

A good provider

17 year old Tyson Casswell has more responsibility than most young men his age. With a partner and a baby on the way, Tyson wanted to leave the course he was on and find full-time work to support his young family. He had no qualifications and didn't really know what type of work he wanted to do, but said his goal was to get a job that he could go to, then leave at the end of the day and forget about. Tyson's Youth Coordinator helped him prepare a CV, develop interview skills and fill out applications for several factory positions, and he was asked to attend a few interviews. Tyson successfully gained employment at Sandford's fish processing facility at Timaru Harbour where he is enjoying the work, and is delighted to be in a job that he is paid well for. Tyson doesn't have transport, so he walks to work each day. His dedication to the job was illustrated in a recent photograph on the front page of the Timaru Herald. He was shown walking to work while battling the "wicked" windstorm that swept Timaru in October - the only person brave enough to be out in the conditions.

Of course he can do it

When 17 year old Simon Campbell was first introduced to his Youth Coordinator in Timaru he was extremely nervous and shy. Simon had a passion for computers and web design, and believed that a career in this field would suit his personality. After some investigation, his Youth Coordinator found a suitable course at Aoraki Polytechnic in Dunedin, and spoke to Simon about how he would feel moving away from home. While he agreed it was right outside his comfort zone, with encouragement he applied for the course, and was delighted when he was accepted. As the course is not due to start until February 2008, Simon was keen to find some work in the meantime, so his Youth Coordinator encouraged him to apply for a position at Mitre 10. Simon was granted an interview, and had several practice sessions with his Youth Coordinator before the interview to reduce his nervousness. Simon has since started working in customer service at Mitre 10, which has greatly improved his confidence. His work is also providing a good stepping stone as he prepares to move away from home to start his course.

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



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|---------------------------|-------------------------------|----------------------------|----------------------------|
| Employment | Apprenticeship | Employment Coaching | Confidence Building |
| Tertiary Education | Training Opportunities | Industry Training | Mentoring |

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



This newsletter provides information about the Ministry of Social Development's Southern Regional youth transition strategy. *Work'n it Out* assists young people in South Canterbury, Otago and Southland. It 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 employment, education or training, into a future.

Between February and October of this year we have identified 470 NEET (not in employment, education or training) school leavers. Of these, 356 are now doing something positive. Many of these young people are in work, either part-time or full-time, or are training for a career. You can read about some of these successful young people inside this newsletter. The remainder continue to be worked with to find the right destination.

We know the current status for 5814 school leavers across the Southern Region. Across the region we now have 4099 self starters (those who are in a positive destination such as work, education or training).

Six Community Stakeholder Groups across the region have agreed to 3-year strategic plans for *Work'n it Out*. These are focused on Territorial Local Authorities cluster areas (for example, Southland encompasses Invercargill, Gore and Southland Territorial Local Authorities). I have been delighted by the support and enthusiasm mayors and other key community stakeholders have shown for our *Work'n it Out* strategy. This support is invaluable to us as we help our youth progress.

Work'n it Out could not achieve success without the support of schools throughout the region. We now have the support of all secondary schools across the region, which is fantastic.

The *Work'n it Out* strategy is one of many initiatives throughout the Southern region helping young people to achieve their potential.

It is a wonderful example of community, schools and government partnering together to achieve great results for the young people in our region. I would like to thank all who have supported *Work'n it Out* this year, and I look forward to another successful year in 2008.

Blair McKenzie
 Acting Regional Commissioner, Southern
 Ministry of Social Development

Mayor Frana Cardno's Message



Two of the most precious gifts we can pass onto our youth are hope and support. I am particularly passionate about our young people. In today's often hectic and ever-changing world, teenagers need both our understanding and guidance – delivered in a way they relate to – if they are to navigate life's challenges and reach their full potential.

As a founding member of the Mayors Taskforce for Jobs, I have found it very rewarding to see the impact Southland's Alive at Borland Programme has had in inspiring and motivating young people who had been finding life tough. Alive at Borland is one of a number of providers focused on enhancing the skills and confidence of our youth.

Not only does this fantastic 12-day programme match more than three quarters of participants with employers, it also provides solid grounding in a wealth of life skills.

Thanks to the support of several key community organisations, coupled with the wonderful leadership of the Work and Income team, this has proved a powerful, life-changing experience for dozens of teenagers, and our society is all the richer for their success.

I would also like to take this opportunity to applaud *Work'n it Out* for its commitment to our youth, and the important role it continues to play in bringing community stakeholders together to find new and innovative ways to help enrich our young people.

Frana Cardno
 Southland District Mayor

WORK'N IT OUT

Manager - Andrew Doughty



Andrew manages the *Work'n it Out* strategy for Community Colleges NZ. Responsible for running the *Work'n it Out* Contact Centre, managing the database and running the Youth Coordinator service, Andrew says; "I am very fortunate to be working with such a great team of people and to be involved with an excellent initiative that makes such a positive difference in our communities".

delivered his first course designed to help others obtain meaningful careers. In his early 20's, he became a Placement Co-ordinator for the Whangarei Employment & Training Centre, a small business specialising in assisting long term ACC clients back into the workforce. At around the same time, Andrew became involved an internet business owned by the same company.

Eventually moving into corporate training and becoming the Southern Regional Training Manager for a large international contact centre corporation, he was responsible for all staff training and development needs in the Wellington and Christchurch operations. Andrew has involvement in recruitment, organisational development, performance management, strategy, business planning & sales. Some of the clients included Telecom, Xtra, Meridian Energy, The Interisland Line, BNZ, AMI, Tower Insurance, Office Max and the Transport Registry Centre. He is a happily married father of two.

This role draws upon many of his past experiences and skills. Andrew has had a varied working background over the last 21 years which covers many skill fields. This includes management positions, training and development, counselling, employment coaching and placement, along with project management roles. After obtaining qualifications in Adult Training and Course design, Andrew wrote and

WORK'N IT OUT

Youth Co-ordinators

Youth Coordinators make contact with each young person who hasn't planned to enter employment, education and training and is referred, or self-refers to *Work'n it Out*. The Youth Coordinator 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. Since the last newsletter, we have had two new additions to the Youth Coordinator Team.

Penny Kershaw



Penny's varied and interesting work experience has prepared her well for her role as a Dunedin-based *Work'n it Out* Youth Coordinator. Since completing high school ten years ago, Penny has been involved in supporting and guiding teenagers through volunteer work at the Otago Youth Wellness Trust. Penny has completed both a Bachelor of Arts degree at Otago University, and a diploma in Primary Teaching at Victoria University. She says her roles as Head Supervisor of an After School Care Programme, College Relations Officer, English Language Teacher, and Director of Studies for Dunedin Language Academy have provided her with a great deal of experience which she utilises in her Youth Coordinator role. "I think *Work'n It Out* is a fantastic initiative and I am very excited to be involved as a Youth Coordinator. I believe being informed and aware of what pathways are available is crucial when young people take their first steps into the working world".

Christine Oliver

Chris brings a wide range of life experience and diverse skills to her new role as a Timaru-based Youth Coordinator. She has been a beautician and nail technician, a seamstress and host mother to overseas students for the last six years. In addition she has worked in the hospitality industry, and has experience as a bar manager. Recently Chris has been employed as a part-time youth tutor for South Canterbury Community College and in her spare time she has been a volunteer youth worker. Chris says, "I enjoy working with young people. I'm a great believer in living life to the fullest, as life is too short. Working as a Youth Coordinator is a great way for me to fulfil my dreams of helping our young people with their future plans and expectations".



ACHIEVING

success from *Work'n it Out*

From cruise mode to career mode



Malcolm Breward was on "cruise mode" when he was referred by the call centre to a Youth Coordinator in early June. With excellent communication and people skills, 18 year old Malcolm knew he was good at encouraging others, but needed a bit of extra support to motivate himself. His Youth Coordinator says he came across as a confident, honest young man who had some good goals which included working full-time. Malcolm was referred to Career Services, where he had some help putting together a CV. He was thinking about doing a carpentry course, and was referred to 4Trades Apprenticeships, which runs a four week cadetship course at Otago Polytechnic. As part of the course, Malcolm completed a paid work placement with Delta, who were so impressed by his commitment and enthusiasm that they took him on as an apprentice in the drainage division. Malcolm is "absolutely stoked" with his job, and has been amazed at how quickly things have worked out for him, says his Youth Coordinator. "It's wonderful how things can change in just one or two visits to *Work'n it Out*. All he needed was to sit down with someone, have a chat, and be pointed in the right direction."

A life changing three weeks

Within three weeks of being introduced to the *Work'n it Out* programme, 16 year old Regan Emerson went from underachieving at school to working full-time. Regan is helping to install home ventilation units for a nationwide company. Regan's Youth Co-ordinator says that although school wasn't really his thing, he had a number of attributes that made him suitable for employment including motivation, reliability, a willingness to engage, and good family support. Regan was interested in a career in a practical industry and had already applied for a couple of jobs with no success. *Work'n it Out* made contact with a company who liked what they heard about the programme, and were interested to meet Regan. After they were introduced, Regan was taken on by the company to help install home ventilation units under contract. The employer is happy with Regan's progress, and Regan's family are very positive about his new direction in life.

The perfect job behind the scenes

After completing a local polytechnic course but still feeling unsure of what direction to take, 18 year old Michael Nunn decided to seek some extra guidance, referring himself to a *Work'n it Out* Youth Coordinator in August. He had already tried a few different jobs since leaving school in 2005, but had not found anything that he really enjoyed doing. During the initial Needs Assessment, Michael and his Youth Coordinator discussed various options, such as further study, or different career and job possibilities. Michael decided he would like to work in a 'behind the scenes' job, as he enjoyed repetitive and physical work. A month later, a great opportunity arose when Foodstuffs Ltd asked the Dunedin *Work'n It Out* Youth Coordinators to recommend some young people for work in the company's busy distribution centre. Michael went for an interview and was successful in gaining full time employment. He is really enjoying the work and has already had a promotion.

Hard work pays off



Seventeen year old Ryan Tremain was referred to *Work'n it Out* by the call centre after a two week trial for a plumbing apprenticeship didn't work out. At the time he had applied for two further apprenticeships, in electrical and fabrication work, and had also been applying for general jobs. At his Needs Assessment it was apparent that Ryan was extremely motivated to work, as he was keen to give both work experience and voluntary work a try. His Invercargill Youth Coordinator assisted him to prepare a CV, write covering letters, and start applying for jobs. It only took a month before Ryan was contacted by Engineering.com, who were impressed by both Ryan and the *Work'n it Out* programme. Within a couple of months the company offered Ryan an apprenticeship, after being "absolutely rapt" with his progress. Say's Ryan's employer, "Ryan always had heaps of potential, and it has been great to have been able to provide an opportunity that has become a career rather than just a job to him." Ryan says he is loving his job, and is full of praise for the *Work'n it Out* programme and his Youth Coordinator, "who's perseverance and joyous attitude helped me get to where I am today."