



FOSTER CARE RECRUITMENT

APRIL 2014

NEWSLETTER

The first quarter has flown by and we are now staring down the barrel of the final quarter for the financial year. This means finalising projects, reviewing successes and outcomes of programs and balancing the budget.

EOFY: MAXIMISING UNSPENT FUNDS

Many NFP's do a mad spend at the end of the financial year to utilise funds. In many cases this could mean completing a valuable project for the benefit of your clients or promoting team unity and harmony. What quite often occurs is reactionary advertising and marketing. If you want to make sure you have an actual return on your investment, NGO Recruitment is able to find your organisation foster carers, contractors and staff.

If you plan to recruit foster carers in the 14/15 financial year we can devise a campaign to give you actual outcomes for your spend. We will invoice you in this financial year while we work on the specific assignment. What this means in real terms: if you contract us to recruit 20 foster carers, we will continue to recruit for you until we have found 20 relevant foster carers, with a replacement guarantee in place if they do not meet criteria. We can also assist if you need to find employee's in the latter half of 2014.

PEOPLE CONSIDERING FOSTER CARE

You may be surprised to know that people enquiring about foster care have little interest in which organisation they respond to. This means, in the initial stages of their enquiries, whoever is receptive and responds appropriately and quickly, will be the organisations they gravitate towards. Their concern is usually about the children and if they are eligible to be carers.

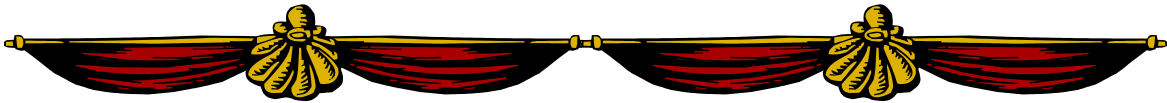
In most cases, they want to know:

- The age of children they can foster
- About the children coming into care

- The types of care they could provide
- About the process and what it involves
- If they have the right background and skills
- If there is someone they could talk to if they need help or advice

The type of support you offer carers is a bonus, as is the communication, training and social opportunities. These factors are usually why they remain foster carers with your organisation but they aren't the reasons they are becoming carers. The most important factor is that **someone knowledgeable about foster care responds to them in a timely manner.** NGO Recruitment responds to every enquirer on the same day or the next business day if over the weekend.

SOME OF OUR NEWEST FOSTER CARE RECRUITS



Single mum in QLD with extensive experience in JSA's would ideally like to be a long term carer but happy to care for anyone who needs them.

Couple in Sydney who work in the field of Child Entertainment, looking to care for children of any age. They would love to be long term carers.

Single young grandma with extensive nursing and mental health experience looking to care for primary school kids and older.

ASSESSORS & TRAINERS

Our team of qualified and experienced **assessors and trainers** are also available to assist with your recruitment and development needs for your carer candidates, current carers and employed workforce. Contact Deanne Carroll to arrange a Recruitment Specification meeting or to discuss your assessment and training needs.



TEMP & CONTRACT STAFF

At NGO recruitment, we actively assist our clients to find staff and solutions to fixed term contracts, on-going projects and temporary cover. We pursue candidates who not only have the necessary skills but also are the right cultural fit for our clients. NGO Recruitment looks after the whole process from search and selection, interviews, references, and payroll.

Our candidates are systematically screened, interviewed and reference checks undertaken. Candidates are required to complete relevant skill-assessments and OHS training. If you think we can assist your organisation with temp or contracted staff, please contact us to speak to our Temp and Contract Consultant.

GOOD REASONS TO BECOME A FOSTER CARER & REASONS WHY NOT TO...

Deanne Carroll, NGO Recruitment, April 2014

The majority of people considering foster care are in it for the right reasons. They are good souls with the time and energy to devote to a child who needs stability, love, guidance and self-worth. But if you are not thinking firstly of the child, then it's a sure road to disaster. Before proceeding, critically evaluate if this is the right time and be sure that your family and friends are willing to go on this journey with you.

REASONS WHY YOU SHOULD FOSTER

1. **You can.** You have the time, energy, empathy and spirit to help a child look forward to a positive future. You are open to learning and developing your skills further.
2. **You want to play your part within your community.** You see there is a need to find children safe and loving homes. You believe you have the skills and ability to play your part by being a foster carer. You have thought about this for years and consider this a real way you can help society: by helping one child at a time.
3. **You love kids and you are great with them.** You are at a time in your life where you have developed skills which allow you to understand how to communicate with children. You know how to build a child's self esteem and give them a future where they play an active



and pivotal role. You might be one of those child-whisperer people, the type of person whose openness is evident to children which draws them to you. You love being around kids and helping them to develop. You may be from a big family yourself and having kids around is a normal, happy environment for you.

4. **You have been there.** You may have had a rocky childhood or been in relationships that were detrimental to your psyche. You understand trauma, grief and loss. You know what it feels like to be lost, alone and frightened. You know how to call out for help. You remember what it took for you to pull yourself up and walk tall. You know your life experience has taught you how to be strong, resilient and brave. You can help a child by holding their hand as they take their own steps forward.



5. **You know it can work:** You know someone who is a foster carer or you grew up in a foster family. You have seen how really solid and positive foster care placements can change the lives of children. You know you have the ability, compassion and time; you know you can help.

6. **You are empathetic to their circumstances:** You know their beginning probably was not great, in fact it could have been horrendous but you also know their parent may have done the best they could have. It may be that the mum or dad just didn't have the supports most of us have in life; they may have been raised in terrible circumstances themselves and have not learnt how to care for themselves; they may have mental health issues that mean providing a stable home environment is extremely difficult; they may be battling their own demons by turning to drugs and alcohol to escape; they may have an intellectual disability and try as they might, may not have the resources to provide everything they want to provide for their child; they love and adore their child, but for the moment, they can't get their lives stable enough to support their child to grow and prosper. You feel you could be part of a system that supports a parent to have their child restored to them by caring for their child in the interim.

REASONS WHY YOU SHOULD DEFER FOSTERING

1. **Your child wants a playmate.** Children in care are not there to meet the needs of your family. You are fostering because you want to meet the needs of a child. If your child is bored and missing the company of others, try enrolling them in local sports and activities or increase play dates with friends from school or neighbourhood. If your children are settled and happy and don't mind their own company but also love being around other children, fostering could be for you.
2. **Your own grief and loss.** You may have gone through years of trying to have your own children including IVF. You may have lost a child during pregnancy or when they were a part of your life. Having a child come into your family as a 'replacement' is not a good way to begin a new life together. In all likelihood, the child would not meet the expectations of the family and the cracks would form. The child would feel the resentment, creating feelings of unworthiness. They come into care with those feelings; they should not be in a position where they are made to feel worse about themselves. It's not to say you should give fostering a miss altogether, it just might be a 'not right now'.
3. **A calling.** If you have a need to improve your community and others because of your faith or a sense of 'duty', foster care is not a good avenue to take. The child needs to know you are there for them in every way and not because they are a 'project' or 'calling' for you. Children are not a way for you to feel better about yourself and prove your commitment to something higher. However, you may have faith and beliefs and the support of a wonderful church community and believe you can help a child grow up in a positive and stable environment. It is making sure your decision is about the child first and foremost, not as a way to fulfill some part of yourself or your sense of obligation.
4. **Everyone isn't as keen as you are.** If you are a couple and/or if you have children at home, unless absolutely everyone is keen to become a foster family then do not do it. Pretty quickly the resentment will form if your children or partner feel misplaced or that they are no longer spending the same amount of time with you. So many times people say to me: "Does my partner have to do the assessment and training? I'll be the carer..." No, you won't. Everyone in your household becomes involved with children in care. It is going to require the commitment of everyone.



5. **The Empty-Nest.** You may be the right person to care for a child because you have raised your own children and you have the experience and knowledge to really help a child progress. But if you are looking at the child filling a void in your own heart because your children have left home, this is a quick road to disaster particularly for the child. They should not be there to entertain you or fulfill you. If you need more enrichment in your life try further studies, develop a hobby or a new skill, volunteer in the community. If you really love being around children and helping them succeed, then by all means, move forward with foster care

6. **You Need the Money:** It is never going to be enough. Children will have you pegged in a second if they think you have a purely monetary motivation, which is a surefire way to break a placement down in record time. Yes you receive a reimbursement for the time children are in your care, but it could never and should never replace a wage. It is not advisable to leave an employed position to become a foster carer unless you have the financial means to not work. Being a foster carer does not mean you can not work, particularly if children are school age. It just means you need the same flexibility in the workplace as every other parent. The money helps you provide a life for a child in care so that they do not miss out on the opportunities afforded to other children.

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