



The path to sustainable employment for young people at risk of lifetime income support

Every young person has the right to a brighter future. **yourtown** aims to be part of the solution, getting results.

yourtown works with young people to find jobs, learn skills, become great parents and live safe happy lives. We tackle issues like youth unemployment and mental health, and take on issues like domestic and family violence.

Last year, yourtown helped over 19,000 young people gain vital skills to get a job.

The issue

The rate of long-term unemployed (LTU) young people has doubled over the last decade.

yourtown advocates for employment services spending to be directed to those least able to find their own employment, who are young, unemployed and at high risk of permanent detachment from the labour market and lifetime income support.

The solution

your job your way targets young people aged 15-21 years who have been unemployed for over 52 weeks and are at high risk of social exclusion and permanent detachment from the labour market.

your job your way is an initiative of **yourtown** in conjunction with:



The program is designed to complement **jobactive** services by:

- ▶ delivering intensive services to a small 'pre-employment' caseload of approximately 25 young people
- ▶ providing a dual support team of a qualified case manager (Pathways Coach) and Employment Mentor working with the young person using:
 - delivering a strengths-based, trauma informed best practice model of employment services
 - targeted employer engagement; and
 - intensive 'in-work' mentoring to 26 weeks, including employer liaison.

The model is informed by **yourtown's** internal and external research and over 15 years of experience in delivering federally-funded youth specialist employment services and other youth services.

The program is underpinned by Program Theory and will be formally evaluated in conjunction with the Centre for Social Impact to include a cost benefit analysis. We anticipate it will result in significant savings for the Commonwealth through increased outcomes for this cohort and negating the risk of them remaining on income support for life.



The benefits

Young people aged 15-21 who are long-term unemployed are in this high risk group and are capable of being employed with effective, intensive support and assistance. Therefore, saving the Commonwealth significant money, breaking cycles of unemployment and increasing young people's wellbeing and positive contribution to the community.

yourtown anticipates that **your job your way** will achieve much higher 26 week employment outcome rates for long-term unemployed young people, when compared to standard **jobactive** outcomes (similar cohort in 23 **yourtown jobactive** sites/contracted to MAX Employment). Everyone benefits – young people at risk of lifetime welfare benefits gain work, local communities are strengthened, employers can access job ready young people, and the Commonwealth saves significant money in reduced welfare payments.

How will 'your job your way' complement 'jobactive'?

your job your way is specifically designed for long-term unemployed young people aged 15-21 receiving a Youth Allowance benefit payment. **yourtown** is funding two demonstration pilots over a 24 month period from 1 July 2018 in Elizabeth (SA) and Caboolture (QLD) within the framework of **jobactive** and **yourtown's** contract with MAX Employment. **yourtown** funds the additional staff and resources not available in **jobactive** to deliver an intensive, youth-focused approach. Young people eligible for the program will be registered with **jobactive**, classified as long-term unemployed and benefit from existing resources available in **jobactive**, such as wage subsidies, PaTH Internships and Employment Fund (to support interventions and training).

The cohort referred to **your job your way** will reflect the profile of long-term unemployed young people represented in the current youth long-term unemployed caseload in the above **yourtown jobactive** sites. With just under half of the youth caseload in these areas classified as long-term unemployed, the need for an intensive approach is evident.

The model is also designed to meet the needs of local employers, using an account management approach to engage and understand individual employer needs and requirements as well as training and supporting young people to build capacity to match those needs. Employment Mentors support both the employer and young person to sustain employment to 26 weeks and beyond.

‘your job your way’ key program features

- Intensive pre and post-employment support and coaching via a dual support team: the Pathways Coach (case manager) is qualified to deliver incidental counselling and mental health support. The Employment Mentor combines the roles of employability and job search trainer, employer account manager and in-work/post-employment mentor.
- Specific motivation and engagement strategies reduce reliance on compliance frameworks to support and maintain program engagement.
- A collaborative approach in every aspect – for the young person and the employer.
- Time and staff resources foster accelerated trust and rapport necessary to achieve lasting change for young people.
- Strategies include a milestone-based approach to working with young people in employment services to include activities and interventions to create and build capacity for resilience and personal agency.
- Intensive employer and community engagement strategies to improve access to available jobs and increase community commitment to employing young people.
- Intensive in-work mentoring to reduce drop-out rates in key post-employment milestones up to 26 weeks.
- Formal evaluation including a cost benefit analysis in partnership with the Centre for Social Impact.



FOR MORE INFORMATION CONTACT:

Brendan Bourke

yourtown Head of Client Services

T: 07 3867 1310

M: 0400 700 117

E: bbourke@yourtown.com.au

yourtown.com.au



yourtown
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