YOUR JOB YOUR WAY: A Pathway to Sustainable Employment for Long Term Unemployed Young People

DUAL SUPPORT TEAM OF PATHWAYS COACH (PC) & EMPLOYMENT MENTOR (EM) ACCOMPANY YOUNG PERSON (YP) ON THEIR ENTIRE JOURNEY FROM LTUE TO SUSTAINABLE EMPLOYMENT ALL PLANS AND DECISIONS MADE IN COLLABORATION - YOUNG PERSON, PC AND EM. YOUNG PERSON OWNS THEIR PLAN. YP actively engages with Collaborative Evidence of progress **Outcomes Star used** YP is completely YP views PC & EM as Support strategies monitoring of collaboratively to program, engagement is contributes to sense of ready and prepared 'on their side', adjusted as maintained over time. Sense progress every 3 competence and when he/she PRE-EMPLOYMENT PHASE support assessment strengths & needs develops relationship of relatedness to PC & EM months using confidence and of readiness for commences job of trust and rapport. change over time contributes to motivation. Outcomes Star. maintains motivation. search. work PC provides intensive one on one client-centred support, at Ongoing intensive individual YP is personally ready to look for a YP accesses external and internal Young person actively & job and has the skills to do the job least weekly, plus additional support e.g., mentoring, services that address both effectively searches for unscheduled contact if desired incidental counselling, transport they are seeking: vocational & non-vocational their goal job (or traineeship/ able to manage challenges/crises needs, leading to increased: apprenticeship), receives - impact of non-vocational issues Detailed Job Plan, equal focus on engagement with services to interview offers and Engaging non-vocational vocational and non-vocational on capacity to work reduced manage anger, AOD, and participates in interviews activities (e.g., music, adventure) needs, is developed. Depending • able to manage work-life routine offending successfully. in partnership with community on need, plan will include: increased personal agency and • desire and capacity to spend Young person has a individual & group coaching for self-efficacy time on meaningful activities realistic job goal employability skills • capacity to maintain work-life • increased confidence/self-esteem Comprehensive collaborative linked to: opportunities to meet local physical and mental wellbeing is routine Young person gains full or assessment using Outcomes Star • increased insight into employers enhanced • understanding of specific jobs & partial employment. & one on one support to identify own strengths, challenges one on one literacy and workplace expectations aspirations are strengthened skills/interests, & provide career and support needs. numeracy tutoring employability skills • literacy/numeracy skills are exploration & guidance using · increased knowledge of referee checks by PC/EM applied in life • functional literacy/numeracy validated tool (PC and EM) available job Young person has the skills support to identify, enrol in and has or is gaining relevant • knowledge for effective job opportunities and to gain their goal job: maintain attendance at training/ qualifications. search & resume necessary prerequisites EM provides one on one support quality applications education relevant to goal job confidence/skills for successful for employment to scope available job submitted work experience - yourtown interviewing, One on one job search sessions & increased hope and opportunities aligned with YP well-prepared for social enterprises or PaTH • attendance at relevant jobsupport for quality applications aspirations for the future. identified career options & interviews • individual & group workshops to related education/training. 'Just in Time' interview prep. investigate pathways to learnings from success/ develop job search, application Monitor success of job search, identified opportunities (i.e., failure of applications & and interview skills Appropriate referees selected, applications and interviews, education & training) interviews contributes to individual support for practical issues identified in previous request employer feedback, build ongoing improvement. matters (e.g., tax file number) employment can be addressed. skills & adjust plan as necessary. PC provides ongoing intensive YP is practically and **POST-EMPLOYMENT PHASE** face to face support to young Young person maintains psychologically prepared person - daily, then weekly (or employment long term. for their new job, YP continues to build as needed), 6 months minimum. Detailed and individualised 12 understands workplace confidence, self esteem, skills He/she: week Post Employment Plan requirements, has access to EM in regular contact with and capabilities, which enable has capacity to gain (PEP) developed in collaboration employer, who accesses/ them to be successful in their employment emotional and practical between PC, EM & YP (and receives support as needed. support, and is confident of independently in the employer where possible), based Employer experiences success. future PEP monitored and adjusted as on anticipation of challenges. Employer is aware of Difficulties are addressed before success with employment has more options, a plan needed, with extension to 26 Financial support to commence of young person and is support & committed to they escalate into a crisis and/or for the future and the weeks at 12 week mark. job is provided based on encouraged to continue young person's success. result in loss of employment. capacity to enact the plan PC & EM act as liaison/mediator individual need (e.g., transport, Stress associated with new support. is financially independent. between employer and young clothing). job is reduced. person in the event of problems. **EMPLOYER & COMMUNITY ENGAGEMENT** Employers develop greater Employers are aware of the understanding of LTUE, program and are supportive of its Employers support and engage EM engages employers and LTUE young people have more positive perceptions aims. Positive relationships other key stakeholders, with the program, and a number greater access to of LTUE young people, and develop with the EM. of 'Employer Partners' commit to individually and in groups, employment opportunities are more open to providing opportunities for existing networks & new now and in the future. employing LTUE young Employers have increased program participants. connections (e.g., community people in the future. knowledge of LTUE young launch, engage local employers people, including their strengths and industry groups, regular as well as the challenges they vacancy canvassing, informal face. meetings with young people). Activities Short-medium term outcomes Long term outcomes