IPROWD

INDIGENOUS POLICE RECRUITMENT OUR WAY DELIVERY

PROUDLY MAKING A DIFFERENCE
ACKNOWLEDGEMENT OF COUNTRY
THE CATALYST

- A tragic death in custody
- 11 years on
  - More than 100 participants
  - More than 100 in NSW police
- Critical success factors?
- What have we learned for the future?
WHAT IS IPROWD?

- Founded in 2008
- Indigenous specific
- Significant wrap-around support and mentoring
- Certificate III in Vocational and Study Pathways (10586NAT)
- 18 week program delivering outcomes in:
  - Communication
  - Information Technology
  - Writing and Presenting Information
  - Ethics and Workplace Responsibilities
  - Aboriginal Studies
  - Fitness and Healthy Lifestyles
WHERE IS IPROWD DELIVERED?

- Under the One TAFE model IPROWD is managed out of West Region but delivered state-wide in NSW
- Dubbo, Lismore, Tamworth, Broken Hill, Hunter, Redfern, Mt. Druitt, Nowra, Wagga Wagga and Armidale
FUNDING

- Delivery is funded by Smart and Skilled.
- Wrap-around support is funded by the Australian Government Jobs, Land and Economy Programme (JLEP)
- This includes;
  - Wages and expenses for the state IPROWD team (3 staff)
  - Marketing campaigns/promotional material
  - IPROWD student uniforms
  - Gym membership and fitness training sessions
  - Excursion to NSW Police Academy – Goulburn
  - Student application expenses (medicals, etc)
  - Mentoring and post course support
CAREERS/PATHWAYS

Students completing IPROWD have been placed in:

- NSW, Queensland and Australian Federal Police
  - Sworn, ACLO and unsworn roles
- NSW Corrective Service
- NSW Fire and Rescue
- Local, state and federal government departments
- Private industry (hospitality, disability, community services)
GOOD NEWS STORIES
GARTH

Garth (far right) former IPROWD student
Maitland 2012

- Completed IPROWD but couldn’t tell his family
- Successful entry to NSW Police
- Social/personal consequences
- IPROWD was there for him throughout this difficult journey.
AARON

• Completed IPROWD through to the NSW Police Academy
• Not successful with the NSW Police
• Left to work as a labourer
• Mentored by IPROWD and enrolled into Charles Sturt University
• Graduated with a Bachelor of Criminal Justice
• Now in a senior role with FACS.
Tiarne (far left) former IPROWD student 2018 Kurri Kurri
- Enrolled in IPROWD
- Told her parents who immediately asked her to leave home.
- IPROWD gave her accommodation and support.
- Mentored and assisted her with her application to the AFP.
- Now employed in an unsworn program with the Australian Federal Police.
NAKIE

• 14 years in foster homes
• Completed IPROWD 2019
• Now in an unsworn role with the NSW Police Force.
SO MANY OPPORTUNITIES
Highway patrol
Dog Squad
Marine command
Mounted Police
Parliament House IPROWD excursion 2015
- learning about how government works
IPROWD NOW AND IN THE FUTURE
REDFERN GRADUATION

- Largest ever group to graduate – 25 from 26 starts
- 2 students commencing at Goulburn Police Academy in October with 8 expected to start in January 2020
- 1 started with Commonwealth security
- 2 started in unsworn police roles
- 1 started with Sydney Trains
2019 Redfern students with Commissioner Mick Fuller
WHY DOES IT WORK??

- Commitment above and beyond
  - Individual support and mentoring
- Capacity to provide wrap-around that is flexible and personal
- True cultural competence
- Quality and consistency in delivery
- Active and Productive partnerships with industry
WHERE TO FROM HERE?

- Continue to work with Prime Minister & Cabinet so we can sustain critical wrap-around services
- Maintain our focus on individualised customised personal support
- Deliver the best possible outcomes for our indigenous students
- Expand our reach to other justice and emergency services
THANK YOU
BE IPROWD
PROUD