

INCLUSIVE WORK program

IMPACT REPORT R4

2022



The GOGO Foundation



IWP PARTICIPANT DATA

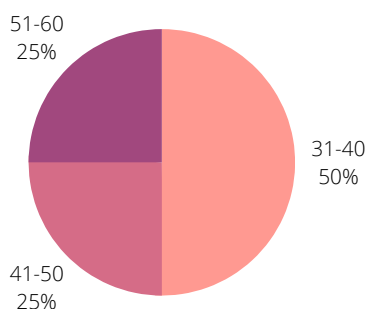
Attendance

7 out of 8 participants completed the program
Very high attendance rate of 87.5%

Participant backgrounds

- All seven people identified as female
- 1 participant identified as Aboriginal and two as Thai.
- Each person had a different employment journey with time out of stable work ranging from 1 year to no work history at all
- All of the participants had experienced domestic violence
- 63% are single Mothers
- 63% experienced childhood trauma or sexual abuse
- 75% have a past or current substance addiction

Age of Participants



The most significant barriers to getting work identified by our participants were:

- Mental ill health
- Experience of domestic and family violence
- Limited personal networks to draw on for connections
- Potential homelessness
- Long term unemployment
- Childhood trauma

From our list of barriers to work, childhood trauma is one highlighted in R4. Many of the significant barriers listed manifest from the trauma experienced by our participants as a child. 63% of R4 participants told us they had trauma from their childhood that was left untreated, unresolved & not reported to authorities. This trauma in many of the women resulted in significant mental & physical health problems, difficulties with social interaction, low self esteem and feeling immobilised, and often lead to one or more high risk behaviours such as substance abuse and patterns of domestic violence in relationships. Childhood trauma visibly leaks into these adult lives. With gentle care and expert help we have seen remarkable healing, allowing barriers to be overcome, a sense of self-determination and agency arising, all leading to gaining stable long term employment. Lives are being rebuilt.

THE DATA STORY- WHAT THE WOMEN TOLD US:

A baseline and end of program survey helps us measure the effectiveness of our Theory of Change. This data provides us with a short-term picture of that effectiveness.

Wellbeing outcomes



Work readiness



100% of participants told us they feel more equipped to cope with barriers to employment

"Everyone has noticed some changes in me most of all I notice. It's phenomenal"

WHAT MAKES US DIFFERENT

It's not always easy to articulate the special nature and nurturing of the IWP. Below are a few examples of support provided to our participants by our program staff. We know these things make a huge difference in the personal and professional development of participants, and are not readily available through mainstream employment services and programs. This is the GOGO way!

1

Advocacy

Advocating on behalf of our participants to access vital services such as dental care, housing services, domestic violence services, legal aid, and NDIS support for themselves and/or children. This sometimes involves accompanying participants to appointments and communicating with family members and professionals.

2

Financial Empowerment

Participants can access our Barrier Removal Fund where we can offer micro loans with payment plans, and pay costs to remove barriers including clothing, transport or medication. We also arrange free support to lodge tax returns to release the burden of unattended tax obligations, find and sort superannuation and teach financial management skills.

3

Trauma informed facilitation

Through out the IWP we ensure safe spaces for emotional breakthrough, self-awareness and reflection. We offer alternative somatic therapies for the release of long held trauma that surfaces for participants during the course of the program.

4

Certificate II in Community Services

In Partnership with DaVange Training IWP Participants can choose to complete a Certificate II in Community Development in addition to completing The Inclusive Work Program. The IWP includes modules of the Cert 2 allowing students to cover the content and requirements of the qualifications as they progress through the IWP.

WHAT WE LEARNT FROM R4

- That our selection process has become more accurate, we have gained a much better awareness of who we can successfully support and early recognition of those who are better suited to another service or program, and those who are not ready to commence the IWP journey as their trauma is still raw and their lives too unstable.
- We have a more comprehensive understand that not all participants are able to see what holds them back. Behaviours such as self sabotage, absenteeism, unable to let go of the past prevent them from making significant progress. The reality is that not all will make the most out of the program.
- We learned in R4 that our early intervention strategies work. Early intervention and advocacy to support services or our own network of supporters, to fast track, resolve or protect the participant has a high impact on speedy resolution resulting in significant positive impact on the participants success in the program.
- We have learned that advocacy for the participants is vital to their success in the program, and is very time consuming. We will alter subsequent rounds allocating time to provide individual advocacy and support session on a weekly basis. We can manage this in break out groups and include common themes such as housing instability, legal matters, NDIS etc.

"Everyone who facilitated, organised and participated (staff), were approachable, caring, inclusive, helpful and listened. I felt heard for the first time. That is powerful and with all the new skills and tools I have taken from this course, will help me for the rest of my life.

I'm so grateful to have been part of this programme"

PROGRAM HIGHLIGHTS

Work immersion days prove to be a special and unique opportunity for our participants to meet wonderful people, learn from inclusive work cultures and practise their interview skills. In Round 4 we provided opportunities and experiences only found in the IWP. These experiences included floristry on our first day, yoga and tree-climb as team building exercises, and exploring work places including Beyond Bank, SA Care and volunteering at Foodbank to open doors and possibilities.



Floristry

On our first day we begin by opening minds & allowing creativity to flow with a floristry class. We witness how being in the presence of flowers can improve mood, energy and relaxation. This is a wonderful opportunity to experience the calming effect of repetitive hand movements, concentration and the peace the results from working with creative intention.



Tree Climb

The impact of our team building day shared by one of our participants: "Trusting that if I fall, something or someone will be there to catch me, to lift me up again so I can create, grow, be curious, try and expand, dare, jump and just see where I land.."



FOODBANK

On this day the IWP had the pleasure of giving back to our community . Spending the day volunteering in the Foodbank warehouse. Gaining an understanding and valuing the need for volunteers in society with the added insight on how to access this service in personal times of need.

ACKNOWLEDGEMENTS

IWP is made possible with support from the Department of the Prime Minister and Cabinet's Office for Women.

We thank all of our program participants and partners for their ongoing support of the Inclusive Work Program and the GOGO Foundation these include

- The GOGO Foundation Board
- Village Foundation
- Jigsaw Australia
- Community Bridging Services
- Beyond Bank
- SA Care
- Inner Retreats
- Wespac Foundation
- Quick Brown Fox Finance
- Anthea Henningson
- DaVange Training
- Foodbank

Lastly we would like to make special mention and acknowledge our amazing facilitators, Dr Tiffany De Sousa Machado from Village Foundation and Geraldine Fuenmayor from Jigsaw. The expertise and energy they bring to Wellness Wednesdays and Foundational studies is pivotal to the success of the Inclusive work program content, but the kindness, compassion, clarity and commitment you bring to the IWP ensures this unique program is a life changing experience for those who are fortunate to partake in your teachings.



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