



THE PROBLEM

Women with a criminal record experience societal stigma and withdraw from society. One important way to improve the quality of their life and that of their families is for these women to gain meaningful employment but many employers are unaware of the protocols around recruiting women with a criminal record and as a consequence these women are consistently being discriminated against in the recruitment process. Research has shown, a lack of access to employment results in an individual having a significantly higher propensity to reoffend (recidivism).

CONTEXT

Our candidates:

- 100% have a criminal record;
- 39% are single mothers;
- 40% have experienced homelessness;
- 19% identify as Aboriginal or Torres Strait Islander;
- 45% did not graduate from high school;
- 36% rely on community organisations and support networks rather than family and friends;
- 34% have outstanding fines;
- 43% have experienced mental health issues, including drug and alcohol abuse, and gambling addiction;
- 44% have experienced domestic violence;
- 20% were in juvenile detention as children.



TRANSFORMATIVE INTERVENTIONS

Success Works provides employment and employment pathways for ex-offenders by unlocking the potential of women with a criminal record through the mentoring program, one-to-one support, and job readiness workshops. We also work with employers to help them address structural issues that create barriers to these women finding employment.



EARLY OUTCOMES

Candidates gain confidence, job readiness skills, modifications to feelings of shame and stigma, and the ability to see themselves as equal members of society.



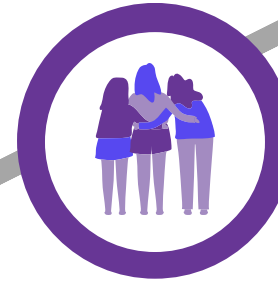
INTERMEDIATE OUTCOMES

Through this model, we provide opportunities for women with a criminal record to access sustainable employment, rebuild their lives, and not re-offend. Other women in the program will receive employment pathway support, bringing them closer to an employment outcome.



LONGER-TERM OUTCOMES

- Single mothers who are able to regain custody of their children or retain custody of their children as a direct result of being in the program and gaining employment.
- Women in the program who gained employment or employment pathway support have reduced recidivism.
- Impact to policy at a systems-wide level and a reduction in societal stigma against ex-offenders.



OUR VISION

Our vision is a world where women who have been impacted by the criminal justice system face ZERO discrimination in recruitment and employment.

THE CHANGE



A sustainable reduction in reoffending (recidivism) rates and to break the cycle of intergenerational disadvantage and trauma experienced by families as a result of repeated incarceration.