

# **INCLUSIVE WORK** program

**Pilot:**

**Short-term impact story, July 2021**

**GOGO Events taught us a lot. But we knew we needed to do more.** We believed if we created a safe, supportive environment for women with complex barriers to employment, it would enable them to:



Learn wellbeing  
and self-care skills



Reconnect with  
work skills



Have exposure to  
different workplaces  
and environments



Receive mentoring,  
social support,  
kindness and  
acceptance

...then they would be in a much better place to gain meaningful, long-term stable work. This is our theory of change.

**We offered an 8 week program, co-delivered with expert partners:**

**01.**

Workplace  
immersion with  
GOGO Events

**02.**

Wellbeing  
with the Be  
Well Plan

**03.**

Foundational  
work skills with  
Jigsaw

**04.**

Lunch & Learn  
with GOGO  
Events

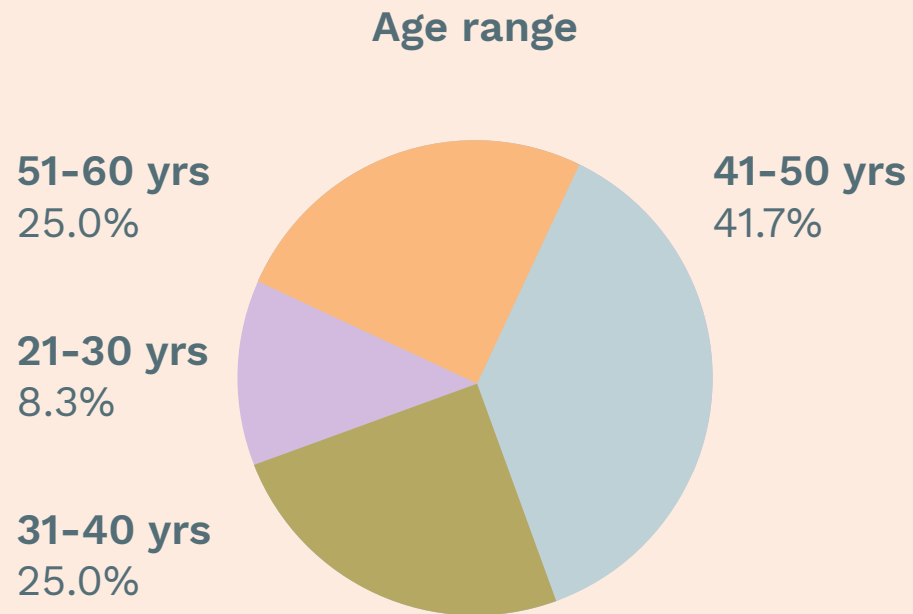
**05.**

Mentoring with  
wise women

**06.**

Ongoing job  
placement  
support with  
Community  
Bridging Services  
Inc.

**For our pilot, we recruited 12 women.** Here is some key information about them:



- 2 people identified as First Nations (one from outside Aus)
- 4 languages spoken other than English
- Time unemployed ranged from 6 months to 5+ years
- All had work experience and qualifications (2/3 post-secondary)
- 88% told us they experience ill mental health
- 4 with school-aged children
- 100% were single
- 3 experiencing housing stress

- Participants were referred from Women's Safety Services SA (especially Migrant Women's Support Program), SA Police, Department for Correctional Services, LinkedIn, GOGO events, community and our wider network)
- 8 women completed IWP
- 3 women withdrew from the program
- 1 was unable to complete

**Our workplace immersions included a diverse calendar of activities. Some of the highlights include:** Meeting the Mayor and her team leaders at the Adelaide City Council, learning from the HR team at Beyond Bank, exploring social inclusion while visiting the North Tce cultural precinct, and managing our fears with yoga and ropes courses.



## So, what happened?

Through our first hand experiences at GOGO events validated by academic research (and other social research) we anticipated that the key ingredients for job readiness are wellbeing, confidence and belief in one's ability to perform well in the workplace.

We conducted baseline, mid-point and end of program surveys. Using this data we can now say that...

**88%**

of participants  
experienced  
improved levels  
of confidence.

**88%**

of participants  
experienced  
improved belief in  
their ability to  
perform well at  
work.

**62%**

of participants  
experienced  
increased levels of  
personal wellbeing.

## And beyond this...

**62%**

said yes, they are ready to apply for jobs (the rest said maybe).

**100%**

of that 62% said they were now ready to apply for a job.

**87%**

experienced clarity in the next steps on their career path (the other % had already achieved employment!)

**This is an important figure.**

What we know is that women coming into the program are all on different stages of their journey back into work. Not everyone is the same level of 'ready', and their pathways are not linear. It might only be through completing IWP that they realise their next most immediate need is mental wellbeing, not getting a job. This is a significant learning for GOGO Foundation because our commitment lies in supporting women to progress in their journey - whatever that looks like.



## What really blew us away was...

the tremendous value gained for each person by being in a group with other women like them, and safety and gently held by our skilled facilitators. A few outcomes outlined by our participants:

- “ As a result of hearing some incredible stories from other women I feel that I am **MORE CONFIDENT** in just giving things a go.
- “ Feeling brighter and braver, and more confident in my ability to face the world. **NOT FEELING SO ISOLATED** or alone in facing challenges, and so very grateful and pleased to have found such a kind and open bunch of women, who will hopefully remain friends.
- “ **MEETING OTHER WOMEN WHO SHARE SIMILAR EXPERIENCES.**  
Doing activities that I would never have been able to do/afford to do by myself.

“ Being in a group - **SAFE TO SHARE ENOUGH TO GET TO REAL ISSUES** that have led to this point and reconstruct life according to priorities WITH a safety net.

“ The opportunity to come together as a group and the regularity (ie routine) this involved. Whilst our ‘issues’ may have been different, there were the **COMMON THREADS OF MARGINALISATION & DETACHMENT FROM THE PAID WORKPLACE** that allowed us to share openly and build strong levels of trust & rapport between us.

**What we know worked well for our participants** was our wonderful staff, careful attention to the needs of each participant, opportunity for social interaction and support, and a mix of program components delivered alongside our program partners.

**100% of participants were satisfied with IWP.**

## Something else we noticed was...

A high number of participants have experienced trauma.

This trauma hugely impacts on their ability to gain and maintain employment. This confirms what we suspected, and validates the individualised and close care that this program provides.

## Medium-term outcomes

We will gather our medium-term data at the 6 month point (December). This will be where we can really evaluate our impact.

But, we already know that **5 women** have secured meaningful work with excellent employers!

We are also in weekly contact with all the participants through our **Belonging Circles** Whatsapp group. They support each other through the highs and lows that life continues to deliver, and support us in ongoing program development.

## Program changes as a result of our learnings include:

**01.**

We will provide participants with clarity on the intended learning outcomes at the outset of the program, and each week.

**02.**

We will start work on CVs in the induction week, and we will introduce practise interviews earlier in the program so people can become comfortable articulating their strengths and weaknesses to an employer.

**03.**

Connecting with a mentor outside the program will become optional. For some it is an additional obligation to manage, for others it makes a wonderful contribution to their personal and career goals.

**04.**

Extra funding has been allocated for counselling support. As expected, past trauma significantly impacted on mental wellbeing and the ability to participate in the program. We want to make sure participants can access emergency psychological support when they need it.

**05.**

We're making the program longer. We have added an induction week at the beginning where we can deep-dive with each participant, and a transition week at the end so everyone is clear on their next steps.

## Program changes as a result of our learnings include:

**06.**

The Belonging Circles (peer support group) will have a rolling curator in a paid role, filled by one of the IWP participants.

**07.**

We will engage a HR person to identify ideal career paths and reverse market for jobs, especially for those who are not eligible for other employment services support.

**08.**

The program partner delivering wellbeing will change. The new provider takes a specific trauma-informed approach to wellbeing.



## What's Next

- We have received funding from Office for Women - Women's Leadership Development Program: 4 rounds of IWP
- We can reach 50+ women!
- Our impact measurement will be ongoing, please join our mailing list to stay up to date!
- We are recruiting now - please spread the word (we will email impact report & flyer)
- Round 1 starts 4th October
- 2022 rounds: school term 1, 3 and 4
- We have rebranded with a new logo!



# THANK YOU!

We have so many people to thank, starting with our program partners - Jigsaw, Community Bridging Services Inc. and Be Well Co. Thank you for taking the plunge with us and being such a pivotal part of this pilot.

It cost \$82,134 to design and deliver the IWP pilot program. We gratefully received financial support from Westpac Community Grant, Super Fierce, Tingari Silverton, Indigital and Microsoft and MCCA; and additional funding and in-kind support from Wyatt Trust, City of Adelaide, the South Australian Museum, Beyond Bank, James and Diana Ramsay Foundation, Mary-Anne Anderson and Mutual Trust.



We also want to thank everyone that rallied around us as we were launching and delivering the Pilot, we wouldn't be where we are today without you. Special thanks to our **mentors** Julie Dempsey, Jess Fileke, Maya Mitra, Mel Lambert, Cath Cronin, Mary-Anne Healy, Yvonne Karabatsos, Meegan Gun, Kathryn House, Jo Howard, Karen Wilhemine-Irons and long list of **GOGO supporters:** Tim Sprey and Faye Backhouse, Geraldine Fuenmayor, Kim Seow, Kimberlee Brown and Trenna Probert, Harriet Gun, Marylene Viola, Tiffany de Sousa Machado, Jenny Paradiso, Allison Nikula, Moira Were and Amy Orange, the Lord Mayor Sandy Verschoor and Naomi Marsh, Shane Farley and Kate Carroll, Anthea Henningson, Simone Linehan, Tan Murphy, Sonya Rankine, Amanda Blair, Stephanie Vaughan, Emma Grierson, Grier Neilson, Brett Manuel, Janice Skilton, Melissa Rayner, Jessica Aliva, Chloe Kempe, Mikaela Jade, Joanna Baker, Kerry De Lorme, Kiah Elsworthy, Brad Simmons, Kate Abraham, Freya Higgins-Desboilles, Manjit Monga, Leesa Chessser, Sarah Wendt and Kris Natalier.

Finally, we wish to acknowledge the courage and trust of the **9 extraordinary women** who participated in the pilot. Thank you for allowing us to learn and grow with you, build friendships and walk together as we create a more inclusive society for all. It's your endorsement and generosity that drives us forward.



# **INCLUSIVE WORK**

program

A stylized orange icon resembling a person with arms raised, positioned to the right of the word "WORK".