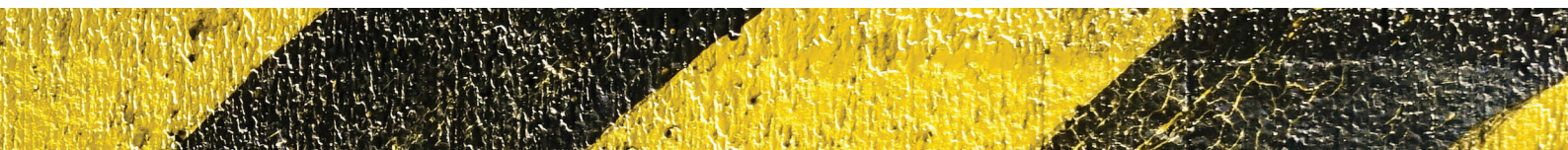




# Strategic **Plan**

HALT - Hope  
Assistance  
Local Tradies

**2023 - 2028**







## WELCOME!

### What is HALT?

HALT is a registered Health Promotions charity with strong connections to trades and industry. A majority of our team have a lived experience of mental health and suicide. HALT stands for Hope Assistance Local Tradies and its vision is that every tradie in Australia **knows how to look after their mental health and wellbeing.**



Jeremy Forbes  
HALT Founder



# Strategic Plan Contents.

02-05

## ABOUT

Why HALT exists, what do we do and our values.

---

06-08

## OBJECTIVES

Ways to grow and strengthen HALT.

---

## CONTACT

For more information visit us at:



haltaustralia



hopeassistancelocaltradies

P. 0409 756 274

E. [jeremy@halt.org.au](mailto:jeremy@halt.org.au)

[halt.org.au](http://halt.org.au)

---

HALT

# Why does HALT exist?

Founded in 2013 after the suicide of a tradie in Castlemaine (Victoria), HALT started as a grassroots community response to address what we soon realised was a much larger problem. HALT knows trade and blue-collar workers are overrepresented in suicide rates amongst an already overrepresented cohort,

being men. Suicide awareness charity Mates in Construction report losing 190 people to suicide in the construction industry every year. HALT understands that for some men, the stigma and shame associated in seeking help can be crippling, especially for men typically capable of fixing stuff and making things better.



**Suicide Prevention Australia** provides sobering statistics that inform and drive our work:

- 3144 Australians died by suicide in 2021, which represents an age-standardised suicide death rate of 12.0 per 100,000 people.
- Consistent with previous years, males are around three times more likely to die by suicide than females. Males accounted for 75% of deaths by suicide (2358 deaths), while females accounted for 25% (786 deaths).
- 65,000 suicide attempts each year (est)

”



## What do we do?

**HALT delivers on-site health promotion/suicide prevention talks at construction sites, TAFEs, council depots, industrial estates and hardware stores. HALT staff are often talking to people who tell us, "No one comes out here to talk about mental health or suicide."**

These talks are designed to:

- Reduce the shame and stigma associated with mental health concerns
- Build participants' capacity to identify risk factors of suicide
- Provide practical tips on how to have tough conversations and use the word suicide safely
- Educate and raise awareness about local and national services and support available, including EAP where applicable, Incolink etc.
- Promote the 5 Ways to Wellbeing as an accessible and practical self-care framework.

HALT also delivers longer-form training to workplaces and community groups including Conversations for Life and SafeTALK. HALT collaborates with local, state and national support services including headspace, Lifeline, Anglicare, Alcohol and Drug Foundation, local GPs and community health organisations to enhance our capacity and reach into industry, as well as provide valuable insight as to how these organisations can better engage the trade and blue-collar workforce.

## Values

### HOPE

**To want and act for a more positive present and future**

### HONESTY

**To be honest with ourselves, honest with others, honest about what we need to flourish**

### TRUST

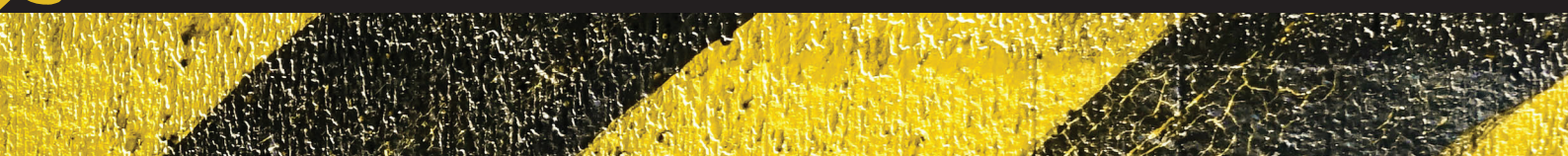
**To have confidence in yourself, others and health services**

### COURAGE

**To be courageous and persist in the face of fear, threat or difficulty**

### RESILIENCE

**To recover and adapt to life changes or difficulties**





HALT

# Objectives.

## Preamble

- In 2018 approximately 75% of people who died by suicide were males and 25% were females.
- In 2018 there were 3046 deaths by suicide in Australia. (An average of 8.3 deaths by suicide in Australia each day.)
- One in five Australians will experience mental health issues in a given year (Black Dog Institute).
- Tradies are one group that experience mental health issues, often without support.
- Tradies are often unaware of what health services exist in their area to support their mental health.
- Many men will not have the information or confidence to access local mental health services.
- Talking about depression, anxiety, suicide and life's difficulties are not part of the tradie culture.
- Tradies often experience mental health difficulties without asking for help or accessing services that could improve their lives.

## Objectives in this 5 year strategic plan include:

### 1. Build Strategic Partnerships

Develop Relationships with:

- **Health sector organisations**
- **Hardware/trade stores**
- **Construction companies**
- **Manufacturing companies**
- **TAFE (regions)**
- **Volume builders**
- **Government bodies**
- **Peak bodies**



## 2. Expand into QLD, NSW and SA, and Tafes Australia-wide

- **Change** HALT's structure to allow for grants in other states
- **Piloting** a HALT talk in QLD, NSW, and SA
- **Develop** a relationship with an organisation in each state
- **Consolidate** relationships in each state with a partnership
- **Extend** TAFE relationships to include those Australia-wide

”  
75%

In 2018 approximately 75% of people who died by suicide were males and 25% were females.



## 3: Diversify HALT's offerings

- **Develop** new evidence-based HALT talks with specific topics
- **Enhance** social media presence (health promotion content)
- **Offer** fee-for-service talks

## 4: Create a community of HALT ambassadors

- **Develop** the concept and documentation (policies, procedures, guidelines, expectations etc)
- **Onboard** HALT ambassadors



HALT

# Objectives continued.

## 5. Develop a strengthened, growth-based sustainable business model

- **Clarify** donation management
- **Develop** a business plan for memberships (with policies etc)
- **Develop** an internship program (health promotion, public health, psychology etc)



## 6. Improve employee attraction and retention

- **Continue** to promote a healthy workplace culture
- **Create** an induction process
- **Develop** a formal gratitude award

## 7. Adopt feedback and evidence

- **Analyse and address** evaluation and satisfaction survey yearly
- **Review** relevant literature regularly

## 8. Consolidate quality and governance

- **Develop** new committee of management member resources
- **Evaluate and Expand** policy, procedure and guideline library
- **Improve** risk management
- **Seek** advisory services to ensure best practice
- **Obtain** Suicide Prevention Australia accreditation