

ACTION ON YOUTH UNEMPLOYMENT

2021/22

BUDGET PRIORITIES STATEMENT



ABOUT US

YNOT is the peak body for young people aged 12-25 years and the non government youth sector in Tasmania. YNOT works to ensure policies affecting young people in Tasmania are relevant, equitable and effective and that young people have a voice on issues that matter to them.

OUR VISION

A Tasmania where all young people are valued and can achieve anything.

OUR PURPOSE

To drive positive change with young people and the youth sector in Tasmania.

For further information

Youth Network of Tasmania
Suite 4a 236 Sandy Bay Rd, Sandy Bay TAS 7005
P. 03 6223 5511
ceo@ynot.org.au

All quotes used in this document were provided to YNOT during consultations with young people around Tasmania.

HARNESSING POTENTIAL

Tasmania has an abundance of talented, skilled and innovative young people willing to work. Young people who want jobs and to carve out a life for themselves. Young people with enormous potential who can bring employers new energy, fresh perspectives and different ways of thinking. School leavers and graduates full of hope and aspirations for their future.

We need to harness the potential of these young Tasmanians so they can contribute to their local communities and businesses, and to their own futures.

But right now, thousands of young Tasmanians are unemployed or do not have enough work.

Many of these young people are not job ready and need support to enter the workforce. Many have limited or no work experience, limited or no networks that can lead to meaningful employment, and far too many do not understand the employment system. Transport, particularly after hours, is a major barrier for some.

NOW IS THE TIME

The upcoming State Budget and development of the Tasmanian Child and Youth Wellbeing Strategy provide the perfect opportunity to support young people into meaningful and secure employment – for the Government to make a strategic investment in our young people to connect them to local employment opportunities and address the unique challenges they face.

That's why YNOT, with the support of the Youth Employment Alliance and key stakeholders, are seeking government funding for Youth Connectors.

Youth Connectors is a youth targeted, individualised program, harnessing the power of Tasmania's Employment Hubs; to specifically respond to youth unemployment.

The program will build on the place-based strengths of the Hubs, specifically preparing and supporting local young people with the skills for, and access to, local jobs. It's an evidence-based approach to successfully target youth employment in Tasmania.

In order to retain bright, skilled, educated young people in our State, and support economic growth, it's time to do things differently.

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The difficulty with finding a place to live is exacerbated by the lack of employment opportunities for young people. Frequently, young people try to apply for job roles where 'experience is required', however they don't yet have that experience and have no way of attaining experience because more and more employers will toss aside the applications of anyone who hasn't yet worked in that field. Young people spend years at university, only to graduate and end up in the Job Seeker program because there is no work for them.

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THE CASE FOR CHANGE

Almost 1 in 8 people in Tasmania is a young person aged 15-24.ⁱ They are our sons, daughters, nieces, nephews, neighbours and friends. They are Tasmania's future – young people who have the potential to flourish and to be part of shaping a thriving Tasmania. But too many of them are unemployed and need help to get work.

HIGH UNEMPLOYMENT

Even before COVID-19, Tasmania's youth unemployment rate was stubbornly high. And now we know that almost one in five young people lost their jobs during the pandemic and many have not recovered.ⁱⁱ The reality is that young people are competing for jobs in an overcrowded and competitive labour market – on average there are 18 job seekers for every job.ⁱⁱⁱ

For well over a decade, youth unemployment in Tasmania has been one of the most persistent and challenging problems facing our State; it's been above 12% since 2012 and is now at an alarming 14.8%.^{iv} That's about 6,500 15–24-year-old Tasmanians who are currently unemployed and another 9,500 young Tasmanians who are underemployed.^v

That means many young Tasmanians are not thriving. Far too many are unemployed or underemployed.

The long-term costs of youth unemployment are staggering.

Every young person who remains unemployed for 2.9 years is estimated to cost our communities \$328,198.^{vi}

And it's not just the financial costs that impact young people and communities. The literature on youth unemployment indicates that long-term unemployment after high school leads to higher structural unemployment, poverty, crime, drug and alcohol misuse and welfare dependency.^{vii} There is also evidence that prolonged unemployment leads to social isolation, declining mental health and lowered self-esteem.

CURRENT APPROACHES DON'T WORK WELL ENOUGH

At 31 December 2020, 6,144 15-24-year-old Tasmanians were engaged with the Federal Government's jobactive program.

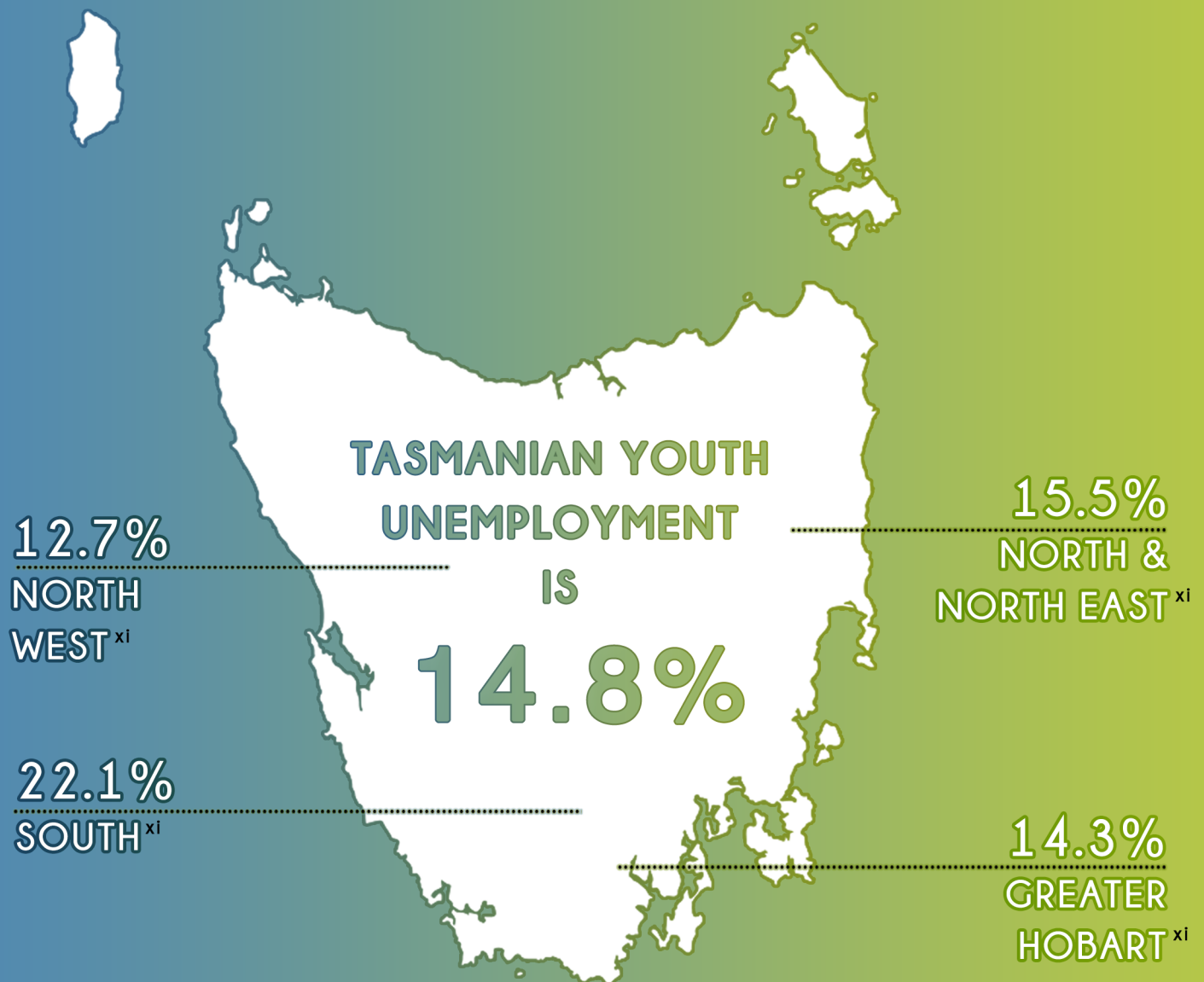
That's a 66.9% increase in the jobactive caseload over 12 months.^{viii}

Yet we know that jobactive doesn't meet the needs of young people looking for jobs. An interim evaluation from its first year of operation reported that only one-third of jobseekers believed that jobactive did anything to help address barriers to employment.^{ix}

Similarly, a Senate inquiry revealed four key concerns about jobactive: improved services and support arrangements are needed; mutual obligation requirements are poorly designed and often inappropriate; compliance is punitive and discriminates against certain communities; and there are built in disincentives to securing jobseekers long-term, sustainable employment and to work with jobseekers with the most disadvantage.

YOUTH UNEMPLOYMENT IN TASMANIA

THERE ARE 62,664 YOUNG PEOPLE AGED 15-24 YEARS
REPRESENTING 11.6% OF THE TOTAL POPULATION^x



1 IN 10 YOUNG PEOPLE ARE ENGAGED WITH JOBACTIVE

THERE HAS BEEN A 66.9% INCREASE IN JOBACTIVE CASELOADS IN THE
LAST 12 MONTHS

1,399 YOUNG PEOPLE ARE ENGAGED WITH TRANSITION TO WORK

MISSED OPPORTUNITIES

Now is the time to take action and stop young people becoming an unemployment statistic and entering a cycle of disadvantage.

Put simply, we're missing opportunities to engage young people in our economy. Young people need targeted support to enter the workforce before they become disengaged, disadvantaged and lose hope.

GETTING THE RIGHT SUPPORT

The Australian and Tasmanian Governments have taken a range of steps to help young Tasmanians gain employment – employer payroll tax relief, investment in the Transition to Work program, social enterprise initiatives and community-based programs. In particular, the Tasmanian Government has recognised the need to partner with business and industry to support people into meaningful employment by investing in Employment Hubs.

But these programs are operating at capacity, have strict eligibility criteria, are often short-term or **do not specifically meet the needs of young people.**

TARGETED HELP FOR YOUNG PEOPLE

Research by the Australian Government reveals there are five vital ingredients that young people need for effective action on youth unemployment: ^{xii}

1. Build strong service delivery capability to support me
2. Set me up for success
3. Engage me
4. Help me grow my skills
5. Connect me

We must act on these vital ingredients and provide the targeted, holistic and personalised support the research tells us is needed.

Youth Connectors is a youth-targeted, individualised program within Tasmanian Government Employment Hubs.

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The state government needs to create more job hubs like the South East Employment Hub in Sorell.

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DESIGNING FOR SUCCESS

BUILD STRONG SERVICE DELIVERY CAPABILITY TO SUPPORT ME

- Know what works for people like me
- Co-design your service with me
- Hire and support the 'right' staff
- Build partnerships that better support me

SET ME UP FOR SUCCESS

- Build rapport and get to know me well
- Challenge me so I can grow
- Help me overcome barriers

ENGAGE ME

- Tailor services to my needs and interests
- Interact with me where and when I'm comfortable
- Keep communicating and connecting with me

HELP ME GROW MY SKILLS

- Help me build my employability skills
- Expose me to on-the-job learning

CONNECT ME

- Help me connect with employers
- Help me connect with mentors who can guide me
- Help me connect with other young people

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[We] need youth friendly websites to help out. Make information easier - more job hubs with free employment advice for everyone. Give more advice and help with career pathways.

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ABOUT YOUTH CONNECTORS

<p>WHAT IS YOUTH CONNECTORS?</p>	<ul style="list-style-type: none"> ➤ Youth Connectors (YC) is a 24-month pilot program providing specialised employment services to young people. ➤ YC is designed to get local young people into local jobs, using an individualised, holistic and targeted approach. ➤ YC will support young people to address barriers to employment and training, with a focus on skilling young people for, and connecting them to, local work opportunities. ➤ YCs will be embedded in Tasmania's Local Employment Hubs.
<p>WHY ARE YOUTH CONNECTORS NEEDED?</p>	<ul style="list-style-type: none"> ➤ Tasmanian youth unemployment has been above 12% since 2012. ➤ Young people were significantly impacted by job losses during COVID-19 and the pandemic has made finding employment even more difficult. ➤ Unemployment leads to costly social dysfunction and economic dependency. ➤ Young people need increased knowledge of the fastest growing industries in local communities and improved linkages between young job seekers and industry. ➤ Young jobseekers require a specialised youth employment service that is not currently available through generic employment service programs.
<p>WHO WILL YOUTH CONNECTORS SUPPORT?</p>	<ul style="list-style-type: none"> ➤ Youth Connectors will support Tasmanians 15-25 years seeking employment, training and/or apprenticeships in their local area. ➤ YC is different from Youth Navigators which is a COVID-19 specific response designed to support 2020 school leavers impacted by the pandemic.
<p>WHERE WILL YOUTH CONNECTORS OPERATE?</p>	<ul style="list-style-type: none"> ➤ The Pilot program will be delivered through the Tasmanian Government Employment Hubs in the South East, Glenorchy and George Town. ➤ The pilot will provide a template for integration into future Employment Hubs.
<p>WHAT ARE THE PRINCIPLES OF THE YOUTH CONNECTOR MODEL?</p>	<ul style="list-style-type: none"> ➤ The YC model's fundamental principles for youth employment are taken from the Social Ventures Australia Fundamental Principles for Youth Employment: ^{xiii} <ul style="list-style-type: none"> ▪ Personal work readiness: Identity, Building aspirations, Literacy and numeracy capability, Employability skills, and Careers management. ▪ Community infrastructure: Collaboration including Business partnerships, Early intervention, Personalised support, Alternative employment pathways, and Financial support.

**WHAT WILL
YOUTH CONNECTORS
DELIVER?**

- The YC pilot is projected to support 480 young job seekers in the South East, Glenorchy and George Town over 24 months.
- The YC pilot will deliver 336 local placements in one or more of the following: training, work experience, apprenticeships or traineeships, and employment.
- This projection is based on three youth practitioners, to be known as Youth Connectors, managing a caseload of 40 young people at any one time and each supporting 80 young jobseekers per year.
- A Community of Practice will support the program and provide continuous learning and sharing of successful strategies across the three sites.
- Targeted individualised support will be provided to participants including wraparound services, coaching, job-readiness and skills development, and support to stay in employment.
- Connections will be established including links to youth-specific services, training and education services, local employers and mentors.

**WHY IS THE
YOUTH CONNECTORS
PROGRAM DIFFERENT?**

- YC is a specialist youth employment service designed to support 15-25-year-olds to find employment, undertake relevant training and connect them to local industries and jobs.
- YC leverages the full value of the Employment Hub model.
- YC connects local young people with industry and real job opportunities in the local market.
- YC is not limited by tightly defined criteria often applied to other employment services like Transition to Work, the Social Enterprise Troublesmiths Program and some apprenticeship and traineeship programs.

**HOW WILL WE KNOW
IF YOUTH CONNECTORS
HAS BEEN SUCCESSFUL?**

- The 24-month Pilot will be evaluated in terms of:
 - Employability improvement – rating on work readiness scale
 - Employment outcomes – % in employment after 6 months
 - Service satisfaction – % of participants satisfied with service.
 - Local employer satisfaction – % of employers satisfied with service

**THE ASK AND RETURN
ON INVESTMENT**

- Total funding required: \$1.343m^{xiv}
 - \$751,764 for three Youth Connectors, one each in South East, Glenorchy and George Town for two years.
 - \$386,648 for the State-wide Community of Practice for two years.
 - \$204,000 for ongoing Project Evaluation over two years.^{xv}
- The Social Return on Investment (SROI) for youth programs based in similar established principles has been as high as \$6.70 for every \$1.00 invested.^{xvi}

YOUTH NETWORK OF TASMANIA

This Budget Priority Submission is an initiative of YNOT supported by the Youth Employment Alliance, Glenorchy City Council, George Town Council, Sorell Council and the George Town Future Impact Group (FIG).



YEA is a unique collaboration of experienced youth-focused services which recognise that targeted action is needed to support young Tasmanians to gain and keep meaningful employment.

Youth Employment Alliance Members



REFERENCES

- ⁱ Australian Bureau of Statistics 2020. 3101.0 Australian Demographic Statistics. Table 56. Accessed 16/02/2021.
- ⁱⁱ Premier's Economic and Social Recovery Advisory Council 2020. Interim Report. Tasmanian Government. pp. 25.
- ⁱⁱⁱ Calculated using Australian Government Department of Social Services (December 2020); Table 2 Total JobSeeker Payment and Youth Allowance Recipients and LMIP Vacancy Report: December 2020.
- ^{iv} Australian Bureau of Statistics 2021. 6202.0 Labour Force, Australia. Table 16. Australian Government. Accessed 02/03/2021. 12-month average of original data.
- ^v Underemployment extrapolated based on national youth underemployment rate: Australian Bureau of Statistics 2021. 6202.0 Labour Force, Australia. Table 22. Australian Government. Accessed 1/03/2021.
- ^{vi} Deloitte Access Economics 2020. Economic data to support the TasCOSS Community Services Plan and Budget Submission, TasCOSS 16 October 2020.
- ^{vii} Vespignani J & Yanotti M 2020, COVID-19 and Tasmanian Youth Unemployment: A Policy Recommendation, Tasmanian School of Business and Economics, University of Tasmania, Australia.
- ^{viii} Labour Market Information Portal (2020). Jobactive Caseload Data. Australian Government. Accessed 15/02/21. Calculated between December 2019 and December 2020.
- ^{ix} Cross M 2020. Who gets what: Review of government-funded youth employment programs across Australia. Brotherhood of St Laurence and University of Melbourne.
- ^x Australian Bureau of Statistics 2020. 3101.0 National, state and territory population Table 56. Australian Government. Accessed 16/02/2021.
- ^{xi} Labour Market Information Portal 2021. ABS Labour Force Regions – SA4 Data. Australian Government. Accessed 09/03/2021.
- ^{xii} Department of Jobs and Small Business 2018. Innovation in Youth Employment Services: Summary. Australian Government.
- ^{xiii} Social Ventures Australia 2016. Fundamental principles for youth employment.
- ^{xiv} Based on the Labour Market Assistance Industry Award 2020. Training and placement officer, grade 2.
- ^{xv} Based on the Social, Community, Home Care and Disability Services Industry Award 2010, Level 6.3.
- ^{xvi} Social Ventures Australia 2016. Fundamental principles for youth employment, Australia.



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Wednesday 17 March 2021

Tania Hunt
Youth Network of Tasmania
Suite 4a, Mayfair Plaza
236 Sandy Bay Road
Sandy Bay TAS 7005

Dear Tania,

RE: LETTER OF SUPPORT FOR YNOT'S YOUTH CONNECTORS PROGRAM

I am pleased to offer this letter of support for YNOT's *Youth Connectors Program*.

Around four years ago the South East Region Development Association (SERDA) started working on a strategy to develop local training programs and jobs initiatives so that we could secure local jobs for local people to keep people working locally and spending money in local businesses. Our programs operate collaboratively together across all levels and work seamlessly and strategically together, preparing locals of all ages, backgrounds and skill levels to meet industry sector needs now and into the future. We've removed many of the barriers that people in the south east face by keeping training and support programs local. Our efforts to make the south east region more sustainable and responsive to our local requirements for training and jobs creation has been well documented and recognised.

We've achieved fantastic results in dealing with a broad spectrum of people and helping them access local training courses and secure local employment.

We acknowledge that we desperately need extra resources to work with the growing number of disengaged youth that need additional support. A youth mentor role will feed into our established systems by focusing specifically on youth. It's become apparent that many youth in the 18-25 age group are difficult to connect with, and I see this role playing a significant part in bridging this gap.

With SERDA's proven results we feel we are best placed to continue to make significant inroads into training and employment in the south east region. We just need a commitment of ongoing funding to continue our success.

I am pleased to support YNOT in their efforts to secure Government funding for this important and much needed youth program.

If you have any further queries regarding this letter please do not hesitate to contact me on 0408 023 302.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Kerry Vincent', with a stylized flourish at the end.

Mayor Kerry Vincent

Our ref: Glenorchy Jobs Hub
Enquiries Kristie Johnston
Direct phone: (03) 6216 6800
Email: kristie.johnston@gcc.tas.gov.au

16 February 2021

The Hon. Peter Gutwein MP
Premier
Parliament House
HOBART TAS 7000
peter.gutwein@parliament.tas.gov.au

Dear Premier *Peter*

GLENORCHY JOBS HUB – SUPPORT FOR YOUTH CONNECTOR PROJECT

As you are aware, Glenorchy City Council is committed to facilitating appropriate development of our City, to encourage visitation and to create social, cultural and economic benefits for our residents.

Developers large and small have expressed their appetite to help us grow our City. Glenorchy now has more than \$1.8 billion of development planned, including the \$300 million Wilkinsons Point precinct, \$400 million MONA Hotel, \$200 million Windermere Bay housing development, \$300 million Showgrounds redevelopment and \$576 million Bridgewater Bridge upgrade. In recent months, we have seen an unprecedented number of planning, development, building and plumbing applications submitted to Council for determination.

Notwithstanding, Glenorchy has historically been plagued by unemployment, experiencing some of the highest rates of youth unemployment in the country. Barriers to employment, including low literacy, have meant that local residents are often unable to secure employment in major developments, thus reducing the economic benefits flowing to our people.

In light of this, the Tasmanian Government and Glenorchy City Council are working together to establish the Glenorchy Jobs Hub to ensure jobs created through upcoming developments are filled by local residents. The Glenorchy Jobs Hub will help our residents gain the skills they need to take up jobs in construction, tourism, hospitality, health and retail. Importantly, as we recover from the impacts of COVID-19 on our economy, the Jobs Hub will also help to redeploy recently unemployed workers.

To inform establishment of the Glenorchy Jobs Hub, late last year Council engaged KPMG to prepare a Workforce Development Plan. This Plan identified high levels of youth unemployment in Glenorchy and that young people often experience multiple barriers to employment. The plan identified the need to provide young people with practical skills, including basic literacy, numeracy and communication, and one-on-one assistance to help them transition from education to work. It also highlighted the importance of employing young people to mitigate against an ageing workforce and enable workforce renewal in key sectors of our economy.

In light of these findings, Glenorchy City Council strongly supports YNOT's request for investment in Youth Connectors in the Glenorchy Jobs Hub. We believe this will create real outcomes in terms of youth employment in Glenorchy, by ensuring young people are better prepared for work, have the skills employers are looking for, and are connected to local jobs. Youth Connectors will greatly enhance the reach of the Glenorchy Jobs Hub and our ability to support employment of local young people, creating economic and social benefits for the people of Glenorchy.

I hope that you will carefully consider investment in Youth Connectors in the 2021-22 Tasmanian Budget and look forward to continuing to work together to create economic and social outcomes for the people of Glenorchy.

Yours sincerely



Kristie Johnston
MAYOR



ABN 68 300 116 092

10th March, 2021

Ms Tania Hunt
CEO
Youth Network of Tasmania
Suite 4a, Mayfair Plaza
236 Sandy Bay Road
Sandy Bay TAS 7005

Email: ceo@ynot.org.au

Dear Tania,

I write to confirm that George Town Council supports the Youth Network of Tasmania in its request to fund Youth Connectors within Tasmania. This program will target young people by providing support to enter the workforce before they become disengaged, disadvantaged and lose hope. The Youth Connectors will solely focus on addressing youth unemployment providing them with the skills for, and access to, local jobs.

This application is consistent with Council's strategic future direction:

Prosperity for all in all aspects of life:

- *Building understanding of work and working*
- *Building the employability skills of young people*
- *Providing a variety of learning environments and approaches*
- *Training to respond to the needs of existing and future industry and businesses; and*
- *Providing pathways to employment: training, work experience, mentoring and coaching in the new 'sunrise' industries, social enterprises and the participatory economy.*

The program will build on the place-based strengths of the George Town Council and that of the local social impact group focusing on addressing youth unemployment.

I wish the Youth Network of Tasmania all the success in obtaining future funding.

Yours sincerely,

Shane Power
GENERAL MANAGER



Ms Tania Hunt
CEO Youth Network of Tasmania
Suite 4a, Mayfair Plaza 236
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TAS 7005
Email: ceo@ynot.org.au

Dear Tania,

I write to confirm that George Town Future Impact Group supports the Youth Network of Tasmania in its request to fund Youth Connectors within Tasmania. This program will target young people by providing support to enter the workforce before they become disengaged, disadvantaged and lose hope. The Youth Connectors will solely focus on addressing youth unemployment providing them with the skills for, and access to, local jobs.

This application is consistent with the priority areas of the FIG, and the priorities for community.

The program will build on the initiatives already developed and taking place in the George Town Municipality, in particular a community 'activation hub' - a central community space, equipped to stimulate learning, innovation and business co-production. We see this as a wonderful partnership, that would further enhance and build on the work of this project.

I wish the Youth Network of Tasmania all the success in obtaining funding for this initiative.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Grace Walsh'.

Grace Walsh
Executive Director
Future Impact Group

