

welcome to the first issue of our *Work'n it Out* newsletter



The newsletter aims to provide information about the Ministry of Social Development's Southern Regional youth transition strategy.

The Government introduced Youth Transition Services

in 2003 and these were implemented in some Ministry of Social Development regions. Since then these services have been expanded throughout New Zealand. These services provide practical intervention for youth by:

- following up school leavers at risk of making a poor transition
- referring them to appropriate opportunities and services
- expanding opportunities available in a particular locality
- improving strategic planning to meet local needs
- promoting positive attitudes and expectations about participation in education, developmental activities and work.

In this region the Ministry has implemented the *Work'n it Out* strategy to answer the needs of school leavers aged 15 – 19 years, who are unlikely to enter employment, education or training.

We have contracted with a range of service providers to assist young people to identify their skills, areas of interest, and career goals. To ensure we provide the best service possible, we have recently made some changes to *Work'n it Out*.

A new provider has been contracted to track school leavers within the region, and to assess the needs of those who have been identified as not entering education, employment or training. The provider will also work with young people to develop individual career plans.

We have contained the age of contact with school leavers to those aged 15 – 19 years (in line with youth transition services in other regions). Young people, who know where they are going and are identified as having an activity, will be contacted twice per year (unless they state otherwise).

We believe these changes to *Work'n It Out* will ensure the best service for young people in this region.

John Allen

Regional Commissioner, Southern
Ministry of Social Development

work'n it Out achieves success for young people

Anastasia Looks Ahead to Hairdressing Career

When the *Work'n it Out* Youth Co-ordinator contacted her for the first time Anastasia had not been doing anything for a few months. Anastasia was ready for a change and really wanted some direction. After the initial Needs Assessment she expressed an interest in Hairdressing. We referred Anastasia to Headquarters Academy and accompanied her to the interview to provide additional support. One week later Anastasia had started the course and was really enjoying it. A couple of weeks after starting her course she also obtained part time work at McDonalds. It's wonderful to see how proud she is of herself for having improved her life so much.



Childcare Education New Aim

Since November Michelle hadn't been doing much of anything. During the initial Needs Assessment with the *Work'n it Out* Youth Co-ordinator she was keen to look at childcare. On contacting Employment Plus, an interview was available right then and there. Her Youth Coordinator accompanied her to the interview and within an hour of meeting with the tutor, Michelle had registered for the course. She is enjoying her course and after only a short period of time Michelle has already passed some credits which she proudly let her Youth Coordinator know about.

What is Work'n it Out?

Work'n' it Out is part of the Government's youth policy which recognises the need to help young people. It also complements the national Mayors Taskforce for Jobs policy which aims to ensure all young people will be in work or training.

Work'n' it Out is the Ministry of Social Development's Southern Regional youth transition strategy; assisting young people in South Canterbury, Otago and Southland. *Work'n' it Out* is a collection of school to work transition services for young people aged 15 to 19 years and is an important vehicle to move young people who haven't planned to enter further education, employment or training, into a future.

Young people are proactively contacted to ascertain whether they have a planned destination. This destination may include a job, training programme, apprenticeship or further education (polytechnic, university, returning to secondary school etc).

Those without a destination are invited to take part in *Work'n' it Out* and are linked with a Youth Co-ordinator who works closely with the young person to assess their needs and skills and develop an individualised career plan. The Ministry of Social Development in the Southern Region contracts a range of services to support young people as they move towards work, training or further education. Contracted services provided through *Work'n' it Out* include:

- Employment coaching
- Mentoring
- Apprenticeship support
- Engagement in education / work experience programmes
- Programmes that develop self esteem and confidence
- Programmes that address youth offending
- Programmes that address health and social needs for young people

New Provider for Work'n it Out

Following a Request for Proposals in mid 2006, Community Colleges New Zealand has been contracted as the provider for the tracking, monitoring and needs assessment component of the *Work'n' it Out* strategy.

Community Colleges New Zealand is a not-for-profit organisation with colleges located in Blenheim, Rangiora, Timaru, Dunedin, and Invercargill. The collective knowledge, experiences and resources are shared across these five sites while still retaining a clear focus on meeting the individual needs of each local region.

The Southland Community College (on behalf of Community Colleges New Zealand) is providing a range of services to the *Work'n' it Out* strategy including:

Receiving information about school-leavers from secondary schools and entering this into the *Work'n' it Out* tracking system;

Contacting each young person on the tracking system by phone to determine if they have a destination (work, education or training outcome). Those who do are identified as self-starters. The destination of each person will be recorded and he/she contacted twice a year;

Those without a destination will be offered a referral to a Youth Co-ordinator. The Youth Co-ordinator undertakes a needs assessment for each youth referred and works with them to develop an individualised career plan for each young person;

Young people being assisted by a Youth Co-ordinator are referred to other providers contracted to deliver the *Work'n' it Out* services.

achieving success from Work'n it Out



Work and Income Vacancy Gained

Brendan Libeau recently referred himself to *Work'n it Out* after he had heard about the strategy. Impressed by his motivation, attitude and skills, Youth Co-ordinator Tony Kahukura put Brendan's name forward for a temporary case manager vacancy at Work and Income. Less than a week after becoming of *Work'n it Out* participant, Brendan succeeded in securing a position with Work and Income at its Invercargill Service Centre.

work'n it Out Youth Co-ordinators

Youth Coordinators make contact with each young person who hasn't planned to enter employment, education or training, and is referred, or self refers to *Work'n it Out*. The Youth Co-ordinator completes a needs assessment to ascertain the most appropriate means to acquire a destination for them, and refers them to the most suitable service within the *Work'n it Out* strategy.



Joy Drummond

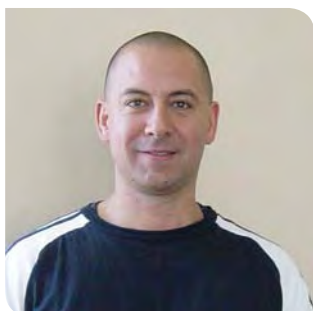
Joy has a varied working background which includes hospitality, nursing, counselling, mental health, social work, education and youth work. She is a current full member of the ANZASW (Aotearoa New Zealand Association of Social Workers), and has obtained other qualifications including Certificates in Mentoring, Adult Teaching and Mediation. As well as this, Joy is a Family Court approved Counsellor and Domestic Violence Facilitator and also has a Diploma in Nursing! Joy says, *"I enjoy lots of things including reading, ps2, chess and the outdoors. I also love working with people and especially enjoy assisting young people who are just getting started with their career plans and goals"*.

Rachel Hucklebridge

Rachel managed her own salon in Invercargill before becoming a hairdressing tutor at the Community College. Community College has been a big part of Rachel's working life at different times as she has also been involved in hospitality, computing and in recent years as a mentor / life coach working 'one on one' with clients. Rachel worked in Queenstown and Cromwell in the hospitality industry before taking time out to have her daughter. Outside of work, Rachel has a long standing association with the SPCA, having been an inspector for the past 15 years, and she is currently the Vice Chairperson of the Southland Association. Rachel says; *"I am always keen to keep on learning and have completed my Business Management Certificate along with some Adult Education and Training units. Most of all I enjoy meeting with and helping people to set and achieve goals. Work'n it Out is a great way for young adults to make some positive choices with lots of support"*.



Tony Kahukura



Tony is a born and bred Invercargill lad. When he was younger he did a couple of O/E trips exploring America, Canada and Australia. To date Tony has worked for BNZ, NZ Employment Service (NZES), NZ Police, Work and Income and more recently, IRD and as a course liaison officer for Southern Institute of Technology (SIT). Tony says; *"I started with Work'n it Out (WIO) as a Youth Coordinator in February and am really enjoying being part of a great team which offers such a valuable service to school leavers"*.

Al Duncan

Al lives in Dunedin having returned to his home town to be closer to family and friends. Al has a strong passion for the environment, which has provided opportunities to work in remote locations for the Department of Conservation and gain various employment experiences with Greenpeace. He says this was a great learning time, particularly in developing skills to deal positively with people. Having worked as a Caregiver for challenged young people and also as a Youth Tutor, Al found his niche and direction helping youth. He says, *"One of my prompts in deciding to embark on this journey of helping young people was from an extremely amazing woman who came into my life when I was a teenager. She guided me through my younger years into adult life and shared so much knowledge and wisdom with me. Now it is pretty amazing to find myself sharing with young people, what she had gifted me"*.



Ani Shearer



Ani has been a St Johns volunteer ambulance officer since 2001. Through her work in this role Ani has learned to deal with a wide range of people in often stressful situations. Ani has previously worked for Statistics New Zealand as a Labour Force Interviewer and a Consumer Price Index (CPI) Officer. Married for 20 years, Ani has a 13 year son. Her interests include travelling the countryside on her motorbike, being an active member of a social club, raising funds for the Child Cancer Foundation and renovating houses. Ani says; *"I am really excited by the prospect of making a real difference in young people's lives and I feel proud to be a part of a truly valuable service"*.

Work'n it Out - How it works

Community Colleges New Zealand

**School leaver tracking & monitoring
Provision of Needs Assessment and Career Plan
through Youth Co-ordinators**



Employment

Apprenticeship

Employment Coaching

Confidence Building

Tertiary Education

Training Opportunities

Industry Training

Mentoring

Strategic Plans Being Developed

Work and Income is partnering with Community Stakeholder Groups (CSGs) across its Southern Region to develop three year strategic plans for *Work'n it Out*.

Community Stakeholder Groups have been formed to provide leadership and advice on *Work'n it Out*. Groups operate in Dunedin, South Canterbury, Southland, Balclutha, and Central Otago and all 11 Territorial Authorities within the South Canterbury, Otago and Southland areas are involved.

CSGs comprise a range of representatives including local mayors, the Regional Commissioner for Social Development, senior District Health Board staff, police, employer groups, secondary school principals, and youth champions.

In May, Community Stakeholder Groups throughout the region met to discuss the progress of *Work'n it Out* and begin development of three year Strategic Plans for the youth transition strategy. Each plan reflects the needs of individual CSGs while providing a direction for the operation, advice and evaluation of *Work'n it Out*.

Regional Commissioner for Social Development, John Allen, says the participation of groups in development of these plans is "*an exciting and wonderful opportunity to collaborate on an initiative which will have huge benefit to our youth.*"

It is proposed that plans for each Community Stakeholder Group will be finalised by September this year.



One of the services Work'n it Out provides is Alive at Borland, which builds self-esteem and confidence.