

INFORMATION SHEET FOR CHILDREN AND YOUNG PEOPLE

CREATE Foundation Restructure 2023

Question – What is a restructure, and why is it happening?

Answer – The restructure means we are making some changes within the organisation. Some roles will change to better meet CREATE’s goals and provide more opportunities for children and young people. The number of employees will remain the same but some roles are changing, or will have different titles.

We need to make changes from time to time to ensure that CREATE remains an effective system advocate, and to ensure that we build our capacity to improve outcomes for children and young people. We want to improve the opportunities we provide for children and young people, and to increase participation and to do this we have a new exciting plan to help us do it better.

Question – how will this restructure affect children and young people?

Answer – The restructure has been designed to improve CREATE’s capacity to advocate for, and engage with children and young people and provide more opportunities for them and increase the number of children and young people attending our programs and activities. Our aim is to affect children and young people in a positive way. However, we acknowledge that any change to staff that the young people may be familiar with, may be initially difficult.

We want less interrupted services to children and young people and we believe that the restructure’s focus will increase participation numbers and give a wider group of children and young people opportunities to have a voice.

Question – How will CREATE advise children and young people of the changes?

Answer – It is important that children and young people are given accurate and consistent information. Leadership Committee Members and specific national staff will be informing children and young people of the intended changes, and new opportunities that have been created, and providing them with information about the proposed restructure. This will be done through personal contact either face to face or phone, emails, social media and website communication. For up to date information please head to this link as we will be publishing updates here: <https://create.org.au/exciting-things-are-happening-at-create/>

Question – how will the restructure affect CREATE employees?

Answer – Most of the roles at CREATE remain the same. The new staffing structure is outlined in the Organisational Chart. The State Coordinator role is being redeployed into a new role called State Program and Engagement Coordinator, or they can apply for any of the vacant roles created as part of the proposed restructure, or take redundancy. Community Facilitators roles are changing to Program Facilitators, and we have created a new role of Engagement and Admin Facilitator and made the Youth Facilitator role redundant. Youth Facilitators are able to apply for Engagement and Admin Facilitator roles where they exist in states/territories or take redundancy.

We've created two new roles focussed on state/territory advocacy – Advocacy and Influencing Managers. These can be located in any state or territory.

Question – How will CREATE employees be supported through the change process?

Answer – CREATE employees are valued and their wellbeing is paramount to us. CREATE will do all we can to support all of our employees through the change process by offering access to our Employee Assistance Program.

Question – Will the restructure affect state/territory contractual agreements?

Answer – State governments have been advised of the restructure. No changes to contractual arrangements are required and our goals will remain the same and contracts renewed as part of the usual process.

Question – Will states have less employees?

Answer – No. Some roles have changed; however, the number of employees will remain the same. States will have more tailored support and resources to assist them provide programmatic services and activities to children and young people, enabling them to engage with, and improve the number of children and young people participating and having opportunities to have a voice.

Question – I’ve heard that there are new things happening for young people what are they?

We’re exploring implementing Internships. Essentially they are a placement for young people at CREATE, where they will learn skills in the workplace. We are creating internships for young people aged 18-25 years with a care experience who have completed Level 3 SUP training. Internships are paid and non-paid and are between 3-6 months in duration.

Some payments will be made for Interns to participate in paid activities including HR Job Interviews (after passing the training course) or if they are successful in securing a position on the Influencing Committee, additionally they will be compensated for travel and any weekend or after-hours activities they attend. Interns will be given access to CREATE’s Mandatory Training. Interns work in a CREATE office or remotely alongside the state/territory teams to gain valuable work experience, and assist with administrative tasks and activities. Upon completion of the term young people will receive a Certificate of Completion and will be given an Intern Reference. The program will be implemented after extensive consultation with CYP through a Reference Group. If you’d like to be a part of shaping up this new program please refer to the [Expression of Interest](#)

National Youth Advisory Groups – we will be hosting at least one YAG nationally, so children and young people get to see others from other states and hear about what is happening all round Australia. Watch out for more info.

Mentoring Program – we’ve been working on developing a Mentoring Program for young people transitioning from care for some time. We are awaiting the draft of the program after consultation with children and young people and aim to trial the program in Queensland in the new financial year.

Question – does the restructure build CREATE’s cultural capacity?

Answer – CREATE’s Strategic Plan outlines our commitment to First Nations people and this remains a priority. The new model allows us to have a much more flexible approach to service delivery and reach in regional/remote areas.

CREATE will also be further strengthening its relationships with peak First Nations bodies, and partnering with them to create opportunities for shared projects and information exchanges. CREATE will also be seeking “out of the box” solutions where securing First Nations staff may be a challenge, and sharing resources with First Nations agencies and seconding staff will enable a balanced and specialised view of the issues and potential solutions to address the over representation of children and young people within the out-of-home care system.

We’re also working with our First Nations partners to enable the development of a First Nations National Youth Advisory Group to ensure that the voices of First Nations young people are heard by key decision makers.