

YMCA update for staff and volunteers - Thursday 6 August

Speakers: Carolyn Morris, Amanda Locke, Fiona Preston and Mick Cronin



**All staff and volunteer webinar
Thursday 6 August 2020**

Carolyn Morris – CEO YMCA Victoria and Kingswim

Amanda Locke – Executive General Manager, Children's Programs and Kingswim

Fiona Preston – Executive General Manager of Recreation

Mick Cronin – Executive General for Youth Justice and Social Enterprise

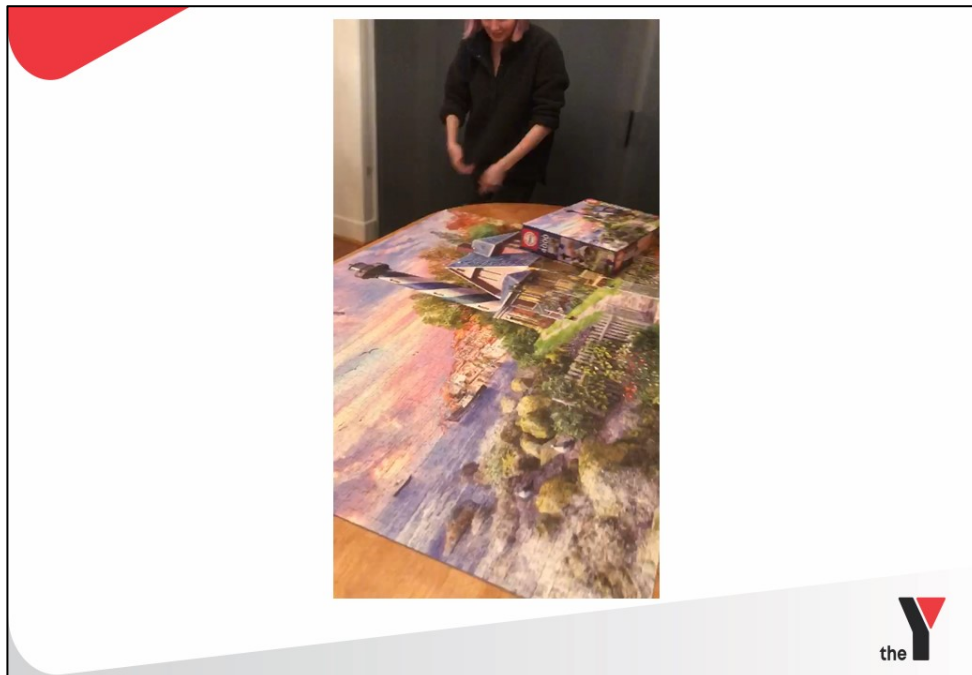


Carolyn

- Welcome everyone.
- Before I begin, I'd like to acknowledge the traditional owners of the land on which we meet today and pay my respects to Elders past, present and emerging.
- Today I am joined by Amanda Locke who will provide an update about Children's Programs and Kingswim, Fiona Preston who will speak about Recreation and Mick Cronin who has some exciting news to share in relation to YMCA ReBuild.
- Before I begin today, I'd like to tell you about a puzzle my family and I completed. A few weeks ago, my daughter and I started what seemed an impossible task of completing a complex 4,000 piece puzzle.
- Over the course of completing the puzzle, we were confronted with challenge after challenge, and when we tried to complete the sky area, which alone contained 1,000 pieces, my daughter almost gave up. I decided to keep

plugging away at it, completing only 20-30 pieces a week, but once we were over the invisible hump, my daughter stayed up all night and finished it.

- COVID-19 currently seems like an impossible task, but I believe that if we work together and get over that invisible hump or six weeks of lock down, our state won't be known as 'Sicktoria' anymore.
- Once this is over, and it will be over, we will feel liberated – just as you do when you destroy a puzzle. I'd like you to keep this in mind throughout this webinar and for the rest of lock down. While COVID-19 seems like an impossible task – we will get through it together.
- And to prove that my daughter and I actually did complete the puzzle, here's a short video.




- Unfortunately, this week has been another challenging week. There are now over 18 million confirmed cases of coronavirus across the globe, and over 700,000 reported deaths. In Victoria, we have over 13,000 confirmed cases and sadly 162 deaths.
- The people who have passed away are real people who have families and friends, and I want to take a moment and give my condolences to those who have lost a loved one due to COVID-19.

- This virus is a lot more aggressive and serious than any of us imagined, which is why the Victorian Government announced further restrictions over the weekend and on Monday.

Metropolitan Melbourne – Stage Four restrictions

Those living in Melbourne must now stay within 5km of their home and can only leave for one of the following reasons:

- To shop for necessary goods and services (one person per household)
- For one hour of exercise per day
- To receive health care or attend medical appointments, and to provide caregiving
- For work if you are an essential or permitted worker
- You can also leave your home if there is an emergency or you are experiencing family violence. Safe accommodation and support for family violence is available – you can call safe steps on 1800 015 188.



- From 6pm on Sunday 2 August, Stage Four restrictions apply across Metropolitan Melbourne, and further restrictions came into force for workplaces at 11.59pm last night on Wednesday 5 August.
- For the avoidance of doubt, this means that those living in metropolitan Melbourne must now stay within 5km of their home, and can only leave their home for one of the following reasons:
 - To shop for necessary goods and services. However, only one person per household can leave home to go to the supermarket.
 - For one hour of exercise per day. If you leave the house, you can exercise by yourself or with one other person, and if you are a parent or guardian who is caring for a young child or someone who cannot be left unattended, then they may accompany you.
 - To receive health care or attend medical appointments, and to provide caregiving. You can also take a pet to the vet.
 - For work if you are an essential or permitted worker, and we'll speak about the paperwork you'll need for this later. However, those who can work from home, must do so.

- You can also leave your home if there is an emergency or you are experiencing family violence. Safe accommodation and support for family violence is available – you can call safe steps on 1800 015 188.

Regional Victoria – Stage Three restrictions

For those who live in regional Victoria, there are only four reasons to leave the house:

- Shopping for food or other essential items
- To provide care giving, for compassionate reasons or to seek medical treatment
- For exercise (outdoor exercise only, with only one other person or members of your household)
- Work or study – if you cannot work or study from home



- From 11:59pm last night Wednesday 5 August, Stage Three restrictions apply across regional Victoria, including Mitchell Shire, and face masks are now compulsory across the state.
- None of us wanted to go back into lock down, let alone Stage Four restrictions, however the government is acting with our best interests in mind.
- Without these latest restrictions, we would've been facing a much longer lock down period of up to six months. I understand that our daily habits have been severely impacted, but it is so important that we all follow these new restrictions so we can stop the spread of this virus.
- As this pandemic continues, we are now gaining a better understanding of the health effects of COVID-19. Early research shows the virus can cause persistent symptoms such as fatigue and brain fog, affecting the heart and causing gut issues.

- We still have much to learn about the long-term effects, so I want to reiterate just how important it is that we follow the guidelines to protect our own health and the health of our loved ones.

Government support for those who don't have sick leave

If you are **still working and you do not have sick leave**, you can:

- Apply for a \$300 COVID-19 Test Isolation Payment that provides financial support while you isolate and wait for the results.

If the test comes back positive, you can:

- Apply for a \$1,500 payment to support you while you quarantine at home.



- Please remember to get tested if you are showing any symptoms or are feeling unwell. If you are still working and you do not have any sick leave, you can apply for a \$300 COVID-19 Test Isolation Payment that provides financial support while you isolate and wait for the results. If the test comes back positive, you can then apply for a \$1,500 payment to support you while you quarantine at home.
- Please note that if you do test positive, you are not allowed to leave the home for any reason, including exercise. This rule has recently been updated as too many people with confirmed cases were found not at home when the Australian Defensive Force went door knocking.
- In line with the Stage Three restrictions in regional Victoria, our recreation centres and camps have closed, while our early learning centre and OSHC services remain open.

- And in line with the Stage Four restrictions in Metropolitan Melbourne, our early learning centres and OSHC services are now only open to those families with permitted workers and children who are vulnerable.
- The restrictions in other states and territories have not changed, and our centres and services, including SAALC, Kingswim, Happy Days and Action Sports, outside of Victoria remain open.
- Unfortunately, this means that many of our staff will be stood down again. Those of you who are being stood down will be notified by your manager.
- The situation is changing daily and I want to thank you for showing such incredible resilience throughout this year. I know it seems like a step backwards, but I want you to know that we are still here for you. I am confident that if we do the right thing now, we will see restrictions ease after six weeks.
- During this time we will also support staff who are home schooling their children. I will provide further details in relation to this in my follow up email.
- The government has also announced a number of changes in relation to businesses, and unfortunately there hasn't been any additional relief funding announcement that will support the Y. We will continue working with our government partners to advocate for support.
- Although our centres are closed in Metropolitan Melbourne, some of our staff will be required to attend a workplace to provide an essential or permitted service that cannot be done from home.
- For example, Children's Programs staff providing childcare to essential services staff, Recreation facilities management staff, Bridge and Rebuild staff, and some team members working on Virtual Y who are unable to do so from their homes.
- Each of these roles has been individually assessed to ensure they are permitted under the current restrictions. Virtual Y, as an example, is permitted under the health and assistance sector guidelines as an approved serviced related to the COVID-19 Health response.
- We support all government initiatives for the current lockdown and will ensure we meet our obligations by reviewing which staff members require permits on a case by case basis. It is our aim to limit the movement of our staff as much as possible

Permitted Worker Permit

Permitted Worker Permit

Important: This form can only be issued in accordance with Permitted Worker Permit Scheme Directions. It is not issued in accordance with the Permitted Worker Permit Scheme Directions, its model.

Individuals are not required to carry permits before 11.59pm Wednesday 5 August.

Employer details (Employer*)

Company name

ABN

Company address

Trading name (if different to company name)

Permitted industry/activity

Employee details (Employee**)

Full name

Date of birth

Residential address

Permitted Role for on-site work

Employee work location (if different to company address)

(If more than one, must be accompanied by a log recording each work location, and date and time of attendance)

Signed

Employer	Employee
(Employer representative signature) <input type="text"/> (Date) <input type="text"/>	(Employee signature) <input type="text"/> (Date) <input type="text"/>

By signing this permit, the **Employer** certifies compliance with the Permitted Worker Permit Scheme Directions, including:

- attests that the workplace is compliant with the directions of the Chief Health Officer and the **Occupational Health and Safety Act 2024**, all reasonable steps have been taken, and all measures to be taken, to maintain a safe working environment for the employee, and has a **COVID-19** plan in place.
- attests that the employee is a Permitted Employee eligible to provide a Permitted Service.
- attests that the information provided on this permit is a true and accurate representation of the employee and their employment details.
- acknowledges that any nominated representatives may be contacted if deemed necessary to confirm these details, and
- acknowledges the information provided by the employer in the Permitted Worker Permit is true and correct, and that misleading, misleading or fraudulent information may incur penalties.

By signing this permit, the **Employee**:

- attests that their name, address, work hours, state of work, and employer, as contained in this Permitted Worker Permit are true and correct and representing them.
- acknowledges that the nominated representative may be contacted if deemed necessary to confirm these details and provides consent to the disclosure and collection of this information.
- understands the meaning in this Permitted Worker Permit relating to Diagnosed Persons and Close Contacts and agrees to the terms of the Work Processes in force of these terms apply to the Employee's circumstances and will notify the Employer immediately if this occurs, and
- understands that if they develop symptoms or potential symptoms of COVID-19 they are not to attend or remain at the Work Premises and will immediately notify their employer.

Penalties

Complying with this document with false or misleading information may cause you to be in breach of the Permitted Worker Permit Scheme Directions and liable to penalties up to \$19,828.40 (individuals) and \$95,132 (bodies corporate).

Hours of work

- Fill in either **Table 1** or **Table 2**, as appropriate for the Employee's working situation.
- Enter the Employee's start and finish **times** for each day of the single 4 restriction period.
- You do not need to include exact breaks or the total number of hours worked each day.
- Leave days **blank** or mark with an 'X' when the Employee is not scheduled to work.

Table 1: Full-time employee (or working the same hours each week)

Restricted / scheduled work times	All weeks	Mon	Tue	Wed	Thu	Fri	Sat	Sun
(Employee start - Employee finish)	8:30-4:00	8:30-4:00	8:30-4:00	8:30-4:00	X	8:30-4:00	X	X
3 Aug 2024 - 13 Sep 2024								

Table 2: Part-time or casual employee (or working irregular hours each week)

Restricted / scheduled work times	Week 1	Continuing	Mon	Tue	Wed	Thu	Fri	Sat	Sun
(Employee start - Employee finish)	8:30-4:00	8:30-4:00	8:30-4:00	8:30-4:00	8:30-4:00	8:30-4:00	8:30-4:00	8:30-4:00	X
1-13 Aug 2024									
14-16 Aug 2024									
17-19 Aug 2024									
20-22 Aug 2024									
23-25 Aug 2024									
26-28 Aug 2024									
29-31 Aug 2024									
1-7 Sep 2024									

Statement from the Employer

I declare that the Employer has taken all reasonable steps to avoid the necessity for the Employee to attend the Work Premises, but the Employer has determined that it is not reasonably practicable for the Employee to work from the premises at which the Employee ordinarily resides and the attendance of the Employee at the Work Premises is required for the provision of a Permitted Service of (Nominable industry or nature of work undertaken)

Issued by nominated representative of the Employer


Nominated representative	Secondary contact
Full name <input type="text"/>	Full name <input type="text"/>
Title / Role <input type="text"/>	Title / Role <input type="text"/>
Phone number <input type="text"/>	Phone number <input type="text"/>

Diagnosed Persons and Close Contacts

If a person is a Diagnosed Person or Close Contact for the purposes of the Diagnosed Persons and Close Contacts Directions (No 3) that person cannot be provided with a Permitted Worker Permit or permitted to enter or remain upon work premises.

An employer who completes a Permitted Worker Permit for a person who is a Diagnosed Person or Close Contact may be in breach of the Permitted Worker Permit Scheme Directions and liable to penalties.

If an Employee is displaying symptoms or potential symptoms of COVID-19, the Employee must not attend the Work Premises and must immediately notify the Employer of these symptoms.



- Managers will determine which staff need a Permitted Workers Permit and provide this information to the People and Culture team, who will ensure the correct permit is finalised, signed and provided to the staff member.
- If you are one of those staff members, you will receive a completed permit – like the one you can see on the screen – which you will need to sign and carry with you when you are travelling to work. It is important to note that only permits issued by the People and Culture Team are authorised for use by YMCA Victoria staff.
- Again, this permit is only for workers who cannot work from home, and there will be on-the-spot fines issued to individuals and businesses who breach these requirements. Therefore, you must only travel to work if you have been provided with a Permitted Worker Permit signed by the People and Culture team.
- If you are asked to present your permit to authorities, they will be checking with the Y that the permit is valid.
- I will now handover to Amanda.

Children's Programs and Kingswim – Amanda

- As Carolyn mentioned, the State Government made several announcements that will impact how YMCA Children's Programs will operate for the next six weeks.
- In metropolitan Melbourne, we will be offering our services to families that include permitted workers and vulnerable children who can't be cared for at home.
- Vulnerable children are considered those from out of home care or known to child protection, medically or socially vulnerable children, and Aboriginal or Torres Strait Islander children. And permitted workers are considered those working in the sectors that will remain open or open with restricted operations.

Access to Childcare Permit

Permitted Worker Permit (Including Childcare)

Important: This form can only be used in accordance with Permitted Worker Permit Scheme Directions. If it is not used in accordance with the Permitted Worker Permit Scheme Directions, it is invalid. Individuals are not required to carry permits before 11:59pm Wednesday 5 August.

Employer details [Employer]

Company name
 ABN
 Company address
 Trading name (if different to company name)
 Permitted industry activity

Employee details [Employee]

Full name
 Care of only
 Residential address
 Permitted Role for on-site work

Employee work location (if different to company address)

(If more than one, must be accompanied by an log recording each work location, and date and time of attendance)

Signatures

Employer: [Employer representative signature] Employee: [Employee signature]

By signing this permit, the Employer confirms compliance with the Permitted Worker Permit Scheme Directions, including:

- attests that the workplace is compliant with the directions under the Public Health and Wellbeing Act 2016 and the Occupational Health and Safety Act 2002, all responsible persons have been, and will continue to be, taken to reasonable steps to ensure a safe working environment for the employee, and has a COVID-19 plan in place;
- attests that the employee is a Permitted Worker engaged in providing a Permitted Service;
- attests that the information provided on this permit is a true representation of the employee and their employment details;
- acknowledges that the nominated representative may be contacted if deemed necessary to confirm these details and
- acknowledges the information provided by the employee in the Permitted Worker Permit is true and correct, and that providing false, misleading or fraudulent information may incur penalties.

By signing this permit, the Employee:

- attests that their name, address, work hours, place of work, and employer, as contained in this Permitted Worker Permit are true and correct and that providing false, misleading or fraudulent information may incur penalties;
- acknowledges that the nominated representative may be contacted if deemed necessary to confirm these details and
- understands the wording in this Permitted Worker Permit relates to Diagnosed Persons and Close Contacts and agrees to not attend the Work Permit if either of these terms apply to the Employee's circumstances and will notify the Employer immediately if this occurs, and
- understands that if they develop symptoms or potential symptoms of COVID-19 they are not to attend or remain at the Work Permit and will immediately notify their employer;
- (if their child) seeks to access on-site childcare and acknowledges for a child (includes and the child) dependent cannot otherwise be cared for during work hours.

Used by the Employee or another responsible adult in the household

Penalties

Completing this document with false or misleading information may cause you to be in breach of the Permitted Worker Permit Scheme Directions and liable to penalties up to \$19,024.40 (individuals) and \$94,102 (businesses/corporate).

Hours of work

- Refer to either Table 1 or Table 2, as appropriate for the Employee's working situation.
- Enter the Employee's start and finish times for each day of the stage 4 restriction period.
- You do not need to include meal breaks or the total number of hours worked each day.
- Leave days blank or mark with an X when the Employee is not scheduled to work.

Table 1. Full-time employee (or working the same hours each week)

Required / scheduled work times	All weeks	Mon	Tue	Wed	Thu	Fri	Sat	Sun
From 8:00-5:00	X	X	X	X	X	X	X	X
From 8:00-5:00	X	X	X	X	X	X	X	X
From 8:00-5:00	X	X	X	X	X	X	X	X
From 8:00-5:00	X	X	X	X	X	X	X	X

Table 2. Part-time or casual employee (or working irregular hours each week)

Required / scheduled work times	Week	Commencing	Mon	Tue	Wed	Thu	Fri	Sat	Sun
From 8:00-5:00	1	3 Aug 2020	X	X	X	X	X	X	X
From 8:00-5:00	2	10 Aug 2020	X	X	X	X	X	X	
From 8:00-5:00	3	17 Aug 2020	X	X	X	X	X	X	
From 8:00-5:00	4	24 Aug 2020	X	X	X	X	X	X	
From 8:00-5:00	5	31 Aug 2020	X	X	X	X	X	X	

Required / scheduled work times

Week	Commencing	Mon	Tue	Wed	Thu	Fri	Sat	Sun
1	3 Aug 2020	X	X	X	X	X	X	X

Statement from the Employer

I declare that the Employer has taken all reasonable steps to avoid the necessity for the Employee to attend the Work Permit, but the Employer has determined that it is not reasonably practicable for the Employee to work from the premises at which the Employee ordinarily resides and the attendance of the Employee at the Work Permit is required for the provision of a Permitted Service of:

(Nominates industry or nature of work undertaken)

Nominated representative of the Employer

Primary contact	Secondary contact
Full name <input type="text"/>	Full name <input type="text"/>
Title/Role <input type="text"/>	Title/Role <input type="text"/>
Phone number <input type="text"/>	Phone number <input type="text"/>

Diagnosed Persons and Close Contacts

If a person is a Diagnosed Person or Close Contact for the purposes of the Diagnosed Persons and Close Contacts Directions (No 8) that person cannot be provided with a Permitted Worker Permit or permitted to enter or remain upon work premises.

An employee who completes a Permitted Worker Permit for a person who is a Diagnosed Person or Close Contact may be in breach of the Permitted Worker Permit Scheme Directions and liable to penalties.

If an Employee is displaying symptoms or potential symptoms of COVID-19 the Employee must not attend the Work Permit and must immediately notify the Employer of these symptoms.

- To support parents who are working from home in permitted industries, the government has introduced an Access to Childcare Permit that will sit alongside the Permitted Worker Permit.

- This permit is only for people working from home in permitted industries who aren't able to supervise their kids and who don't have anyone else in the household who can supervise them either.
- For permitted workers who are required to attend work onsite, there is a component on the existing Permitted Workers Permit where they can confirm no one else in their household is able to supervise their child.
- Our regional Victoria sites will remain open for all children with all of our COVID-safe measures in place.
- On Monday, we held a webinar for our Children's Programs families, and they have been advised that they do not need to cancel existing bookings with us as we are able to waive their gap fees if their child is absent.
- I ask that you please reiterate this message to our families, as retaining bookings is essential to the sustainability of our Children's Programs.
- Due to these restrictions, we will be changing our rostering to reflect the number of children in our services. As Carolyn mentioned, this will regrettably result in a number of stand downs and reduced hours.
- I understand how devastating this news is for those of you who are impacted by these changes, especially as the early learning sector is currently not receiving JobKeeper.
- Please know that we are still working with other industry bodies and advocating to get support for Children's Programs staff who are not working. We are doing everything we can to try and influence this, as we consider the current arrangements to be extremely inadequate and disadvantaging essential workers who have continued to work through this whole pandemic.
- From myself and from our families, we are so appreciative of the work you have been doing.

How to apply for JobSeeker

1. Create a MyGov account: <http://www.my.gov.au/>
2. Link your Centrelink account.
3. Once you have done this, you will see a prompt on your MyGov welcome page to register your intention to claim – click on this link.
4. Once you lodge your intent to claim, Services Australia will contact you as soon as possible to talk through next steps. For new customers, this will include setting up a Customer Reference Number (CRN).



- If you are stood down, you will still maintain your employment at the Y. However, I would like to encourage you to apply for JobSeeker so you are financially supported during this time.
- If you are on JobSeeker, the government allows you to earn up to \$300 per fortnight and you will receive your JobSeeker payment. We may roster JobSeeker staff from time to time, as we want to ensure that our staff are supported as much as possible.
- Under the temporary COVID-19 JobSeeker arrangements, you may be eligible for payments if you are 22 years or older, meet the rules about Australian residence, and have been stood down.
- To apply you will need to log into your existing MyGov account and link your Centrelink account. You will then need to follow the prompts, and make a claim by selecting the Payments and Claims option from the menu.
- If you are stood down, you will still maintain your employment at the Y. However, I would like to encourage you to apply for JobSeeker so you are financially supported during this time.

- I understand the JobSeeker process is not straight-forward or easy, and we will provide you with links to the relevant services in the follow up email.
- If you are experiencing financial stress, you can also apply for the YMCA's Hardship Fund. To apply, you will need to complete an application form and send it to Humanresources.vic@ymca.org.au. Again, a link to this form will be included in the follow up email. Please note each application must be assessed on a number of criteria to ensure the funds are provided to those who need it most.
- I know this news is devastating, especially after months of hard work to keep our early learning centres and OSHC services open and our children safe.
- To provide more detail, we will be holding a separate webinar for Children's Programs staff at 7pm tonight and you should already have received the link via email.
- As Carolyn mentioned, we hope that this six week lock down will allow us to operate at a normal capacity much sooner than anticipated.
- I believe that if we abide by the rules, the quicker we will be able to return to normal. We have seen this at our Kingswim sites in other states and territories.
- For instance, all three QLD centres are running at an average of 88% occupancy. NSW and ACT are both currently running at 74% occupancy.
- This is a huge achievement and I would like to congratulate our Kingswim staff on responding to the government announcements in a proactive and agile manner.
- Fiona will now provide an update on recreation.

Recreation – Fiona

- Thanks Amanda.
- Our recreation sites have also been impacted by the latest government announcements. While centres in metropolitan Melbourne will remain closed under the Stage Four restrictions, all regional centres that were open have closed from last night.

- I'd like to thank our regional staff who actively and responsibly embraced wearing a face mask for three days before the restrictions came into effect.
- I'd also like to thank those staff who worked on restarting Swimming Lessons at Numurkah and Horsham. Although the centres have had to close again, it was great to see so many of our families were eager to return to the pool. We will be taking the learnings from this process to help our other centres when they are ready to restart their Swimming Lessons.
- Although our centres are closed, we are still working closely with council partners to plan for the future and discuss what services will reopen when restrictions ease.
- To ensure we have smooth processes in place for when we reopen, we have established a number of restart working groups that will refine these processes over the next six weeks. Now is our chance to work proactively and ensure we have everything ready to go when restrictions begin to ease.
- We are also learning from the South Australian Aquatic and Leisure Centre, who have now been open for a couple of months. Some of these learnings include how the centre has worked with government restrictions on gatherings, by introducing a QR code system making it easier to record customer contact information and to undertake contact tracing if required.
- In response to a hand full of recently recorded COVID-19 cases, the South Australian Government is tightening some restrictions, one of which is reverting to the one person per four square metres rule. The team at SAALC are working on implementing this at the centre, a further demonstration of the agility we need in our operations to adapt to changing restrictions.
- We will continue drawing on the capabilities and expertise of our workforce during this lockdown to ensure we are in the best possible position for when we reopen.
- The closure of our centres unfortunately means that our members will no longer have access to our physical spaces. We will therefore be providing them with information on how to sign up to Virtual Y and access hundreds of on demand fitness videos – most of which are run by our own YMCA fitness instructors.
- If you haven't already, I encourage you to sign up to Virtual Y and access the content available to you. We are going through an extremely difficult time, and it's important to stay active and healthy throughout this period.

- I encourage all of you to continue reaching out to one another and speaking up if you need support. Although our centres are closed, manager check ins will continue and our EAP services are available to you 24/7 on 1300 361 008.
- Thank you for your hard work over these past few weeks and for your resilience during this time. We have a great momentum going through recreation that will serve us well when we get to the other side of this lock down.
- Mick will now share some exciting news with you all.

YMCA ReBuild – Mick

- Thanks Fiona. For those of you who don't know me, I'm the Executive Manager for Youth Justice and Social Enterprise, which includes the YMCA Bridge Project and YMCA ReBuild.
- I'd like to start by acknowledging how difficult COVID-19 has been for our other sectors across the Y. Me and my team are truly grateful that the YMCA Bridge Project and YMCA ReBuild has been able to continue operations under the current government restrictions.
- YMCA ReBuild is our social enterprise that employs young people in the justice system and offers facility and maintenance services. I'm proud to say that this year is our ten-year anniversary.

YMCA ReBuild Online Shop

REBUILD SHOP



These unique, custom-made woodwork pieces are manufactured by [participants of YMCA ReBuild](#), a social enterprise dedicated to rebuilding the lives of young people involved in, or who are at risk of being involved in, the criminal justice system.

The pieces are made to order by participants engaged with our [Trade and Employability Skills program](#) based at Ravenhall Correctional Centre and our community workshop.


All proceeds from purchased items will be invested straight back into YMCA ReBuild which will enable us to [train, employ, mentor and build long term careers](#) for more young people.

- During COVID-19, we've been working on a new project to grow the business and create more opportunities for disadvantaged young people. I'm excited to announce that we will be expanding our impact and launching a YMCA ReBuild online shop next week.
- As a part of the YMCA ReBuild training, participants have been making handcrafted wooden toys for almost two years now, which you may have seen at some of our early learning centres and some of our previous events.
- We have expanded the production, and now have a number of products ranging from fold out desks to planter boxes and chopping boards. These products will be available to purchase via our online store, which is hosted by Y Services who have made this project possible – so big shout out to them.
- Due to a high demand for home office set ups, we have a number of products that arrive fully assembled, so you don't have to worry about the stress of building a flat pack.
- All of the profits made from the sales of the products will go straight back into the training and employment of young people – when you purchase a product, you will be buying for purpose.


- We are constantly working on new products, so please share the link with your friends and family. The work we do directly supports young people, which is what the Y is all about.

You could win one of the following handmade items:


Small planter box




Small or large fold out desk




Chopping board





The link to enter will be provided in the follow up email – so check your inbox later tonight!



- To celebrate the launch of the YMCA ReBuild shop, we're giving one lucky staff member the chance to win one of our products. The products that you could win include a large desk, small desk, small planter box or a chopping board.
- We'll be providing you with a link to win one of those products in the follow up email, so be sure to check your inbox later on tonight. The winner will be drawn and announced in next week's webinar.
- That's it from me. I'll now open up the floor to Q and A.

Conclusion – Carolyn

- Thank you for your time and questions today, and thank you to Amanda, Fiona and Mick for joining me.
- Please remember that you have access to free health and wellness content, as well as our online youth hub on Virtual Y. I'll be tuning into Body Balance with Wendy tomorrow at 9am through the virtual fitness timetable. You can join me by signing up at www.virtualy.ymca.org.au.