

 **GOGO**
FOUNDATION
**CASE FOR
SUPPORT**



 gogofoundation.org.au

 Grange, Adelaide

ACKNOWLEDGEMENT OF COUNTRY

In the spirit of reconciliation, the GOGO Foundation acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples, particularly the women who have complex barriers that we have the privilege to advocate for and support at the GOGO Foundation.

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THE PROBLEM

01

UNSTABLE WORK

Women make up the majority of workers reliant on awards as well as the majority of workers without leave entitlements (ABS 2018). The most common reason women were unavailable to start a job or work more hours within four weeks was 'caring for children'. (ABS 2022)

02

FAMILY & DOMESTIC VIOLENCE

As Anne Summers' groundbreaking report outlines: 50% of women who leave violent relationships end up living on government benefits, and single mothers in this situation are in the lowest quintile of weekly household income. (The Choice: Violence or Poverty 2022).

Employment is also a key factor in enabling victims to leave violent relationships (S Potton, Pathways: How Women Leave Violent Men, 2003)

03

MENTAL ILL-HEALTH

Of all people with psychosocial disability aged 15-64 years (living in households), 66.5% were not in the labour force. (ABS 2018)

WHY DOES GOGO FOUNDATION EXIST?

The culmination of current and historical policy failure and social inaction has led to vulnerable women falling through the cracks of Australia's social services. These women have suffered deep trauma, including from childhood sexual abuse, domestic and family violence, contact with the child protection system, poor mental health, racism, and intergenerational poverty and dysfunction.

Government-funded employment services fail to address the complexities of trauma and the manifold barriers faced as a consequence. This means the negative cycle continues and people are trapped within the system, unable to find and sustain meaningful work or become active participants in community life.

GOGO Foundation sits at the critical yet invisible intersection of these seriously complex social issues. Overcoming the complexity and trauma of these experiences requires person-centred, curated care of participants. These women are deserving of the wrap-around support provided by GOGO Foundation to ensure their journey to employment is safe and has long-term positive impacts.

In a time of high workforce demands and low unemployment, these women are willing and have a deep desire to work, be financially secure and independent, access safe housing, and support their families. There should be no reason why they cannot achieve this.



BARRIERS TO WORK:

- Over 55% of our participants indicated that family and domestic violence is a barrier. Our observations suggest the real number is much higher.
- Over 80% indicated that poor mental health was a barrier to them gaining employment
- 53% of participants have caring commitments that prevent them from getting work
- More than half of all participants indicated social isolation and lack of personal networks was a barrier to work
- The average self-confidence score shared by participants is just 2 out of 5
- Other barriers to work include discrimination on the basis of age and disability, poor physical health and a lack of relevant work experience.

WHAT IS GOGO FOUNDATION?

At GOGO Foundation, we believe in creating safe, loving, enriching, and brave spaces of belonging for people to grow, be whole, and thrive, in order to create a safer, more inclusive and humane world for all.

70%

of participants are under the age of 40

55%

of participants have been out of work for more than 5 years

12%

of participants are Indigenous

12%

of participants don't speak English as a first language

Developed and delivered in South Australia, our Inclusive Work Program (IWP) is an employment program that breaks the cycle of disadvantage for women and non-binary people with complex barriers to entering or re-entering the workforce. We create pathways to safe, sustainable employment and ultimately financial independence by teaching wellbeing, building confidence and foundational work skills, advocating, reducing social isolation and supporting women into the workforce.

Additionally, to provide paid workplace experience for graduates of the IWP who are transitioning into work, the GOGO Foundation runs two for-profit BCorp and Social Trader accredited social enterprises - GOGO Events, an event styling and production company, and a recently launched start-up and no-waste moving service, UP by GOGO. The social enterprises' profits are donated back to the GOGO Foundation to help fund our work.

Overall, the GOGO group has supported over a hundred women on their pathway to safe suitable work and financial independence in the last 10 years.

OUR MISSION

GOGO Foundation's mission is to foster equity in society by using our voice, skills, networks, partnerships, financial mechanisms, and intuition to challenge, dismantle and prevent disadvantage and marginalisation to bring about equity, inclusion, agency, and full community participation for all people, but in particular women and non-binary people.

WHAT MAKES THE GOGO FOUNDATION DIFFERENT?



The GOGO way is a culture. It's about centring people (program participants, staff and partners) in all our decisions .



We seek out and hold in the highest regard the expertise of those with lived experience of trauma and disadvantage.



We bring humour, light-heartedness and humanity into the serious work we do.



We trust people and build confidence and agency by developing environments based on trust.



We are willing to have frank and valuable discussions with program participants and staff in purposefully-designed trusted environments.

OUR STORIES

Breaking the cycle of intergenerational trauma

“

I didn't even finish year 10. How can I possibly complete a Cert II in Community Development? The anxiety creeps in, as do the voices of doubt, the voices I have heard and believed in all of my life, and they shout louder. The critical inner voice was trying to win again. BUT NOT TODAY. Today I run with the future, not the past, with the support of the IWP I'm getting it done.

I'm breaking the cycle of intergenerational trauma to create a different future for myself and my children. I finished my workbook for the Cert 2. I'm so proud.

”

- IWP alumni

OUR STORIES

From violence to freedom



Before starting the IWP with GOGO Foundation I would've described my life as heavy - like I was carrying the weight of the world on my shoulders, stagnant and avoiding the difficult decisions that were holding me back from moving forward.

Over 10 years ago I escaped a violent relationship whilst I was in my final year of study at University. After numerous attempts to complete my degree over the years, I found myself crippled by shame and my goals of finishing unattainable. During week 8 of the course, I was supported by Sarah and Tam to contact the university to seek re-admittance into the degree and finally face the darkness I've been carrying around. I have now been accepted to complete my studies next year.

The IWP provided me with a safe place to land and empowered me to start rebuilding my life step by step. I don't have to face my obstacles alone anymore. Previously bogged down by shame and fear, without the support of the team from IWP advocating for me, I wouldn't have been able to break down the barriers preventing me from reaching my full potential.



- IWP alumni

OUR STORIES

Generating employment opportunities



I was struggling to find employment because I was worried no one would want to hire me with my criminal record. This is where GOGO and Sarah stepped in. I worked a couple of hospitality shifts, serving food and doing set up at the Entertainment Centre (all whilst on home detention). But the main turning point was when I worked on planning an event for one of GOGO's corporate clients.

All of this really gave me a confidence boost in knowing I still had the ability to do this type of work. Sarah was amazing with feedback and we worked really well together. My life is only getting better and better. I have now secured my dream full-time job with a company who is very flexible and understanding.



- IWP alumni

INCLUSIVE WORK PROGRAM

The Inclusive Work Program (IWP) is a 9-week person-centred employment program delivered in Adelaide focusing on teaching well-being, confidence and foundational work skills to women and non-binary people facing complex barriers to employment. IWP also builds financial and digital literacy, an understanding of diversity in the workforce, and takes a strengths-based approach to careers and future opportunities.

Our data reveals that complex barriers most commonly include a combination of long-term mental health conditions, trauma associated with experience of domestic violence, childhood sexual abuse and racism, social isolation, and caring commitments without support.

Many program participants are recommended by our alumni, and people can also self-refer. We also recruit from agencies that provide support for these vulnerable groups including Womens Safety Services.



The program, designed and delivered by GOGO Foundation, completed a philanthropy-funded pilot program in 2021 and subsequently received funding from the Federal Office for Women, Women's Leadership Development Program to run four additional rounds in South Australia with our program delivery partners Jigsaw and the Village Foundation.

INCLUSIVE WORK PROGRAM

IWP's wrap-around care, careful programming curation and impactful content is having life-changing impacts on participants. We have had 35 marginalised women graduate from the IWP.



Of those 35 women:

- **100%** reported increased or maintained personal wellbeing (76% reported an increase)
- **97%** reported increased or maintained confidence in getting a job (84% reported an increase)
- **100%** reported increased or maintained belief in work abilities (77% reported an increase)
- **100%** increased their clarity on next steps for career development
- **100%** were able to identify and articulate the strengths and weaknesses of their work skill set

For those that completed the program, 90% of participants were engaged in work or employment outcomes 6 months later, when they had not been before the program.

**PROGRAM
ELEMENTS****DETAILS**

Advocacy

Targeted, personal advocacy for our participants to access vital services and support is key to removing barriers. This can include sourcing specialist medical care, stable housing, domestic violence support services, finding advice to resolve legal matters, accessing psychological care, parenting support, dentistry, clothing, relationship support, and NDIS support for themselves and/or their children.

**Financial
empowerment**

We established a Barrier Removal Fund that is used to cover expenses that may arise during the program and are a barrier to attendance. This can cover suitable clothing, car parking, medication, childcare, accommodation, and public transport cards. We can also offer micro-loans with payment plans through this fund. Our program participants work with our registered tax agent to finalise any outstanding tax returns to release the burden of unattended tax obligations, find and sort superannuation, and educate participants to build financial understanding.

**Trauma-
informed
facilitation**

All of our personal and group interactions with participants are trauma-informed. We curate safe, confidential, and trusting space for emotional breakthroughs, self-awareness, self-compassion and reflection, and offer alternative somatic therapies for the release of long-held trauma. Participants learn to recognise patterns of abuse, to practice safe boundary setting, practice self care and build a safe community around themselves.

**PROGRAM
ELEMENTS****DETAILS**

**Work
immersion days**

Unique opportunities for our participants to meet new people, learn from inclusive work cultures and practise their interview skills. We've provided opportunities and experiences only offered by GOGO Foundation's IWP, including floristry, yoga and tree-climbing as team-building exercises. We also explore real workplaces including Beyond Bank and SA Care to open employment doors and possibilities.

**Certificate II in
Community
Development**

In partnership with DaVange Training, IWP participants have the opportunity to complete a Certificate II in Community Development. The IWP has been designed to include required modules of the Cert II so that participants can gain a qualification as they progress through the 9-week course.

IWP Plus

IWP Plus is a place of connection, belonging and sharing for alumni of IWP. The friendships that form over our 9-week program are deeply valued by our participants, and play a crucial role in the success of our program and securing and maintaining paid employment. IWP Plus is a way of formalising this community to continue to connect, learn, and share their lives and build community and wellbeing together. This emerging program is a high priority for GOGO in 2023.

OUR SOCIAL ENTERPRISES

Our social enterprises were established to support and employ women and non-binary people with complex barriers to employment. GOGO Events and UP by GOGO create dignified, safe, secure, and meaningful jobs where everyone's contribution is valued, whilst also giving back to the planet.

GOGO Events

GOGO Events is an experienced jobs-focused, work-integrated social enterprise offering event styling, event management, and co-creation services. GOGO Events has supported over 100 people to gain safe, long-term employment in the past 10 years.

- Our events and our business practices are committed to building an inclusive, safe society
- Our customers are working on the biggest challenges facing society and the United Nations Sustainable Development Goals
- Our hospitality staff are people with barriers to employment
- We support the local community by procuring from local social enterprises, BCorps, and First Nations businesses
- We reuse, return, repurpose and share our assets.
- We are Carbon Neutral and working toward Net Zero
- We are 'Designed to Give' by donating all profits to the GOGO Foundation to support its charitable purpose
- We are committed to Reconciliation and the Uluru Statement from the Heart
- We donate services and offer pro-bono support where it is needed

OUR SOCIAL ENTERPRISES

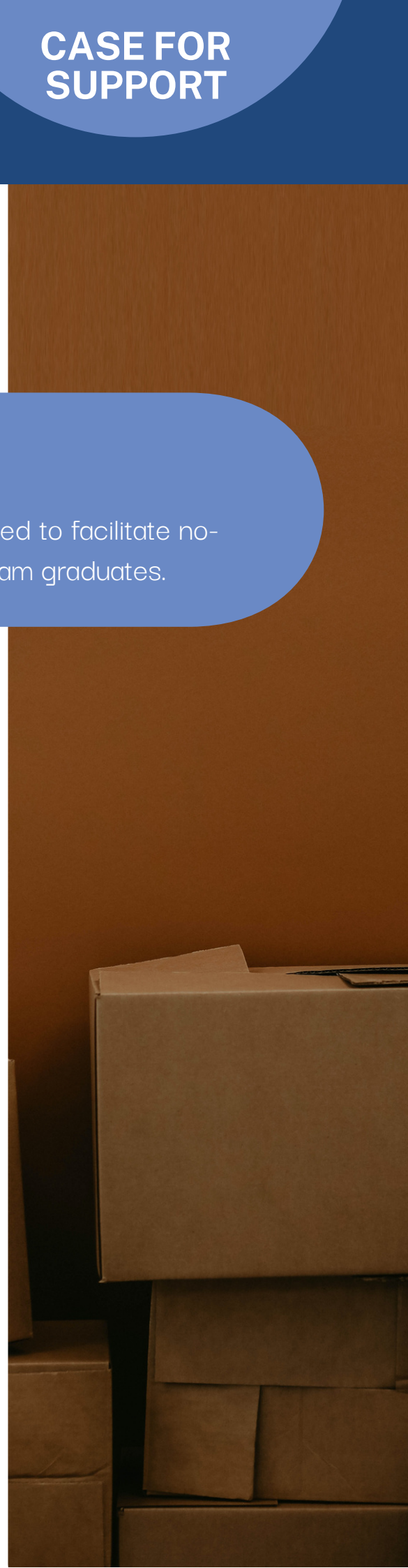
UP by GOGO

Launched in late 2022, UP by GOGO was established to facilitate no-waste house moves and create jobs for IWP program graduates.

Our team of environmental, circular economy warriors sort, pack and distribute personal and household goods whilst ensuring unwanted items have a positive impact on the planet and community. Items are gifted, rehomed, upcycled or recycled to ensure nothing goes to waste.

UP by GOGO creates safe, suitable, sustainable work for people who have barriers to employment to help build an inclusive and just society.

We leave the world better than we found it by reducing waste going to landfill and unlocking the value of unwanted goods.





Our rigorous evaluation indicates we are achieving our wellbeing and employment goals. The IWP is currently funded through the Federal Office for Women's Leadership Development Program but funds will be expended by March 2023.

We are looking for opportunities and funding to:

- Deliver IWP in Adelaide in 2023 and 2024. This includes the required recruitment, lead-in processes, and transition to work after the program (total of 12 weeks).
- Invest in the growth of the IWP PLUS Community we have created for Alumni of our program, including \$40,000 for a part time Engagement Coordinator.
- Procure professional event services from GOGO events, and UP by GOGO

\$8,750 = 1 x woman

\$70,000 = 1 x full round of 8 participants

Your support will help worthy and marginalised women to break the cycle of disadvantage and to become financially independent and contribute positively to society.

THANK YOU

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THANK YOU

From all of us at the GOGO Foundation, we wish to offer a sincere thank you to all of our supporters. Without your words of encouragement, introductions and links, services and advice, financial backing and advocacy it would be impossible to do our work - and lonely! Being in this work with so many excellent people means so much to us.

And to all the people who have trusted us enough to join our programs, we are so humbled. We recognise how challenging it is to take a leap of faith. Thank you, and we look forward to being a supportive part of your journey for the long term!

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