

**NATIONAL
YOUTH
COMMITMENT
RESOURCE
KIT**

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INTRODUCTION

Welcome to the National Youth Commitment Resource Kit!

This kit is intended to be a flexible resource for those communities wishing to establish a Youth Commitment Project. You may wish to use all or part of the kit – depending on your local requirements – there is no obligation to complete all parts. To enable us to assess the usefulness of this kit and to stay in contact with those using it, please register your intent. We would like to follow your progress at three to six month intervals and have access to any data you may have available as a result of your Environmental Scan.

REGISTRATION

The Dusseldorp Skills Forum asks that those organisations intending to use the resources contained in this kit take the time to register their interest in the concept of a Youth Commitment – access to the full resource kit is conditional upon such registration. Organisations/persons may register by following the link below.

CONTENTS OF THIS INTRODUCTION PART:

Core Information About Youth Commitment

Youth Commitment Flow Chart

Youth Commitment Power Point Presentation

This presentation is downloadable as a separate document from:
<http://www.dsf.org.au/nyc/howto.html>

A NATIONAL YOUTH COMMITMENT RATIONALE

Australia is one of the few countries in the OECD where school retention declined during the 1990s. Currently there are more than 190,000 teenagers who are neither in full-time work or full-time education. This is occurring at a time when education and training is becoming a lifelong, on-going process and when, in terms of employment, value is being placed on the development of personal and intellectual skills – the so-called ‘soft skills’ like clear thinking, problem solving and relationship building.

The foundation skills required to enhance the capacity of individuals to learn and to participate successfully in work over a lifetime are best acquired through formal education and/or through structured workplace learning to Year 12. Young people leaving school before completing Year 12 face long-term disadvantages, either in terms of unemployment, lower incomes, or face other risks to their well being. The overall cost to individuals, governments and the rest of society due to the disadvantages of higher unemployment, lower incomes and other costs arising from early school leaving in Australia is estimated at \$2.6 billion every year.

In the ‘new economy’ labour market and social environment of this decade the transition to adulthood and economic independence is becoming increasingly complex. New forms of integrated social assistance are required to enable young people, especially early school leavers, to navigate their way through labour markets and education and training systems. This effort needs to focus on encouraging early school leavers to stay on at school, and to support them in the world outside school if they choose to leave.

The Youth Commitment builds on the benefits of combined effort and the values of collaboration to guarantee that all young people have the opportunity to develop the basic skills and capacities to cope with the demands of the modern labour marketplace. The Youth Commitment process is a preventative strategy centred on the learning and work circumstances of young people. It provides a clear initial focus

of energy, a common framework for action and a collective means of developing the life skills and active citizenship over time of each young person in local communities.

KEY GOALS

A National Youth Commitment will provide guaranteed access for all young people with particular support for early school leavers or those facing other disadvantages, to:

- Complete Year 12 either at school or another recognised provider; or
- Obtain an education or training qualification that is at an equivalent level such as a TAFE certificate or apprenticeship; or
- Obtain a full-time job that is linked to education or training

This is the equivalent of the existing minimum level of at least two years full-time education in the post-compulsory years.

A National Youth Commitment, through ensuring access to these education, training and employment opportunities, will provide the basis for all young people to become positively engaged in society as active citizens.

The goals of the National Youth Commitment will be delivered locally through umbrella regional Community Partnerships, drawing on existing resources, and presenting a powerful case for additional Commonwealth and State Government investment in the future of young people.

A REGIONAL YOUTH COMMITMENT

KEY FEATURES

What are the key features of a regional initiative required to achieve these national goals?

Critical to the success of the youth commitment concept is the establishment of a community partnership that brings together key stakeholders including schools, training providers, employers, labour market agencies, youth services and local government. This partnership needs to have identified the clear regional boundaries within which it will operate.

As a guide to collaboration between community stakeholders, the following principles are recommended:

1. A shared commitment by all key stakeholders to improving education and training arrangements through a Regional Youth Commitment.
2. Integration of existing local services for young people adding greater value to what already exists, especially in the employment, education and training sectors.
3. Active involvement of young people in the design, delivery and evaluation of the Regional Youth Commitment.
4. A willingness to share the resources of the Community Partnership and to advocate for additional government (Commonwealth and State) funding to enable the key goals of the Youth Commitment to be achieved.

The first tasks for the community partnership would be:

1. Development of an environmental scan or map of young people's circumstances and youth-related services in the region, documenting their participation in employment, education and training.
2. Development of clearly identified benchmarks and indicators with periodic evaluation against these both for the Community Partnership and individual key stakeholders.

As the Community Partnership develops the following activities should be adopted to implement the Youth Commitment:

3. Tracking and monitoring arrangements in place for all school-leavers.
4. Personal action plans for all secondary students.
5. Skilled transition brokers co-ordinated by the Community Partnership with responsibility for case managing the transition for those young people leaving school before completing Year 12. Community mentors could also play an important role in assisting individual student's transition.
6. Careers advice and guidance that draws on community links and meets the needs of all students especially those leaving school before completing year 12.
7. Creating new labour market opportunities through the Community Partnership.
8. Employers taking an active role in ensuring young people have positive employment opportunities by providing:
 - Managed Casual Employment
 - Mentoring
 - Structured Work Placements, Traineeships and Apprenticeships

KEY PERFORMANCE INDICATORS

Effective Youth Commitment collaboration will be evidenced by the following key indicators:

- The known destinations at consistent time points of all school leavers in the participating community partnership region.
- The proportion of school leavers from schools in the participating community partnership region at an annual time point who are not in full-time or part-time employment and not in full-time education.
- The proportion of teenagers resident in the participating community partnership region at an annual time point who are not in full-time or part-time employment and not in full-time education.
- The proportion of all school leavers from schools in the participating community partnership region completing Year 12 or equivalent (AQF Certificate III level).
- The proportion of 15, 16, and 17 year olds staying in education (secondary or TAFE or other education) and their status.
- The labour market status and proportion of school leavers from schools in the local area who are employed, by their hours and form of employment.
- The labour market status and proportion of school leavers from schools in the local area at an annual time point who are employed, by their hours and form of employment.

- The proportion of school leavers commencing a New Apprenticeship (including a traineeship commencement.)

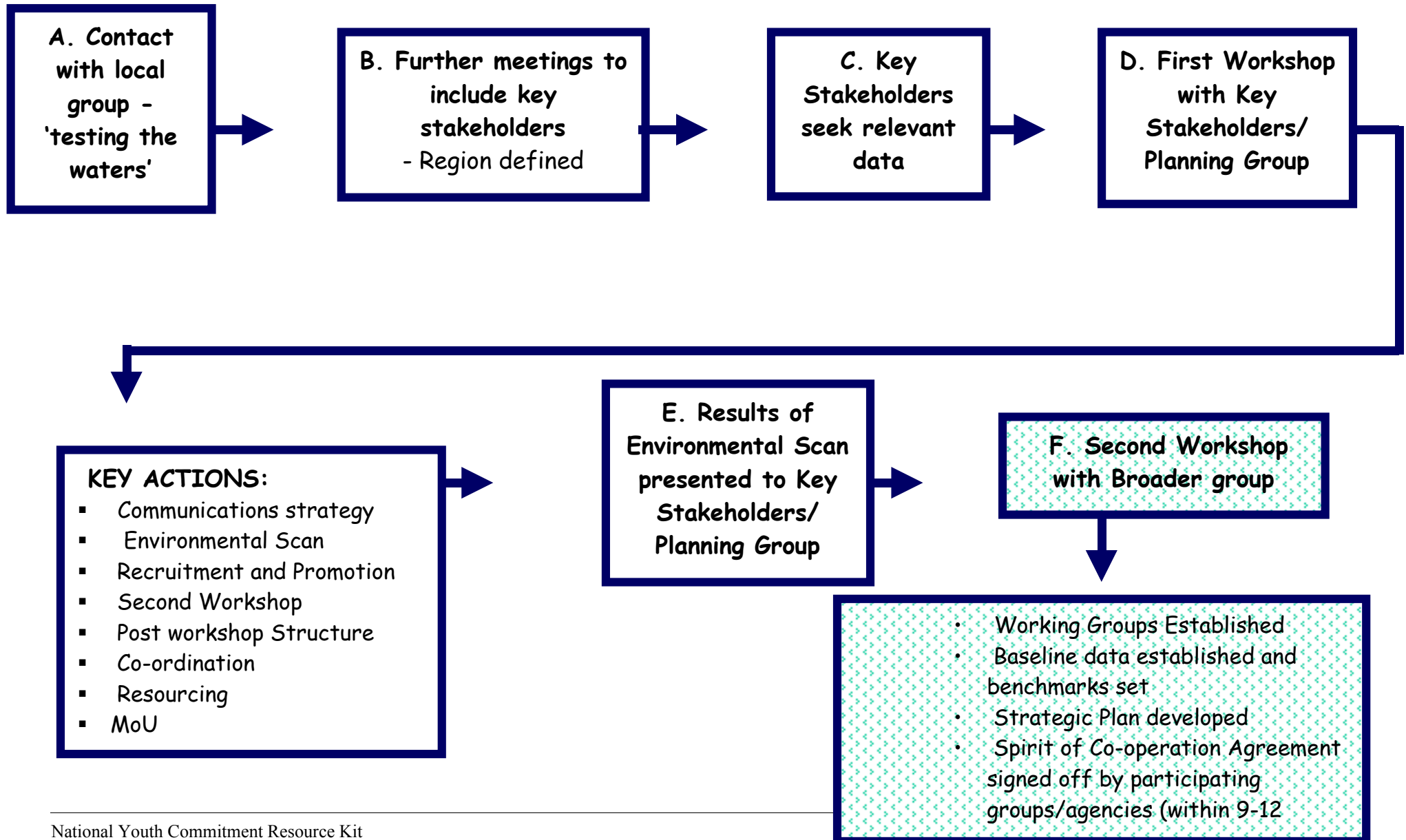
- The number and percentage of local employers providing structured work placements for secondary school students.

- The number and percentage of local employers and schools providing school-based part-time New Apprenticeships.

- The proportion of school leavers who are aware and make use of appropriate programs and services.

- An annual gauge of school leavers from schools in the participating community partnership region, in terms of their social competence, (physically and emotionally), self-reliance and engagement.

YOUTH COMMITMENT FLOW CHART



PART A

BACKGROUND RESEARCH

This part of the resource kit provides a helpful checklist of matters to be considered by the initial interested organisation, and suggested areas of preliminary research.

FIRST STEPS

The following notes assume that a local organisation has identified itself as being interested in developing a Youth Commitment.

ROLE OF INITIATING ORGANISATION

A critical aspect of developing a Youth Commitment strategy at the local level is to ensure the process is collaborative. Whilst one organisation can play a leading role it must very quickly move to engage other organisations in the planning and development of the concept.

Preliminary research on local organisations working with young people should be undertaken prior to the initial coming together of interested stakeholders.

CONTENTS OF PART A:

1. Background Research Guide

NATIONAL YOUTH COMMITMENT

BACKGROUND RESEARCH GUIDE

The following is a guide to researching the local community in terms of activities that may already be in place. This information will be useful when the initiating group brings the key stakeholders together to discuss the Youth Commitment concept.

1. JOBS PATHWAY PROGRAM?

Does the region have a Job Pathways Program in operation?

How successful has it been?

Is the program working with local schools?

Is the program active in the JPP on-line network?

2. WORKPLACE LEARNING

Does the region have a good workplace learning program working across the region (not just in one school)?

How active is the local business community in education/school issues?

Is there a good VET program?

How have the ASTF rated their program?

3. TAFE

What sort of relationship does the local TAFE College have with the schools and community? (None/Distant/Good)

4. MENTORING

Is there any mentoring programs operating in your local area (in Schools/Community/Business)?

5. COMMUNITY LABOUR HIRE

Are any agencies/providers offering services similar to that in the Career WorkKeys model (which include skills assessment /recording/ aggregation for casual workers)?

6. JOB NETWORK

Are any of the local Job Network Providers doing anything exciting/different with their local school/youth organisations?

7. DO THE JOB NETWORK PROVIDERS HAVE AN ACTIVE AREA CONSULTATIVE COMMITTEE?

Are they working collaboratively with other community groups?

Do they have a youth focus?

8. LOCAL GOVERNMENT PARTICIPATION

Does local government/council have youth issues in their strategic plan?

Is local government active in any of the above-mentioned areas?

9. BUSINESS INVOLVEMENT

Rate the quality and quantity of business involvement in the above programs.

10. GROUP TRAINING

How many apprenticeships /traineeships is the local group training company managing?

Are they working with local school to promote apprenticeships /traineeships?

Do they offer part-time apprenticeships /traineeships to students?

11. COLLABORATIONS AND BROKERAGE

Are there any operating community partnerships or other collaborative “umbrellas”?

Are there other “brokerage” bodies active in the region (e.g. Work for the Dole “employment brokers”)?

12. LOCAL POLICY AND INFORMATION

Is there an existing youth strategy?

What tracking/youth mapping is already available etc?