IMPROVING HEALTH EQUITY
OF YOUNG PEOPLE?
THE ROLE OF
SOCIAL ENTERPRISE

ACKNOWLEDGEMENT OF COUNTRY

On behalf of those present I acknowledge the Wurundjeri people of the Kulin Nation who are the traditional custodians of the land on which we now meet. I pay my respect to their Elders: past, present and emerging.

I also pay my respect to all Aboriginal and Torres Strait Islander people of Australia and hope that the path towards reconciliation continues to be shared and embraced.

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TODAY'S AGENDA

1 Project overview & key findings

2 Panel discussion

3 Questions & comments

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PROJECT OVERVIEW
Jo Barraket

ACKNOWLEDGEMENTS

RESEARCH TEAM

Jo Barraket; Jane Farmer; Gemma Carey; Andrew Joyce;

Chris Mason; Roksolana Suchowerska; Perri Campbell;

Joanne McNeill; and Batool Moussa

RESEARCH PARTICIPANTS

4 social enterprises in Victoria and NSW

& 93 interviewees

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PROJECT BACKGROUND

Comparatively good youth health in Australia, but inequities persist

Significant (& now growing) exclusion of young people from employment

Increased interest in WISE, but limited understanding of how they achieve outcomes

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RESEARCH QUESTIONS

1 How do social enterprises affect the SDOH equity of young people?

2 How do organisational features affect the impacts of social enterprise on SDOH equity of young people?

3 How do institutional factors inform the effectiveness of social enterprises concerned with improving social and economic participation of disadvantaged young people?

WHY WAS THE RESEARCH NEEDED?

TO HELP:

Policy makers & supporters better enable social enterprise/ inclusive employment
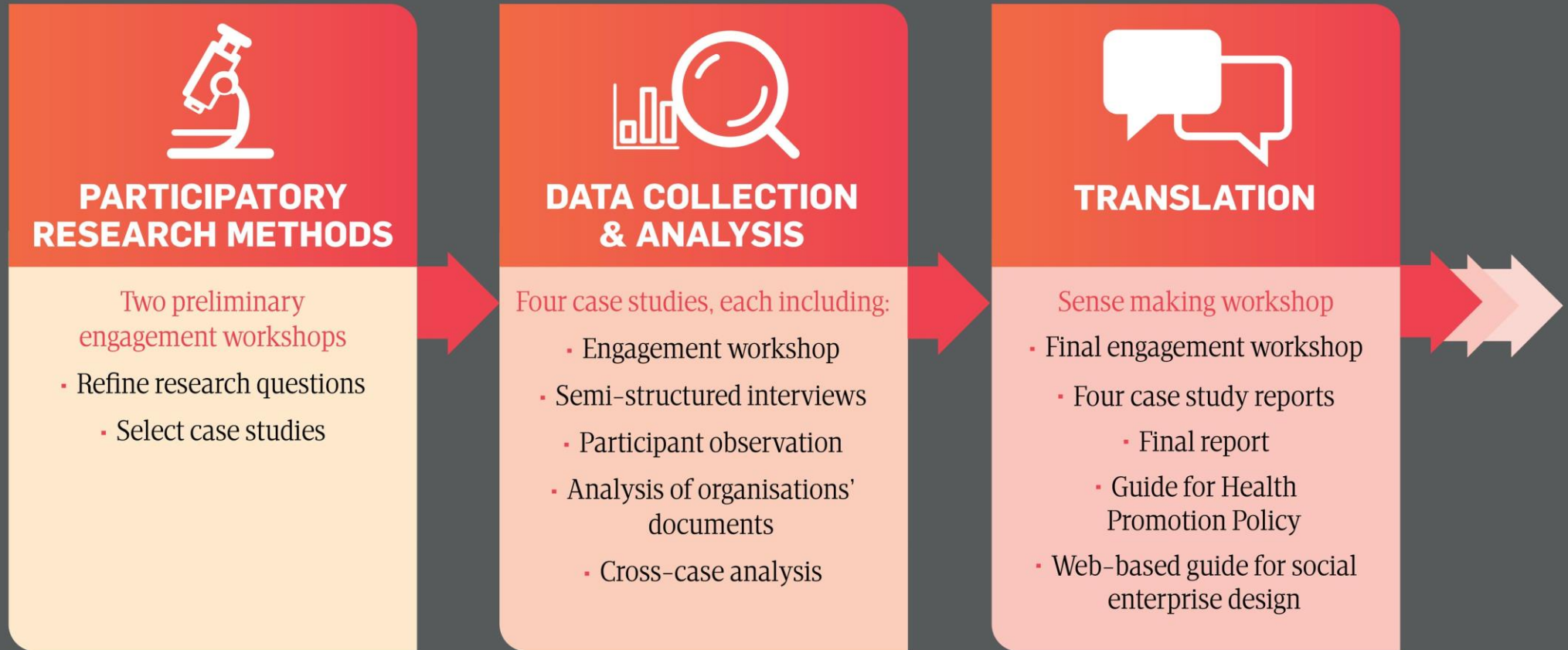
Social enterprises in decision-making about design and strategy

Increase knowledge of the mechanisms by which hybrid organisations effect change

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DESIGN AND METHODS

PARTICIPATORY RESEARCH METHODS

Two preliminary engagement workshops

- Refine research questions
- Select case studies

DATA COLLECTION & ANALYSIS

Four case studies, each including:

- Engagement workshop
- Semi-structured interviews
- Participant observation
- Analysis of organisations' documents
- Cross-case analysis

TRANSLATION

Sense making workshop

- Final engagement workshop
- Four case study reports
- Final report
- Guide for Health Promotion Policy
- Web-based guide for social enterprise design

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Findings

OVERALL BENEFITS FOR YOUNG PEOPLE

Young people's **social participation** increased substantially

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Young people's **economic participation** increased marginally; employability substantially

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Improved connection to housing, transport & support services

Income through paid apprenticeship/supported employment & commercial activity streams

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HEALTH & WELLBEING OUTCOMES FOR YOUNG PEOPLE

POSITIVE:

Self-confidence & self-efficacy linked to positive recognition

Mental health linked to self-confidence, connectedness & time structure

Sleep patterns from regular work hours, work demands & staff modelling routines

Nutritional awareness at café and farm WISE

'after not being at school for so long. Having the courage and confidence to get back into something has been a very big change for me. Just coming to this course. I've got a lot more confidence now.'

Young person, Case B

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HEALTH & WELLBEING OUTCOMES FOR YOUNG PEOPLE

NEGATIVE:

Quality **food**
access on site

Burden of **travel**
to centralised sites

Reproduction of
some **industry norms**

'An [employment services] provider can fund [work safety equipment] but can't organise a car to pick someone up [like we do] and transport may be the barrier that's stopping that person getting to an interview or a work placement.'

WISE Staff member, Case D

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EFFECTS ON STAFF & VOLUNTEERS

Rewarding relationships

Safe and caring workplaces

Some experience of burnout

Stress and financial insecurity (precarity)

EFFECTS ON PARTNERS & COMMUNITY

Increased local services system capability

Some shared approach to **inclusive work practices**

WISE responded to local needs through goods & services provided

WISE offered some strategic alignment with local industry needs

Limited evidence of behaviour changes due to pre-existing values alignment

MACRO LEVEL IMPACTS ON HEALTH INEQUITIES

Addressing social stigma (societal norms and values) and services systems gaps.

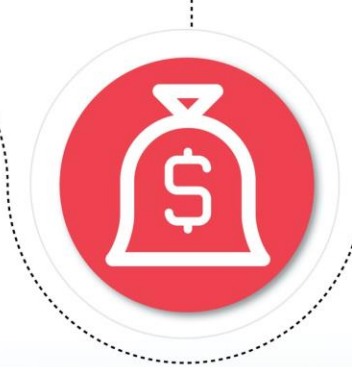Changing the narrative about young people

Capillary action

But, also…
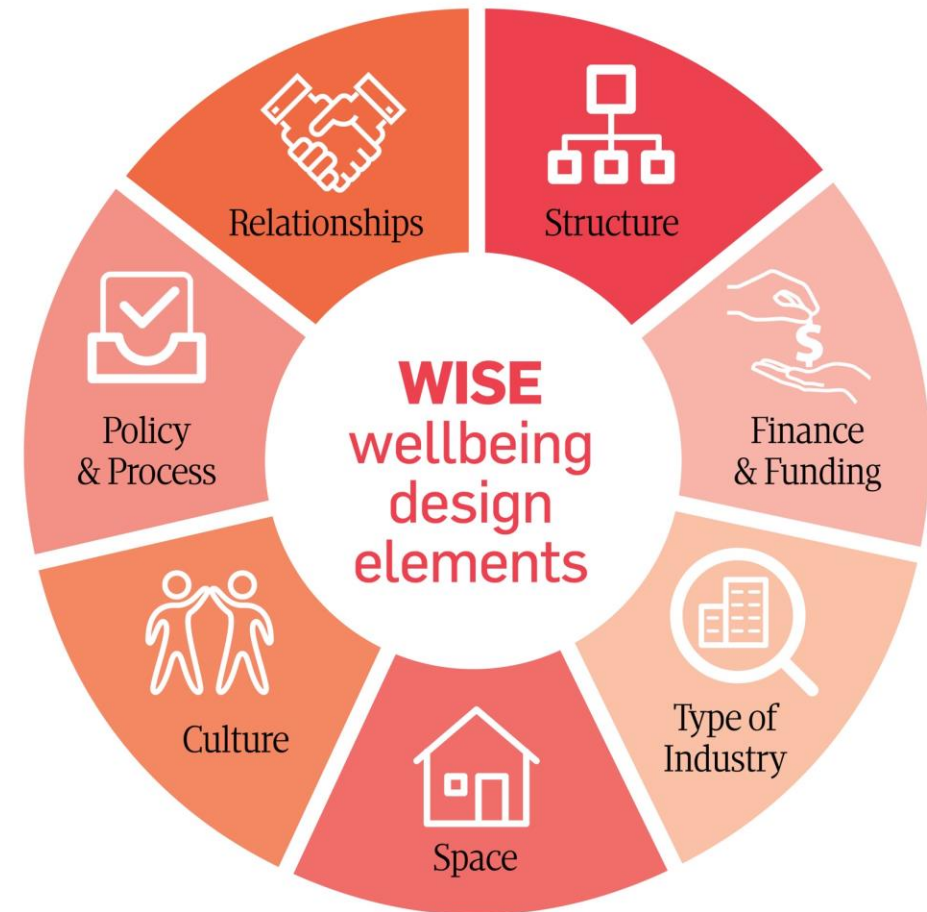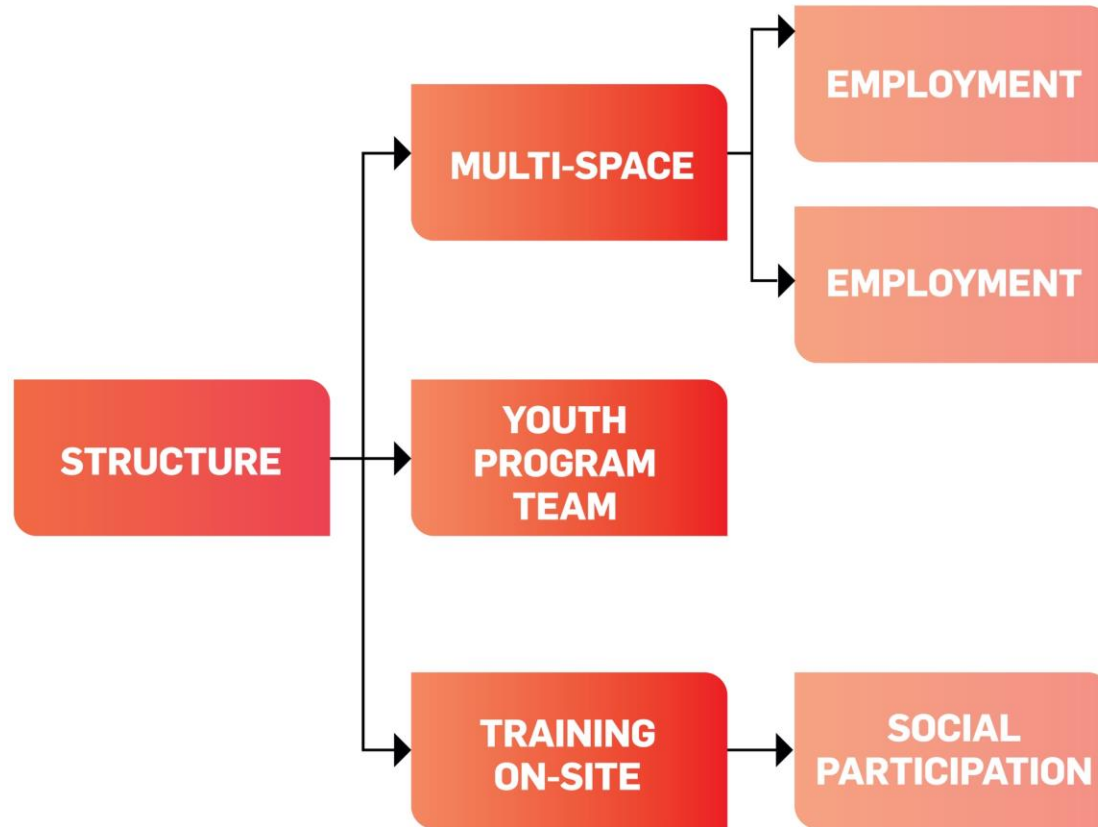
MACRO LEVEL CONSTRAINTS

Labour market structure

Appropriate capital

Industry norms

Recognition in employment services & related systems

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THE WISE 'SECRET SAUCE'

STRUCTURE → MULTI-SPACE → EMPLOYMENT / EMPLOYMENT

STRUCTURE → YOUTH PROGRAM TEAM

STRUCTURE → TRAINING ON-SITE → SOCIAL PARTICIPATION

WISE wellbeing design elements:
Relationships, Structure, Finance & Funding, Type of Industry, Space, Culture, Policy & Process

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HOW WISE INFLUENCE HEALTH EQUITY OUTCOMES

1 Providing **wraparound support**, meeting young people where they are and emphasising young people's assets and abilities

2 Offering **multiple work streams and sites**, through which young people develop diverse skills and learn from a variety of people and situations

3 Providing **positive and inclusive workplaces** designed to support wellbeing

4 **Promoting the strengths of young people** through their networks and customer relationships

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PANEL DISCUSSION

KATE BARRELLE

Co-founder and
Chief Impact Officer

STREAT

MICHAEL LIM

Senior Manager

Ylab/FYA

KIRSTAN CORBEN

Executive Manager,
Programs Group

VicHealth

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Questions & comments?

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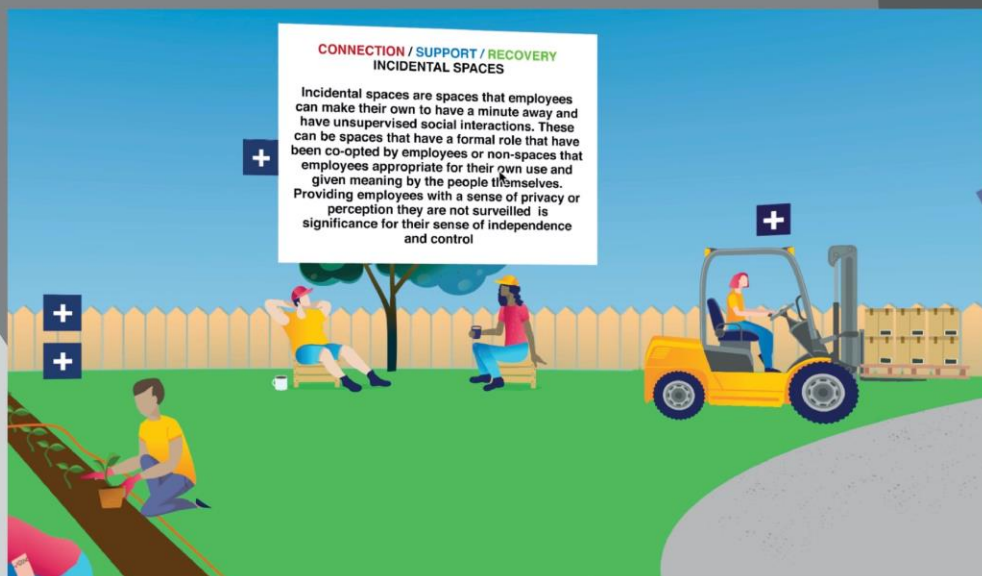
PROJECT RESOURCES

SOCIAL ENTERPRISE ONLINE DESIGN GUIDE

Showcasing design elements that impact upon the social determinants of health, including: education, employment, personal development and social inclusion.

https://journeytowellbeing.switched.com.au/#home

https://www.switched.com.au/Journey/JourneytoWellbeing_FINAL.html

POLICY GUIDE

Priorities for policy, health and social enterprise professionals
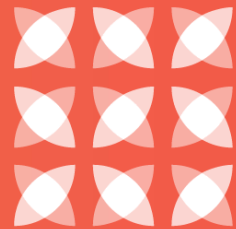
Priorities for governments

How does organisational design affect health outcomes?

'Better-practice' features:

- Diverse work settings and spaces for learning

- Flexible and responsive wraparound support

- A 'blended' culture of education and employment

- Respectful and inclusive workplaces

THANK YOU

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