

Transition to Work



YouthWorX NT's Transition to Work (TtW) service provides intensive pre-employment support to improve the work readiness of young people aged 15 to 21 and to guide them into meaningful work and/or further education.

The service provides vocational guidance and a range of skills and capabilities building activities to participants. It also offers a range of **real world opportunities** such as work tasters, work experience and mentoring in addition to making connections between young people and organisations in the community who can help them to achieve their goals.

We are committed to involving local employers in the development of participants' work readiness and knowledge of the world of work. **Employer and industry partnerships are crucial to the Transition to Work Model**, as they provide participants with real world opportunities to increase their exposure to the world of work, provide social capital through networks and connections, and equip participants with invaluable work experience and employment.

For those employers looking to hire, our work experience program is tailored to allow them to **'try before they buy'** to ensure their potential employee is the right fit.

Our services for Employers

Once a Transition to Work participant gains employment or enrolls in a course equivalent to an education outcome, their Youth Development Coach (YDC) and our Employer Engagement Officer (EEO) will provide **Post Placement Support (PPS)** to ensure that it is sustained and that the employer's needs are being met. Our commitment to employers in the post-placement phase is that we will:

- **Provide intensive, weekly PPS** during the initial six weeks of placement or as required by the participant and employer/educator. This support will be maintained for 26 weeks, with intensity adjusted in response to assessed risk, emerging issues, and feedback;
- Wherever applicable, offer **Wage Subsidies** to encourage Employers to hire job seekers in sustainable positions by contributing to the costs of recruitment, including training and wages;
- Provide **coaching and advocacy** to manage workplace relationships and negotiate workplace expectations;
- Arrange **referrals and support** for non-vocational issues that may impact the motivation, work-focus and performance of Transition to Work participants;
- Coach employers in **workplace mentoring strategies** to better support their young employees; and
- Help employers access suitable **vocational training and programs** such as the Industry Skills Fund and NT Government programs.

Services for young people

The Transition to Work service has a strong focus on helping young people to understand what is expected in the workplace and to develop the skills, attitudes and behaviours expected by employers. Transition to Work providers can help participants:

- Develop **practical skills** to get a job
- Connect with education or training
- Find and participate in **work experience opportunities**
- Identify **employment opportunities** in the local area
- Connect with relevant local **community services**.

How Employers can partner with us

Employers may choose to partner with the Transition to Work service in a variety of ways:

- Providing **guest speakers**
- Hosting **work tasters or other experiential activities** at a workplace
- Hosting **work experience** placements
- Delivering **Employability Skills Workshops** alongside YouthWorX NT
- Participating in mock interviews and other learning activities around the **recruitment process**
- Filling a **Mentor** role for individual participants or groups of participants
- Sponsorship of the service in return for recognition as a **Transition to Work Official Sponsor**
- **Employment of Transition to Work participants**, including under a Traineeship or Apprenticeship