

3RD SINGAPORE SOCIAL WORK PRACTICE RESEARCH CONFERENCE 2024

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# RESTORATIVE EMPLOYMENT

*When Work Restores Dignity and Livelihoods*

PRESENTERS

**Justin Mui**

Executive Director

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Trainer

Lutheran Community Care Services (LCCS) is a non-profit, charitable organisation that provides restorative practices and support services for schools, families, communities and prisons.

## RESTORATIVE EMPLOYMENT: When Work Restores Dignity and Livelihoods

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**RESTORATIVE EMPLOYMENT** is an approach that restores dignity and livelihoods of individuals with difficulties finding employment. The approach is based on the operationalisation of human dignity, manifested as the need for voice, agency, and belonging (Baillie, 2019).

# What is Restorative Employment Hub?



Providing individuals with the **VOICE** for them to tell their story; who they are and what are their hopes and aspirations.



Understanding their sense of **BELONGING**; relationships that matter to them and their network of support.



Giving them the **CHOICE** and options to choose what they want for themselves.

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# What is Restorative Employment Hub?



Individual Coaching



Empathathy Training  
*(If not yet attended)*



Employer Onboarding



Restorative Conversation/Circle  
*(When needed)*



Joint Session with Employer

# Why Restorative Practice?



Make sense and meaning of incarceration and life experience.



Build relationships and community.



Repair and restoration of fractured relationships.



Achieve accountability and responsibility, sense of contrition, reflection, empathy.

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# For Employers



Working in tandem  
to build the  
company's growth



Getting good quality  
candidates who are  
trained with the soft skills



Balancing the economics,  
Changing the narratives.



Instead of appealing to  
employers' altruism, they  
have a choice for good  
quality candidates.

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RE&S



# Companies Collaborating

- RE&S
- National Council of Social Services
- The Social Kitchen
- Hock Lian Huat
- Churros Republic
- Plauts Pte Ltd

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# Voice Peter's Story



Did not feel that there was anyone around to listen to his story, hopes and aspirations.



First time he got to tell his story and it was therapeutic.



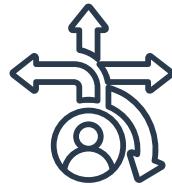
Having regained his voice, he was better able to proceed with making his **CHOICE** to rebuild his life again.

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# Choice Fred's Story



Understanding his background,  
various choices were offered to him.



Helped him realise that moving back to  
his passionate area was where his heart  
is; that difficult is not impossible



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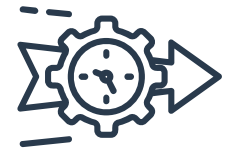
# Belonging Victor's Story



Understanding who is most important in his life helped to point the direction towards his motivation.



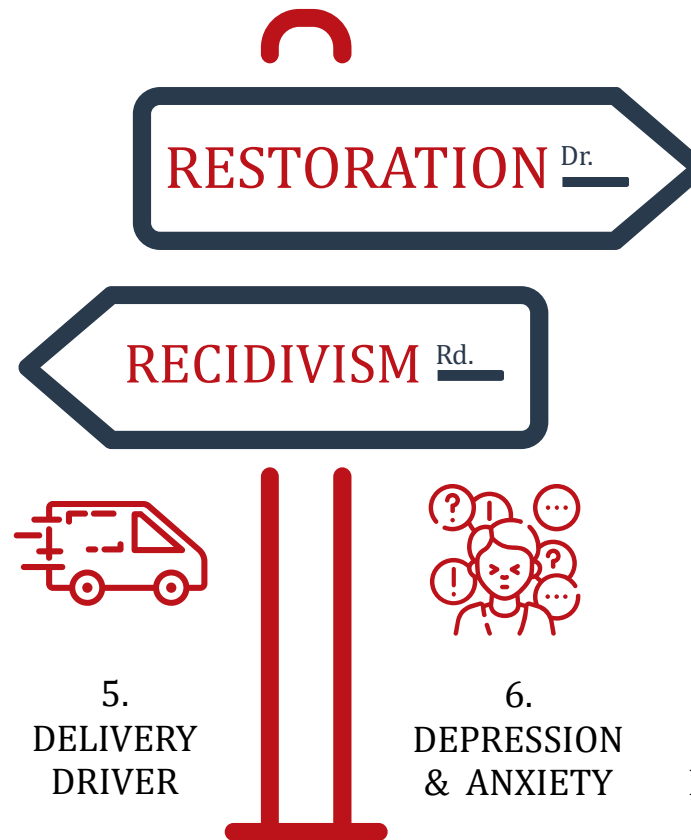
Providing the opportunity for him to address his immediate needs in providing for his son.



Helping him to look long term into what will help him achieve what he wants.

# Experience

A Living Account



1.  
PRISON  
RELEASE



2.  
NEED A  
JOB, ASAP!



3.  
LIMOUSINE  
COMPANY 1

4.  
LIMOUSINE  
COMPANY 2



5.  
DELIVERY  
DRIVER



6.  
DEPRESSION  
& ANXIETY



7.  
CLINICAL  
DEPRESSION



8.  
WHAT  
HAPPENS?