




ROUND FIVE 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 Round 5 was funded by the Office for Women's Women's Leadership Development Program and donations from auspices to GOGO Foundation

Round 5 of the program was delivered in February and March 2023 alongside our excellent program delivery partner:



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.

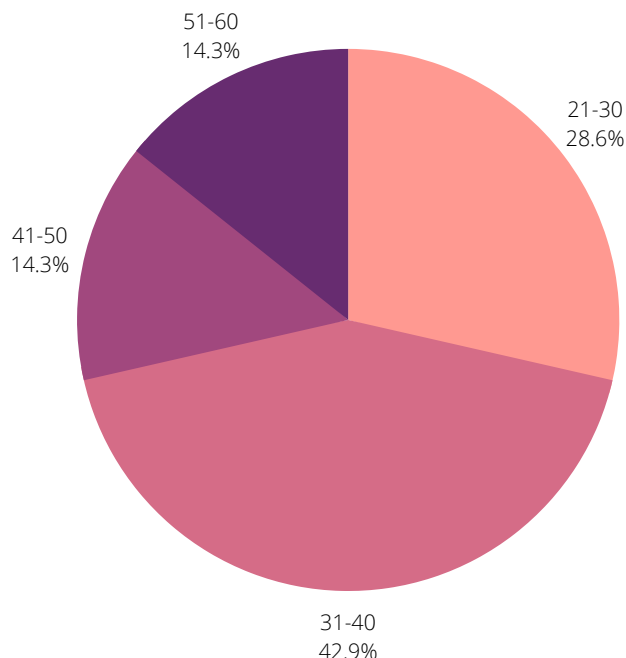
The people we supported

6 out of 7

participants completed the program, at a 70.5% attendance rate,

- Seven people identified as female, and one peAll 7 participants identified as female, 3 people identified as First Nations, 1 from Burundi and 1 from New Zealand.
- Each person had a different employment journey, with time out of stable work ranging from 3 years unemployed to no job history.
- 57% are single Mothers
- 85% experienced childhood trauma or sexual abuse
- 85% have a past or current substance addiction

They represented a mix of ages:



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

- Unstable housing or Homelessness
- Experience of domestic and family violence or childhood trauma
- Managing substance abuse or poor mental health

What were your hopes when commencing the IWP?

"I came into the IWP openly willing to learn and vulnerable. I came out with more knowledge than before, that has truly empowered me"

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

85%

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

During round 5,
2 women commenced employment and remain in these roles to date .

One week after the conclusion of Round 5
2 women attended job interviews for long term safe employment.

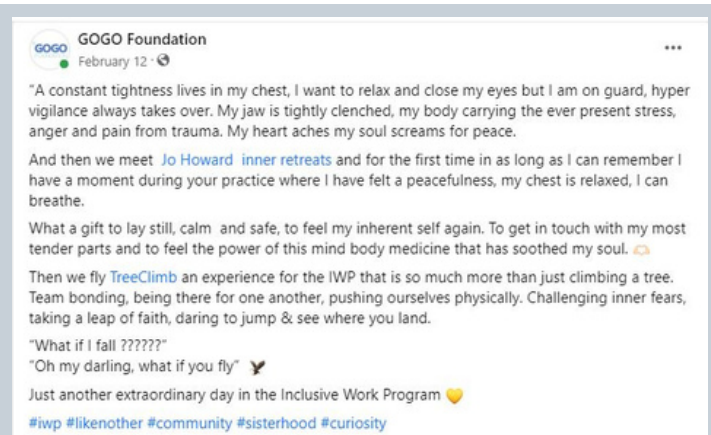
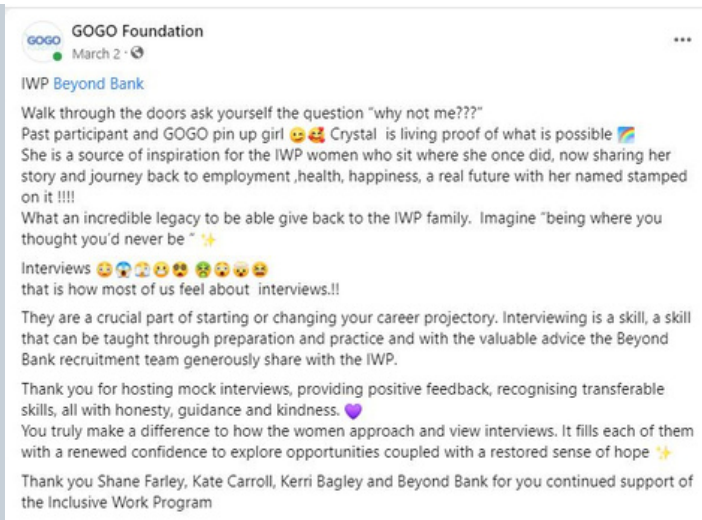
As a result one has secured employment ,the other awaits confirmation.

"I realised how much I'm worth"

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?

100% of the women experienced positive friendship and social support through the IWP

- It helped me grow and believe in myself
- Made me feel like I belong
- Experiencing friendships and kindness and care.
- Before I came to the program I felt lost and like nobody cared about me, I had no hope or reason for me to feel like I deserved to live. But once I started everything changed. I have built friendships with new people and I'm not alone.

What did we learn?

GOGO Staff

CEO/Program Director Sarah Gun

A This 5th round of the IWP had the unique challenge of 85% of participants having current or past addictions. Learning to support women with and through these issues requires nuanced, loving and supporting approach, along with some tough love and requires deliberate honest conversation. We continue to learn so much about the addiction response to trauma. As Tiff De Sousa Machado our Wellbeing facilitator tells us, 'connection is the solution to addiction'. We continue to see inclusion, acceptance and honesty support our participants to a more stable life.

Credit is due to the time, energy, kindness, commitment and resilience of our IWP staff Tam and Malika. Their commitment and the outcomes they are creating for the participants is generous, sincere and life changing.

We welcomed Shanelle Rigney to our staff in Round 5, as our alumni graduate and our Lived Experience Expert. We are honoured to have Shanelle share her life learnings with us, and to help guide our program as we ensure the safe journey of Aboriginal women through our program

Lived Experience Expert: Shanelle Rigney

IWPP5 has given me the confidence in myself that I have struggled with I have also learnt how to deal with stress and depression differently then I would have in the past, I also have a different outlook in life then I did I'm very positive and excited about my life and I'm so thankful and grateful about everything that i've learnt so far and can't wait for more better days to come.

Program Manger Tam Norris

Round 5 like every round of the IWP had its own unique challenges. However a commonality of all rounds is each woman comes looking for hope, connection, kindness and human touch, they find that within this program.

What I continue to learn is that the current systems in placed do not work for women with complexed barriers to employment, however if we continue to communicate, and advocate on the women's behalf , we can navigate and work with services such as the Job activities, DCP and Housing SA to actually make a real difference to their lives. This round just like others I have been moved, touched by the resilience and courage of these women. Every moment is a lesson in humility and how to be more human

Program Support co-ordinator: Malika Singh

The Round 5 was my third round supporting the women through my role. The strength in community and the power of holistic support proved its relevance yet again. Despite the individual differences, varied backgrounds and complex trauma all the women got together with resilience to change the narrative of their lives. There is still so much support, care and resources that they need to have a consistently healthy, stable and independent lifestyle. I am so grateful that throughout the program I had heaps of guidance, care , patience and trust shown by Tam and Sarah as I navigated new tasks and expanded my job responsibility. Being an International student, I felt so encouraged and valued to experience a workspace where inclusivity was practiced in all aspects from participants to team.

At the time of publication Round 5 is complete, with even more positive outcomes expected!

In the next few months we will be reaching out individually to all past IWP participants to continue our wrap around support of the GOGO Family



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

Contact

GOGO Foundation
Adelaide South Australia 5022
ABN 40617397869
ACN 617397869

www.gogoevents.com.au 

tam@gogoevents.com.au 

[@thegogofoundation](https://www.facebook.com/thegogofoundation) 