

purpose statement

Create opportunity for people who have identified barriers in accessing employment and community participation.

Management personnel attended National Disability and Employment Conferences and were represented on local and regional community committees. We also presented at the Senate Hearing held in Albury on the Welfare to Work Reform Bill.

We now have 25 staff employed across our three offices providing a range of services. We have invested in upgrading our IT systems, facilitating ease and efficiency of communication.

In maintaining our professional image for all our customers, we have refurbished our Griffith premises and have moved to new larger premises in Deniliquin.

The Board again engaged Terry Kilmister from Boardworks International to review and advance the Strategic Plan for the coming year, thus monitoring and focusing our growth in line with our purpose statement.

The quality of our service continues to remain high as we respond quickly to changing government direction, but at the same time maintaining a close alignment with our mission.

Personnel Employment's success can be attributed to its dedicated employees and committed Board members, many thanks to everyone for another great year.



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annual report 2005–2006



annual report summary

The 2005-2006 year has been interesting and exciting with our best ever employment outcomes, new program development and premise upgrades.



Mark Cox,
Chairman



Christine Sanger,
General
Manager

During the past year, we had another major system change in our employment programs funded by the Department of Employment and Workplace Relations (DEWR). But with our usual tenacity and team focused approach, we have managed this transition successfully, with minimal disruption to our clients.

This year we provided a service for 400 clients securing 160 new positions and maintaining 217 people in employment.

Our commitment to quality service provision and people with a disability has again been endorsed with our Quality Assurance ISO 9001-2000 accreditation, and the Disability Standards Certification 2002 across all four disability employment services.

We have enjoyed continued steady growth and were successful in bidding for the Youth Pathways Program in the Western Riverina Region funded by the Department of Education, Science and Training (DEST), providing services for 89 young people.

The Griffith service capacity was doubled with the incorporation of another Disability Employment Service. In Albury the Personal Support Program (DEWR) and ATLAS Community Participation Program also received increased funding.

In October we launched our new logo. This provided the background for a redeveloped profile for all our marketing and promotions. Our new website has been developed focusing on specific information for clients, employers and service providers. Management and marketing personnel maintained their local business and community presence, with regular attendance at all local business and community meetings and forums.

programs overview

The Disability Employment Network

Each program provides:

- Pre employment support
- Job search support
- On the job training support
- On going post placement support

On registration, jobseekers skills and career interests are identified and individual career plans developed. Jobsearch strategies are tailored to meet each jobseekers needs and then selectively matched to an employer's job criteria.

Once a job is secured, Personnel Employment works in partnership with the new employee and their employer.

On the job training support is provided (on request) to assist in maintaining productivity. When employer's requirements are met, support is gradually reduced. On going contact is maintained and required further retraining can be provided.

Long Established Record of Service

Since its establishment in 1986, Personnel Employment has successfully assisted more than 1300 job seekers to achieve their employment goals. We continually achieve excellent results placing jobseekers with a disability into semi skilled, skilled and professional positions within the Albury /Wodonga, Griffith and Deniliquin regions.

Employers continue to respond positively to our high quality personalised customer service and on-the-job training support.

Personal Support Program

This program operates from our Albury office as part of OSTARA Australia Inc., a national mental health consortium. It provides assistance for people who experience severe and multiple life barriers, and who are unable to benefit from current employment assistance. Many participants experience a mental health condition. With assistance to link into community programs, many eventually move into employment and training programs, such as the disability employment service. People are referred by Centrelink for assessment and referral to this program.

Youth Pathways Program

This new program operates from our Griffith and Deniliquin offices and services schools as far as Hillston, Balranald and Colleambally.

It aims to assist young people aged 13 to 19 who are most at risk of not making a successful transition to reach their full potential, by keeping them engaged or re-engaging them with education or training.

Participants receive personalised assistance specifically directed to their needs. They receive an assessment, assistance, and ongoing support and guidance to help them overcome barriers to effective participation in education, training or employment services programs.

We take an active approach to managing and empowering participants and utilise a wide range of early intervention and case management strategies.

