




ROUND ONE SHORT-TERM

# Impact Report

 **GOGO**  
FOUNDATION

**INCLUSIVE  
WORK**   
program

# 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's **Women's Leadership Development Program**.

Round one of the program was delivered between Oct - Dec 2021 alongside our excellent program delivery partners:



## 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;**  
**an understanding of the modern workplace and how this can be a supportive environment; and the social benefits of mentoring, peer support, and witnessing kindness and acceptance.**

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

We have conducted a baseline survey, 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.

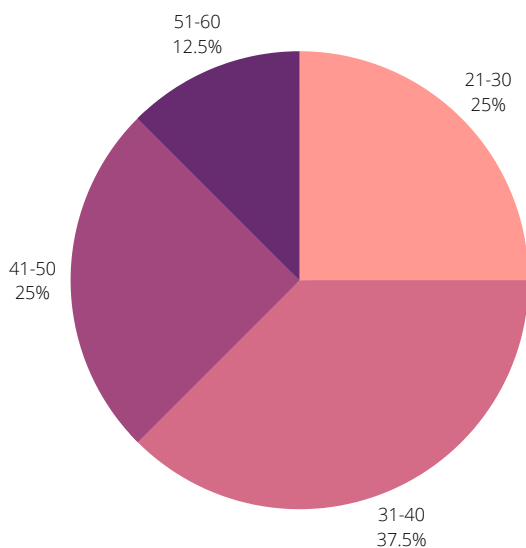
# The people we supported

## 7 out of 8

participants completed the program, with a very high attendance rate

- Seven people identified as female, and one person identified as gender fluid
- One person identified as First Nations
- Each person had a different employment journey, with time out of stable work ranging from 6 months to 5+ years

They represented a mix of ages:



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

- Mental ill health
- Experience of domestic and family violence
- Limited personal network to draw on for connections

What are your goals for taking part in IWP?

*"A kick start into employment by building networks, leads, being supported, nurtured to assist finding employment. Guidance into career choice. Non-judgemental guidance, and support."*

# The data story

## Wellbeing

**100%**

of participants reported increased personal wellbeing

**100%**

of participants reported increased belief in work abilities

**85%**

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

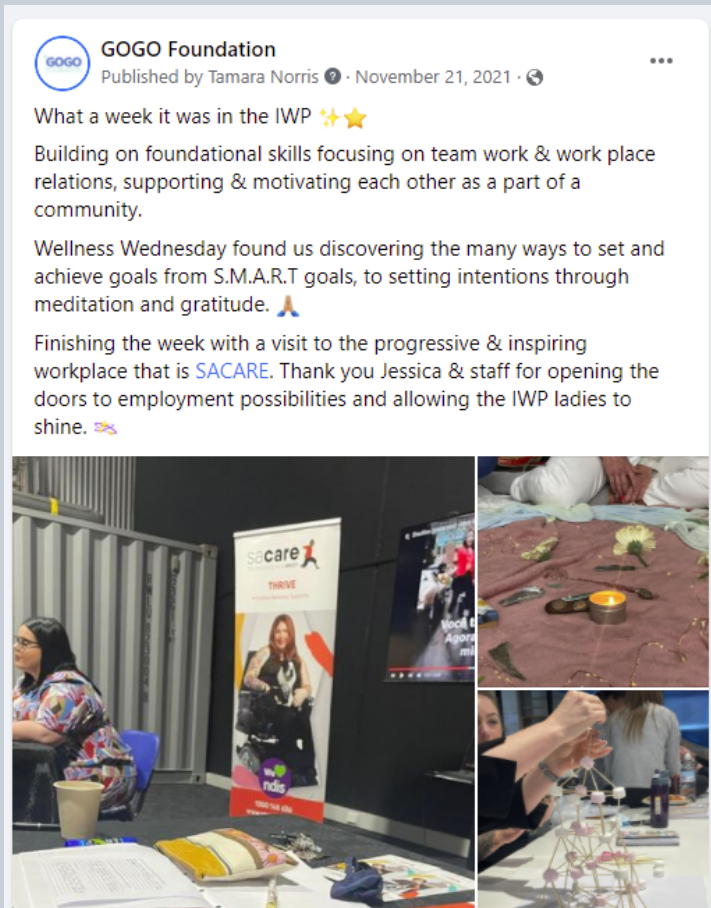
100% of participants told us they feel more able to cope with barriers to employment

*"I realised that I am capable of a lot more than I thought"*

# 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!



## Friendship

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

- It has given me new friends for life
- In a positive way the support has opened up more opportunities
- I feel loved, supported, encouraged & empowered. Life friendships are forged
- I've never really had friends but these women are people I see myself having long term relationships with
- It was nice to communicate with other people and have such a nice friendship establish with them

# What did we learn?

## Smaller groups are better

A small group of people 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
- facilitators 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 wellbeing 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
- facilitators and 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 7 or 8 people as an ideal number for the program and will continue to aim for this size in the future.



## Improvements for Round 2

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

- More comprehensive information collection before program starts: including requesting a CV at beginning and gathering more information useful in crisis situations
- Small scheduling tweaks to make the course feel 'smoother'
- Addressing upfront the impact of serious mental health conditions on one's ability to complete the program (may surface unexpectedly)
- Offering additional 1:1 sessions on foundational work skills after the program if needed

# 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

Having frank and invaluable conversations: "today your body language told us..."

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

Using communication that suits our participants, even Snapchat!

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

At the time of publication Round 2 is nearly complete, with even more positive outcomes! 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 GOGO Foundation.

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