

To our valued Employers

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;
- Help employers access suitable **vocational training and programs** such as the Industry Skills Fund and NT Government programs; and
- Liaise with **Australian Apprenticeships Support Network (AASN)** for apprentice and trainee sign-ups.



How you 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



About YouthWorX NT

YouthWorX NT is the project arm of the NT Industry Training Bureau Inc. We are a not for profit organisation **working in collaboration with young people, schools, government departments, community service organisations and business and industry** to create strong partnerships and equity through supporting career development opportunities for all young Territorians.

At YouthWorX NT we have expertise in helping people identify suitable vocational pathways and transition into training and employment. This is reflected in the wide range of programs and services we have provided **over close to two decades in the Northern Territory**. These include pre-employment training, careers expos, work experience placements, skills audits and career development programs.

Our community

In recognition of the power of collaboration, YouthWorX NT is part of a national **Transition to Work Community of Practice (TtW CoP)** coordinated by the Brotherhood of St Laurence. This group is comprised of ten Transition to Work providers from around the country, as well as business peak bodies, who are seeking to achieve positive and improved employment outcomes for young Australians. The Transition to Work CoP will achieve this through an **action research evaluation** that ensures ongoing service improvement and innovation by sharing knowledge and expertise amongst its members.

Our approach as a Transition to Work provider is to build community ownership and respond and adapt to local needs and conditions. Our regionally based **Community Investment Committee (CIC)** hosts key representatives from industry, education, NT and local government and community organisations. The CIC operates at a strategic level to embed the program within the local context, identify and manage risk and identify and develop opportunities for young people in our community.

We are also committed to investing in the futures of young Territorians by continuing to collaborate with NT Government agencies in the development of a **Youth Employment Strategy for the NT**.

Contact us

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We are excited to partner with you in strengthening the Territory workforce