



# Strong pathways for strong futures.

A culturally grounded, whole-of-system approach to Aboriginal employment and advancement. This is more than a program. It's a ripple effect – led by mob, built with culture, proven in outcomes.

[acadiam.com.au](http://acadiam.com.au)

# Introduction

## Our system, our strength

At Acadiam, we place good people in good jobs – and walk beside them. Our Strong Pathways Framework connects identity, healing and purpose with job readiness, skills training, compliance and long term employment.

Built for mob. Powered by heritage, developing a business culture. Driven by outcomes.

### We partner with:

- Participants to unlock spirit, purpose and work potential
- Employers to promote your jobs, connect with community, build your workforce
- Government and Workforce Programs (ISEP, DLAP, JRLs) to close the gap
- Training Organisations (RTOs) to refer aligned and motivated trainees
- Services and Schools to activate local support, trust and positive outcomes

## The Circle of Influence

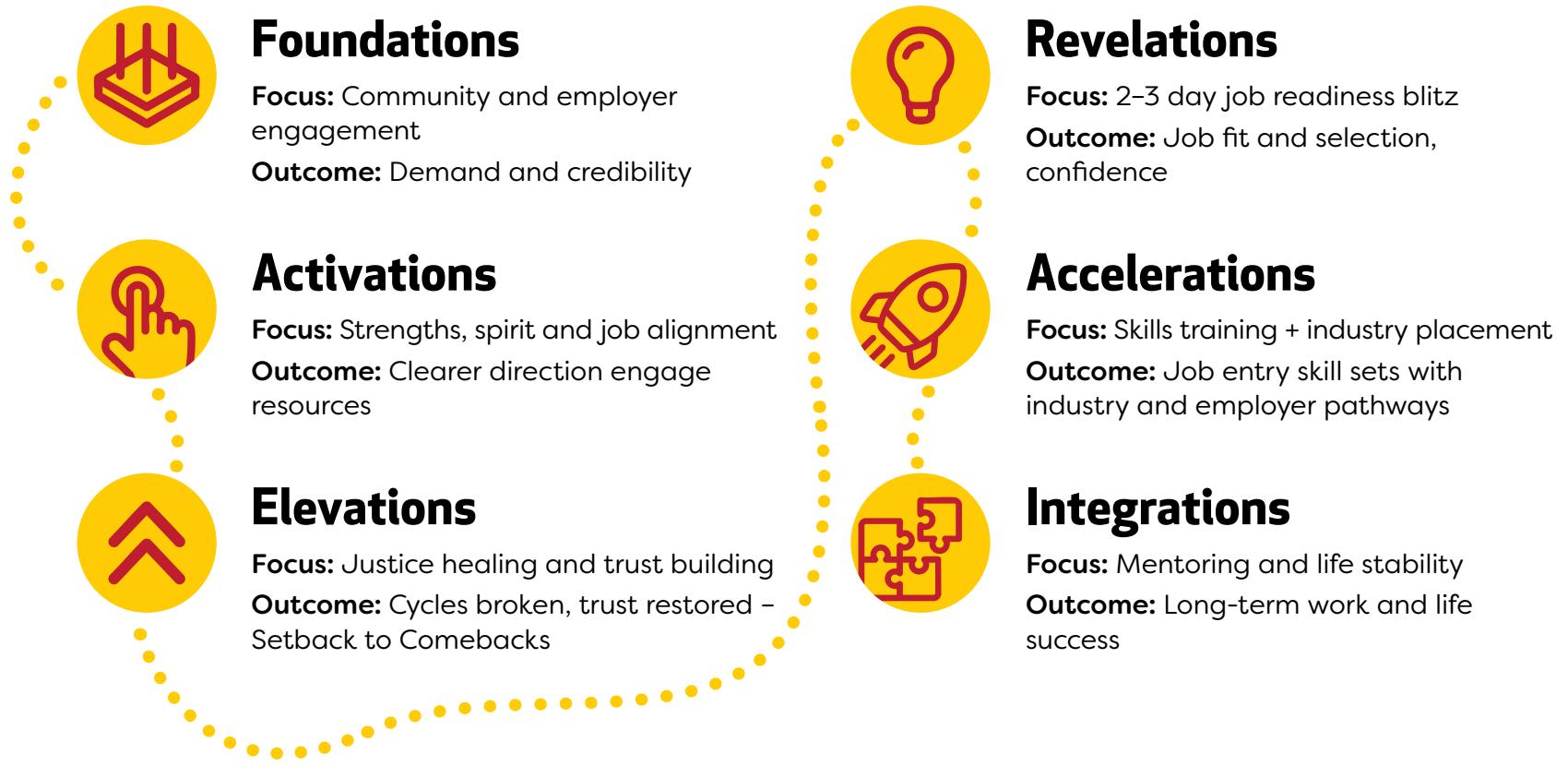
At the centre of our system is the circle of influence – where mob sit and yarn, share stories and reshape their journey.

### We activate the Circle of Influence around every participant:

- Family (role modelling at home)
- Friends (peer support + mob influence)
- Feeds (social and digital presence)

In the middle: Culture. Purpose. Identity.

# Our six-phase pathway





## Foundations

### - ignite trust, build demand

Lay the groundwork with community, employers, schools, and referrers before delivering programs – Build the Eco-system

#### Key features:

- Job-gap mapping with local employers
- Yarn and Learn sessions with Elders and schools
- 2-3 hour engagement workshops for early buy-in
- Staff training for job consultants and referrers
- Final Report and Plan

#### Outcomes:

- Credibility established
- Employer and community buy-in
- Services trained and ready

**“** Acadiam has worked closely with the Hunter Local Jobs Program to deliver Activations across the region, supporting our Workforce Australia participants, providers, and local industry. Their team goes above and beyond to build job readiness across all ages while helping employers meet real workforce needs. Passionate, community-driven, and committed to the region.”

– Kempsey Litten Job Coordinator Local Jobs Program Hunter Region

## Activations

### - strengths, spirit and direction

Unlock participants' identity, cultural strength, and job alignment using visual and culturally grounded tools.

#### Key features:

- Ideal Life Cost – Budgeting and 1st Car
- Personality and Interest Job Alignment
- Cultural; Strength Type Matcher
- Job Ready Checklist- Gaps and Connection to Resources

#### Outcomes:

- Self-belief and identity restored
- Job pathways visualised and linkages to resources
- Participants take ownership of their journey

**“** This should be in every school” – Young Participant

**“** We were fortunate to have the Activations team engage our First Nations students. The facilitators were authentic, knowledgeable, and created strong community connection. The program empowered mob to believe in their potential, build financial independence, and aim high. It left a lasting impact, and I look forward to seeing the participants thrive from this powerful experience.”

– Kiera Usher Aboriginal Engagement Officer



## Elevations

### - justice, healing and belonging

Support justice-involved participants with healing tools, cultural mentoring and job pathways.

#### Key features:

- Trauma Impact Survey
- 3-Part Plan – Heal/Stability (Housing/ID/Social Welfare)/Work
- Justice-friendly job matching
- Eldership support circles and cultural safety
- What's Your Why

#### Outcomes:

- Reduced risk of reoffending
- Trust and self-worth rebuilt
- Pathways to stable income and life planning

**“ I've been in and out of jail ten times, where has this been”**  
– Inmate Cessnock Correctional Facility

**“ Majority have nothing in place for release – The Compulsory Pre-Release Checklist is becoming their bible – a map of where to go and who to turn to before they get released – it's now being shared amongst non-program participants.”** – Ronnie Robinson Turool Kore Aboriginal Mens Group and Transitional Housing

## Revelations

### - fast-track job readiness

Deliver a 2-3 day cultural job readiness blitz to prepare participants for real interviews and work expectations.

#### Key features:

- Breaking Cycles – become a Role Model through work, managing money and healing
- Job Fit Profile
- Pick your job and build your budget
- Resume and interview WHO Story Builder – what, how & outcome
- Job Readiness Checklist
- Job Day

#### Outcomes:

- Increased job confidence
- Cultural story aligned to career goals
- Practical tools ready to use immediately

**“ The program gave me the all round skills to get qualified and manage my money to help me get to where I am today.”** – Judd Allen



## Accelerations

### - job entry and industry skills

Pathway participants into real work using short courses and local employer connections.

#### Key features:

- Entry → Skilled → Qualified job skills
- Regional Job Clusters by demand
- Short courses (e.g. White Card, RSA, First Aid) – Co-Designed Pre-Employment Programs with Employers
- Work tasters, job trials and referrals
- Jobs4Mob platform integration

#### Outcomes:

- Participants gain work-ready skills
- Direct access to real jobs
- Employers support local employment pipelines

**“** We've watched our mob come in unsure and walk out with hope, direction, and belief in themselves. This work meets people where they're at – it's respectful, healing, and empowering. It's more than employment support – it's life-changing for so many of our participants.” – Glen Westwood National Manager Aboriginal & Torres Strait Islander Engagement The Salvation Army Australia Territory

## Integrations

### - mentoring and life stability

Support long-term job success with mentoring, planning, budgeting and cultural safety.

#### Key features:

- To-Do Life List
- Budgeting and savings guidance – 1st Car
- Mental health triggers and support planning
- ‘What If’ Crisis and Safety Plans
- Mentor check-ins

#### Outcomes:

- Double job retention after 6+ weeks
- Stronger life stability and accountability
- Long-term transformation – not short-term fix
- Happy, Healthy and Safe Life

**“** I've had my ups and downs but without the mentoring I don't think I would have made it.” – Ash



# Feature partner: Jobs4Mob

How could we have a successful framework without connection to industry, and this has led to a partnership with [Jobs4Mob](#), Australia's only Indigenous-led jobs platform, designed to connect mob directly to employers – and it's a key piece of the Strong Pathways system.

## Why it works:

- Live, real-time job listings tailored for mob
- Integrated with our programs to match participants to actual vacancies
- Cultural dignity and visibility for Aboriginal talent in the workplace
- Employers can assist in capacity building by assisting with site visits, work experience, justice friendly workplaces and mentoring

Integrated across Accelerations and Integrations, [Jobs4Mob](#) ensures that our participants don't just get ready – they get placed, supported and earning.

## Join the movement

This is more than a training program. This is a system that works – culturally safe, community driven, outcomes focused. We don't just help people find a job. We build identity, we unlock purpose, and we walk with mob from healing to employment – from survive to thrive.

## Why engage with strong pathways?

Whether you're a participant, employer, community leader or government partner – this system is designed for you.

<b>For Participants</b>	Feel seen, grow strong, find real jobs
<b>For Employers</b>	Hire capable and aligned, committed Indigenous staff with support
<b>For Services</b>	Deliver wraparound outcomes that last
<b>For Government</b>	Achieve measurable impact across Closing the Gap targets
<b>For Trainers</b>	Better prepared, supported learners
<b>For Communities</b>	Bring culture, purpose and advancement back to the centre

# Ready to walk with us?

- Join us as a participant.
- Partner with us as an employer or referrer.
- Fund and scale with us as a government or workforce stakeholder.

**It starts with one conversation. One ripple. One job.**

Visit [acadiam.com.au](http://acadiam.com.au)

Explore [jobs at jobs4mob.com.au](http://jobs4mob.com.au)

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