



A Multi-Disciplinary Team Focused on the Needs of Young People



Home Stretch WA Team

What makes a Home Stretch WA Team work?



A Home Stretch WA Team works together to deliver the Home Stretch WA service, and provide supports to young people and their carers.

Each team should aim to develop a strong culture that is aligned to a common vision of what Home Stretch means for their community.

While each organisation will bring its own unique culture and identity, Home Stretch WA teams should be supported to develop an identity that aligns with others delivering Home Stretch services and supports the development of a community of practice.

Historically there can sometimes be challenges for Community Service Organisations working within the Child Protection System, and it's important that there is a focus on building strong and healthy relationships with every district office through co-location and working together.

Like many youth specific programs, Home Stretch WA teams work best where there is a sense of trust, safety, and empowerment of individual strengths and approaches to work.

Vicarious trauma and compassion fatigue are significant risk factors for teams, and leaders should recognise and promote opportunities to create a health team culture that includes humour, fun and an intentional celebration of good outcomes.

Often working alone as outreach workers, Transition Coaches can really benefit from using technology to communicate throughout their day, and leaders should create digital spaces for both formal and informal debriefs and check in activities throughout each day.

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How to recruit a Home Stretch WA Team

Home Stretch WA can be an inspiring role, but bring many challenges for professional youth and social workers. Compassion fatigue and vicarious trauma, and the challenges of working in a system that perpetuates trauma

- Attracting and recruiting
- Using JDF's and other resources that describe the role well
- Recruiting for cultural fit and longevity [3-4 years], Aboriginal people and valuing
- Involving Young People in Recruitment Panels

Team Roles & Responsibilities - Fixed



The quality of a Home Stretch WA service is intrinsically linked to the quality and capability of the team, and the staff employed in each of the key roles.

The roles in a Home Stretch WA Team include:

- **Coordinator**
- **Transition Coach**
- **Transition Coach (50D)/Cultural Practice Advisory**
- **Staying On Facilitator**
- **Administrative Support**

The Community of Practice can provide JDF, Job Ads, Interview Schedules, onboarding checklists and support providers with recruitment activities if requested.

The scale of the service provision in some regions may mean that responsibilities may be shared across one role, or even across a region. The Coordinator and Staying On Facilitator roles have been integrated successfully in smaller teams.

It is important that the Transition Coach role remains a discrete role in a team, and where possible it avoid integrating with other program roles in Out-Of-Home-Care services.



Coordinator – Fixed

Coordinators hold a critical role in ensuring good practice across a Home Stretch WA Team. They establish a safe and supportive team culture, and ensure the team have the tools and resources they need to do their jobs.

What they do: [Manage a Home Stretch WA Team](#)

- Support and supervision of Transition Coaches [Usually up to 5]
- Support and supervision of Staying On Facilitator [Usually 1]

Practice/Program

- Manage intake and referrals directly and in collaboration with district offices
- Lead program management activities including staff recruitment and line management
- Approval of Invest In Me Fund applications
- Approval of Housing Allowance Applications
- Data tracking and reporting on progress and outcomes

Collaboration

- Maintains communication channels with district offices
- Maintains connections with practice expertise and knowledge (Cultural, Specialist)
- Practice Governance and Risk Management
- Works with Community of Practice to localise model with district offices as needed
- Ensures team members engage with training and Supervision Groups
- Attends Home Stretch WA Community of Practice Leaders/Coordinators Group

Transition Coaches – Fixed



Transition Coaches are at the centre of the service model. They are skilled and experienced helping professionals, with experiences and knowledge in individualised support and case coordination.

While the name might suggest otherwise, these roles are not entry level roles, should be well remunerated and require similar levels of skill and experience to a Case Manager in a Leaving Care Team.

What they do: Provide 1:1 support to young people

Caseload: Up to 12 Young People + 2 Secondary Support

1:1 Transition Coaching aligned with Practice Principles

- Primary access to Home Stretch WA offer
 - Smooth Transition
 - Housing Allowance/Staying On
 - Support Circles
 - Invest In Me
- Direct administration of Invest in Me Fund access
- Collects and monitors outcomes
- Records and tracks individual work with young people

Secondary support for complex cases

Collaboration:

- Works in close collaboration with district office staff and Young People's Support Circles
- Develops Handover Summary with young people as they transition out of Home Stretch WA
- Builds connections and relationships with district offices in Region
 - Fortnightly co-location
- Completes Core Training with Community of Practice
- Attends Group Supervision with Community of Practice
- Participates in Knowledge Hub for reflective practice discussions, Q&A and contributes to shared practice knowledge across network



Transition Coach (50d) – Cultural Practice Advisor – Fixed

Aboriginality and culture knowledge and connection to the local community is a key requirement of these roles. They take on an important position within an ACCO service provider and work with a reduced case load to allow them to provide support to young people who are coached by non-Aboriginal workers.

What they do: Provide 1:1 support to young Aboriginal people
Cultural support to other Transition Coaches
and young people they support

Caseload: Up to 5 Young People + 7 Secondary support

1:1 Transition Coaching aligned with Aboriginal Practice Principles

- Young People Needing Aboriginal Worker
- Cultural Identity or Family Mapping as Primary Need

Secondary Support Cultural Identity Support

- Support other young people with cultural identity or cultural healing
- Capacity for group or 1:1 Interventions

Secondary Support to Establish Support Circles

- Family/Cultural Mapping
- Footprints & Pathways to Reconnect

1:1 Transition Coaching aligned with Practice Principles

- Primary Access to Home Stretch WA offer
 - Smooth Transition
 - Housing Allowance/Staying On
 - Support Circles
 - Invest In Me

- Direct administration of Invest in Me Fund access
- Collects and monitors outcomes
- Records and tracks individual work with young people

Practice/Program

- Directly works with Transition Coaches and can be invited to provided additional supports to young people.
- Assistance with Staying On/Housing Allowance Agreements and process of supporting these to succeed
- Assistance with connecting and promoting opportunities for young people to (re)connect with culture and country

Collaboration:

- Works in close collaboration with Aboriginal Practice Leads and district office Staff and Young People's Support Circles
- Develops Handover Summary with Young People as they transition out of Home Stretch WA
- Builds connections and relationships with district offices or Cultural Centres
- Fortnightly co-location
- Completes Core Training with Community of Practice
- Contributes cultural knowledge and expertise to the teams implementation of the Aboriginal Cultural Practice Framework
- Attends Group Yarning Circle with Community of Practice Aboriginal Practice Lead
- Participates in Knowledge Hub for reflective practice discussions, Q&A and contributes to shared practice knowledge across network



Staying On Facilitator - Fixed

Staying On Facilitators enjoy working with families and family systems, and provide a different perspective and skill set to a team that is mostly focused on empowering young people. They primarily work with carers, but can play an additional role in supporting young people to reconnect with biological family as needed.

What they do: Broker and Support Staying On Agreements

Caseload: Up to 35 Staying On Living Arrangements

Work within **Staying On Practice Framework**

Practice/Program

- Primary contact and support for carers/families
- Establishes, coordinates and reviews Staying On Agreements
- Facilitates intervention to manage conflict/issues in relation to the living arrangement
- Manages signposting and warm referrals for ongoing therapeutic work (including NDIS)
- Provides support for Housing Allowance Agreements and applications (Host Homes/Family Agreements)
- Administration & management of subsidies and reviews

Secondary Support (In Non-ACCO Services)

- Provides assistance to Transition Coach and young people around family mapping/finding, reunification/contact with biological family

Collaboration

- Works in close collaboration with district Placement Officers/CSO Support Workers for smooth transition of carer support.
- Liaises with Subsidy Payment Unit oversight of Subsidy Payments to carers
- Completes Core Training with Community of Practice
- Participates in Knowledge Hub for reflective practice discussions, Q&A and contribute to shared practice knowledge across network.



Administrative Support - Fixed

Home Stretch WA providers carry a significant responsibility for managing and monitoring spending through Invest In Me, as well as contributing outcomes data and information to the Community of Practice and the Independent Evaluation. The roles allow for front line staff to focus on front line work.

What they do: Support Home Stretch WA Team

- Assistance with Communications and Secretarial Support
- Processes and tracks spending, receipts & payments made through Invest In Me
- Assistance to track and monitor outcomes data collection.
- Assistance to track and monitor Staying on & Housing Allowance Subsidy data and reviews