

YOUTH NAVIGATORS

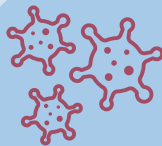
A proposal to help young Tasmanian school leavers navigate work, education and training in a COVID-changed world.



COVID-19 is especially devastating for the 1100 young Tasmanians about to leave school. This group will encounter a jobs, university and vocational landscape that has changed in ways never imagined.

Competing for jobs in an overcrowded and competitive labour market ⁱⁱ

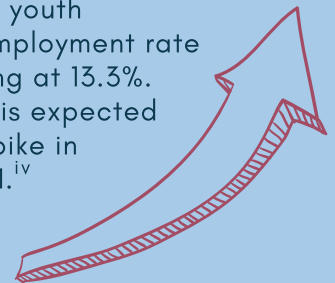
- 27,000 skilled workers lost their jobs during COVID
- On average 22 job seekers for every job ⁱⁱⁱ



Long term costs of youth unemployment in Tasmania (2.9 yrs) per person is estimated at \$328,198.00 ^{vi}



High youth unemployment rate sitting at 13.3%. and is expected to spike in 2021. ^{iv}



- Three regions in Tasmania ranked in the top 20 worst hotspots for youth unemployment in Australia. ^v
- Existing community services operating at capacity.
- Young Tasmanians are less likely to be fully engaged in either, workforce or study after the age of 18 than the national average. ^{vii}

Youth Navigators will partner with and support 2020 school leavers to navigate this COVID-changed world with confidence and hope to shape successful short- and long-term futures.

Youth Navigators will provide young Tasmanians with individualised, holistic, targeted support.

Youth Navigators will operate from a placed-based context, drawing on the strengths of experienced not-for-profit agencies and local industry.

Young Tasmanians need Youth Navigators to start now.



Navigating a COVID-changed world to education, training and jobs

What are Youth Navigators?

- Youth Navigators are youth specialists who will provide specific support to 2020 school leavers to transition to further education, training or jobs following the COVID-19 pandemic.
- They will have specific knowledge and expertise in youth engagement and career coaching and will support young people to successfully navigate, the circumstances created by COVID-19.
- Youth Navigators will be embedded in existing, regional not-for-profit organisations with expertise in youth employment.

Who will Youth Navigators support?

- Youth Navigators is a targeted 12-month pilot program for students leaving school in 2020 to navigate education training and jobs.

What will Youth Navigators deliver?

- Holistic, wrap around, targeted support
- Careful individualised coaching
- Referral point to education, training and jobs by working with attributes, abilities and ambitions
- Resume writing
- Interview practice
- Job search skills
- Work readiness coaching
- Career profiling/career coaching/vocational profiling
- Vocational planning
- Links to youth-specific services
- Links to other employment services
- Information and guidance to parents/carers on supporting young people into work, employment and/or training.

Why are Youth Navigators needed?

- COVID-19 has created an unprecedented and challenging exit for school leavers into education, training and jobs.
- Higher unemployment is creating increased competition for jobs, including from those with experience, placing school leavers at a disadvantage.
- Current services do not address this challenge, particularly the JobActive self-service model. More than two-thirds will not be eligible for the Transition to Work program. (TBC)
- Preventative action will create both a long-term future for young people and savings to Government.
- The rates of poverty, career scarring, mental ill health, domestic violence and youth justice increase if no action is taken.
- Parents/carers play a pivotal role in supporting young people to plan their future and need support and guidance to best support their young person to navigate a COVID changed world.
- Parents/carers have traditionally supported their young person to plan their future, however many are now ill equipped and unprepared to do so.



Where will Youth Navigators operate?

- Youth Navigators will be located in Hobart, Launceston and Burnie/Devonport, with outreach to regional areas.
- Youth Navigators are a specialised response and will be hosted within existing not-for-profit organisations with youth employment experience.
- A state-wide Alliance of not for profit, community-based youth service providers with expertise in the delivery of federal and state youth employment programs will deliver the pilot program.

Why is the Youth Navigators program different?



- A Youth Navigator is a conduit between a young school leaver and local/regional opportunities in further education, training and jobs. They will dispel stereotypes about young people and identify job opportunities suited to the young person's abilities, attributes, strengths and interests.
- The Youth Navigator will support the young person to develop/create a concrete plan for their future, to achieve their desired outcome.
- The Youth Navigator will focus on the young person and reset expectations including encouraging understanding of transferable skills attainable through entry level jobs.
- The program invests in post-placement as well as pre-placement support for up to twelve months, which will increase the chance of long term success for the young person.
- The program is place-based, has a regional industry perspective and complements and links to other programs and initiatives such as the proposal being developed by Beacon Foundation and Colony 47.
- Youth Navigators will support 2020 school leavers. The Beacon Foundation and Colony 47 proposal will support improved educational retention rates for young people in low socio-economic areas with a focus on industry endorsed vocational preparation and transition programs in growth industries.

How will we know if Youth Navigators has been successful?

- Pilot Project Evaluation
- Employability improvement – rating on work readiness scale
- Employment outcomes – % in employment after 6 months
- Education outcomes – % in tertiary or vocational education after 6 months
- Service satisfaction – % of participants satisfied with the service

The Ask and Return on Investment

- Six Youth Navigators will support up to 300 school leavers, with support from a Community of Practice Framework
- One Youth Navigator is expected to manage a caseload of up to 50 young people.
- Six Youth Navigators and A Community of Practice for a period of 12 months will cost \$1,124,685.00

YOUTH NAVIGATOR SCENARIO

Kate completed year 12 at Elizabeth College, lives in Nubeena, and is currently unemployed. Kate has no driver's licence, battles anxiety, and does not meet eligibility for federal government programs. Kate has aspirations to get into event management.

Due to COVID-19 there are not many jobs around in this field. Kate meets a Youth Navigator who provides a free service one day a week at Sorell. The Navigator assists Kate to explore alternative education and employment opportunities, and provides resume and cover letter support. Kate attends employability skills workshop conducted as a group session, and is referred to Headspace for anxiety support, and is supported to access her free driving lessons.

The Navigator connects her with the South East Employment Hub to expand her opportunities for employment. A part-time job comes up at Port Arthur gift shop which suits Kate's pathway to her dream job. Kate is successful.

The Youth Navigator checks in with Kate for a further six months to greater improve the likelihood of Kate staying engaged, employed and on track.



DEVELOPED AND PRESENTED BY THE YOUTH EMPLOYMENT ALLIANCE

The Youth Employment Alliance is a unique collaboration of experienced youth focused services, who recognise that urgent action is needed to support young people leaving school in 2020.

These young people will leave school and enter education, training and work at a time when the COVID-19 pandemic has played havoc with traditional approaches to post school futures planning and created an intensely competitive jobs environment.

Without timely, preventative action, this group of young people will have compromised short-term prospects and long-term futures.

YOUTH EMPLOYMENT ALLIANCE MEMBERS



i. Department of Education. Key Data March 2020. Retrieved from <https://publicdocumentcentre.education.tas.gov.au/library/Shared%20Documents/Key%20Data%202019-20.pdf>

ii. Premier of Tasmania, Press Conference, 12 May 2020.

iii. Calculated using Australian Bureau of Statistics Job Vacancies, Australia: August 2020 and LMIP Vacancy Report: September 2020 (August 2020 data).

iv. Australian Bureau of Statistics 2020. 6202.0 Labour force, Australia Table 16 12 months average of original data.

v. Brotherhood of St Laurence 2019. Smashing the Avocado Debate Australia's Youth Unemployment Hotspots Report.

vi. Deloitte Access Economics 2020 Economic data to support the TasCOSS Community Services Plan and Budget Submission, TasCOSS 16 October 2020.

vii. Deloitte Access Economics, October 2020. Ibid.