

# Snapshots from Community Investment Committees

*Community Investment Committees across National Youth Employment Body sites bring together members from key sectors of business, skills and training, employment, community and all levels of government, to collaboratively drive action that enables young people to gain meaningful jobs in their community.*

## **Adelaide North Community Investment Committee** **South Australia**

The Adelaide North Community Investment Committee is refocusing its work in response to the COVID-19 crisis to ensure young people are not left behind.

### **Co-designing streamlined pathways to job opportunities for young people during the crisis**

With the huge demand on call centres during the COVID-19 crisis, IT-based service provider Datacom is recruiting in Adelaide and Sydney for Services Australia. The Community Investment Committee is providing a coordinated mechanism for the recruitment of young people for Datacom call centre roles.

- Datacom HR manager, the employer champion and member of the Community Investment Committee, is providing industry insight on the preparation required for young people to gain call centre employment.
- National Youth Employment Body Lead Partner organisation, Workskil Australia, together with Datacom, is informing other members of the Committee about the recruitment process.
- All members are using their networks to share information and ensure young people are prepared to take up these job opportunities.

### **Co-designing training pathways to growth industries in health and aged care**

The Adelaide North Community Investment Committee, drawing on labour market data from the Brotherhood of St Laurence, and the real-time expertise of local employers and community actors, has identified disability and aged care as a key growth sector in the area.

- The Committee is working with business and young people to develop a campaign to promote the opportunities and diverse roles available across the care sector to young people.
- Members of the Committee have connected with key local employers to begin to tailor a co-designed pathway into the sector for young people.

- The pathway is to involve a simulated employment and work experience module for sector specific training at the TAFE SA Hub. This builds on an existing simulated work-based learning model that engages learners in scenarios they would likely encounter at a work, which was developed by Committee members for another industry.

### **Investigating new employment opportunities for young people in agriculture**

Adelaide North Community Investment Committee members identified agriculture as an area that could provide job opportunities for young people in a COVID-19 landscape, due to a shortage of itinerant workers for the upcoming citrus picking season in the Riverland area of South Australia.

- Members harnessed their expertise to identify what training and other support is needed to prepare young people for new agricultural jobs, and the funding and resources that could be leveraged to make it happen.
- The Federal Department of Education, Skills and Employment representative on the Committee is providing feedback from the group to the Department on what is required for young people to be ready for work in the agricultural industry.
- The two community organisations on the committee, Workskil Australia and Community Corporate, are working on how to best prepare a group of interested young people for a successful transition into agricultural work.

## **The Shoalhaven Community Investment Committee** **New South Wales**

The Shoalhaven Community Investment Committee is developing new employment pathways for young people in communities recently hit by bushfires coordinated by National Youth Employment Body Lead Partner organisation, Mission Australia.

### **Building a work-ready trade labour force for the Shoalhaven City Council and wider community**

The Shoalhaven Community Investment Committee is designing a pre-employment pathway to support young people into trade apprenticeships with the Shoalhaven City Council and other employers.

- A member of the Committee from Local Council will work with a group training organisation to design a bespoke pre-employment package for roles with the Council, enhancing and coordinating existing efforts.
- Youth employment service providers on the Committee will then ensure that a group of interested young people are ready to complete the pathway and move into employment.



- The program aims to provide young people with skills, workplace visits and work-readiness preparation to gain employment in Council recruitment rounds later in the year.

### **Designing aviation training to meet local labour market needs**

Members of the Shoalhaven Community Investment Committee identified local demand for manufacturing skills, and are designing a streamlined skills and training pathway for young people who are disengaged, that would lead to paid work placements, traineeships and capabilities for Shoalhaven's growing aviation and high-level manufacturing industries.

### **Co-designing employment opportunities for young people in bushfire recovery projects**

Members of the Shoalhaven Community Investment Committee are working with key sectors involved in post-bushfire rebuild efforts, to design a coordinated employment pathway that aligns to current and emerging business needs and builds the skills required for young people to contribute.

- A Committee member from the Local Council's Economic Development team, and another who is a Regional Employment Facilitator, have connected with local construction companies to develop work preparation packages, co-designed with TAFE and youth employment services, so that young people can be trained and ready to work in bushfire recovery projects, such as the School Creek bridge rebuild.
- Community Investment Committee members are collaborating with the contract manager of the bridge rebuild company, Fulton Hogan, to gain industry insights on labour needs and encourage the company to employ local young people. As a result, the manager of the bridge rebuild project has expressed his motivation to employ well-prepared young people.
- Members of the Committee from state and federal government are providing information on funding streams that can be drawn on to ensure both the employer and young person are well supported throughout the employment pathway.

## **Logan-Beaudesert**

### **Community Investment Committee**

#### **Queensland**

### **Designing a community pathway to provide young people with experience of diverse roles in health and aged-care**

The Logan-Beaudesert Community Investment Committee identified the need for an agile skills and training pathway in health and aged care. This is a growth sector that struggles

to attract young people due to a lack of awareness and barriers to accessing the roles, such as requiring a licence and car, or the full completion of a Certificate III before starting work.

- All members of the Committee are reaching out to local employers in the health and aged-care sector to co-design a pathway that meets the needs of both young people and employers.
- TAFE QLD has committed to co-designing a flexible training package tailored for local health and aged-care employers and young people.
- National Youth Employment Body Lead Partner organisation, yourtown, are designing an initiative to place young people in volunteer positions in local aged-care organisations, to provide them with career development and experience of working in the sector, to be implemented in a COVID-19 recovery landscape.
- The community organisations on the Committee, Youth and Family Services (YFS) and yourtown, will draw in a wider group of young people to ensure a pool of motivated and well-prepared candidates are ready to fill the positions.

### **Supporting small and medium businesses to train and invest in young people, creating local employment opportunities**

The Logan-Beaudesert Community Investment Committee, with insights from its employer members, is developing pathways that enable small and medium businesses to train and recruit young people.

- An employer champion on the Committee, who is a 7-Eleven franchise owner, contributed his knowledge of the industry's business needs and the support required for businesses to prepare young people for work in retail. Small and medium business employers are often hesitant to employ young people as they lack the time, resources or capacity to train them.
- The 7-Eleven franchise owner, supported by the National Youth Employment Body Lead Partner organisation, yourtown, is designing a simple tool for recruiting and training young people that is tailored to convenience stores. He is training young people from the local Transition to Work program, who on completion will be placed in employment at other convenience stores.
- Members of the Committee will reach out to other employers to adapt the tool and pathway for use with other small and medium businesses in the Logan-Beaudesert region.

