

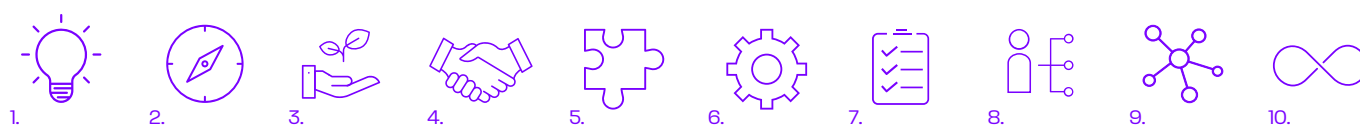
Review in practice

An overview of the Review model and the ten features of effective youth employment programs.

DESIGN AN EFFECTIVE YOUTH EMPLOYMENT PROGRAM

What do you need?	What does this look like?
A clear understanding of what is trying to be achieved and the reason for thinking the program will work.	<p>A developed Logic Model OR A strategic document that defines the program and that includes:</p> <ul style="list-style-type: none"> • Identification of the program driver – the community need to be met (that was not met before the program’s establishment) • who the target group is (young people that are un/underemployed or at risk of long-term joblessness/underemployment) • the desired outcomes of the program (measurable goals) • what will be done to achieve the desired outcomes (e.g. activities, support, links with others)
Inclusion of the ten features of an effective youth employment program.	<p>Activities that have been designed to align with the program features. Not every program will include all ten program features.</p> <p>For programs that only incorporate some of the features, it’s important to consider potential delivery partners (e.g. other community organisations, employers, business, education institutions etc.) to ensure holistic employment support is provided to young people.</p>
The involvement of young people in program measurement and continuous improvement.	<p>There is a measurement and evaluation process that allows participant feedback to influence program improvements over time.</p> <p>This should include a documented engagement process with participants and a description of how young people will be involved in developing recommendations to improve program design and delivery.</p>
An understanding of what you want to measure and how you’re going to measure it.	<p>Use the Review outcomes measurement example and template to develop a plan for how you will gather information that tells you whether your program is creating the outcomes outlined in your logic model or strategy.</p> <p>Use the Review surveys and platform to collect feedback from young people at the beginning and end of a program and following the end of the program to track how well your program is implementing the ten features and to measure youth employment outcomes.</p>

DESIGN AND DELIVER AN EFFECTIVE YOUTH EMPLOYMENT PROGRAM
including the ten features in program activities



PHASE ONE
Guidance and Exploration

What is the program feature that should be included?	What does this look like in practice?
Recognises young people's strengths and aspirations	Program staff have a conversation/s with young people to support them to articulate what they are good at and the career pathways that might be suited to their strengths and interests. Building aspirations may also include contact with positive and relevant role models.
Supports young people to develop goals for employment and where relevant life goals	Program staff have a conversation/s with young people to identify and develop achievable career goals. If useful, staff work with young people to create and document a plan that outlines their goals for employment and the steps needed to get there. The plan may differentiate between immediate employment goals and long-term career goals.
Identifies and responds to the range of issues experienced by young people	<p>Opportunities are given at the start, and throughout the program, to identify issues that are impacting on individual participants (e.g. housing, mental health, financial stress).</p> <p>Staff/volunteers working on the program are equipped with skills, knowledge and networks to respond to issues appropriately as they arise, for example by provision of one on one direct support or via referrals to specialist support services.</p>
Builds trusted relationships with young people	Programs are delivered in a safe space where young people are treated with acceptance and respect. Young people are given agency and workers/ volunteers take time and patience to break down barriers and to show that they are trustworthy.

PHASE TWO
Work Preparation

Includes activities that support young people to develop employability skills e.g. communication, problem solving and team work	Activities are designed with a clear purpose and objectives linked to developing cognitive, social and personal skills. Activities may involve group challenges, task leadership, trust activities, vocational and pre-vocational training and work experience. Activities challenge young people to step out of their comfort zone while building positive experiences and interactions. Where possible, encourage young people to reflect on these activities; the key learnings, thoughts and emotions at each stage and how the skills may be applied in a work environment.
Includes activities that support young people to develop technical skills that meet specific job needs	<p>Program staff work with employers and education and training institutions to develop training and offer qualifications and accreditations specific to young people's goals for employment.</p> <p>Employer feedback is used to continually improve training and ensure that it meets both their needs and the needs of young people.</p>
Provides young people with high quality relevant information that supports their search for work	<p>Program staff provide training and information to support young people to develop their job search skills including knowledge of where to look for jobs in their local area and awareness of available job openings or possibilities.</p> <p>Young people are supported to develop a resume and have the opportunity to practice job search skills relevant to their area of interest e.g. interview skills and presentation to employers.</p>

PHASE THREE
Workplace Opportunities

Provides young people with opportunities to gain practical and useful work experience	Young people are given the opportunity to get hands-on experience of the day-to-day activities of particular jobs and to learn more about positions and career structures within different industries of interest.
	Activities may include work experience, work tasters, site tours, industry guest speakers, pre-apprenticeship programs etc.
Connects young people with employers	Program staff develop strong connections and partnerships with local industry and businesses.
	Young people are provided opportunities to meet and talk to employers who work in jobs and industries that are of interest to them and who can support them with their search for work.

PHASE FOUR
Post-program Support

Provides post-program support to young people for the time needed for them to reach their goals	Program staff work with young people at the end of the program to determine how post program support will be carried out, for how long and how intensive it will be.
	This may include a plan for next steps to find work or to settle into and sustain existing work, as well as information on where to go for further help.

MEASURE THE EFFECTIVENESS OF THE PROGRAM AND OUTCOMES ACHIEVED

Goals are ...	What does this look like in practice?
To have delivered a program that includes the features of an effective program, including the involvement of young people in program measurement	<p>The program has been designed and delivered with the ten features in mind. Use the Review:</p> <ul style="list-style-type: none"> • Road map to develop a Logic Model with activities aligned to the features; • Checklist to support the implementation of the features in your program • Goal setting template to support young people to develop employment goals <p>Young people report that the program has delivered activities that align with the ten features.</p>
To support young people to find and maintain good quality work	<p>Young people report that they are:</p> <ul style="list-style-type: none"> • in paid employment • satisfied with their job • not underemployed • in work that is teaching them things that will help with their future career
To support young people to develop the skills, attitudes and behaviours needed to find and maintain work	<p>Young people report that they have:</p> <ul style="list-style-type: none"> • improved attitudes to work • increased capacity to access labour market opportunities • improved career direction • increased networks

Use the Review surveys and platform to capture feedback from young people at the beginning, end and following the end of a program in order to track how well your program is performing and to measure youth employment outcomes.

LEARN
Improve your program and create better employment outcomes for young people

Goals are ...	What does this look like in practice?
To use the data that has been collected from young people in order to strengthen programs and improve outcomes	Feedback and data is reviewed and discussed with relevant stakeholders (including young people) in order to identify ideas for how the program can be improved. A set of actions and recommendations are developed and implemented, and changes are communicated back to relevant stakeholders.