



Joi News

Issue No.14

In this issue:

- Graduates move into full-time employment.
- Joi Workstream moves past 100 employees.
- Immigrants arrive to take up carpentry, flooring and tiling roles.

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2nd Chance Program - Graduates

Joi's 2nd Chance Program introduces our participants to a real-world work environment, preparing them for a future career. Well done to our staff, clients and all stakeholders involved in funding and implementing our mission to **Create** these **Opportunities**. Over the past month we have had several participants graduate from our 2nd Chance Program. This means they have mastered our 3C's of **Consistency**, **Communication** and **Compliance**.



Caption: Our participants often end up in other landscaping businesses as they have also picked up a lot of the technical skills.



Caption: We celebrate the participants achievements.

Joi's 2nd Chance Program – Helping the Disadvantaged

Joi exists to Create Opportunities for the disadvantaged in two specific areas, that being Employment and Housing.

We operate several Social Enterprises that:

1. Create income to fund our 2nd Chance & Housing Programs
2. Create 'Safe' & 'Supported' job opportunities for our 2nd Chance Program's Graduates (We absolutely love them becoming adult apprentices or Trade Assistants).

The program is open to:

- Parolees or recently released prisoners.
- Long term unemployed.
- Youth or indigenous at risk.
- Victims of abuse or those with a disability.

The program is centred around providing a paid, 'work like' experience for the participants while teaching them the 'normal' workplace expectations. Those expectations will be technical (tool use, safety, paperwork) and value based.

Community impact of Recidivism
(people returning to prison)

- 60% of prisoners have a prior sentence.
- 46% returning to prison within 2 years.
- Costs about \$3 billion annually

The value-based training is the main purpose of the program and will include regular weekly sessions with the program coordinators, primarily focused on the participant becoming 'job ready' and graduating from the program into a full-time placement in a job of their choice with Joi or a host employer.

Recently released prisoners returning to prison is a problem for the individual, our community and the government. Currently 60% of prisoners have a prior sentence, 46% are returning to prison within 2 years and it costs Australia about \$3 billion annually.

The Board chair and staff have been meeting with State Government representative about options to grow our programs, especially in the area of housing. We believe we can add value with training (during the tiny homes construction) and help (in a small way) with the current housing shortages.

Joi Immigration Services

Our team has gained a lot of experience in recruiting and assisting migrants for our own social enterprises. These skilled migrants give us the capacity to build teams around them by employing local apprentices and trade assistants.

Our carpentry, bricklaying and tiling teams are now growing through immigration and the skills these new staff bring to our teams.

Staff have been arriving from the United Kingdom, South Africa, Europe and the Philippines.

Word of our success has travelled the grapevine. Therefore, we took the opportunity to share our experience and are now assisting a range of businesses with immigration services. We help them by searching internationally for applicants and then applying for visas to fill positions such as welders, glaziers, truck drivers and flooring installers.



Caption: A couple of our recent starters who arrived from the Philippines. Other staff have been arriving from South Africa, Europe, and the United Kingdom.

We're happy to do the heavy lifting and as always, any funds we raise through this work goes straight into helping the disadvantaged through our housing and 2nd Chance Programs.

Joi Workstream celebrates 100 staff

Joi Workstream is thrilled to announce that we have reached the 100-employee mark! We would like to acknowledge and thank each and every one of you for making this possible, here's to many more achievements!

Joi Workstream is currently serving 28 clients in all parts of Australia with staff employed to fill various roles including:

- Drafting
- Estimating
- Engineering
- Administration
- Finance
- IT
- Personal Assistants



Our Philippines based Workstream staff have become important remote workers that add to the productivity and flexibility of our Australian based clients' teams.



Caption: Our team takes some time out to celebrate the milestone of 100 staff.

Share House tenants enjoying having a roof over their heads

Another one of our share houses has become a hive of activity with tenants relieved to have the opportunity to have a place to call home.

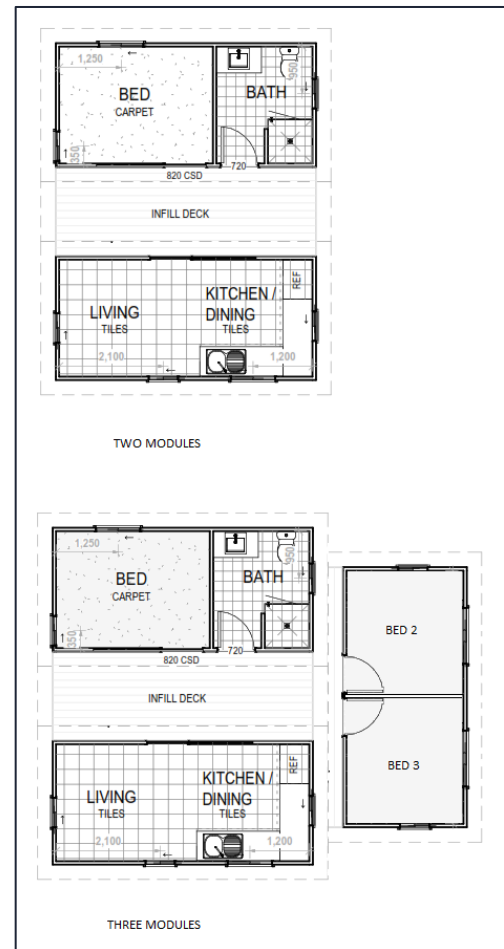
The Jooi Board is hoping to grow our stock of housing over the coming years, but not with traditional housing. Our tiny/modular home project aims at creating training opportunities as well as housing for the disadvantaged.



Tiny/Modular Home Project

Our tiny/modular home project is gathering pace. Staff (and the Board chair - thank you) have been busy negotiating with the government regarding the locations for our 2 or 3 module dwellings.

Our design provides dignified living in three separate spaces. It's based on two similar pods (one bed, bath & the other kitchen, dining) and are transported to site fully completed and ready to live in within hours. The design includes a variety of off the grid options.



Solar Panel Recycling – Pickup Service

Our 2nd Chance Program have become experts at dismantling panels, so we've added new opportunities into the program to learn additional skills. We have fitted up a truck and the team has started doing panel pickups. This includes using phone apps, hand loading, speaking with clients (at homes and businesses) and unloading. It's a great opportunity for our program participants to learn a range of new skills.



Our 2nd Chance Program – Landscaping Team

Our participants continue to learn about the rhythm and requirements of work in our Social Impact Programs. The main focus is our 3C's but the participants also learn a lot about hand tools, turf laying, paving, fencing and general gardening. These skills really help when we go to place the participants with a host business.



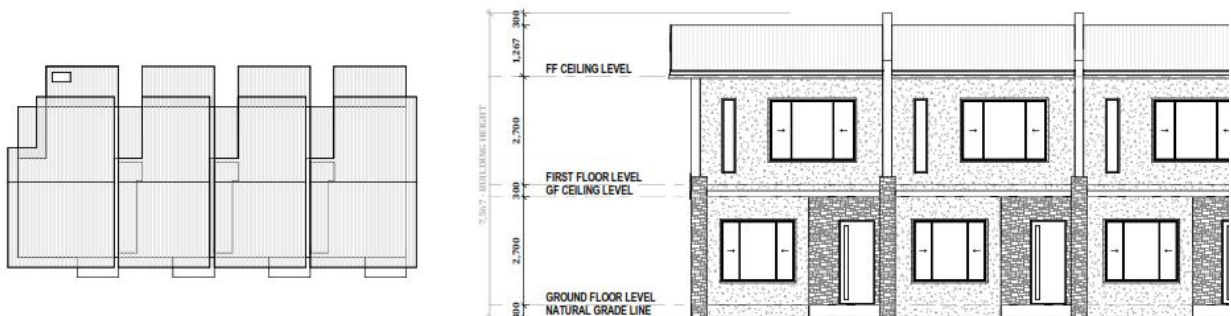
Caption: Our before and after of a front garden. Our team is delivering quality outcomes. **“Commerce & Compassion”**



Workstream – Philippines Project

Our teams exist to raise funds for our social impact programs to assist the disadvantaged. Therefore it's not surprising that Workstream in partnership with Jooi Bricklaying and Tiling are looking at how they can have an impact in the housing situation in the Philippines.

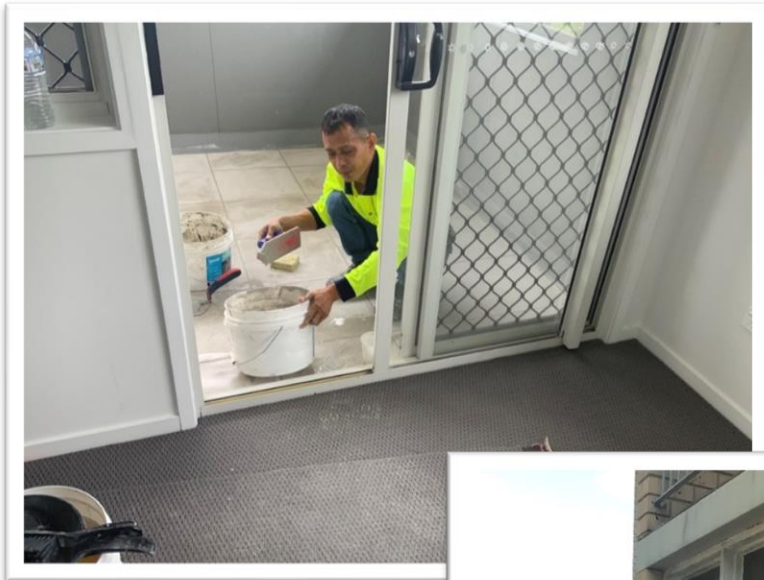
They have drafted plans for a concept 4x two story home suitable for a family to live in. The designs are cheap and simple but allows for them to be built with Australian building technics. The focus on Australian technics as well as large volumes of brickwork and tiling allows for training and testing of any local tradesperson with plans to migrate to Australia.



SAFETY TIP - Slips & Trips in the Workplace

Good housekeeping helps prevent slips and trips. Examples of control measures include:

- training staff to recognise slip and trip hazards and the importance of good housekeeping
- setting up standards and procedures for storage and cleaning
- checking and storing usable inventories, discarding any unwanted items
- implementing safe systems of work and any relevant signage for timely and efficient reporting and clean-up of spills
- providing sufficient rubbish or recycling bins
- using appropriate containers for rubbish if it is likely to contain sharp objects
- developing a cleaning schedule that assigns workers to take charge of cleaning workplaces,
- encouraging workers to clean their workplaces daily before they leave, so far as is reasonably practicable.



“We deliver experienced and talented offshore professionals to help your team reach new heights as you grow.”

Joiworkstream



What we do:



Data Entry



Virtual Assistant



Accounting and Bookkeeping



Estimating and Takeoffs



Engineering and Architectural Drafting



3D Rendering

How it Works.

Skills. What key skills will your new member need to successfully support your organisation?

Shortlisting. Our experienced talent acquisition team will screen, test and shortlist candidates for you to consider.

Suitability. Meet your ideal candidates, interview, test and get a feel for the people who most reflect your business needs and culture.

Selection. Reflect on candidate's interviews and discuss with our team, to select the most suitable one.

Start. We negotiate start dates, contracts, and all the paperwork to get you going. Our team will then continue to provide comprehensive support throughout employment.

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Joiitrades
Creating Opportunity



- ✓ Carpentry
- ✓ Roofing
- ✓ Tiling
- ✓ Cladding
- ✓ Bricklaying

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