



ROUND TWO SHORT-TERM

Impact Report

**INCLUSIVE
WORK** 
program

GOGO
FOUNDATION

Inclusive Work Program

An initiative of GOGO Foundation, the Inclusive Work Program (IWP) is a 10 week curated program designed to create targeted pathways to employment and jobs, for women and non-binary people facing complex barriers to employment. These intersecting barriers include mental ill health, experience of domestic and family violence, limited network for job connections and caring responsibilities.

IWP is funded by the Office for Women, **Women's Leadership Development Program**.

Round two of the program was delivered between Feb - April 2022 alongside our excellent program delivery partners:



Community Bridging Services (CBS) Inc.

Our theory of change

We believe that if we create a safe, supportive learning environment and work with our participants to learn wellbeing and self-care, foundational work skills, and experience work immersions, it will result in:

Improved wellbeing and confidence, re-identification of work capabilities, understanding the modern workplace and how it can be a supportive environment, the benefits of mentoring and peer support, and understanding the power of kindness and acceptance.

All of these outcomes combined with opening up our networks for all sorts of work opportunities with inclusive employers, should lead to opportunities to gain safe, suitable and stable long-term work. These outcomes should lead to financial stability, personal agency and resilience.

We have conducted a baseline and an end of program survey to help us measure the effectiveness of our theory of change. This data provides us with a short-term picture of that effectiveness.

The people we supported

100% Completion

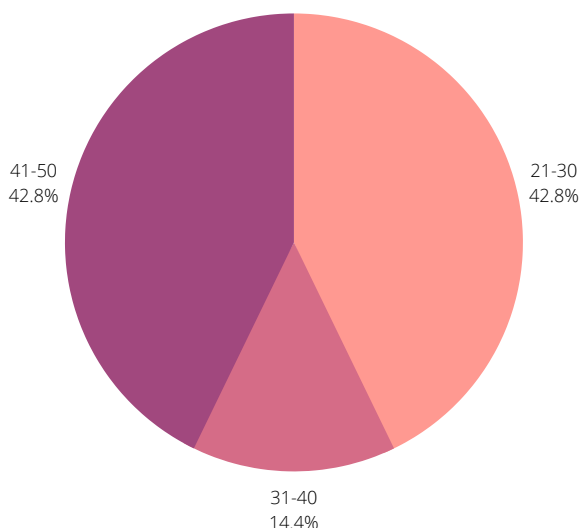
7 out of 7 participants completed the program, with a very high attendance rate:

- Six people identified as female and one person identified as gender fluid
- Each person had a different employment journey with time out of stable work ranging from 12 months to 10+ years.

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

They represented a mix of ages:



What are your goals for taking part in IWP?

"I walked in with my head low and a plan to stick to myself. After the first day, I'd made friends and support systems I knew I'd have for life. I look back at past me, and both laugh and feel sorry for that girl who thought she could do it all on her own. Maybe she could, didn't mean she had to, so instead, she took the help and let it grow her"

The data story

Wellbeing

100%

of participants reported increased personal wellbeing.

100%

of participants reported increased belief in work abilities.

100%

of participants reported increased confidence in getting a job.

Work readiness

100%

of participants have updated CV and cover letter templates.

100%

reported increased clarity on next steps for career development.

100%

are able to identify and articulate the strengths and weakness of their work skill set.

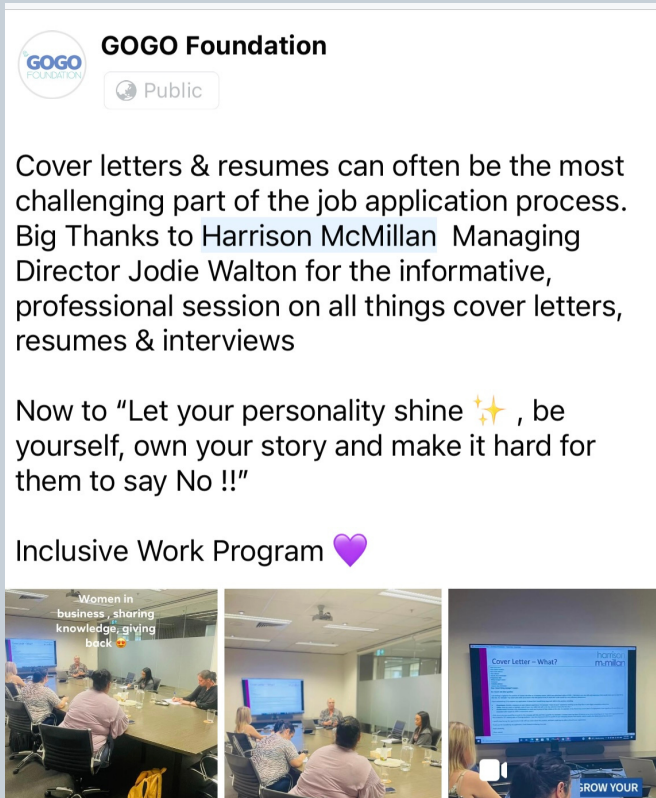
100% of participants told us they feel more equipped to cope with barriers to employment

"I wanted to gain confidence and hope, and I definitely think I've gained both of these things in bucket loads."

Program Highlights

Work immersions

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!




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Cover letters & resumes can often be the most challenging part of the job application process. Big Thanks to Harrison McMillan Managing Director Jodie Walton for the informative, professional session on all things cover letters, resumes & interviews

Now to "Let your personality shine ✨ , be yourself, own your story and make it hard for them to say No !!"

Inclusive Work Program 💜



Having the support behind me. I was able to seek and understand what was needed to be put into place to take my growth to a whole new level.



GOGO Foundation
Posted by Tamara Norris
25 Feb · 🌐

Week #2

I am a goddess, I am filled with courage and strength, I AM RESILIENCE !

Thats how our week finished in the IWP

Thank you Jo inner retreats 💜🌻



Friendship

We asked our participants: how has peer support in the IWP impacted on you?

- It has given me new friends for life & that I am accepted for who I am & I mean something in the world.
- In a positive way the support has opened up more opportunities.
- I feel loved, supported, encouraged & empowered. Life friendships are forged.
- The strong, resilient women I collaborate with, is almost as a family, we bounce ideas, and share in the joys and disappointments, laugh and feel an inner peace when I'm with them.
- It was nice to communicate with other people and have such a nice friendships establish with them.

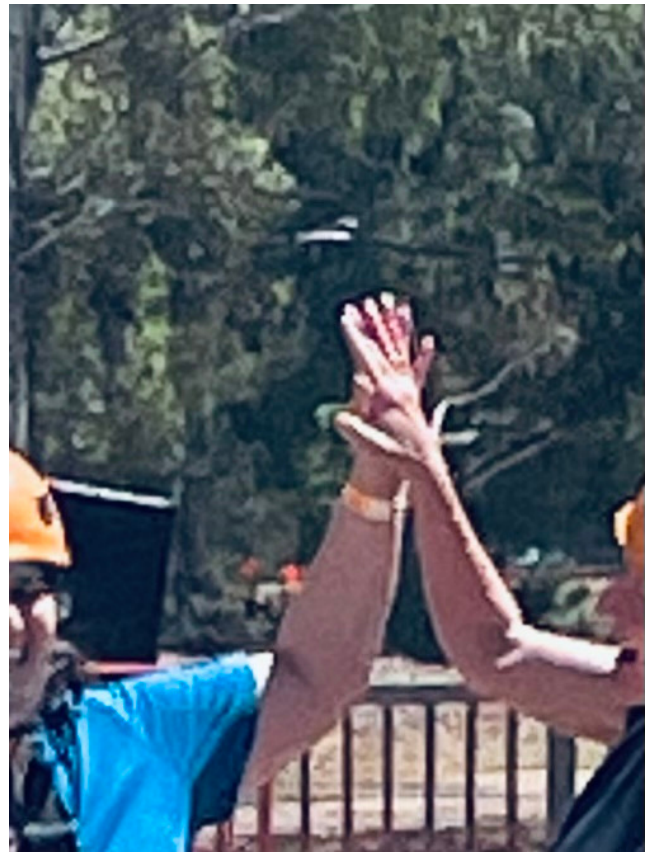
What did we learn?

Smaller groups are better

We confirmed a small group of participants in IWP allows for a number of positive things to happen:

- staff can closely monitor behaviour, in particular when a participant has an emotional trigger and requires 1:1 assistance to work through emotions, blocks or other responses that surface
- staff can develop a stronger relationship with each participant and a deeper understanding of each individual's background and their strengths and weaknesses. This enables facilitators to work closely with them towards improving their well being and achieving their individual employment goals
- vital social connection and social support which these isolated women are very much in need of. The women are able to bond and create trust and form strong support networks in a very short time due to the size of the group
- staff can provide the equal time, service, care, and compassion required to make a difference to the lives (and therefore job readiness) of each participant

For all of these reasons, we see seven or eight people as an ideal number for the program and will continue to aim for this size in the future.



Improvements for Round 3

Some changes we will make for the next group of participants:

- More targeted work place immersions and work life experiences.
- Small scheduling tweaks to make the course feel 'smoother'.
- Staff up-skilled to more rapidly identify & address the impact of undisclosed serious mental health conditions on a participants ability to complete the program.
- Introduction of the path for participants to gain qualifications in Cert II in Community Services on completion of the IWP.

GOGO's secret sauce

It's not always easy to capture the special nature of 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 their personal and professional development, and are not readily available through mainstream employment services and programs. This is the GOGO way!

Curating space for emotional breakthroughs, self-awareness and reflection

Gifting a welcome candle and journal, modelling self-care and personal boundaries

Offering non-traditional therapy for the release of long held trauma

Access to a barrier removal fund where we can offer micro loans and payment plans

Thoughtful considerations of past trauma, and the impact of this on program activities

Connecting & assisting participants to access vital services such as Dental SA, housing authorities & NDIS

Arranging free tax return support so participants can release the built up burden

Sending a personal sms outside of hours to wish 'good luck' before interviews or important appointments

Modelling gentleness, caution and respect towards all people

Where are they now?

inspirational journeys post IWP

"A future with MY name on it"

Today I was lucky enough to return to work at the place my dream became tangible & my future became the present (Beyond Bank) The place I decided "why not me too?" & with my IWP family behind me, I went for it.

Every day since has been an opportunity to learn to grow, accompanied by a feeling of pride & accomplishment. With enthusiasm I often say "I CAN do this".

With each of the little milestones that I pass I look back to see how far I've come & turn to face even more exciting opportunities. I pinch myself about how lucky I am to be building a career that I love; led, inspired & surrounded by a supportive team who encourage me & are with me every step of the way. I can say with absolute astonishment "I AM doing this!"

All my paths are aligned. My home is supportive & loving & my girls are happy, healthy & reaching their own milestones. My friends are like-minded & achieving, my circle is tight & uplifting. My goals are tracking ahead of schedule, I'm focused & determined - providing the ultimate stability for my girls, my dream of owning a home is becoming less dreamlike & more of a reality.

I'm smart enough to know that life is great but it won't always stay that way & I'm resilient enough to know that I can handle what comes next.

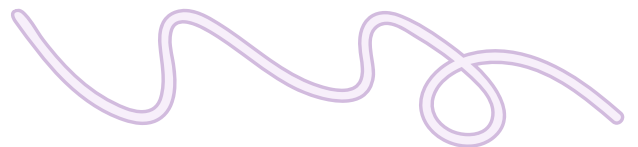
Independently building what I already have gives me the tools & confidence to rebuild if I have to or keep building in the meantime, knowing I have the comfort of those around me to guide me through. And today I was lucky enough to reflect on all this & I can say "I am Beyond blessed."

(GOGO Foundation, Inclusive Work Program)

To continue this story "I have just won a promotion and will now be full time and in my home branch. So excited to grow my skills & move into other career paths, the future has my name on it"

Just reflecting today; I had a work trial in an office - and it was difficult over and above the normal anxieties. For people who are long term unemployed or have faced barriers to employment it's so much more than just getting into the gear and showing up. I just feel so out of place and out of sync with any real workplace and those anxieties often get the better of me.

IWP has helped me so much with that. Still feel all the insecurities, fears and anxiety and embarrassment but it's a lot better knowing in your mind a group of genuine people are understanding and are behind you. Not feeling like I have to work it out all alone makes all the difference for me. Just thought I'd share that IWP thought with you. Please know that it's made a real difference to me.



Okay so I have attempted this once before but unfortunately I let my mental health get in the way. Well its time to get my life back on track, this morning I got an email saying that I'd gotten an offer for a place in the Foundation Studies course at Flinders University starting in July. :) Once I Finish this course I would love to then do a degree in nursing.

At the time of publication Round 3 will have commenced, with even more life changing journeys started! If you would like to join us or know someone who might, please get in touch via the information below. We can't wait to meet you!

Round 3: July to
September 2022
Round 4: October to
December 2022



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

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