

HOMELESS TO HOMEMAKER

METALS PRINT
FOOD VEHICLE
MANUFACTURING
Since 1852

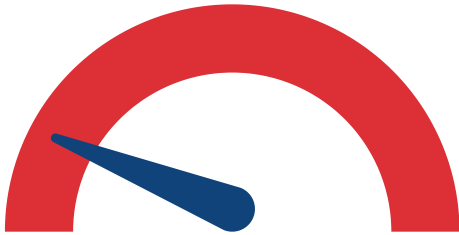


HACSU
Health & Community
Services Union

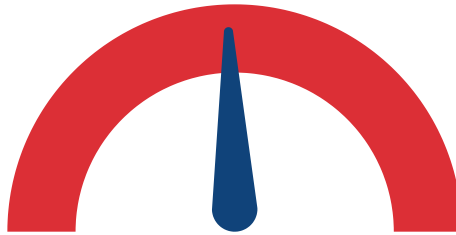
3PE.
build

HOMELESS TO HOMEMAKER: MELTON

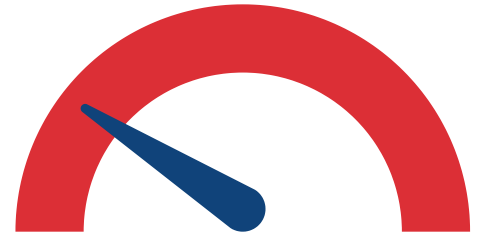
FAST FACTS



Approximately 15% of Melton's youth are experiencing unemployment



Mental health disorders are the leading contributor (49%) to the burden of disease and injury among those aged 15 to 24



20.7% of Melton residents have reported experiencing high levels of psychological distress, the highest in the State

SOLUTION

- Provide stable accommodation linked with a housing agency and area mental health service.
- Provide easier access to existing general and dental services.
- Job training and re-training offered as standard as part of accommodation.
- Links with social workers, occupational therapists, psychiatric nurses, lived experience workers, alcohol and other drugs works as part of an outreach service for residents.
- Pathways to long-term employment and training offered by 3PE Engineering with direct entry.
- Pathways to long-term employment via study in disability, alcohol and other drugs, aged care and lived experience.
- Hospitality training offered in community kitchen and public cafe on site.

ASK

- Crown land for the homelessness hub to be built.
- Crown land for purpose-built factory delivering local jobs and training opportunities.
- Co-investment for the purpose-built factory.
- An agreed budget to purchase the hub.
- Costs associated with running the facility.
- Re-opening of Melton Tafe

BENEFITS

- Reducing Homelessness.
- Over 70 jobs in 3PE factory for Melton locals and the centre's participants.
- Maximising locally sourced building materials from Victorian factories and producers, which providing more Victorian employment.
- Addressing current and future skills shortages while addressing the mental health needs or participants enabling them to successfully enter the workforce.
- Moveable, expandable, flexible, stackable, prefabricated, low-cost, fast installation and commercially viable.
- 3PE is a well-known and established engineering firm known to the Victorian government with a proven track record of delivering on infrastructure projects.
- Tri-partisan approach in tackling community mental health and alcohol and other drugs matters in line with the Royal Commission recommendations and the Inquiry into Homelessness, involving business, trade union and government intervention.

HOUSING IN VICTORIA



In the 2018-19 period 1 in 57 Victorians access a government funded homeless service. A devastating number but one that is highly likely to underestimate the extent of the issue.

Approximately 24,000 Victorians and 116,000 Australians will be homeless tonight. These Australians cover a wide array of demographics including young people, mothers and children escaping domestic violence, older people, people with a disability and community members grappling with mental health and risky substance use issues.

According to the Victorian Inquiry into Homelessness, the demand for services exceeds the availability of support with 112,919 Victorians seeking assistance from homelessness services in the 2018-19 period. Of those who sought assistance for short, medium, or long term accommodation most could not be assisted to government or not-for profit services due to overcapacity.

The Victorian Inquiry into Homeless noted:

76% could not be provided long-term housing

62% could not be provided transitional accommodation

32% could not be provided crisis accommodation.

The trade union movement applaud the Andrews' Labor Government's record \$5.3 billion investment to build more than 12,000 public housing dwellings with projected job creation at 43,000. This will represent a 10% increase in the overall Victorian social housing stock.

However, despite this landmark investment, this will not ensure that the State will meet the national average of social housing as a percentage of total dwellings. For Victoria to reach the social housing average, it is estimated that the State would need to build at least 3,400 dwellings each year until 2036. As a movement we know that the housing crisis has become more urgent due to direct and indirect economic impacts of the Covid-19 pandemic.

RATIONALE



As it stands over 80,000 Victorians are on the Victorian Housing Register and the list is growing.

The Victorian branch of The Australian Manufacturing Workers' Union in partnership with 3PE Build and a range of housing and area mental health services are proposing a homeless to homemaker program that incorporates affordable housing, access to apprenticeships and job-training and fast and reliable access to mental health and community services. The project also has the support of the Health and Community Services Union, the only specialist mental health union in Victoria.

The AMWU know that providing the dignity of housing is only the beginning. As unions, we believe that offering the opportunity to receive job readiness training in an apprenticeship or the community services sector should be attached to any housing project to ensure that our most vulnerable Victorians are supported in every way possible in commencing a new chapter.

The most common causes of homelessness tend to be issues with mental health, medical problems, substance abuse, and interpersonal or relationship issues such as family violence. We believe that these issues should no longer be a barrier to safe housing and employment.

It is our belief that programs supported by business, trade unions and the government not only have the capacity to offer a long-term solution to structural inequality in the housing market, but also can deliver reliable solutions to immediate problems such as hotel quarantine, crisis accommodation and pop-up sites to assist in critical policies such as the repeal of public drunkenness and The Royal Commission into Mental Health.

The AMWU, HACSU and 3PE Build echo the calls made by the Victorian Inquiry into Homelessness for the Victorian government to explore opportunities to include more social enterprises and to include work readiness components into their employment program. We see this as the way forward, particularly for young people who are at risk of, or experiencing homelessness to receive job readiness training and employment opportunities.

As stated in Josh Burn MP's report for the McKell Institute, "The Crumbling Australian Dream", we know that providing people safe and stable housing improves people's lives significantly and has widespread social benefits. The evidence backs up what we all intuitively know, that people who have a safe home are better able to cope with the other challenges we all face in life.

The AMWU, 3PE Build and HACSU are delighted to offer a project that provides housing, healthcare, job training and community to amplify the Victorian Government's Big Social Housing Build.

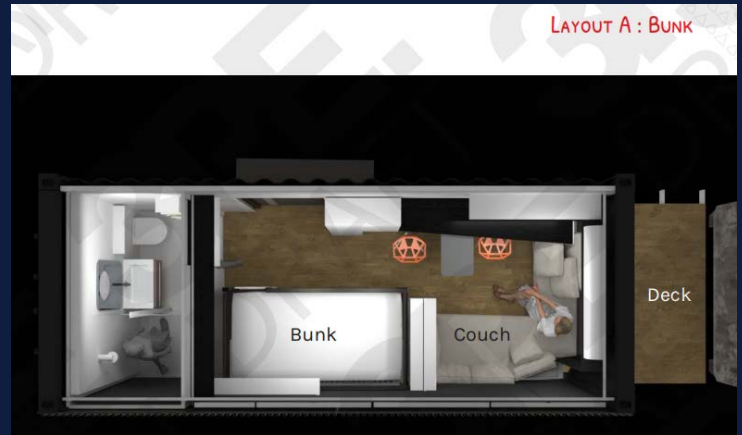


Clinical consultation discussions have commenced with representatives 2 major area mental health services, Youth Support and Advocacy Service (YSAS) and Odyssey House.

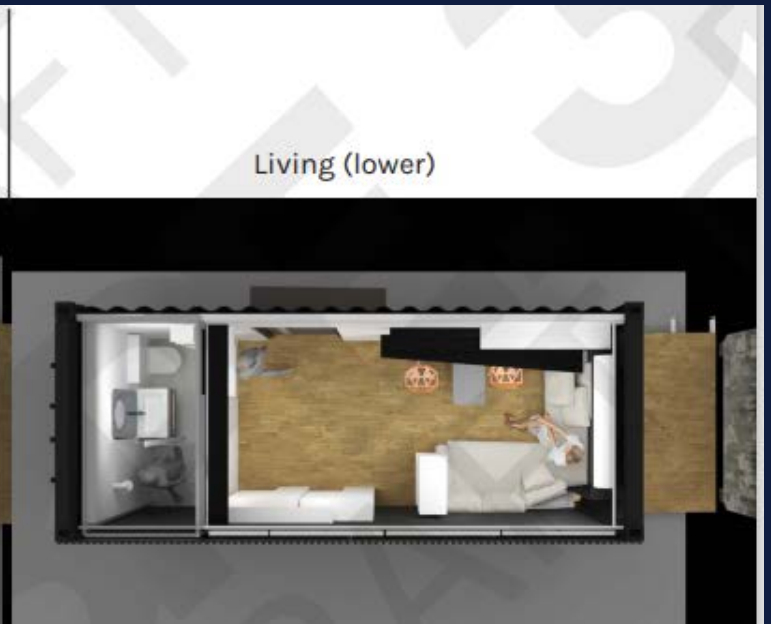
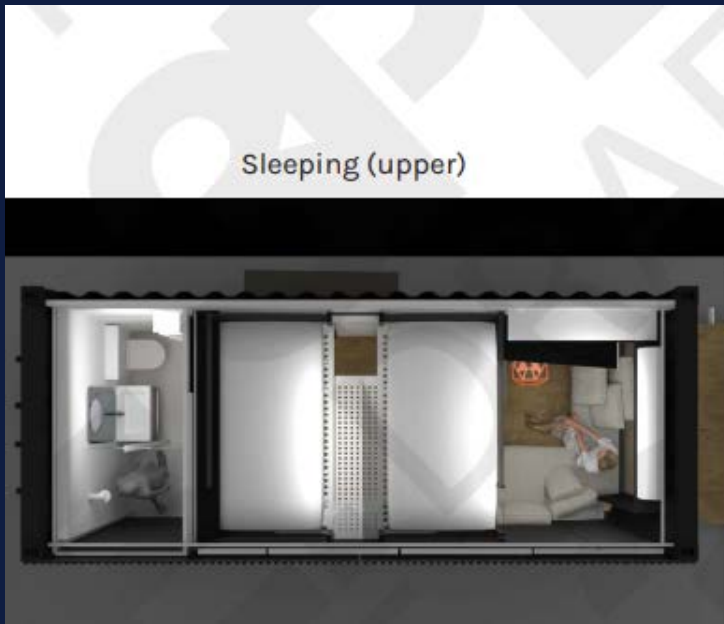


Consultation discussions have commenced with Flat Out, Launch Housing, Hope St, and The Bridge of Hope Foundation and Melton City Council.

The Work of 3PE Build



Example Interiors



3PE have indicated that apprenticeships and approximately 70-100 jobs would be made available to Melton and Bacchus Marsh locals in the new purpose build factory.



HACSU, the AMWU, 3PE and partner health services will support Melton in re-opening it's TAFE to bolster the health and allied health workforce

The Work of 3PE Build

Modular elements come together creating healthy living spaces for both people and plants.



LAYOUT B: LOFT



HACSU will assist youth in obtaining their qualifications in AOD, mental health, aged care, disability and peer support work to bolster the sector, particularly the new Melton hospital.



HACSU, the AMWU and 3PE will work with key organisations and Jobs Victoria to getting women, youth and members of the CALD community in supported employment with careers.

extra unit storage required

welding boys

entry exit

entry exit

entry exit

Metal cutting, proppack machinery workshop

offices

equipment storage

offices

exit

assembly

material storage

material storage

material storage

gate

driving and parking



Dutch social housing organisations are private, non-profit enterprises that pursue social goals within a strict framework of national laws and regulations. They involve local government, tenants and other stakeholders in their policies and are accountable to society. Municipalities and social housing organisations are partners at the local level, each with their own responsibilities. Tenant organisations are also involved and help to determine the quality and quantity of housing needed. This results in ‘performance-agreements’. Tasks vary greatly between areas and regions. Different approaches are tailored to local and regional situations and require local cooperation. Social housing organisations ensure an adequate supply of affordable, good-quality homes. Energy saving is a high priority as it can lower the total housing costs of tenants. We see this as the way forward to ensure that tenants are empowered to create their own, productive community.

"The AMWU is proud to present this plan to help some of the most disadvantaged in our communities, providing them not only a home and the mental health treatment they need to become a productive part of our community, but to also offer the participants a step off the merry-go round of disadvantage and homelessness. The project aims to provide an opportunity to gain skills that make them employable, provide a good stable job and at the same time help them to realise their self-worth and provide dignity. This is a hand up not a handout, the skills are in shortage and will help to lessen the burden on the government purse strings while delivering on required skills that are in shortage in this state and the country. We are proud to be working with other unions, business, and government to offer this solution to a massive issue within our state and community in general."

Tony Mavromatis, State Secretary of the Australian Manufacturing Workers' Union

3PE's Designs



What you get in a portable building:

Cost per unit: \$95-\$125K

Finished house includes:

- 20ft container
- Furniture
- Lighting
- Flooring
- Walls
- Beds
- Bathroom including shower, toilet, sink
- Electricity, gas and water installation
- Insulation
- Groundwork and footings
- Building surveyors
- Code Requirements
- Labour inclusive of experienced and apprentices



Introduction

40FT ACCOMODATION | PORTABLE BUILDING

Us at 3PE.

Proudly designed, manufactured and engineered in Australia. We provide sustainable modules for hospitality, major events, corporate offices and accommodation.

We believe modulation is every industries way forward.

21 September 2021

What is this document?

This document shares designs for modular accommodation units made from four, 40ft transportable containers.

They are stackable combining together to house 16 people.

Each living and sleeping space is 20ft long and houses 2 people.

Building Summary

External

- Modular kit for 'plug and position' to match most sites.
- Centre stairs to reduce footprint
- Apartment entrances face into 'courtyard' for protection against tough remote or marine environments.
- Feature walls can be used to secure the courtyard space.
- Large windows facing greenery
- Perma wood timber cladding (durable)
- Shading mesh options available

Internal

- portable veggie beds available
- Soft external night lighting

Internal

- Split Aircon
- Insulated
- Bunk or Loft sleeping layouts
- Veneered composite flooring

- Many internal storage options for clothing, dailies and hobbies.
- Cooking options available.

3PEbuild.com.au | Rob@3pe.com.au | 0430 555 102

Examples of Social Spaces



Heart Cafe, Bondi Beach run by the Wayside Chapel, Bridging the gap between unemployment and homelessness



Safe Haven cafe at St Vincent's Hospital, staffed with peer support workers and hospitality staff as referenced in the Royal Commission into Victoria's Mental Health System.

Example of a kitchen fit out by 3PE which has the capacity to be a light house cafe available for formal hospitality training and open to the public based on Melbourne 614 and The Wayside Chapel.



Stand-Alone Kitchens | 20ft Container

A nifty, good looking kitchen for wherever you want it.

Our units are certified to Aussie food hygiene standards, and ready for commercial operation.

Specs

- 1x 4 Burner & Oven
- 1x Griddle
- 1x 2 Basket Fryers
- 2x 3 Door Bench Fridges
- 1x Exhaust canopy
- 2x Shelves
- 1 x hot water unit
- 1x water outlet
- 3 phase power (32-amp, 5-pin)
- 2x 45kg LPG bottle holders
- Vinyl Flooring
- LED lighting
- Cladded facade
- Full serving window
- Security Shutter



"We know that safe and secure housing is one the key social determinants to wellness, particularly mental health and a key factor that aids people in recovering from whatever issues they are facing in their life"

Paul Healey, State Secretary of the Health and Community Services Union.



3PE
build

Image courtesy of 3PE build



Attention: The Hon. Tim Pallas MP, The Hon. James Merlino MP, The Hon. Ros Spence MP, The Hon. Gayle Tierney MP, The Hon. Richard Wynne MP, The Hon. Danny Pearson MP, Steve McGhie MP.

C/O: Tony Mavromatis & Tony Piccolo, The Australian Manufacturing Workers' Union and Paul Healey, The Health and Community Services Union.

Dear Ministers and Members,

RE HOMELESS TO HOMEMAKE PILOT - MELTON

I'll start this letter by saying how very excited we are.

We're excited to see what positive effect we could have on housing and health in both Victoria and Nationally and is at our core, a driver for us here at 3PE.

Our team is small right now, which means we haven't had resources to catch up on the demand for our products but more importantly, the impact our buildings could have in other sectors like community and essential services. Having an opportunity like this to expand alongside Government and Local Authorities would allow us to quickly find where commercial success meets the issues our communities face. This would be a pinnacle for our team.

Many of us at 3PE come from challenging backgrounds. From the office to our workshop floor, this is one of the main aspects that connect us. It's evident in how we express gratitude to each other everyday through conversation and through our attitude to one another. Our culture is family.

We're not just another business. Seriously.

Our drivers come from dissatisfaction with just monetary gains and a strong push to leave something our family is proud of. Our goal is to change industries using modular practises. With our end users in mind, we believe this is the best approach for being both functional and technology-forward in an unknown world.

Our owners, often remind our team of how fortunate we are to be in the engineering game, to have an amazing workplace that tackles some of Melbourne's largest construction issues and to be in an industry where we can make things happen. They both have massive hearts and share the belief that engineering knowledge and skills that support this discipline can rectify and better our world.

3PE Build confirm the following:

- 3PE will provide 7-12 apprenticeships based off 70 to 100 new employees.
- 3PE will employ residents if they decide that they want a career in metal fabrication, boilermakers, general labour, general machining, production work, design drafting, administration and operations.
- 3PE will assist in opening cafes and community spaces in consultation with the community of Melton.
- 3PE are willing to open our new factory in the West, with preference being Melton/Bacchus Marsh on the proviso that it is provided to 3PE on a peppercorn lease.
- Should the pilot be successful, 3PE would be open to a larger roll out with preference being given to electorates that require revitalization or that are lacking in housing, health, or community services support.
- 3PE are keen to work with public service agencies such as Jobs Victoria to ensure that at-risk youth and other demographics such as members of the CALD community, women and people fleeing family

violence are given the opportunity to receive job training or retraining.

- 3PE are willing to provide this service to assist in employing young people with the Royal Commission into Victoria's Mental Health System in mind, with a commitment to implementing Recommendation 16, calling on workplaces to encourage 'mentally healthy workplaces.'
- We will work in consultation with registered housing agencies, health and community services agencies, area mental health services, the Melton City Council and the State Government to ensure that this project is delivered with best practice advice.
- That we will amplify the Melton community's efforts to re-open the TAFE

3PE are looking forward to delivering this pilot in partnership with the Victorian government and the Melton community.

Kind regards,



Charlie Hamod
CEO, 3PE Engineering and 3PE Build



Rob Cot
Creative Director, 3PE Engineering, 3PE Build

About 3PE Engineering

3PE Engineering is a midsize, full-service steel engineering & welding specialist located in Yarraville Victoria, 3km from the CBD and adjacent to Docklands. Founded by Charlie Hamod, our team have extensive fabrication, major infrastructure & project experience throughout Victoria & Australia.

Our firm stakes its reputation on developing innovative, cost-effective solutions to the toughest engineering problems. We act as a valuable resource to clients, in part by striving to stay on schedule and within budget. Our main goal is to do quality work, while maintaining lasting relationships with clients and the communities they serve.

In April 2018 we established our welding testing & compliance facility. This brings local procedure & certification services to site base projects as well as ongoing re-certification for production based procedural welding for site based projects & commercial / Industrial applications. In house welding inspectors are able to cater their programs to your company or project requirements. Weld procedures generally take 72 hours to procure & testing can commence within 5 days.

3PE staff's respect our client's roles, responsibilities, and challenges. We understand that budgets, schedules, and communication are equally important pieces of a successful project to our clients and each is given the utmost consideration. Clients include Strike, Holey Money Golf Club, Cross Yarra Partnership, Archie Brothers, Caltex, Woolworths, Wyndam Harbour, Shiavello, Australian Paper, Red Rooster, John Holland, Caulfield Girls Grammar School and have been featured on Channel 10 lifestyle show, The Living Room.

OPTIONS FOR A MODEL OF CARE



Why this is important:

The Health and Community Services Union have commenced consultation with a range of youth homelessness, advocacy and health services to provide options for models of care that are dynamic, responsive and will ensure that residents receive the very best wrap-around mental health support to begin their new life. HACSU members have also been engaged in this process,

specifically the members working in the community teams operating from Western Health. It is our view that a model based on the Dutch social housing program, inclusive of wrap-around support and employment opportunities will deliver the best results and will take much needed pressure off of emergency services, community teams and emergency departments.

Model 1

30-Bed Unit under auspice of Area Mental Health Service.

Target: 15 - 30 year old

Potential Linkage and Ownership:

Orygen Youth Mental Health or Royal Melbourne Health (As part of area mental health service)

Entry via: In-patient unit, community teams (HOPs, CATT, PACER, PARCs, CCU)

Direct Links to: Headspace, Community mental health (Inclusive of social work, occupational therapy, art therapy, lived experience, group therapy, speech pathology and case managers.

NGO Linkage: Odyssey House, The Crossing, Hope Street, YSAS

Residence: 3 Lead Tenants (1 x 3PE, 1 x Health, 1 x case manager)

Lead Tenants: Provide mentorship, leadership and community and looks after 7-10 residents.

Mixture of: single/double residents

Collective utilities: Kitchen and lighthouse cafe (open to the public)

Transport: Close to 3PE Engineering and Tafe

Close to: Western Health with consultation and community recreation centre on site.

Inclusive of: Community garden and chillout spaces.

Further Comments: Ability for driving instruction for young people.

OPTIONS FOR A MODEL OF CARE



Model 2

30-Bed Unit under auspice of established housing agency

Target: 15 - 30 year old

Linkage and Ownership: Established Housing NGO

Entry via: Application process. House with commitment to undertake study, training or apprenticeship.

Direct Links to: Headspace, Community mental health (Inclusive of social work, occupational therapy, art therapy, lived experience, group therapy, speech pathology and case managers).

NGO Linkage: Odyssey House, The Crossing, Hope Street

Lead Tenants: All with lived experience in homelessness, domestic violence, mental health, alcohol and other drugs. Assist housing agency to move people into permanent housing after graduation or full-time job received. Current tenants graduate to lead.

Residence: 3 Lead Tenants (1 x 3PE, 1 x Health, 1 x case manager)

Lead Tenants: Provide mentorship, leadership and community and looks after 7-10 residents.

Mixture of: single/double residents

Collective utilities: Kitchen and lighthouse cafe (open to the public)

Transport: Close to 3PE Engineering and Tafe

Close to: Western Health with consultation and community recreation centre on site.

Inclusive of: Community garden and chillout spaces.

Further Comments: Ability for driving instruction for young people.

Funding Available: Centrelink, NDIS, Youth Allowance and Wages

POTENTIAL SOLUTIONS WITH EXPANSION:

- Halting medical discharge to homelessness from general health.
- Halting medical discharge to homelessness from community care units, emergency departments, PARCs and rehabilitation services.
- Short-term and crisis accommodation, particularly for those fleeing family violence.
- Crisis accommodation in natural disasters.
- Hotel Quarantine.
- Combatting overcrowding.



LINKAGE WITH INQUIRY INTO HOMELESSNESS



The Inquiry into Homeless noted:

- 21% of people presenting for the first time to a homelessness service identified as having mental health issues
- 35% of people returning to homelessness services identified as having mental health issues
- 39% of people who had become homeless identified as having mental health issues.

Mental health and homelessness are intersecting issues. Poor mental health is a risk factor for homelessness; and homelessness can cause deterioration in an individual's mental health. Investing in early intervention programs that support those experiencing mental health issues can prevent a deterioration of mental health and help to prevent homelessness.

FINDING 20 of the Inquiry found that two key areas of early intervention support that can be provided to people with mental health issues to prevent homelessness:

Improvement of cooperation between mental health and homelessness services so that the system is easier to navigate and individuals at risk of homelessness are identified earlier. Orygen Youth Mental Health noted that severe episodes of mental health issues and particularly episodes of trauma led to an increased likelihood of homelessness.

Mental health services should be supported to identify people at risk of homelessness and liaise with homelessness services to ensure they do not lose their accommodation and suffer further adverse mental health outcomes. In addition, it may be beneficial for mental health services to proactively monitor and provide support to individuals they engage with and who are at risk of homelessness. Such support could be stepped up or down at periods of crisis.

The Inquiry noted that alcohol and other drug issues are an important area for early intervention. These issues can lead to negative financial, social and mental health outcomes for people experiencing homelessness. Services should be more integrated and multidisciplinary. Provision of AOD services should be included as part of any multidisciplinary homelessness service approach.

It is these recommendations that further support our proposal in making sure that any offering to the housing sector amplifies the work already being done and will ensure that residents are well supported.

RECOMMENDATION 14: That the Victorian Government promote collaborative practice arrangements between mental health and homelessness services, in order to:

- make the homelessness and mental health systems easier for individuals to navigate
- ensure early identification of individuals experiencing mental illness who need support.

FINDING 21: Misuse of alcohol and drugs are more likely to occur after an individual becomes homeless because of the traumatising nature of homelessness.

LINKAGE WITH INQUIRY INTO HOMELESSNESS



Throughout the inquiry, the Committee heard about the high correlation between youth homelessness and disengagement from education. In its submission, Youthlaw described the significant proportion of homeless youth that are outside the school system, often from a young age.

The Committee was told that during experiences of homelessness, school attendance and engagement become harder to maintain, and young people may seek to avoid school settings where they feel disconnected and isolated. This compounds in situations where there are multiple or complex reasons for a young person's homelessness, such as in situations of trauma.

Education First Youth Foyers are for young people, aged 16–24, who are experiencing or at risk of homelessness. The foyers in Victoria are designed to provide accommodation co-located with a TAFE to facilitate study for the residents of the foyer. While there are other types of youth foyers, the Education First model emphasises a focus on education. Youth foyers are intended to be an early intervention measure aimed at assisting young people to avoid entering the cycle of homelessness and its potential lifelong impacts. Young people at Education First Youth Foyers are expected to sign up to a mutual agreement which requires them to remain in education, training or employment throughout their two-year stay. They are also asked to maintain their accommodation and take up activities and opportunities that the foyer has to offer. In return, staff take on responsibility for finding various types of education, employment, training. This is a proven model that we are seeking to incorporate into crucial mental health and AOD support.

RECOMMENDATION 18: That the Victorian Government provide additional funding to organisations that provide innovative accommodation for young people at their family home, such as Kids Under Cover.

While the relationship between homelessness and lack of employment is strong, the Committee noted that there are many barriers to address for people experiencing homelessness to find and sustain employment. These barriers include social and economic disadvantage, mental health, AOD and family violence issues. The Committee heard about programs to assist young people experiencing homelessness to gain employment before issues associated with homelessness become more complex. One of these programs is run by a social enterprise called HoMie, which works with youth homelessness services to provide young people with employment opportunities.

RECOMMENDATION 20: That the Victorian Government commit funding for programs that assist young people who are at risk of, or experiencing, homelessness to receive job readiness training and connect them with employment opportunities.

RECOMMENDATION 21: That the Victorian Government explore opportunities to include more social enterprises that work with people who are at risk of, or experiencing, homelessness in their social procurement policy. Such social enterprises should include a work readiness component in their employment programs.

LINKAGE WITH THE ROYAL COMMISSION INTO MENTAL HEALTH



Recommendation 25:

Supported housing for adults and young people living with mental illness

The Royal Commission recommends that the Victorian Government:

1. recognise people who are living with mental illness as a priority population group as part of Victoria's 10-year strategy for social and affordable housing and ensure that, during the next decade, people living with mental illness are allocated a continuing substantial proportion of social and affordable housing.
2. revise the Victorian Housing Register's Special Housing Needs 'priority access' categories to include people living with mental illness, including people who need ongoing intensive treatment, care and support.
3. ensure that the 2,000 dwellings assigned to Victorians living with mental illness in the Big Housing Build are delivered as supported housing and are prioritised for people living with mental illness who require ongoing intensive treatment, care and support, with Area Mental Health and Wellbeing Services assisting with the selection process.
4. in addition to the 2,000 dwellings, invest in a further 500 new medium-term (up to two years) supported housing places for young people aged between 18 to 25 who are living with mental illness and experiencing unstable housing or homelessness.
5. ensure that the supported housing homes for adults and young people living with mental illness are:
 - a. delivered in a range of housing configurations including stand-alone units, self-contained units with shared amenities and various forms of clustered independent units on a single-site property;
 - b. appropriately located, provide for the requirements of people living with mental illness and are co-designed by Homes Victoria, representatives appointed by the Mental Health and Wellbeing Division and people with lived experience of mental illness; and
 - c. accompanied by an appropriate level of integrated, multidisciplinary and individually tailored mental health and wellbeing treatment, care and support.
6. periodically review the allocation of supported housing homes as part of the statewide and regional planning processes recommended by the Royal Commission (refer to recommendation 47) and audit the outcomes.

Supporting good mental health and wellbeing extends beyond the mental health and wellbeing system, requiring a focus on other service systems and how they can work together. For example, stable housing can be transformative, bringing a sense of purpose, hope and opportunity. As part of the Victorian Government's 10-year social and affordable housing strategy, people living with mental illness will be recognised as a priority population, and supported housing places will be provided for young people living with mental illness and experiencing unstable housing or homelessness.

We see our project as an opportunity to improve the mental health and wellbeing of future generations.

Younger people can experience mental illness just as they are seeking to participate in higher education and employment, form relationships and set out on adult life. One frequently cited United States study estimates that 75 per cent of all lifetime cases of anxiety, mood, impulse control and substance use disorders emerge by the age of 24 years

POTENTIAL FOR EXPANSION OF PILOT



- Women who are coming out of incarceration.
- People exiting institutional settings such as mental health services.
- Electorates where there is an identified lack of housing.
- Electorates and councils where there is a need for revitalization.
- CALD specific housing.
- Child friendly settings.
- Crisis accomodation and disaster recovery.

ATTENTION: The Hon. Tim Pallas MP, The Hon. James Merlino MP, The Hon. Richard Wynne MP

C/O: The Australian Manufacturing Workers' Union and the Health and Community Services Union on behalf of the Victorian trade union movement.

Dear Ministers,

RE TRADE UNION AND BUSINESS INITIATED YOUTH HOUSING, MENTAL HEALTH AND EMPLOYMENT SERVICE - MELTON

I am writing to offer my support for the Victorian union movement's efforts to open a trade union and business-initiated youth housing service with employment and mental health services attached. I recognise as a youth housing provider that there are serious existing capacity problems in Victoria with unmet demand in my sector. As it stands, only .4% of the housing stock is youth specific with approximately 7000 young people on waiting lists per day.

The Victorian Inquiry into Homelessness clearly demonstrated the urgent need for more social and affordable housing. While we welcome the record investment made by the government in initiating the \$5.3 Billion Big Housing Build, we know that it is imperative that more diverse, innovative solutions that include more opportunity and more wrap around services, are also invested in to cope with the demand. Recommendation 20 of the Inquiry called on the Victorian Government to commit to funding for programs that assist young people who are at risk of, or experiencing, homelessness to receive job readiness training and to connect them with employment opportunities. The Royal Commission into Mental Health in Victoria called for more housing to be invested in with easier linkages to mental health services. This was also called for in Recommendation 14 of the Inquiry into Homelessness.

3PE Build are seeking Crown land to open a second factor to emulate their Yarraville site and will provide between 70-100 jobs to the Melton and Bacchus Marsh electorate, with a specific focus on young people at risk of homelessness. The AMWU and HACSU are seeking land to open their homelessness refuge based on the Dutch Model of Public Housing to provide medium to long-term accommodation. These homes and community spaces will be built by 3PE Build who have a strong record of business success and community engagement.

The AMWU and HACSU along with 3PE Build will support these young people in job training and/or re-training in pre-apprenticeships and apprenticeships in manufacturing and/or to gain qualifications in disability, lived experience, aged care or alcohol and other drugs. The health and community services sector and the manufacturing sector are two key industries that are suffering huge workforce shortages. It therefore makes sense to give young people the best possible start in life by providing careers, not just jobs.

Key to the success of this project will be providing critical linkages to area mental health supports to give the residents every wrap-around support available as they embark on their

new life. HACSU and the AMWU have commenced discussions with all respected homelessness services include Hope Street and have begun consultations with area mental health services to land on a model of care.

These trade unions have a proven track record of consulting with the relevant agencies and providers on their projects to ensure that they are amplifying the sector and filling critical services and workforce gaps. This is evidenced by their recent endeavours to open a worker-led rehabilitation, outpatient and outreach service as per Recommendation 16 of the Royal Commission into Mental Health, calling on the urgent implementation of "Mentally Healthy Workplaces." Hope Street are aware that at every juncture, these unions have had meaningful conversations with key stakeholders in the alcohol and other drugs industry and we are therefore confident that this will continue. Hope Street are aware that initial conversations have already occurred with 2 major public area mental health services and a range of NGOs. We are also delighted to learn that there has been a commitment made by these unions that should any of the Hope Street residents require in-patient, outpatient or outreach mental health and/or alcohol and other drugs support that our residents will be able to access their worker-led service.

Hope Street are delighted to be able to assist these unions and 3PE Build in their endeavours to amplify our sector.

A handwritten signature in black ink, appearing to read "Donna Bennett". The signature is fluid and cursive, with a long horizontal stroke at the end.

Donna Bennett
Chief Executive Officer
Hope Street - Youth and Family Services

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The Bridge of Hope Foundation Inc
ABN 18 390 614 722

September 22, 2021

Tony Piccolo
Regional Divisional Secretary
Australian Manufacturing Workers' Union
AMWU

Stephanie Thuesen
Health and Community Services Union
Communications, Projects and
Political Liaison Officer
HACSU

Dear Tony and Stephanie,

I thank you for your information email of the 20th which I tabled at a BoH executive meeting this morning. Although there were (lawyer) queries, we in principle will be delighted to partner with your group as the project idea potentially solves a couple of major long-term and growing issues faced by the charity, namely housing, and facilitating professional support for those suffering mental health issues.

In May of this year the Department of Education and Training [DET] also sought a partnership styled arrangement to place our exclusive services before vulnerable young women in secondary schools and it is these young people who will be potentially suited for your program. A business plan is now being finalised.

Below you will find an BoH overview document prepared as of June 30, 2021. This is to be read in conjunction with the website – boh.org.au

Your program and the DET involvement equate to the charity being a forever work in progress.

People

Principal BoH patrons

- Professor Emeritus David de Kretser AC – Former Governor of Victoria.
- Fiona McLeod AO, SC – Former President of the Law Council of Australia.
- Professor Emeritus Gillian Triggs (Resigned in 2019) – Former President of the Australian Human Rights Commission – resigned from BoH to accept a UN position as Assistant Secretary-General.

Chairman

- Christopher Dale OAM - Former President of the Law Institute of Victoria.

Deputy Chair

- Caroline Counsel – Former President of the Law Institute of Victoria.

Executive

- **CEO** John Walsh, **Members** Christopher Dale, Caroline Counsel, Laurie Nowell, Matthew Pringle, George Stamas, Robert Stary

Governance/banking

- The governance committee is chaired by Pitcher Partners partner Matthew Pringle.

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- All monies go into Pitcher Partners controlled accounts and authorised invoices are paid from those accounts.
- An NAB account accepts web and general donations. This account is a transfer only account i.e., drawings go from the NAB directly to the BoH accounts managed by Pitcher Partners

Round Table – Advisory Group; Division Patrons, Ambassadors and Reference Groups

- Names and lists are available by request or viewed on the BoH website

The story

The Bridge of Hope Foundation Inc [BoH] uses existing social capital and resources in the corporate, private and community sector.

A specialist Round Table – Advisory Group, a group of specialist experts established to service items #1 - 3 below. This group is a well-established volunteer network purposed with generating ideas aimed at achieving positive outcomes for disadvantaged young people, especially vulnerable young women. Our reference groups identify and assist leverage unused social capacity and bring to our table individuals and organisations prepared to assist build programs and additional support networks.

As many BoH supporters already know, BoH has a somewhat different mindset, from that of the status quo - when addressing the developmental necessities required to inspire the needs of young women in and exiting Out-of-Home care. To transform lives and make a long-term difference we must be different AND as the saying goes: ***"If you keep doing what you've always done – then you'll keep getting what you've always got!"***

Apart from an ability to provide bank accounts without the need of 100 points of ID, free birth certificates, Centrelink & job introductions a free legal advice and court support initiative is now being positioned along with a similar styled medical gap-payment structure.

THE MAJOR (developing) DIVISIONS of BoH:

1. Under the **Bridging the Gap division [BtG]** young women preparing to leave Out-of-Home (State) care, identified single mums living in their motor vehicles and generally sleeping rough and women generally living rough under similar circumstances (potential mentors) will have their needs recognised and addressed.
The building of a network of experienced former OoHC care women will enhance the knowledge and capabilities of BtG in addressing the issues faced by women – of all ages; after exiting OoHC. The more we understand the problem issues the better they can be addressed. Overseas research shows that developing a 'sisterhood of support' can generate a sense of belonging and identity that many was deprived of.
Add to that the creation of an informed wider community through the BoH Speaker's Bureau 'Community Connectors' and we are confidently on the path of providing the tools necessary to build a stronger and more stable future for the most vulnerable.
2. **The BoH Innocent Initiative** is a successfully developing cross-university partnership managed in Victoria by the RMIT University.
A successful 12-month pilot has been conducted with the University of Newcastle and is now a fact of life.
Negotiations are now underway to replicate this initiative with universities in the ACT and Queensland.
A Criminal Cases Review body is now establishing in Victoria. The aim being a support precursor to a much-needed Criminal Cases Review Commission as operating in the UK.

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The BoH process will establish appropriate ID documentation and arrange a personal debit card. McDonalds have approached seeking that BoH provide 50 young women each month to the trained-on kitchen safety and customer relations.

The circumstances of this cohort have been described by BoH and the Australian Human Rights Commission as a major human rights tragedy.

[This quote document from Gillian Triggs, former BoH patron and former President of the Australian Human Rights Commission is available upon request]

In Victoria there are more than 11000 young people housed under guardianship contracts with Child Protection/State care [OoHC]. Some are under a kinship care arrangement and the rest come under the control of agencies such as Berry Street, Anglicare, Uniting, etc. These organisations manage foster carers and residential care facilities.

Sadly, many young people entering OoHC are in an already damaged state and without positive nurturing developmental care many are at risk of further emotional and physical damage during their time in OoHC.

It must be acknowledged that many foster carers, often in difficult circumstances, do a wonderful job and in fact some even adopt their foster child.

[See later re foster carer breakaway group approach to BoH]

THE BRIDGING the GAP [BtG] – PROJECT DESCRIPTION OVERVIEW

INITIAL STEP 1.

The BtG female support network members operating in geographical areas and where possible, in coordination with the young woman's OoHC case worker, will take the young woman to a nominated bank branch and establish a debit bank account (See below) and from there, if required; visit Births, Deaths and Marriages (for a BoH negotiated free birth certificate) and from there visit Centrelink to establish that relationship. This process makes sure that there will be no monetary hiccup upon exiting OoHC thus becoming a potential barrier against pimps et al.

- Negotiations are underway to have these documents backed up within a secure 'cloud styled' support-based facility.

A Medicare card is also a must have together with a tax file number – both now being addressed.

THE BANK ACCOUNT [A problem that has been in existence for decades]

BoH has now solved the bank account issue following guidance from the Reserve Bank and Austrac. This in turn led to negotiations with the NAB. In short BoH has negotiated a debit bank account without the need for 100 points of ID.

A description of the 'old' bank account problem

- NO ID = NO BANK ACCOUNT
- NO BANK ACCOUNT = NO CENTRELINK MONEY
- NO CENTRELINK MONEY = EASY PREY for the unscrupulous.

SHAMEFUL VICTORIAN STATISTICS

- 62% of kids in youth detention have experienced OoHC.
- Within 5 years of exiting the youth justice system 50%+ of this cohort will find themselves in an adult prison.

3. **BoH formed the Miscarriages of Justice Working Group** in 2019 under the chairmanship of esteemed lawyer Robert Richter QC, supported by a select membership of lawyers and academics and the Law Institute of Victoria. The involvement of International QC, Felicity

Gerry led to the name change from Working Group to Advocacy Group. Felicity's areas of personal advocacy now being supported by and relevant to BoH, are:

- (i) The trafficking of women and young girls
- (ii) Female genital mutilation
- (ii) Women trapped as drug mules by blackmailers. If convicted, these women can receive heinously hefty court sentences!

[The final 2020 BoH report covering these matters is available upon request.]

4. **The BoH Speakers Bureau – 'Community Connectors'**. The BoH executive decided late last year that because interest in young people in OoHC and child protection generally was not on the radar of the bulk of the community, especially corporates; that we had to move to 'get the message out'.

A criminogenic environment exists within OoHC and until this is understood and addressed our youth are potentially on **the OoHC to prison, slippery slope**.

The Community Connectors listing of specialist experts is growing and speakers can be booked to address corporate and community groups.

BACKGROUND OVERVIEW OF - the BoH Bridging the Gap division [BtG.]

BtG commenced life because of an approach by Bernie Geary, the former Victorian Children's Commissioner. Bernie's major concern was the plight of many of the 40% (approximately 100PA) of young women who exited state care each year, classified as vulnerable. Vulnerable meaning, they had nowhere to call home i.e., no kin and no substantive roof over their head. What shocked BoH and its supporter networks was the fact that upon expiry of their state guardianship, the state placed many of these young women into 'sleaze' hotels where they became easy fodder for pimps and other undesirables. A common result being street or brothel sex work, addiction and/or homelessness. ('sleaze' is the writers description.)

Research showed that many young women became easy prey for the unscrupulous. One reason for this being that they left Out of Home Care [OoHC] with no money.

Further BoH research showed that most young women exited State care without the necessary documentation to even qualify for a bank account. i.e., they were unable to meet the required 100 points of ID.

An Australian Government Institute of Family Studies research paper highlighted the fact that the statutory required OoHC Leaving Care Plan was not completed by the agency provided case workers, with more than 50% of the young women leaving OoHC. This unconscionable lack of action literally sets them up to fail – on the road to disaster!!

Through BoH innovation and thought leadership a unique process has been developed under the banner of BtG to address the important needs of young women in the latter stages of OoHC i.e., those aged from 14.9 years old to those exiting institutional care at age 18 (for some that has been extended to age 21).

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- 50% of Victoria's homeless have come through OoHC
- The number of OoHC kids suffering mental illness
- The number of OoHC kids committing suicide

BoH strategies now being implemented with select partner organisations, allows BtG to table coherent initiatives to address the **known** causal factors leading to the above dot-points, at an early "pennies in the pound" stage, thus saving the taxpayer multiple millions of future spend dollars. This in BoH speak is Social-Justice Reinvestment. The Bank account and free birth certificate are examples of the BoH out of the box thought processes.

The common practise of addressing an effect whilst only providing lip-service to causal factors – or continuing the status quo - has never worked!!

As stated earlier: ***"If you keep doing what you've always done – then you'll keep getting what you've always got!"***

JOB OPPORTUNITIES – a developing BoH corporate network.

Victoria's largest employer, The Westfarmers Group, McDonalds, and others have put a collective hand up in support of the young women, thus opening the door to job experience, job training and a job.

FITTED FOR WORK

Working with BoH, Fitted for Work provide counselling, grooming advice, CV writing and will clothe prospective job applicants.

FOSTER CARER Breakaway group.

Foster care in Victoria is in dire straits, so much so that BoH in 2020 met with a committee representing 200 Victorian foster carers seeking to establish a new (breakaway) foster carer group under the banner of BoH. The BoH executive decided though, that we could not entertain the bringing of foster carers under the banner of BoH – at that stage!

In a **March 2017 report**, foster care agency Berry Street published the following statistics illustrating a system going backwards. [YET even with knowledge of entrenched problems within foster care [and OoHC generally], the powers that have authorised and funded a foster care extension to age 21 (from age 18)]

The published Berry Street 2017 report statistics were:

- 568 foster carers exited the system and
- 341 new foster carers entered the system

Statistics are still moving in the wrong direction!

SINGLE MOTHERS

A source of kids into OoHC is single mums. With this knowledge BoH is devising a joint support package with The Council for Single Mothers and their Children. This will centre upon a BtG 'cocoon model' of support being adapted from the Canadian COSA program model.

A priority is to house the single mums living in their vehicles. This is extremely unsafe and for many of the kids, schooling and internet access is non-existent.

HOUSING

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This is a major problem currently under review by the BoH Round Table – Advisory Group, the BtG reference group and the BoH Innocence Initiative reference group which comprises Victorian universities and senior lawyers.

BoH CONSTITUTION

Newly updated to cover recent positive developments. This task was undertaken by BoH governance support members namely Pitcher Partners and Herbert Smith Freehills under the auspices of BoH chairman, Mr Christopher Dale - former President of the Law Institute of Victoria.

BoH Web Site – Updating

Because of ongoing developments, this will always be a work in progress.

BoH - AUSTRALIAN GOVERNMENT TAXATION STATUS

BoH is a January 2002, Australian Tax Office registered, Deductible Gift Recipient [DGR] under Item 1 of the Income Tax Assessment Act 1997.

I look forward to meeting with your other partners and assisting the development, implementation, and ongoing facilitation.

With kind regards

John Walsh – Founder & CEO
(03) 9584 9454
0406 799 979
The Bridge of Hope Foundation Inc – ABN 18 390 614 722

ATTENTION: The Hon. Tim Pallas MP, The Hon. James Merlino MP, The Hon. Richard Wynne MP
C/O: The Australian Manufacturing Workers' Union and the Health and Community Services Union on
behalf of the Victorian trade union movement.

Dear Ministers,

**RE TRADE UNION AND BUSINESS INITIATED HOUSING, MENTAL HEALTH AND
EMPLOYMENT SERVICE – MELTON**

I am writing to offer my support for the Victorian union movement's efforts to open a trade union and business-initiated housing service with employment and mental health services attached. I recognise as a Victorian Community Service Organisation that there are serious capacity problems in keeping up with demand for youth mental health and housing services.

The Victorian Inquiry into Homelessness clearly demonstrated the urgent need for more social and affordable housing. While we welcome the investment made by the government in initiating the \$5.3 Billion Big Housing Build, we know that it is imperative for wrap around health and welfare services that can create the psych-social stability to ensure people benefit. Recommendation 20 of the Inquiry called on the Victorian Government to commit to funding for programs that assist young people who are at risk of, or experiencing, homelessness to receive job readiness training and to connect them with employment opportunities. The Royal Commission into Mental Health in Victoria called for more housing to be invested in with easier linkages to mental health services. This was also called for in Recommendation 14 of the Inquiry into Homelessness.

3PE Build are seeking Crown land to open a second factor to emulate their Yarraville site and will provide between 70-100 jobs to the Melton and Bacchus Marsh electorate, with a specific focus on young people at risk of homelessness. The AMWU and HACSU are seeking land to open their homelessness refuge based on the Dutch Model of Public Housing to provide medium to long-term accommodation. These homes and community spaces will be built by 3PE Build who have a strong record of business success and community engagement.

The AMWU and HACSU along with 3PE Build will support these young people in job training and/or re-training in pre-apprenticeships and apprenticeships in manufacturing and/or to gain qualifications in disability, lived experience, aged care or alcohol and other drugs. The health and community services sector and the manufacturing sector are two key industries that are suffering huge workforce shortages. It therefore makes sense to give young people the best possible start in life by providing careers, not just jobs.

Key to the success of this project will be providing critical linkages to area mental health supports to give the residents every wrap-around support available as they embark on their new life. HACSU and the AMWU have commenced discussions with all respected homelessness services including YSAS and have begun consultations with area mental health services to land on a model of care.

These trade unions have a proven track record of consulting with the relevant agencies and providers on their projects to ensure that they are amplifying the sector and filling critical services and workforce gaps. This is evidenced by their recent endeavours to open a worker-led rehabilitation, outpatient and outreach service as per Recommendation 16 of the Royal Commission into Mental Health, calling on the urgent implementation of "Mentally Healthy Workplaces." YSAS are aware that at every juncture, these unions have had meaningful conversations with key stakeholders in the alcohol and other drugs industry and we are therefore confident that this track record will continue with this project. YSAS are also delighted to learn that there has been a commitment made by these unions that should any of the YSAS clients require in-patient, outpatient or outreach mental health and/or alcohol and other drugs support that our client will be able to access their first worker-led service, The Crossing.



YSAS are delighted to be able to assist these unions and 3PE Build in their endeavours to amplify our sector.

Kind regards,

Andrew Bruun
YSAS CEO
26 November 2021



26 November 2021

The Hon. Tim Pallas MP,
The Hon. James Merlino MP
The Hon. Richard Wynne MP

C/O: The Australian Manufacturing Workers' Union and the Health and Community Services Union
on behalf of the Victorian trade union movement.

Dear Ministers,

FLAT OUT SUPPORT FOR HOMELESS TO HOMEMAKER

We write to support the Victorian union movement's efforts for a trade union and business-initiated housing project with wraparound supports including employment, alcohol and drug and mental health support.

Flat Out is a state-wide support and advocacy service for women leaving prison. We have operated for over 30 years as an independent, not-for-profit, community-based organisation with strong participation and support from women with lived experience of the criminal justice system.

We work with women to help them get out, and stay out, of prison. Our outreach workers meet women at the prison gate and work intensively with them to address homelessness, alcohol and other drug (AOD) issues, family violence, mental health issues, trauma and family separation. We are the only organisation in the state with this specialisation. Demand for our services has sharply increased over the last 10 years as the number of women serving time in prison has expanded.

Housing women and their kids after prison is critical to reducing crime and imprisonment, removal of kids to out-of-home care and all the complex, intergenerational harms that result.

- **Over half of those exiting prison expect to be homeless or don't know where they will be staying upon release. Forty-four percent reoffend within 2 years** (AIHW, 2019, *The health of Australia's prisoners*: cat. no. PHE 246;2021-22 Budget, BP3).
- **The number of clients exiting prison who were supported by Specialist Homelessness Services (SHS) increased 82 percent from 2013-14 to 2019-20 across Victoria** (AIHW, 2020, *Specialist Homelessness Services Annual Report 2019-20*).
- **Ex-prisoners with complex support needs who receive housing have better criminal justice outcomes than comparable ex-prisoners who receive private rental assistance only.** (Martin, C., Reeve, R., McCausland, R., Baldry, E., Burton, P., White, R. and Thomas, S. (2021) *Exiting prison with complex support needs: the role of housing assistance*, AHURI Final Report No. 361, Australian Housing and Urban Research Institute Limited, Melbourne).

Queen Victoria Women's Centre
Wurundjeri Country
Level 2, 210 Lonsdale Street, Melbourne, Vic 3000
P: (03) 9372 6155 F: (03) 9372 5966 E: admin@flatout.org.au
www.flatout.org.au

ABN 680 370 263 64



We welcome the record investment made by the Victorian Government in the Big Housing Build, but special measures will be needed to ensure that criminalised people and their families will have access to the homes that are built. Key to success in providing post-prison housing will be critical linkages to mental health, parenting & childcare, AOD and other supports to give residents the best possible start as they embark on their new life.

Flat Out is very pleased to be talking to the Victorian Union Movement about a model of care that will be effective to reduce criminalisation and imprisonment. We are particularly excited about the proposal to include employment, and support to maintain that employment, as an integral part of a supported housing model.

We support this exciting proposal and look forward to working in partnership with Victorian unions, business and the experienced and expert community partners already committed to its success.

Kind regards,

Karen Fletcher
Executive Officer
Flat Out Inc.