

GOOD YOUTH EMPLOYMENT SYMPOSIUM



THURSDAY 14 – FRIDAY 15 SEPTEMBER 2023
LOWER HUTT EVENTS CENTRE

*Rangatahi mai ki te
Rangatira – Our Youth, Our
Future*

with Shannon Seiuli and Gemma Turney



Contents

- About us
- What we do
- Differences between programs
- Challenges
- What motivates youth
- Lessons learned

Gemma Turney

I have been a Youth Advisor with Youth Inspire since 2021 - helping young people find meaningful and sustainable employment opportunities has been my dream role!

Before Youth Inspire, I was living in Canada and working in the field of education, I have also worked at Family Planning which sparked my passion for working within the community and in the NGO space, prior to that I had a background in government.



Shannon Seiuli

Graduated in Australia and worked in Residential youth care for 2 years before moving back home to NZ.

Youth work is my passion and purpose, and when I moved back to NZ I did some volunteer work with Youthline, running their Youth Development programme through Gateway.

From there I moved onto PACT NZ, working in the Mental Health Youth support team for 2 years before starting with Youth Inspire.

I have been with Youth Inspire the last 6 years on the Youth Employability programme and I am now working with 15-24 year olds with whanau engagement as the Senior Youth Advisor.



Rangatahi mai ki te Rangatira

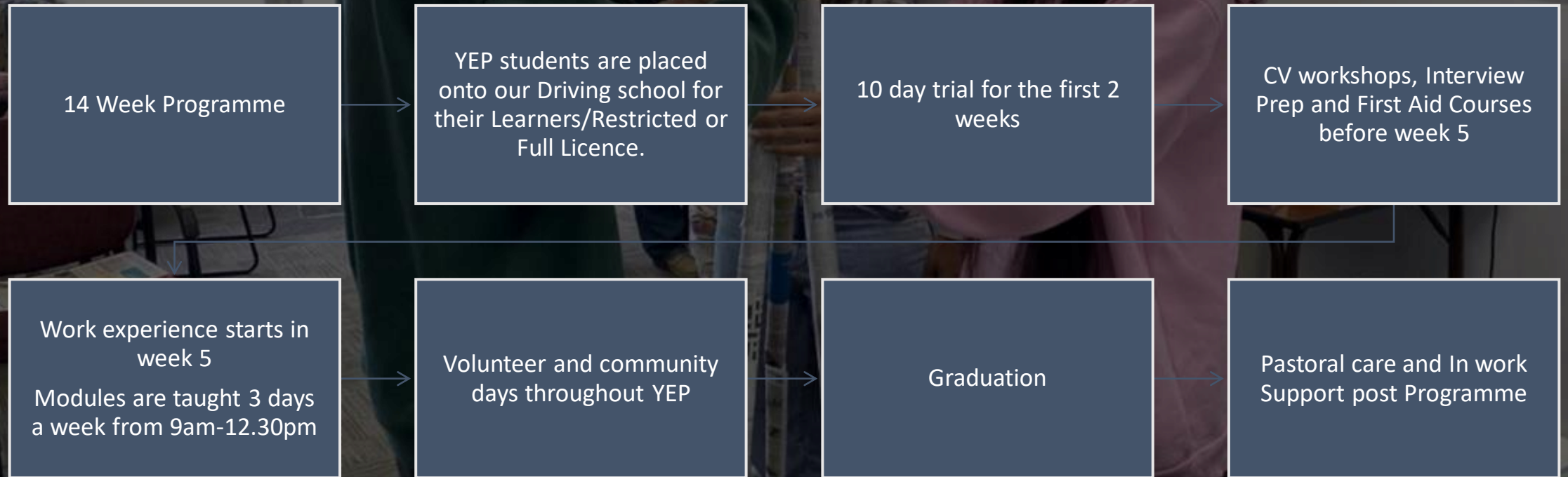
- Our focus is to see all young people under 25 engaged in meaningful employment, training or education
- We do this by:
 - Running an employability programme developed by COMET and adapted by Youth Inspire to teach essential skills
 - Operating a driving school to remove barriers to employment
 - Work closely with local business to provide work experience and direct employment opportunities
 - Unite with community service providers to give wrap around support to rangatahi



Our modules

Employability Skills	Practical Skills
Positive Attitude	Learner Licence
Communication	CV and Cover Letters
Teamwork	Interview practice and clothes
Self Management	First aid certificate
Willingness to Learn	Site visits
Thinking skills	Volunteer day
Resilience	Team building
	Kai!

Programme structure



Inspiring Youth Futures vs YEP

	Inspiring Youth Futures	YEP
Age range	15 - 24	18 - 24
Pastoral care	One year	Six months
Cohort needs	High	Mixed
Funding	High	Low
Whanau support	Yes	No
Outcomes	Varied	Benefit exit
Drivers Licence outcomes	Yes	No

Our results



Employment

1329 Job interviews

874 Employment placements



Work Experience and Education

1142 Education and training placements

606 Work experience and volunteer placements



Road Ready Rangatahi

500 Learner Licence passes (since 2019)

87 Restricted Licence passes (since 2019)

19 Full licence passes (since 2020)

Activity – What have been some challenges or what could be some challenges transitioning Youth into Employment?



Challenges

- Limited resources
- Diverse needs and backgrounds
- Mental Health & AOD use
- Community influences (peers)
- Engagement and motivation
- Changing job market
- Stigma and discrimination
- Driver licencing

Scenario.....

- Melita is a 15 year old female. She has been in Youth Justice the last year, and no other organizations she has enrolled in will take her because of her criminal convictions. You accept her onto the programme and she has dreams of working in Construction. She has not been in Education since she was 12.
- The second week she gets into a physical fight with her Mother who suffers from Schizophrenia, leaving her homeless.
- Throughout the programme, she makes friends who are easily influenced by her and they both start using AOD.
- She completes the 14 week programme and her work experience (as a builder) successfully but the employer will not hire her because she is 15.
- As part of her court conditions, she needs to get Employed or be in another programme or she will be relocated back to Palmerston North to live with her Dad (who she has a good relationship with).

Questions
to your
groups

What are Melita's
Barriers to
Employment?

How would you support
Melita to transition her
into Employment?

What motivates youth?

- Relevance
- Interactive learning
- Variety of activities (inc guest speakers and site visits)
- Whanau
- Recognition/praise
- Peer influence
- Mentorship and role models – being able to connect with their Facilitators
- Continuous communication
- Inclusivity
- Finances



Learnings

- Content needs to be tailored every programme
- Support should be individualized
- Changing work experience language for employers to distinguish the difference between us and gateway students
- Connection with YP is essential before assessing work-readiness
- Feedback should be incorporated throughout programme
- Facilitators need to adapt to learning styles of pupils
- Networking opportunities should be maximized
- Continuous learning



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