

HOW2 CREATE INCLUSIVE SERVICES TRAINING

DEPARTMENT OF HUMAN SERVICES SUBSIDY

SHINE SA's HOW2 Create Inclusive Services training program (HOW2) provides organisations with practical ways to work towards embedding and increasing inclusive youth services in their organisations for the benefit of lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) communities.

The HOW2 program is based on a set of 6 national standards developed by Gay and Lesbian Health Victoria (GLHV), in conjunction with QIP (Quality, Innovation & Performance), known as Rainbow Tick Accreditation. It is anticipated that organisations that complete HOW2 will be well placed to pursue Rainbow Tick Accreditation in the future.

SHINE SA delivers the HOW2 training program twice per year. The training takes organisations up to six months to complete and it can take a further six to twelve months to implement actions and changes.

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It is in the interests of all communities and organisations to provide LGBTIQ inclusive services. It is a priority for the Department of Human Services that organisations that engage with young people have inclusive services and policies that support the best possible outcomes for those who may identify as LGBTIQ. This is especially important for young people who have limited access to LGBTIQ specific services and are at risk of experiencing isolation and discrimination.

Over 2018 and 2019, the Department of Human Services in partnership with SHINE SA will offer a subsidy to contribute towards the costs of completing the HOW2 training program for eligible organisations that deliver a significant component of their services to young people (12-24 years). Regional organisations that provide services to young people and may not regularly have access to such training opportunities are strongly encouraged to apply.

KEY INFORMATION ABOUT THE HOW2 TRAINING SUBSIDY

The HOW2 training costs \$990 (incl. GST) per participant with a minimum of two participants required to attend from each organisation, therefore, a total of \$1980 per organisation. The subsidy is for up to four metropolitan youth services, and up to six regional organisations that can demonstrate that a significant proportion of their services are for young people. Metropolitan organisations that complete the training will be eligible for a 50% subsidy (cost of one participant) and regional organisations will be eligible for a 100% subsidy (cost of two participants) to account for travel associated with completing the program. The subsidy is available until 31 December 2019, or until all funds are expended.

All organisations that receive the subsidy will engage in an evaluation and feedback process on the outcomes of their training and subsequent impact for their organisation and their young clients.

Organisations must complete the training to be eligible for the subsidy. On registration organisations will be asked to confirm their commitment to completing the program and implementing actions and recommendations identified during the training program.

Organisations are expected to enrol key decision makers or senior staff, to ensure organisational change management is adopted throughout the organisation and in the delivery of their services.

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Organisations will be required to pay the full amount of the course costs up front, and will receive the subsidy directly from SHINE SA once the course is completed. The Department of Human Services and SHINE SA reserve the right to not approve a subsidy application or withdraw the training subsidy at any time. Retrospective subsidy arrangements will not be possible.

WHAT ORGANISATIONS WILL BE ELIGIBLE FOR THE SUBSIDY?

Not-for-profit and community organisations that work with young people can apply for the subsidy. To be eligible for the Department of Human Services subsidy your organisation must:

- have a focus on supporting young people (15-24 years), including those who may identify as LGBTIQ
 - be a not-for-profit or community organisation
 - be South Australian based, non-government, incorporated and with a registered ABN
 - have the capacity and be committed to completing the HOW2 training
 - intend to implement LGBTIQ inclusive services and policies in the following six to twelve months
 - not have an outstanding acquittal report for Department of Human Services (DHS) funded projects
- Priority will be given to smaller not-for-profit organisations that can clearly demonstrate their commitment to young people and that would not necessarily have the financial resources to attend this training.

WHAT ORGANISATIONS WILL NOT BE ELIGIBLE FOR THE SUBSIDY?

Organisations that are: educational institutions and representative bodies e.g. schools, parents' associations; unions; trusts, individuals or organisations applying on behalf of an individual; for-profit organisations; private companies; Commonwealth, State or Local government departments, agencies or services and organisations that have licensed gaming machines onsite.

Organisations with outstanding acquittal reports for Department of Human Services (DHS) funded projects will not be eligible for the subsidy. If your organisation is not incorporated but meets the other criteria outlined, you can engage an incorporated organisation to sponsor your application. For example, a council registered under the Local Government Act 1999 cannot receive the subsidy but can sponsor a community organisation.

HOW TO APPLY FOR THE SUBSIDY

Register for the SHINE SA HOW2 training indicating your interest in the Department of Human Services HOW2 subsidy. Ensure you complete the required questions. Organisations that are not successful in being awarded the subsidy will be contacted by SHINE SA after registrations have been processed. Incomplete applications may be deemed ineligible.

Apply at www.shinesa.org.au/courses/how2

QUERIES email: shinesacourses@shinesa.org.au

This is an initiative of the Department of Human Services in partnership with SHINE SA.