

# Holistic strategies in Countering Violent Extremism

The Role of Work Integration Social Enterprises

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**STREAT**  
Tastes good, does good.



# WISEs can assist in CVE interventions

- There are five areas of a person's life that are highly relevant – Coping and Wellbeing, Social Relations, Sense of Self and Identity, Behavioral Orientation, and Ideas and Beliefs.
- In CVE, 'enduring risk' is best moderated by building enduring strengths. WISEs hold much potential.
- Driven by social purpose, WISEs develop strengths, skills, and employment pathways for marginalised people, benefiting CVE case managers in planning for participants who genuinely want to work.
- WISEs provide supported training and employment pathways, integrating life skills and work readiness programs. This can interrupt radicalisation and reduce violent/crime behaviours as well as support pro-social outcomes for the person.
- A case study of STREAT illustrates pre-vocational training in hospitality and horticulture, life-skills modules, specialist referrals, a therapy dog, and an internal allied health team.
- STREAT's holistic program fosters resilience, self-reliance, and new social connections. Their 'Learning to Earning' model includes post-placement support, ensuring sustained employment and integration.

# Violent Extremism

- Willingness to use or support the use of unlawful violence by others, to promote a political, ideological or religious goal
- Includes terrorism, along with other forms of politically-motivated violence such as:
  - Violent protests
  - Communal violence such as racially-motivated and other identity-related assaults
- Many people hold extremist beliefs, but the focus here is more narrow
- Low incidence, but high societal impact of violent extremism



# Radicalisation to violent extremism

- Radicalisation to violent extremism (henceforth radicalisation) is a process by which individuals come to use or support unlawful violence as a means of pursuing their political, ideological or religious goals
- This plays out differently for all who undergo it
- But there are some common processes if a person moves towards using violence

# Disengagement, diversion & desistance

- **Disengagement** – process of behavioural change where an individual's involvement in violent extremist activities reduces and / or ceases
- **Desistance** – the process whereby a person refrains from criminal behaviour and abandon previous offending patterns
- **Diversion** – early intervention to keep someone out of the justice system, or prevent them going deeper

# Countering Violent Extremism (CVE)

- CVE programs are initiatives designed to reduce the number of violent extremists (and their supporters) through non-coercive activities
- CVE augments traditional counter-terrorism efforts by undertaking activities in the pre and post criminal space
- The ultimate goal of any CVE intervention is disengagement (diversion or desistance)

# A trauma-informed approach for CVE

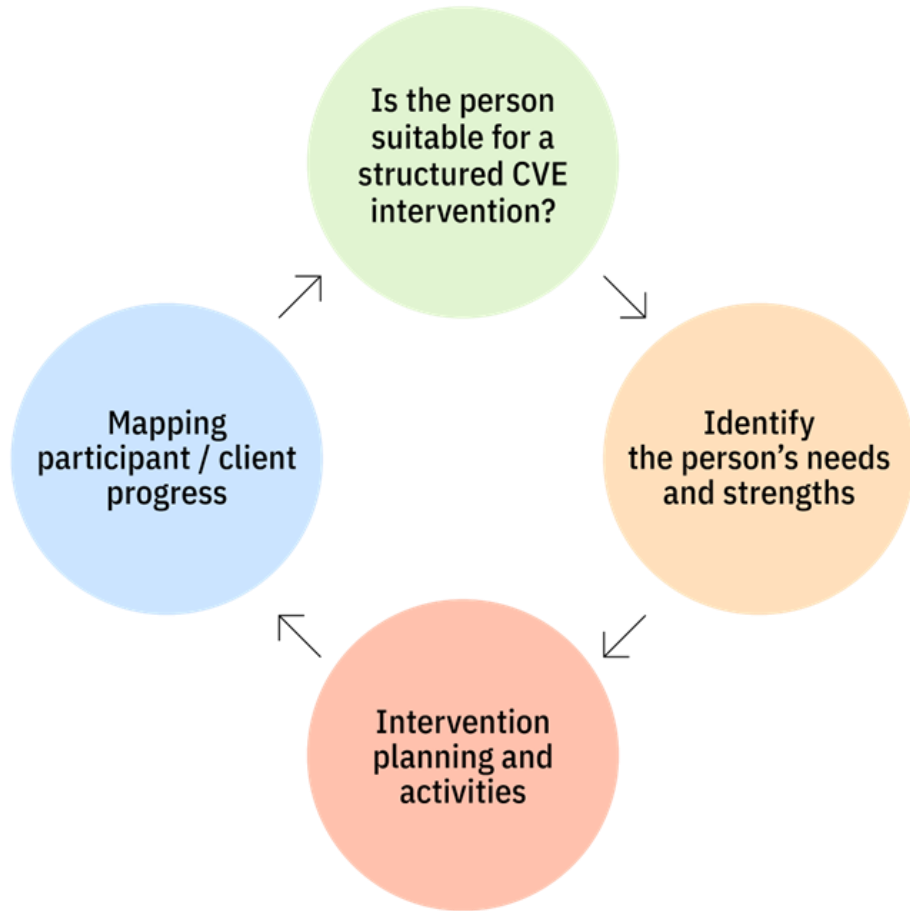
- 50% of US left-wing extremists had experienced  $\geq 4$  ACEs
- 70% right-wing extremists had experienced  $\geq 4$  ACEs
- Another study found 63% of former white supremacists had  $\geq 4$  ACEs
- Compared with 55% juvenile offenders and 16% general population
- 50-75% Australians report having experienced a traumatic event
- Trauma increases your chance of going to prison
- Being in prison doubles your likelihood of PTSD

# Trauma-informed case management

- Understanding underlying issues
- Avoid/reduce re-traumatising the person
- Enhancing safety and trust is critical for rapport
- Promoting empowerment and choice is critical for engagement
- Addressing complex needs holistically is critical for change
- Cultivating resilience and healing is critical for desistance
- Improves therapeutic rapport and outcomes

Overall, a trauma-informed approach is foundational for case management of complex clients because it recognises the impact of trauma on individuals' lives and ensures that services are provided in a manner that is sensitive, empowering, and conducive to healing and recovery.

# Trauma-informed CVE case management



To do this well, you need to:

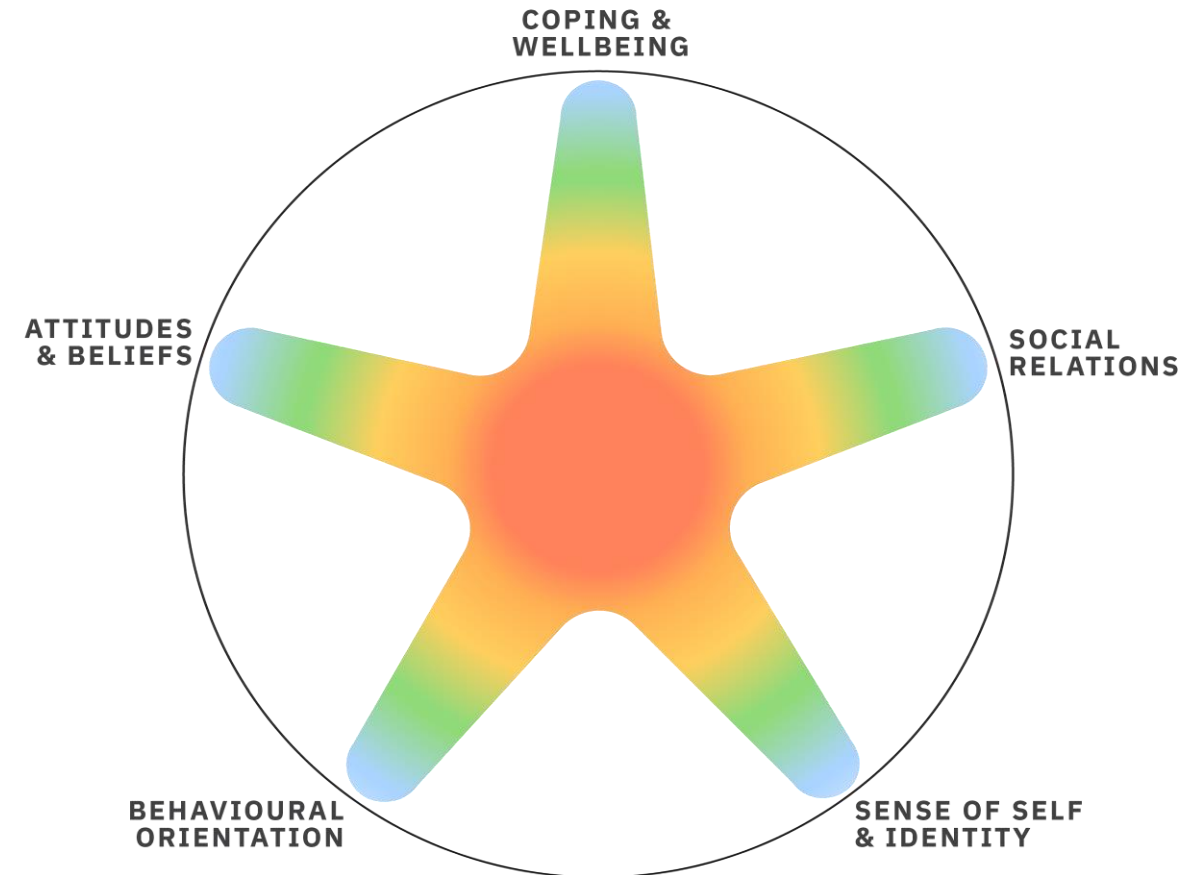
- Create a safe environment
- Be trustworthy and transparent
- Consult with the person and offer voice and choice
- Consider relevant historical, cultural and gender issues for them

# Pro-Integration Model (PIM)

- Evidence-informed model that assists our understanding of radicalisation towards, and most importantly, disengagement from violent extremism (CVE)
- Five sectors of a person's life relevant to desistance and CVE interventions:
  - Coping & Wellbeing
  - Social Relations
  - Sense of Self & Identity
  - Behavioural Orientation
  - Attitudes & Beliefs

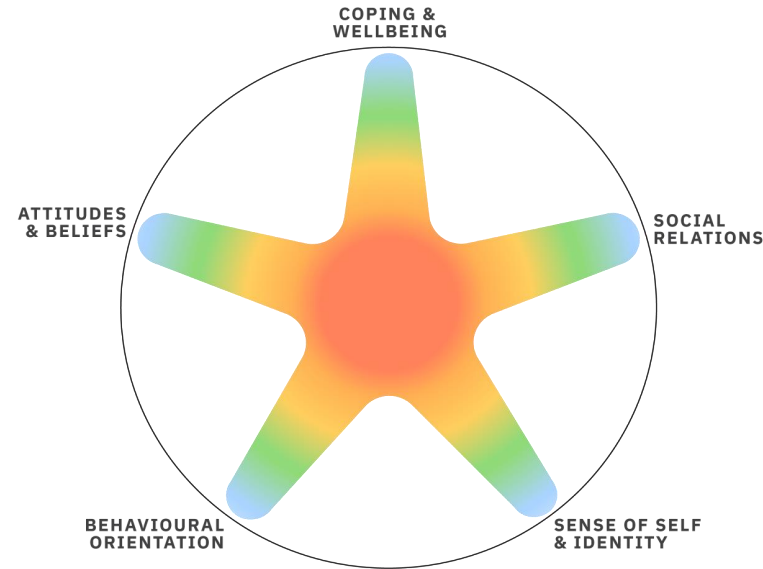
# The five sectors of PIM

- **Coping & Wellbeing**  
How I cope
- **Social Relations**  
Who I spend time with and how I get on with others who disagree with me
- **Sense of Self & Identity**  
How I view myself and others
- **Behavioural Orientation**  
How I make change in the world
- **Attitudes & Beliefs**  
How I view the world and why I want to make changes





# Do PIM-based CVE interventions work?



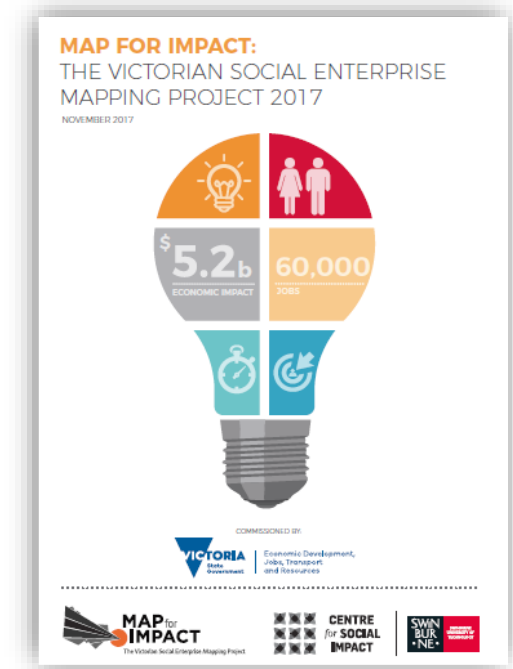
Yes, but...

- It can take time
- Progress isn't always going to be linear
- Progress is not always going to be uniform
- Change is individualized
- You can't control everything
- No program works for 100% of people, 100% of the time.



# Social enterprises

- Exist to protect the environment, tackle social problems, and/or improve communities
- Derive most income from business (not donations or grants)
- Uses majority of their profit to contribute to their mission
- Business engine with social and environmental outcomes
- ‘Empathy enterprises’ that are highly inclusive and ethical



# Work Integration Social Enterprises (WISEs)

- “Exist to provide employment, or pathways to employment, for people who are highly disadvantaged in the labour market” (Barraket et al, 2017)
- Focus on systemic disadvantage and discrimination, providing work and support
- Holistic, tailored, supported training / employment programs *within* the business
- Often with social support, allied health or coaching built into the organisation
- Highly inclusive organisations, good at engaging a values-aligned workforce
- Mission = societal integration and independent livelihood of disadvantaged people

# Employment reduces offending

- Legal, meaningful and sustainable employment is a **key factor** in reducing offending because it:
  - Is an effective way of reconnecting people into society
  - Allows people to make a fresh start in life
  - Gives people legitimate income
  - Enables people to maintain suitable housing
  - Increases social cohesion
  - Improves family functioning
- 3 in 5 (61%) people leaving custody do not have paid employment organised on release

**Refs:** Australian Institute of Health and Welfare (AIHW) 2023, *The health of people in Australia's prisons 2022*, viewed 28 October 2024, <https://www.aihw.gov.au/reports/prisoners/the-health-of-people-in-australias-prisons-2022> | <https://www.aihw.gov.au/reports/youth-justice/youth-justice-in-australia-annual-report-2022-23/contents/fact-sheets/victoria> | <https://www.redcross.org.au/globalassets/corporatecms-migration/justice/connecting-talent-shortages-to-those-who-can-work.pdf> | <https://vpsc.vic.gov.au/html-resources/guidance-for-conducting-police-checks/#:~:text=Employers%20do%20not%20have%20a,fulfil%20the%20inherent%20requirements%20of> | <https://www.aihw.gov.au/news-media/media-releases/2019/may-1/prisoners-more-likely-to-be-homeless-unemployed-an>

# How WISEs contribute to crime prevention

- **Social determinants of health are relevant to crime**
  - Education, Employment, Housing & Social connectedness
- **Addressing social determinants of health helps prevent crime**
  - A criminal record is a significant barrier in securing employment
  - Yet employment is a critical in reducing recidivism and crucial for social mobility and health equity
  - Having access to positive and meaningful work creates a circuit-breaker to negative peer influences
- **WISEs address social determinants of health**
  - People-centred, supportive environment that fosters connection, social bonds and belonging
  - WISEs provide tailored support based on the individual's needs
  - Combine personal, life and work skills alongside employment and training
  - Offer pathways to reduce structural barriers to meaningful employment due to lack of education, stable housing or the stigma of a criminal record

STREAT is a food system WISE  
that helps young people who need a hand  
to find and keep work



# STREAT as a social enterprise

- **Business structure** – STREAT is company limited by guarantee, an accredited social enterprise through Social Traders and a registered charity with ASIC
- **Profitable business** – \$6.3 mil (FY22/23), 11 businesses across Melbourne
- **Overall vision is for all young people to thrive, now and into the future**
  - **Environmental:** To make a positive contribution to our planet
  - **Social:** Training and employment pathways for young people experiencing marginalisation
- **Derive majority of income from trade** – pre-covid 92%, now 55%
- **Majority profit reinvested in mission** – 100% profits to support and run programs in which young people receive their training
- **Employ 70+ staff and train/transition 100 young people** (‘hidden talent’) py
- **STREAT has saved governments and society almost \$200 million** in direct service savings (based on RMIT modelling, by 2025)





## DAILY SPECIALS

STREAT has a menu of special business units/ventures, programs and services that are served up daily to satisfy different appetites.

### CAFÉ & TRAINING CENTRES

- CROMWELL CAFÉ ..... COLLINGWOOD
- PARKVILLE JUSTICE CAFÉ ..... PARKVILLE
- RACV ..... MELBOURNE CBD
- HESTA ..... MELBOURNE CBD
- ARUP ..... MELBOURNE CBD
- RMIT ..... MELBOURNE CBD
- GIPPS STREET PANTRY ..... COLLINGWOOD
- QUEEN VICTORIA MARKET ..... MELBOURNE CBD
- GATE 8 ..... EAST MELBOURNE
- AUSTRALIA POST ..... RICHMOND
- FORWARD POCKET ..... RICHMOND



# STREAT



# OUR MENU FOR LEARNING AND EARNING

*STREAT has a smorgasbord  
of delicious interventions  
and programs designed to meet  
young people wherever they're at.  
Here's a taste:*

## PREVENTION / EARLY INTERVENTION

- **Outreach** – Weekly sports program undertaken with Victoria Police for young people undertaking high-risk activities. (And of course we take delicious snacks each week.)
- **Taste of STREAT** – Half-day workshops helping young people and their workers get an overview of STREAT's programs, all whilst making and eating sumptuous pizzas straight out of the oven in our Collingwood bakery.
- **Fast Track to Work** – A 2-month program for young people facing barriers to employment who are seeking work. In addition to gaining transferable job skills within our foodservices and horticulture businesses, there's a curriculum with modules on self-care, basic living skills, budgeting, healthy relationships, teamwork, emotional regulation, legal rights, and interview skills.
- **Paid to Work** – A 9-month program supporting the transition of graduates into paid employment with our industry partners, whilst our team of allied health workers and therapy dog continues to walk alongside you.

OUR MENU FOR  
**LEARNING AND EARNING**

**COMMUNITY SENTENCE / BAIL / PAROLE**

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Both the STREAT's *Fast Track to Work* and *Paid to Work* program (above) align with a young person's bail conditions and can also be form part of their conditions of a community orders. And with about 600 young people on community service orders each day in Victoria, STREAT is the perfect place to create new pathways for young people who have criminal charges.



**CUSTODY**

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*Thyme Out program at the  
Parkville Youth Justice Precinct*

Located in inner Melbourne at the Parkville Youth Justice Precinct, our café provides a 6-week program which sees young people on day release complete training and work experience within a real café environment. The café serves a delicious range of coffees, snacks and meals to the general public, all whilst allowing young people to get the critical life and job skills needed for their re-entry into the community at the end of their bail or sentence.

**REINTEGRATION / DESISTANCE**

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Upon release from incarceration, STREAT's *Fast Track to Work* and *Paid to Work* programs (above) are ideal for young people re-entering the community, and they provide high levels of skilling and specialised support from STREAT's allied health team. Over the last decade we've had many formerly incarcerated young people take this pathway.

# How does STREAT help?

- Provides intensive, customised interventions for trainees
- Social support and belonging aren't just 'feel good' factors, they are critical protective factors that reduce re-offending
- STREAT programs provide 12 months of work readiness, training and employment (all supported)







## STREAT has:

- Kiosks
- Cafes
- Gardens
- Artisan bakery
- Catering company
- Coffee roastery
- Events space
- Learning & development
- Consultancy
- Demo projects





WELCOME TO  
**STREET**

**CROMWELL ST**

NOW  
OPEN

66









We have worked with 5,210 young people in the last decade, over 904 intensively











*“I wish school had been more like this.  
I might have learned something.”*



*“I felt really comfortable walking straight into the Youth Programs space.*

*I never had that before.*

*Usually it always feels like ‘staff over here’ and ‘skanky young people over there please.’”*





*“It helped me to be independent of people who aren’t good for me.”*





*"I can breathe here."*



# Effective employment interventions have four key ingredients

STREAT has been working with the most marginalised young people since 2010. Across this time we've consistently shown there are four key ingredients in highly effective programs. These are: **Training** (a pathway of training 'stepping stones' in key areas), **Support** (holistic, integrated and flexible), **Work** (healthy employment with a great employer), and **Belonging** (which can never be under-estimated).

Getting young people ready for work

Getting workplaces ready for young people



**Enablers**  
*The strong foundations that underpin it all*

- |  |  |   |   |  |
|--|--|---|---|--|
| <b>Human-centred</b> <ul style="list-style-type: none"> <li>• Strength-based</li> <li>• Accepting</li> <li>• Constructive</li> <li>• Achievable goals</li> <li>• Clear boundaries</li> <li>• Non-institutional</li> <li>• Fun</li> <li>• Places to belong</li> </ul> | <b>Resourced</b> <ul style="list-style-type: none"> <li>• Small caseloads</li> <li>• Intensive small group work</li> <li>• Frequent comms between teams</li> <li>• Ongoing goal setting &amp; risk management</li> </ul> | <b>Cross-disciplinary</b> <ul style="list-style-type: none"> <li>• Integrated teams</li> <li>• Professional industry staff</li> <li>• Stand-alone youth support team</li> <li>• Regular all-staff training to build skills</li> </ul> | <b>Outcomes &amp; evidence</b> <ul style="list-style-type: none"> <li>• Clear goals</li> <li>• Strong M&amp;E</li> <li>• Continuous improvement</li> <li>• Independent reviews</li> <li>• Research</li> </ul> | <b>The right employers &amp; partners</b> <ul style="list-style-type: none"> <li>• Carefully chosen &amp; values aligned</li> <li>• A genuine desire to support young people and build an inclusive workplace culture</li> <li>• Commitment from leadership &amp; teams</li> <li>• Strong &amp; supportive team culture</li> <li>• At or above-award pay &amp; entitlements in place</li> <li>• Collaborative and communicative</li> <li>• Staff have been adequately trained</li> </ul> |
|--|--|---|---|--|

*Magic happens*



# How does a therapy dog help?

- A dog doesn't judge you
- Make you feel calmer and less stressed
- You feel comforted and understood by a dog
- They don't say mean things or tease you
- Teach empathy and kindness
- Make you more ready to learn
- Makes it easier to concentrate
- Makes everything more fun
- Make you feel more confident
- A good reward for trying hard
- Makes something hurtful become less painful
- Fills up your 'bucket' over and over and over
- Magic is the highest rating element of STREAT at 96%



# Eligibility Criteria

Aged between 16-24	✓
Eligible for employment in Australia	✓
Interested in working within hospitality and/or horticulture	✓
Primary goal to work	✓
Committed to participating 3-5 days/ per week for 8 weeks	✓
Basic ability to read and write	✓
3-6 months clean off drugs	✓
Effective management/treatment of any mental health or other issues	✓



# Fast Track to Work

- 8-weeks
- 10-15 young people at a time
- 4 programs per year
- Weekly group work-readiness workshops
- Weekly individual support with a keyworker
- 3x weekly individual work experience shifts in hospo & hort
- Graduates invited into Paid to Work program



# FAST-TRACK to WORK 34

## TIMETABLE

OCTOBER - DECEMBER 2023




**TUESDAYS** 6.5 HOURS WORK READINESS AT STREAT YP ROOM  
**MON / WED / THURS / FRI** 2-3 X 3 HOUR WEEKLY SHIFTS  
**WEEKLY** 1 HOUR INDIVIDUAL SUPPORT WITH A KEY WORKER TO SUPPORT PROGRESS TOWARDS WORK-RELATED GOALS  
**TOTAL** 3-5 DAYS (18 HOURS) / WEEK COMMITMENT

144 LANGRIDGE STREET,  
 COLLINGWOOD VIC 3066  
 YOUTHPROGRAMS@STREAT.COM.AU  
 (03) 9629 4222  
 WWW.STREAT.COM.AU

  @STREATMELBOURNE  
 @YP STREAT

WEEK / DATE

**TUESDAYS (WORK READINESS AT STREAT) 10:00AM - 3:30PM**

		MORNING	AFTERNOON
0	TUE 12/10	INTRODUCTION TO STREAT - ORIENTATION DAY	READY SET EXCURSION
1	TUE 17/10	TEAMWORK & GROUP DYNAMICS	DIVERSITY IN THE WORKPLACE
2	TUE 24/10	COPING & SELF-REGULATION	WELLBEING
3	TUE 31/10 	PAID TO WORK INTRODUCTION & PREPARATION	EMPLOYER PARTNER VISIT
4	TUE 7/11	TUESDAY 7 NOVEMBER / PUBLIC HOLIDAY	
4.5	THU 9/11	RESPONSIBLE SERVICE OF ALCOHOL (ACCREDITED)	COMMUNICATION & CUSTOMER SERVICE
5	TUE 14/11	MENTAL HEALTH AND ALCOHOL & OTHER DRUGS	HEALTHY RELATIONSHIPS
6	TUE 21/11 	INTERVIEW SKILLS	EMPLOYER PARTNER EXCURSION
7	TUE 28/11	ROUTINE & BUDGETING	SELF-ESTEEM
7.5	THU 30/11 	WHITE CARD (ACCREDITED)	GOAL SETTING & EMPLOYMENT SKILLS
8	TUE 5/12	FEEDBACK & REFLECTION SESSION	EMPLOYMENT RIGHTS WITH THE YOUNG WORKER'S CENTRE
	THU 7/12	GRADUATION	



# Paid to Work

- Graduates transition into open paid employment with STREAT's employment partners
- Young people and employers receive intensive post-placement support from STREAT for 9 months
- MOU with the partner employer and STREAT



# Support for trainees





- Professional, experienced, allied-health team
- Comprehensive strengths-based assessment
- Suitability and support needs of each applicant for an intensive *work-readiness* program
- Each trainee has an allocated key worker (Youth Programs allied-health team member)
- Each trainee has an individual plan and goals
- Referral to clinical, legal, health, other services
- Weekly work readiness and life skills program







- Weekly meetings with each trainee
- Personal support and engagement
- Kind but honest feedback
- Understanding their unique motivation
- Setting and holding clear, fair boundaries
- Case discussion & consultation
- Transition, next steps into work or further training
- Intensive post-placement support for Paid to Work participants and external partner employers



# Work Experience Guidelines are clear and up front

**STREAT**

## STREAT Work Experience Guidelines

### Hospitality and Horticulture

#### Attendance

- If you are going to be late, it's your responsibility to notify your Youth Program Coordinator so that they can notify your site manager or horticulture work team.
- If you cannot attend your shift (eg: sick, emergency, appointment that can't be rescheduled), it's your responsibility to notify your Youth Program Coordinator as soon as you know so that they can notify your site manager or horticulture work team.
- It's your responsibility to try and schedule appointments outside of work experience shifts so you can attend as many shifts as have been allocated to you.

#### Breaks and food

##### *Horticulture Specific*

- There will be short breaks as needed for weather, bathroom, planning task etc whilst on work experience shifts, but no official breaks for making phone calls or going off-site.
- Your work experience shifts will not go across lunch time, and no meals will be provided when on shifts. Generally, in the work force people bring their own food for lunch.

##### *Hospitality Specific*

- There are no official breaks in each three-hour shift but of course you can talk to your shift supervisor if you need a mini-break.
- You can have one free coffee or tea on your shift (no bottled drinks or smoothies etc).
- Generally, in the work force people bring their own food for lunch.
- There may be occasions on work experience shifts at STREAT where food is available following your shift but this depends on many factors and is not a regular thing, nor an entitlement.

#### Phones

- Phones must be turned on silent or off during your work experience shift.
- Messages and voicemail should not be checked whilst you are on shift.
- If you are expecting an urgent call, you may discuss it with your site manager or hort leader **before** your shift and they may allow you to go somewhere to take the call briefly.

#### Clothing

##### *Hospitality Specific*

- You must wear closed-toed shoes (i.e. no thongs or sandals).
- Plain black top/t-shirt/shirt (i.e. no brands or offensive pictures or language on clothes).
- No singlet tops, no exposed armpits, bra straps or midriff/stomachs. No revealing clothes. All clothes must be at least knee lengths (e.g shorts or skirts down to your knees).
- Any potentially offensive tattoos will need to be covered.
- If you don't have suitable clothes, please talk with your Youth Program Supervisor who will help.
- You'll be given an apron to wear over your clothes to protect them.
- Please ensure you've showered, have clean hair, don't smell, clean hands and nails and are wearing clean (non-smelling) clothes when you go to work experience shifts.

##### *Horticulture Specific*

- You must wear closed-toed boots (i.e. no thongs, sandals or flimsy sneakers).
- This is to keep your feet safe from gardening equipment, sticks, stings and bites.
- Recommended long-sleeve shirt with collar (i.e. no offensive pictures or language on clothes).
- Recommended long-pants without rips, to stop you from getting scratches or bites on your legs.
- Urban farming and horticulture involves dirt, so you may get dusty/muddy.
- Any offensive tattoos will need to be covered.
- If you don't have suitable clothes, please talk with your Youth Program Key Worker who will help.
- Professional work standards apply regarding hygienic presentation on work experience shifts. So please ensure you've showered, have clean hair, don't smell, and are wearing suitable clothes when you go to work experience.
- You'll be provided with gloves and sunscreen

#### Language and behaviour

- No swearing, abusive or offensive language.
- No violence or aggression (verbal, physical or sexual).
- No bullying or harassment of others based on religious beliefs, sexual orientation, culture, age, disability, gender etc.
- No alcohol or substance use during shift.
- No smoking during work experience shifts.
- If you appear substance affected upon arrival, you will be asked to leave immediately and return for your next shift. Youth Programs Coordinators will be informed and will discuss this with you to ensure you are safe and ready to work.
- All tips are donations toward STREAT and are given to the site manager or into the donation container. Trainees will not receive any cash from staff or customers.

**STREAT**

**STREAT**

# Just like all staff, the trainees sign STREAT's Code of Conduct

## STREAT Trainee Code of Conduct

### Fast Track to Work

STREAT is a professional hospitality business and a youth service provider. All of our trainees regularly interact with our customers, and because of this are expected to behave accordingly.

STREAT is also a safe space that does not discriminate and we are very proud of having created multiple environments that are welcoming and inclusive.

To maintain this, we have a very simple code of conduct that everyone is expected to obey. A more detailed version can be found in our policies and procedures manual and is available upon request.

If you feel that the code of conduct has not been upheld by anyone in your program, or by a member of STREAT's staff team, please talk to the Manager of Youth Programs about this immediately.

At STREAT, the following rules apply to everyone at work:

- No violence of any kind
- No "isms" or "obias" (no racism, sexism, homophobia or transphobia)
- No discrimination of any kind (religious or political)
- No alcohol or substance use
- No bullying
- Behave with respect toward everyone

Everyone at STREAT is expected to:

- Follow STREAT's OH&S/Workplace Health and Safety processes and report a hazard if identified
- When operating at one of our business sites, adhere to safe Food Handling Practices
- Treat people (staff, volunteers, interns, trainees, customers) with respect, honesty and fairness
- Use STREAT resources safely, efficiently and legally
- Wear clean and appropriate clothing and footwear
- Refuse gifts or money whilst representing STREAT
- Smoke only on breaks and in designated areas.

I, \_\_\_\_\_ have read and understood the Code of Conduct form and am willing to adhere to these rules. I understand that I can talk to a STREAT staff member at any time should I need clarification or support with upholding these expectations.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Youth Programs Staff Member: \_\_\_\_\_ Date: \_\_\_\_\_

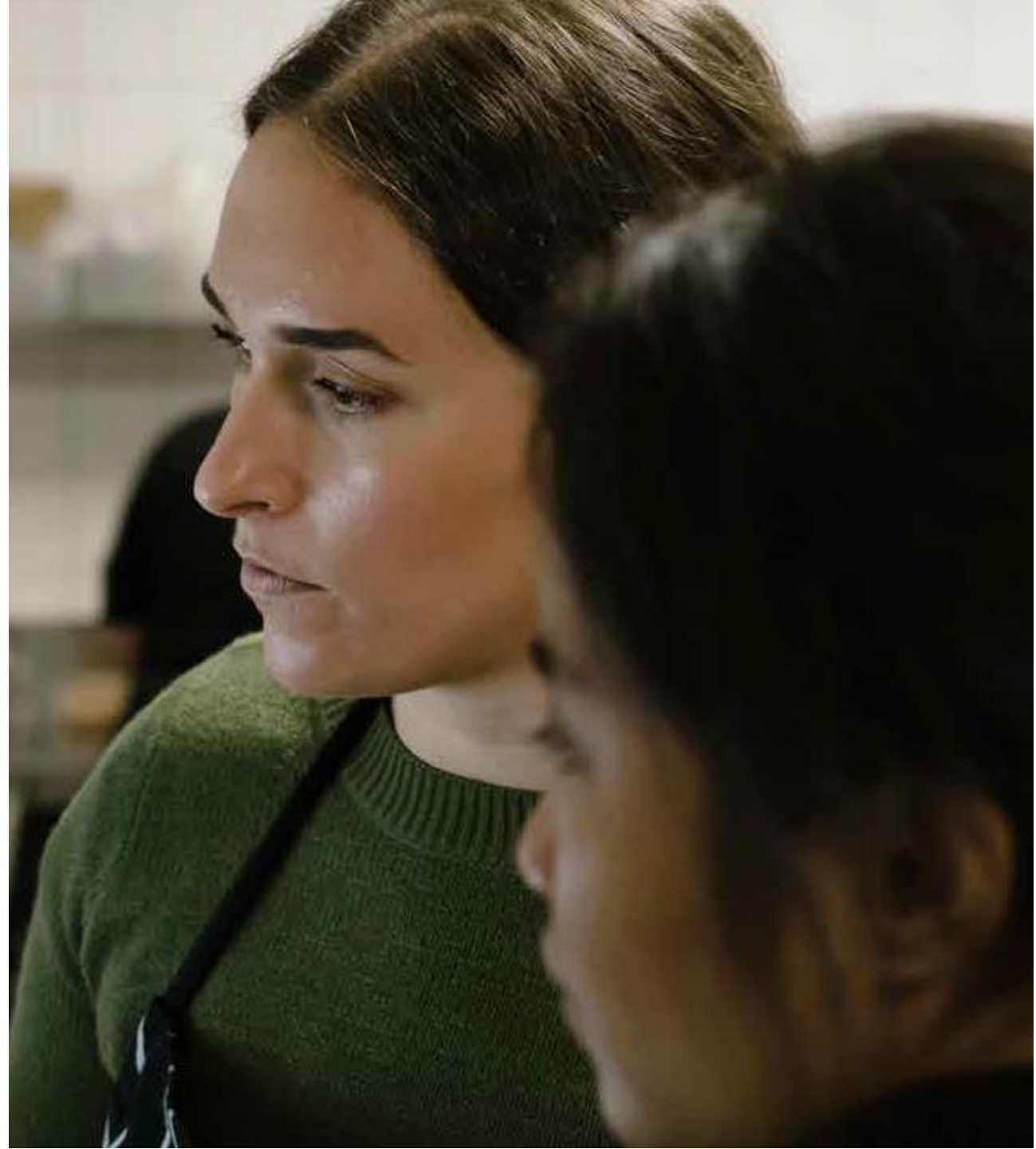


In addition to the Code of Conduct and Work Experience Guidelines, each class of trainees decide their own rules



- ### MC22 Rules
- Respect
  - Open mind
  - No Bullying
  - Commitment
  - Support
  - Equality
  - Acceptance
  - Optimistic
  - Encouragement
  - Be on time
  - Dedication
  - raise hand / talk one at a time
  - Participation
  - Patience
  - Clear Communication
  - Listen to others
  - what happens or is said in MC22 stays in MC22.
  - no language / substance talk / crime talk  
sex talk
  - NO Relationships in MC22
  - NO Staring at someone for too long. →!

Support to staff



- Trainee profiles, briefs and individual support strategies for work supervisors
- Weekly rosters emailed to all sites
- Fortnightly site visits
- Daily support and monitoring of trainees via Workplace Checklist / Job Readiness tools
- Youth Programs Team write references for trainees on behalf of STREAT (not staff)
- Troubleshooting, advice and open door for all staff regarding trainee progress
- Urgent response if required (rare)
- Regular professional development sessions for all staff (who are required and paid to attend)









**Chickens Roaming**  
Please come in and shut  
the gate behind you.  
Help us keep the chickens on  
the west side of the orchard

**CAUTION!**  
Snakes Active  
Warmer  
Months





SOCIAL BLEND

STREET









*Sourdough* *Same Spelt*

STREET













**STREAT**





15

14

18

17

DIVRS  
THANKS TO THE ASSISTANCE BY VOLUNTEERS FOR  
DIVRS TODAY YOUR OWN ENVIRONMENTAL PROBLEMS  
ARE BEING SOLVED.  
DIVRS IS A VOLUNTARY SERVICE  
PROVIDED BY THE DIVRS BOARD OF DIRECTORS.



**STREAT**

**STREAT**  
Tastes good, does good.

CAPPIENDS  
R  
US

LA MARZOTTO















**STREAT**

LOCALLY ROASTED **COFFEE** SINGLE ORIGINS SEASONAL BLENDS HOT CHOC / CHAI / TEA

STREAT COFFEE  
SINGLE ORIGINS SEASONAL BLENDS  
HOT CHOC / CHAI / TEA

STREAT COFFEE  
SINGLE ORIGINS SEASONAL BLENDS  
HOT CHOC / CHAI / TEA

STREAT COFFEE  
SINGLE ORIGINS SEASONAL BLENDS  
HOT CHOC / CHAI / TEA



ARTISAN BAKER







**STREAT**

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Tall - \$7.50  
Chest - \$8.50

All Keep C  
Cold Brew  
30 CENTS



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GOOD DOES GOOD



















**CROMWELL ST**



# 25 TRANSFERABLE Employability Skills

## STREAT FAST TRACK TO WORK

Adapted from National Centre for Vocational Education Research (NCVER, 2011), REDF's Job Readiness Assessment Tool and STREAT's workplace checklist.

### HEALTHY SELF

#### 1. HEALTHY HOME

Make whatever decisions you can to keep your home safe and stable. If your living environment is unsafe, seek support, including from work HR or EAP (if there is one).

#### 2. PERSONAL WELLBEING

Look after yourself and your well-being. Be healthy with drugs and alcohol. Recognise and manage your physical and mental health needs.

#### 3. TRANSPORTATION

Consistently able to travel to and from work on time.

#### 4. MONEY MANAGEMENT

Manage your finances appropriately to meet your day-to-day needs.

#### 5. LEGAL ISSUES

Effectively manage any legal obligations outside work.

#### 6. SELF-REGULATION

Think before you speak, especially when you have strong emotions. Be willing to be corrected on poor or inappropriate behaviour. Step out when you need but communicate with your boss.

#### 7. INDEPENDENT LIVING SKILLS

Look after yourself and your home so you can come to work reliably and productively. This means being able to cook, clean, maintain routine and manage your living space.

#### 8. PRESENTATION

Shower, use deodorant, clean your face, hands and teeth. Wear clean clothes that don't smell.

#### 9. MANAGING PERSONAL CIRCUMSTANCES

Effectively manage any other responsibilities (such as caring for others) so you can come to work reliably and with focus.

### RESPONSIBILITY

#### 10. RELIABLE

Show up every time and give notice if unable to attend. Do the admin and paperwork.

#### 11. PUNCTUAL

Show up on time. Take breaks when scheduled and come back on time. Communicate with your boss if there are any change.

#### 12. RESPONSIBLE

Do the work assigned to you. Be responsible, reliable, and accountable. Be honest and act ethically.

#### 13. TEAMWORK & COOPERATION

Work positively and productively with individuals and teams. Be a loyal and helpful teammate.

### PROFESSIONALISM

#### 14. SAFE

Follow all the rules, processes, and policies. Follow all directions.

#### 15. ORGANISED

Plan, self-manage, and organise work tasks.

#### 16. PRESENTATION

Dress appropriately for work according to guidelines and policies.

#### 17. EFFECTIVE COMMUNICATION WITH OTHERS

Communicate clearly and kindly with everyone, including peers, supervisors, and customers. Use appropriate language for work. Be respectful and inclusive of everyone.

#### 18. CONFLICT RESOLUTION

Speak up (or speak to someone) when faced with inappropriate behaviour. Be constructive in working through disagreements. Don't let workplace differences impact your good work.

**More than a third of employers consider employability skills to be the most important factor when hiring someone.**

Australian Industry Group & Deloitte, 2009.

### WORK ATTITUDE

#### 19. CAPABLE

Finish all set tasks to the workplace standard or higher.

#### 20. ENTHUSIASTIC

Be happy and motivated to be here. Bring good energy and motivation into the workplace. Engage in tasks with care and dedication. Finish tasks on time and problem-solve when necessary.

#### 21. INITIATIVE

Ask questions and make suggestions. Use independent thinking to identify the next step or task but check in before doing anything entirely new.

#### 22. SKILLS DEVELOPMENT

Work to improve yourself and learn new skills.

#### 23. POSITIVITY

Help create a positive, productive, and safe work environment.

#### 24. MOTIVATION

Hold onto your enthusiasm for work. Continuously try to improve your performance at work.

#### 25. SELF-CONFIDENCE

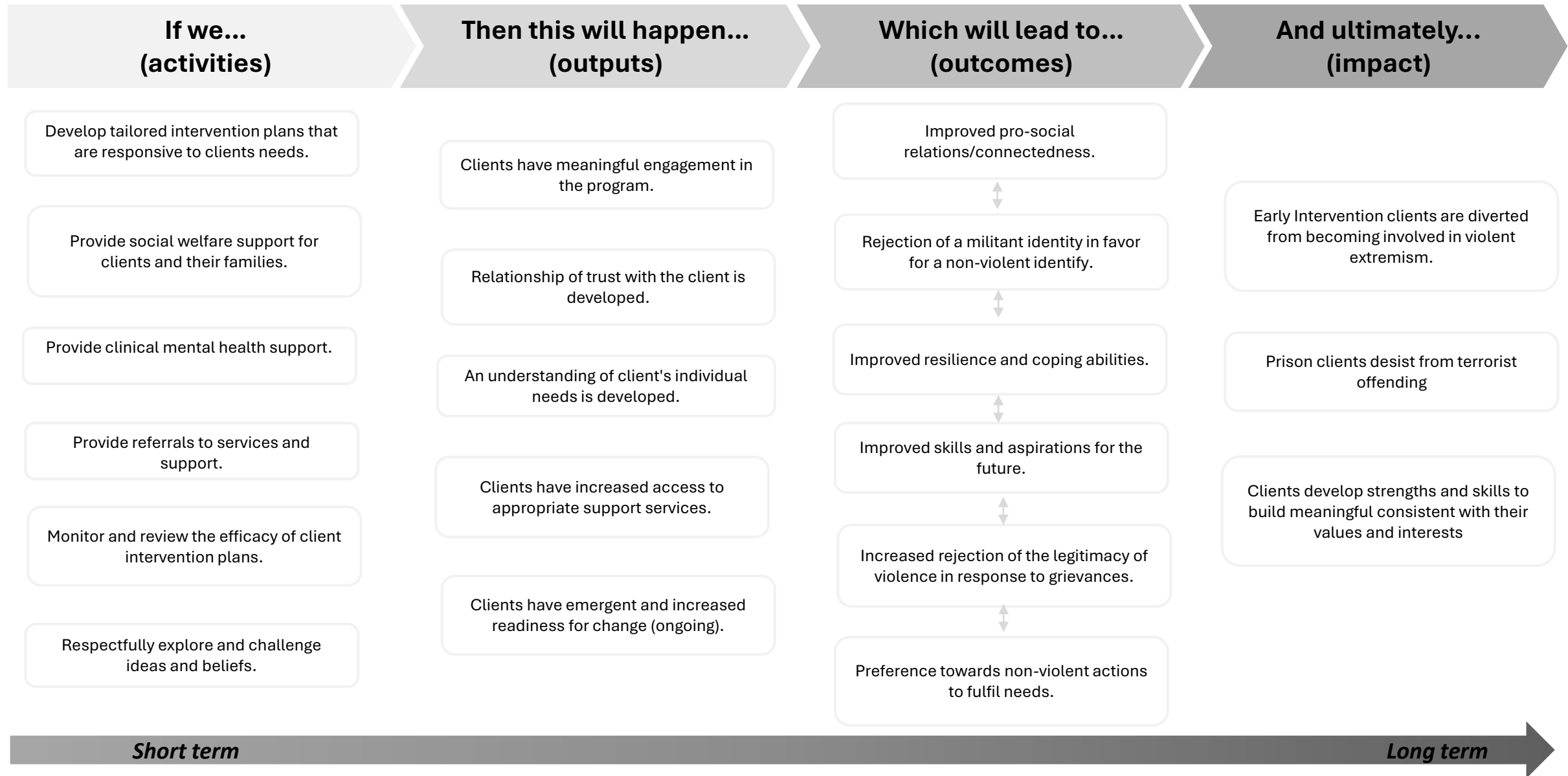
Believe in yourself and your abilities. Be good to others. Be open to feedback but be proud of who you are.



# STREAT Outcomes

- Have worked with 5,210 young people in the last decade, over 904 intensively
- Almost 350,000 hours of support & training past decade
- \$155m savings to government since 2010
- % contact with the justice system
- Over the last 14 years and 37 classes :
  - 75% trainees socially isolated when they begin
  - 95% trainees not in employment, education or training when they begin
  - 71% complete program
  - By the end, 94% have improved or maintained healthy self , and 94% healthy home
  - 6 months later, 78% are in employment, education or training
  - Centrelink jobactive (Workforce Australia) 27% same cohort. STREAT is 292% higher.
  - Overall rating 83% (report card)
  - Belonging 84%

# Generic logic model of a PIM-based CVE intervention

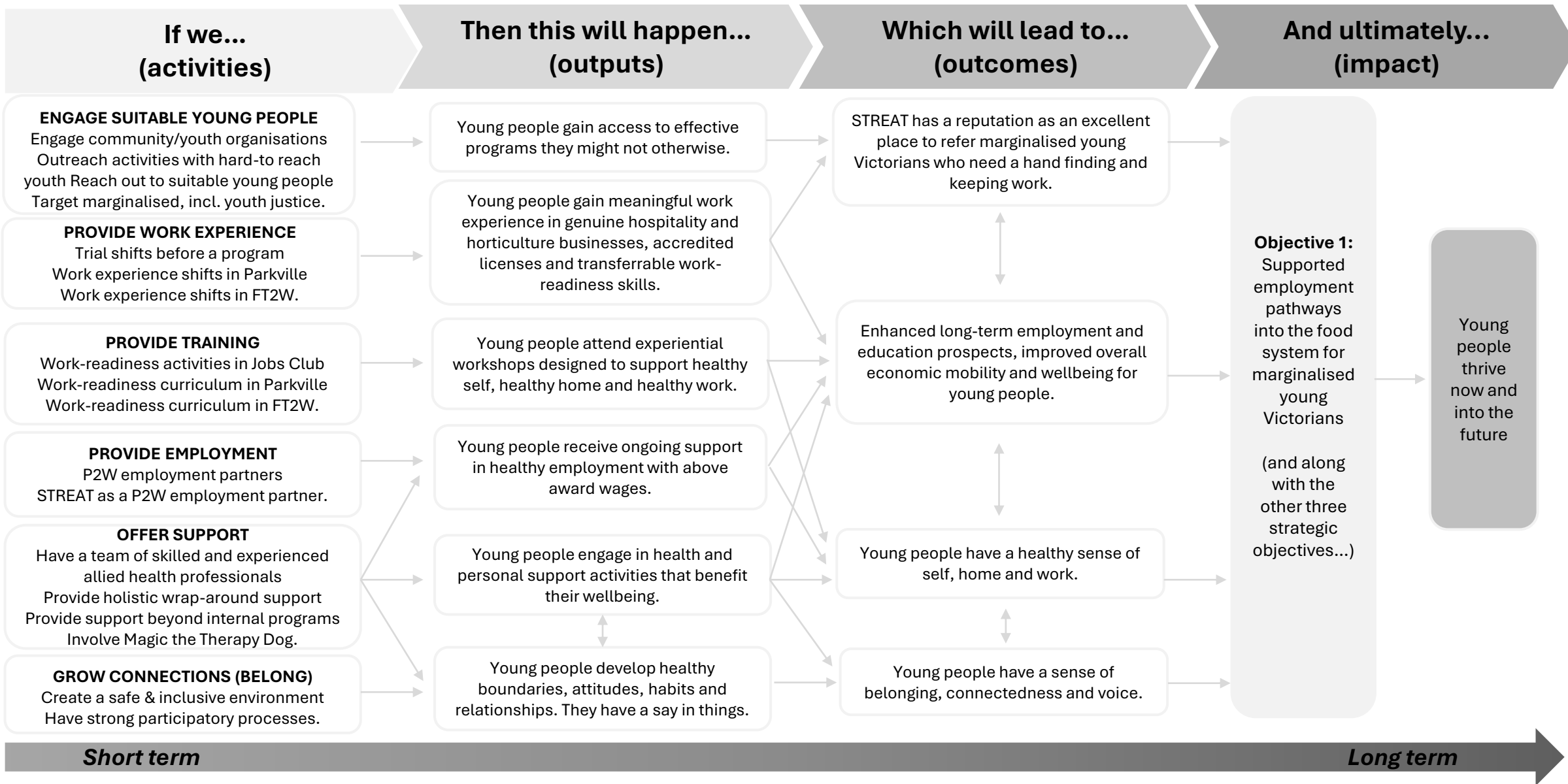




# STREAT Impact Goal: Helping young people thrive now and into the future

## STREAT Strategic Objective 1: Supported employment pathways into the food system for marginalised young Victorians

**Internal:** 'Learning to Earning' pathways within STREAT's own social enterprise businesses



# WISEs provide supportive, inclusive, individually tailored training & work environments for people with barriers to employment

<b>PIM Sector</b>	<b>The vibe of it</b>	<b>Relevant areas addressed by WISEs</b>
Coping & Wellbeing	How I cope	Self-control, stress management, responsible alcohol & drug use, mental health & wellbeing, healthy coping strategies, budgeting, independent living, etc.
Social Relations	Who I spend time with and how I get on with others who disagree with me	Social support, positive peers & friends, work-readiness, employment, education & training, healthy relationships, communication skills, etc.
Sense of Self & Identity	How I view myself and others	Stable/strong sense of self, self-esteem, empathy for others, able to engage with different people, patience, compassion, etc.
Behavioural Orientation	How I make change in the world	Non-violent conflict resolution, not use weapons dangerously, crime-free life, accepts appropriate responsibility, etc.
Attitudes & Beliefs	How I view the world and why I want to make changes	Flexible and adaptive thinking style, balanced decision making, constructive problem solving, open to different viewpoints, maintains perspective, willingness to cooperate with services/government (e.g voting, paying taxes, complying with the law), etc.



# WISEs build self-esteem, hope, and belonging, as well as job-readiness and effective employment pathways for people facing barriers to employment

- The advantage of WISEs is in their duality
- Inclusive social role which actively promotes social values and the commercial business
- Opens a door to people facing barriers to employment, increasing agency, social capital, self-reliance & pro social behavior
- Facilitate employment and improve health and wellbeing through the development of pro-social networks and sense of belonging
- This capability building provides participants the tools and freedom to convert opportunity into function
- Social enterprises develop sustainable inclusive strategies to respond to social problems
- **Work integrated social enterprises offer hope!**

# “If I could change the world...”

- Make everyone have a safe home
- Give women the same value as men
- Do something to improve the environment
- End poverty
- Erase sickness and disease
- Make everyone nicer
- Get rid of cars
- Make sure no one feels left out
- Build more STREATs
- Change the people in charge
- Produce free clean energy
- Get rid of prejudice
- LGBTQI+ to be legal and accepted anywhere
- Make sure that everyone gets a fair go
- Make everything you say – you sing it
- Stop global warming
- Make sure no one goes hungry
- Treaty Yeah!
- Remove judgement of any kind
- Have lots of plants and fluffy things
- Mass implement solar power
- Lower the cost of living
- Develop an economic system which rewards education and self improvement (rather than pre-established wealth)



# Examples of WISEs that target crime prevention



- YMCA ReBuild**
- Melbourne, VIC
  - Young people with Justice Experience
  - Construction



- Fruit2Work**
- VIC & QLD
  - Men with Justice Experience
  - Fruit & milk delivery to offices



- Success Work Partners**
- Sydney, NSW
  - Women with Justice Experience
  - Employment service



- Torch**
- VIC
  - First Nations men and women with Justice Experience
  - Art, cultural & arts industry



- Recycle for Change**
- Footscray, VIC
  - Women & young people affected by Justice System
  - Container deposit scheme



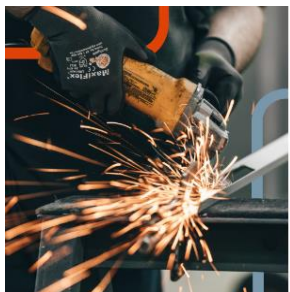
- STREET**
- Melb, VIC
  - 16-24 yo including those with Justice Experience
  - Hospitality
  - Horticulture



- Sweet Justice**
- Bendigo, VIC
  - Youth & adults with Justice Experience
  - Beekeeping



- Backtrack Works**
- NSW
  - Young people with Justice Experience
  - Training & employment



- Reboot**
- VIC, QLD & WA
  - Adults with Justice Experience
  - Employment service



- ConFit**
- Sydney, NSW
  - Young people with Justice Experience
  - Fitness



- Fair Threads**
- Geelong, VIC
  - People with Justice Experience
  - Prison-compliant clothing service



- The Bridge**
- VIC
  - 12-25 yo with Justice Experience
  - Training



Find A Social Enterprise

# Social Enterprise Finder

Welcome to Social Enterprise Finder, Australia's only national directory of over 500 certified social enterprises.



60 results found

List View

Map View





# Resources & references

- Substance Abuse and Mental Health Services Administration (SAMHSA) - Guidelines & tip sheets  
<https://store.samhsa.gov/product/SAMHSA-s-Concept-of-Trauma-and-Guidance-for-a-Trauma-Informed-Approach/SMA14-4884>
- TICP for Aboriginal & Torres Strait Islander clients Michelle Combo (40 min)  
[https://www.youtube.com/watch?v=Y\\_WDNS8S8oY](https://www.youtube.com/watch?v=Y_WDNS8S8oY)
- TI Interviewing techniques for attorneys and other professionals working with immigrant children(40 min videos)  
<https://digitalmedic.stanford.edu/our-work/trauma/>
- Australian Childhood Foundation (6hr online) Trauma Responsive Practice in Education online training  
<https://professionals.childhood.org.au/training-development/trauma-responsive-practice-in-education/>
- Berry Street run excellent trauma training <https://learning.berrystreet.org.au/>
- Blue Knot Foundation have excellent fact sheets and run trauma training <https://www.blueknot.org.au/>
- Australian Institute of Family Studies. Trauma-informed care in child/family welfare services  
<https://aifs.gov.au/cfca/publications/trauma-informed-care-child-family-welfare-services/export>
- Australian Childhood Foundation (6hr online) Trauma Responsive Practice in Education online training  
<https://professionals.childhood.org.au/training-development/trauma-responsive-practice-in-education/>
- Mental Health Coordinating Council – Trauma Informed Care and Practice Organisational Toolkit and Audit  
<https://www.mhcc.org.au/resource/ticpot-stage-1-2-3/>



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