

Cockburn



Integrated Systems of Care to support Aboriginal and Torres Strait Islander People with mental health, alcohol and other drug issues (AISC)

Community Engagement and Co-Design Workshop Report

2017

Executive Summary: Cockburn Area

[Cockburn Aboriginal and/or Torres Strait Islander population: 1,585]

[Cockburn population: 102,028]

Richmond Wellbeing, in collaboration with consortium partners, has been commissioned by WA Primary Health Alliance (WAPHA) to develop an integrated system of care program to support Aboriginal and/or Torres Strait Islander people with mental health, alcohol and other drug issues in the Perth South Primary Health Network region from April 2017 to June 2018. The purpose of this activity is to focus and improve the health and wellbeing of Aboriginal and/or Torres Strait Islander people who are living with co-occurring AOD (alcohol and other drugs) and MH (mental health) conditions.

The Richmond Wellbeing (RW) ISC engagement team conducted outreach into communities in this location to listen to community members' experiences, concerns, issues and ideas regarding problematic mental health and AOD use in the community. The RW team heard from community members who experienced these issues themselves, and from people who are carers, families, friends and supporters of people experiencing problematic AOD/MH issues.

AOD/MH and other service providers in the area were also contacted by the RW team to gather information on issues and concerns of the organisations. Ideas on ways to provide better access to services for vulnerable and disadvantaged community members and better integrate AOD and MH services were discussed in this engagement process.

Feedback from the local community was collated to provide themes for place-based co-design workshops attended by local community members and service providers working together on solutions to address these issues.

COCKBURN AREA:

CONSULTATION AND ENGAGEMENT	
Community Members	Service Providers
8	13
WORKSHOP ATTENDANCE	
Community Members	Service Providers
20	10

Co-design Workshop

Workshop Themes:

- Increase local Aboriginal workforce (particularly men) to provide AOD and MH staff that the community will be more comfortable talking with, and who know and understand the community needs.
- Provide community activities and programs, such as camping and outdoor trips, that are inclusive of all Aboriginal families to connect in a positive environment and provide support for family members dealing with AOD and MH issues.
- Provide specific activities and programs for Aboriginal youth, such as providing a youth bus and more outings and activities such as bush trips and camping, to develop skills and engage youth in positive activities.
- Deliver culturally secure local AOD and MH services for the Aboriginal community that also address specific barriers to access, such as transport and housing.

A co-design workshop was held for community members and service providers in Cockburn on November 9th 2017. This workshop provided an opportunity for service providers and local community to come together to co-design local service activity.

Workshop Findings:

The co-design workshops identified 5 key findings to be considered by the Project Management Group:

1. Increase local Aboriginal workforce by establishing AOD and MH training programs in schools to provide pathways for on-the-job training and career development.
2. Increase local Aboriginal workforce by establishing a Men's Incentive Advisory Group to work alongside organisations to support training and recruitment of Aboriginal people (particularly men).
3. Establish an Aboriginal Committee to develop and deliver Aboriginal support programs for men, women, young people, new mothers and carers at the Ottey Centre.
4. Provide opportunities for Aboriginal people in their mid-20's who have lived AOD or MH experience to provide peer mentoring to young people through activities and programs, such as an Aboriginal Youth Leadership Program.
5. Employ Aboriginal Support Workers to engage with the community to help facilitate access.

Solutions to Address Key Findings:

1. Increase local Aboriginal workforce by establishing AOD and MH training programs in schools to provide pathways for one-the-job training and career development.

Identified need:

- ❖ Need to empower young Aboriginal people to enter workforce.
- ❖ Need to help young people finish their education so they can enter the workforce with less barriers.

How to do it:

- Provide more Aboriginal programs and school-based training and incentives to stay in school.
- Provide more education in Aboriginal languages and culture within schools.
- Local Aboriginal services to provide placements and more training for youth.
- Deliver short courses:
 - Schools (self-esteem, resilience);
 - TAFE;
 - Community centres; and
 - Youth centres.
- Programs to be school-based and skill-based:
 - Hospitality;
 - Retail;
 - Carpentry; and
 - General training for computer usage.
- Provide on the job training with cadetships and traineeships.
- Include incentives to complete the program.
- Provide one-on-one support throughout the program.
- Provide funding to access public transport for study and training e.g. bus and train passes.

2. Increase local Aboriginal workforce by establishing a Men's Incentive Advisory Group to work alongside organisations to support training and recruitment of Aboriginal people (particularly men).

Identified need:

- ❖ Need holistic approach to hiring Aboriginal people.
- ❖ Need to empower adults and Elders to enter workforce.
- ❖ Need more flexible workforce models.
- ❖ Need to give the power back to the people.
- ❖ Need to involve Aboriginal people to help improve workforce opportunities for the people.

How to do it:

- Men's Incentive Advisory Group to ensure workforce initiatives and recruitment is community led and community driven.
- Organisations to establish Men's Groups.
- Group to advocate and talk to services about key issues such as housing and employment.
- Group to support local organisations with process of recruitment of Aboriginal people.
- Include Aboriginal Elders on the Group.
- Provide the Men's Group with training to support ongoing governance.
- Develop positions for Aboriginal people:
 - Need to be 50D positions;
 - Need to have a support role/mentoring support;
 - Provide opportunities for peer workers and community engagement etc.; and
 - Be flexible and non-judgemental and lenient with criminal records (base it on the offence).
- Advertise 50D positions within organisations.
- Be more lenient with employing men in local area:
 - Lenience with criminal record;
 - Incentives to volunteer e.g. paid work; and
 - Value people with life experience.
- Have flexible policy and procedures, documentation, interviews, requirement processes.
 - Needs to occur within all organisations to reduce barriers for Aboriginal people.
- Have Aboriginal Elders on interview panels.
- Provide funding for mature age people to train and study (e.g. traineeships).
- Including housing, transport support and assistance for workers to reduce barriers.
- Supported study leave and longer-term study options to continue up corporate ladder.

3. Establish an Aboriginal Committee to develop and deliver Aboriginal support program for men, women, young people, new mothers and carers at the Ottey Centre.

Identified need:

- ❖ Need to offer Cultural activities in local area to connect to land and spirit.
- ❖ Need to establish activity groups for people to connect.
- ❖ Need to provide respite and support for carers.

How to do it:

- Provide free activities for those in Cockburn and Fremantle out of the Ottey Centre.
- Establish an Aboriginal Committee to work with the Ottey Centre to design programs.
- Aboriginal Committee to work with Ottey Centre management and be involved in decision-making process to ensure program is community owned, driven and led.

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- Establish Memorandum of Understanding (MOU) between Aboriginal Committee and Ottey Centre to deliver programs.
 - Employ local Aboriginal people to work with local families and deliver programs.
 - All activity groups to focus on healing.
 - Provide specific activity groups and also groups for specific groups of people.
 - Activity groups:
 - Sewing;
 - Language classes;
 - Painting;
 - Homemaking classes;
 - Healing groups (trauma based); and
 - Fishing.
 - Men's groups:
 - Camping;
 - Kangaroo shooting;
 - Making Aboriginal artefacts; and
 - Sporting – football, cricket.
 - Women's groups:
 - Sewing;
 - Knitting;
 - Gardening; and
 - Yarning and storytelling.
 - New mother's groups:
 - Part play group, part support group for mum's; and
 - Bush tucker through the Ottey Centre market garden.
 - Youth groups:
 - Connect teens with Elders and mentors; and
 - Use the Youth Centre at Cockburn and Pulse Church Centre.
 - Carer's groups:
 - Provide transport;
 - Sewing; and
 - Painting.
 - Natasha to take some representatives to the meeting this afternoon.
 - Confirm with John if Aboriginal Committee is 'do-able'.

4. Provide opportunities for Aboriginal people in their mid-20's who have lived AOD or MH experience to provide peer mentoring to young people through activities and programs, such as an Aboriginal Youth Leadership Program.

Identified need:

- ❖ Need a peer workforce so Aboriginal youth can relate.
- ❖ Need to acknowledge healing is a process and ongoing support is needed for young people.

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- ❖ Need to value lived experience of young people and how this can support other young people.

How to do it:

- Develop programs to be led by peer mentors:
 - Back to Country program led by young men and women;
 - Cockburn Holiday Program – cultural camp for young Aboriginal people including those with disabilities, include girls’ and boys’ camps regularly in school holidays; and
 - Build self-esteem, confidence and right skills to ‘stand strong’.
- Aboriginal Youth Leadership Program:
 - Noongar youth specifically;
 - Heal your own, it’s our country; and
 - Talk Noongar language.
- Essential to provide transport for outings and activities.
- Aboriginal people to buddy up with others to encourage and support participation.
- The Universal Truth of Health to come to Cockburn – Connect Groups.
- Find culturally appropriate psychosocial contacts.
- Peer mentors to set up website for Aboriginal youth to chat online and get support for issues.
- Peer mentors to be trained by Elders.
- Provide funding for Aboriginal people to develop and deliver the program.
- Let community youth nominate male and female mentors.
- Peer mentors to also work with services to build pathways to community services to ensure support is culturally secure but be independent of services.
- Wadjallas to sit on Aboriginal Reference Group, not the other way around.
- Peer mentors employed for at least two years to build relationships to make real difference.
- Mentors to be paid.
- Provide mentors with supervision.
- Support people to obtain police and working with children check.
- ‘Build up’ Aboriginal people to do this work:
 - Scholarships to gain qualifications;
 - Support from Aboriginal Elders;
 - Ongoing professional development and training; and
 - Public speaking training and practice.

5. Employ Aboriginal Support Workers to engage with the community to help facilitate access to services and provide after-hours support for families and individuals.

Identified need:

- ❖ Need someone to work with the people to help them understand how to engage with services.
- ❖ Need to employ local Noongar workers.

How to do it:

- People to work with the community to increase access to services.
- Support workers to:
 - Provide support while people on waiting list;
 - Provide services after hours;
 - Promote access to walk in/flexible services – just rock up, no appointment necessary;
 - Support family;
 - Provide holistic approach to individuals;
 - Be local Noongar people;
 - Provide mediation support;
 - Advocacy role;
 - Link people up with services;
 - Provide transport help for appointments;
 - Provide housing and medical support;
 - Provide education on how to engage with services and how the system works; and
 - Liaise with government services - “Big sister that gets paid to look after the mob”.
- Ensure community roles that work with the mob are valued and paid.
- Provide rotating rosters and shifts so there is around the clock support for community.
- Must be local Aboriginal worker with links to the community they will be working and accepted in.
- Needs to be run by an Aboriginal organisation that is already delivering similar services.
- Identify what organisations can take this on, identify local needs and resource these needs.