

hopscotch

place-based, person-centred
pathways into paid work



the challenge

- Families we work with at Anglicare WA tell us that good work contributes to a good life.
- A source of income can be a pathway out of significant hardship, but parents looking for paid work opportunities often face multiple social and practical barriers to participating in the workforce, including access to childcare and transport.
- In families with intergenerational unemployment, job readiness skills may not have been passed down and need to be learned.
- Recruitment pathways can be intimidating, lonely and hard to access, and can exclude those without qualifications or work history.
- There is a lack of flexible work options which enable parents to also fulfil their other caring responsibilities.

the approach

- The Hopscotch program is a novel approach to enhancing employability for parents of young children.
- A low stress, accessible pathway into paid work - created in collaboration with over 20 cross-sector partners and parents with firsthand experience of work exclusion.
- Co-designed with parents to learn what works best for them and refine the model, with the view to scale for other cohorts.
- Developed at Dudley Park Child and Parent Centre (CPC) in Mandurah, a convenient place for families that is co-located with a primary school, with existing trusted relationships.
- A 10-week program run during school term and during school hours, with lunch provided and vouchers for participants' time.
- Hopscotch tested ways to scaffold the employability journey by:
 - ✓ Offering personal development alongside formal training;
 - ✓ Providing onsite childcare and work experience during school hours;
 - ✓ Cultivating a safe, welcoming and fun group setting;
 - ✓ Bringing in guest speakers and in-reach partners to support participants; and
 - ✓ Helping with financial brokerage, personal ID, and life administration along the way.

“What makes the journey to work easier for parents is knowing that there are people who want to help us and that we are not alone.”



Anglicare WA

SHIFT
/LAB



Child and Parent Centre
Dudley Park



CommunitySkills WA
Facilitating a skilled workforce for WA

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the structure

- Pilot participants gained an accredited Community Support Skillset qualification.
- Alongside 12 days of theory, training and hands-on work experience, we added eight days of self-discovery, practical in-reach supports, and imagining the future.



**Self
Discovery**



**Care Work
Training**



**Work
Placement**



**Looking
Ahead**

- Building rapport and confidence
- Exploring gifts and strengths
- Life administration and brokerage starts
- Follow safe work practices for direct client care
- Provide First Aid
- Communicate and work in community services
- 24 hours (instead of the 70 hours required by Job Ready programs)
- Supported to attend
- Coming back together
- Updating CV and preparing for job interviews
- Celebrating achievements
- Imagining the future

the outcomes

- The program exhibited a remarkable 100% retention rate, even among families dealing with complex issues such as family violence, childrens' school suspension and housing instability.
- Participants have shown significant growth in confidence and have overcome a range of barriers, with most transitioning to employment, further education, or traineeships.

"This was an excellent program. I feel very lucky to have been part of it and am now employed again and loving my new role."



the opportunity

The opportunity for a Hopscotch-like model to be rolled out is timely right now, as the Australian Government considers opportunities for person-centred solutions with better outcomes for jobseekers as part of Parent Pathways.

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[Read the insights report](#)