ADMINISTRATOR

Albany Office



TARA MONGER
TRAINEE CAREER
CONSULTANT

Mirrabooka Workforce
Australia Office

FAY TAYLOR
ACCOUNTS AND
PAYROLL OFFICER

Albany Office

TAYLOR MITCHELL
TRAINEE CAREER
CONSULTANT

Joondalup Corporate
Australia Office

COLIN WRIGHT
TRAINEE CAREER
CONSULTANT

Mirrabooka Workforce
Australia Office

KAELYN HONEYCOMBE
TRAINEE CAREER
CONSULTANT

Workforce
Australia Office

KAY LINDSAY
RECEPTIONIST

Mirrabooka Workforce
Australia Office

UPCOMING AWARENESS DAYS & EVENTS

- 16 May** **Global Accessibility Awareness Day**
Raising awareness of digital access and inclusion for people with disability
- 22 May** **ADCO and Impact Services Industry event – Perth metro**
- 18 June** **Impact Services anniversary – 6 years in business!**
- 20 June** **Albany Chamber of Commerce – Impact event**

OUR OFFICES

Midland

T099 Midland Gate Shopping Centre
Entrance off The Crescent
Midland WA 6056
Free call: 1800 749 325
Phone: 08 6458 0652

Mirrabooka

Tenancy 7, 8 Sudbury Road,
Mirrabooka WA 6061
Free call: 1800 862 106
Phone: 08 6458 0651

Joondalup

Unit 3 & 4, 40 Central Walk
Joondalup WA 6027
Free call: 1800 862 105
Phone: 08 6458 0650

Albany

59 Peels Place
Albany WA 6330
Phone: 08 9841 0255



Impact Services
aim to reduce their
carbon footprint in
2024. Please find
our QR Code for the
latest newsletter

www.impactservices.com.au

If you would like an article or a good news story
in this newsletter please email the editor at
lesley.clemens@impactservices.com.au

