



PROPOSAL FOR YOUTH EMPLOYMENT

For Business/Industry Partnerships
to make a huge difference in Adelaide
South Australia

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PROPOSAL FOR YOUTH EMPLOYMENT

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Our youth program improves education and employment opportunities for youth between 13 to 25 years. We work extremely well with youth who've not had an easy start in life; who are at risk of long-term welfare dependency, plus have many family and social barriers to overcome.

We show them how to develop and navigate their pathway through education to employment, by providing custom training opportunities and confidence building encouragement to reach their personal goals.

The Lessons we've learnt from working with this challenging cohort are transferable to all youth across the communities in South Australia.

Individualised life coaching increases positive self-belief and reduces conflict between young people and their families, peers and the wider community.

OVERVIEW

We are seeking partners to invest in our proven work so more vulnerable young people can overcome their fears and barriers to success. Together, we can give them hope for a productive future to employment. This is based on our combined 12 years' experience and effective advocacy to achieve placements for a good start to responsible adulthood, an opportunity they would not have had otherwise.

The Opportunity

The window of opportunity is between now and 30 June 2021 when business and companies are doing their annual tax management and planning. **Second Chances SA** can offer tax deductibility as a registered charity with the ACNC (Australian Charities and Not-for-profits Commission) having DGR (Deductible Gift Recipient) status with the ATO.

We are seeking businesses and/or individuals who expect a surplus of profit from the current financial year and want to make a difference by taking the opportunity of making a positive contribution to society by impacting the lives of disadvantaged youth through our youth employment program.

And guess what? Your contribution is fully tax deductible!

The Objectives

To build on the highly successful work of the past two years where we've helped 35 vulnerable youth find part time and full time employment. We are in the midst of reaching our target of 50 by June 30 2021.

We want to continue this work from July 2021 by building on the solid foundation and reputation already achieved to date, and flow with the high and steady level of momentum we're currently witnessing.

- To sustain momentum and prevent stoppage and shut down of this program.
- To life coach and mentor them for a vocational plan to become job ready and gain employment
- To assist them to overcome identity barriers and other barriers to employment
- To create opportunities to become educated and skilled

The Solution

From our experience and the great results we've achieved so far, we will produce ongoing results when business partners back our team into the future.

We will form a sharp unit of effective operatives who are the best in relating to disadvantaged youth struggling to find their purpose and direction in life.

OUR PROPOSAL

Our proposal involves inviting interested business leaders with a heart for making a difference in the community, to invest their surplus funds into a social impact cause while also seeking to benefit from a tax benefit.

We have an established proven record of preparing and ushering disadvantaged young people into job readiness and employment.

We need more than one or two partners. Our budget of \$600K per annum is less than half we've been operating with for the past two years. We have prepared a strategic plan which reduces the annual budget of \$1.25M down to \$600K.

It is achievable if we can find 12 investors of \$60K each or 24 investors of \$30K each by 30 June 2021.

Research

Over the past two years we have secured quarterly reports by independent assessors. In addition, we've written our own lessons from dealing with the most challenging cohort of all – troubled young people.

According to the Sunday Mail (SA) May 30, 2020

Researchers predict SA youth job market recovery after coronavirus will be long and painful

More than half of the 14,000 South Australian youths who lost their jobs due to COVID-19 last month are likely to become long-term unemployed, social policy experts have warned.

Latest data shows SA has recorded the second-highest youth unemployment rate nationally since COVID-19 began. Experts warn many will stay unemployed well into 2021.

Centre for Social Impact (CSI) lead researcher Professor Paul Flatau said more than a third of the 40,800 South Australians who lost their jobs last month were aged 15 to 24.

Others are saying young people are doing it tough. Not all are buying overpriced smashed-avocado toast with a fascination for selfies.

South Australia's regions, ranked by youth unemployment in 2018:

15.3% Barossa – Yorke – Mid North region, including Port Pirie, Nuriootpa, Peterborough.
14% South region Adelaide – including Glenelg, Hallett Cove, Christies Beach, Morphett Vale, McLaren Vale.

13.7% North region Adelaide – including Elizabeth, Salisbury, Parafield, Gawler.

13.1% West region Adelaide – including Port Adelaide, Fulham, Henley Beach, Plympton.

11.8% Central and Hills region Adelaide – including Nairne, Lobethal, Mount Barker, Birdwood, Mount Torrens.

Execution Strategy

Our execution strategy incorporates proven methodologies, extremely qualified personnel, and a highly responsive approach to managing deliverables.

Project Approach

All our clients are referred to us by other agencies, word of mouth plus siblings from pre-existing family clients. Due to our well known reputation, referrals come from other agencies at a steady rate. In addition, we have over a decade of experience and our data base has reached over 1500.

Targets of 20 employed youth per annum are set and measured against.

Independent reviews and reports are conducted quarterly to assess effectiveness of the program logic.

Resources

Already we have computers, databases for clients and active key stakeholders. We have fully equipped offices with equipment and furniture to make an office fully operational.

We also have vehicles which are being leased and these can be continued into the next phase.

The staff we want to engage are current employees who we wish to keep engaged as they are respected and well-liked by the clientele and are proven effective operatives.

Timeline for Execution

Description	Start Date	End Date	Duration
Project Start	01/07/2021	30/06/2024	3 years
Milestone 1	Securing funds	ongoing	3 years
Milestone 2	Engaging key staff	30 July 2021	One month
Milestone 3	Locating Central Offices	30 July 2021	One month
Milestone 4	Reviewing, planning and reporting	31 Dec 2021 ongoing	Quarterly
Milestone 5	Implementation of reviewed program logic	30 June 2022	Annually

EXPECTED OUTCOMES

We expect our proposal to produce the following benefits;

Financial Benefits

- Create opportunities to become job ready leading to independence from welfare payments
- Open doors to work experience and volunteering to develop a work ethic foundation
- Gaining part-time work produces a hunger to achieve more employment towards financial independence

Educational Benefits

- Completion of longer University and TAFE courses can be done part-time while earning independent income.
- Short courses like medical receptionist, beauty, dental and TAFE courses strengthen capacity for future learning.
- Basic courses such as First Aid, Barista Course and Driver's License provide basic foundation for future learning.
- Gaining White card, Forklift and earthmoving licenses open doors into building, warehouse and landscaping work

Social Benefits

- Improve overall mental health through engaged sport and recreation
- Establish networking opportunities to gain employment or work experience

FUNDING

Services Cost	Price
2 x Full time Staff	\$170,000
2 x Part time Staff (1.2 equivalent)	\$100,000
Employment On-costs x 13%	\$35,000
Total Staff Costs	\$ 305,000
Program Costs	
Office	38,000
Vehicle Lease x2	50,000
Fuel x vehicles pa	25,000
Community engagement (sporting clubs and gym memberships)	45,000
Database maintenance	7,000
Independent Quarterly Evaluations	30,000
Formal and informal training	100,000
Total Program Costs	\$295,000
Total	\$600,000

QUALIFICATIONS

Our staff are focused on supporting youth so they can become achieving tax payers. The reason we have a strong working knowledge about disadvantaged youth is we've been working with the least motivated and the most difficult group of youth – the children of prisoners from 13 – 25 years. Our team are qualified in understanding the underlying issues which form strong ties and distract them from a life plan or even thinking about and visioning a vocational plan for their life. Until they are challenged, they often think they will never be employed and be welfare dependent for the rest of their lives like a generational cycle.

- We are uniquely positioned to continue our excellent strike rate of helping youth as we are still achieving goals
- We are uniquely positioned to secure employment for our youth as we've formed strong relationships with key stakeholders who help make our business so successful.
- We are uniquely positioned to be the employment agency for difficult young people because we know their barriers and can help them to overcome keeping the client on course.

CONCLUSION

Due to the cessation of a pilot program from the Federal Government DSS Try, Test and Learn funding 30 June 2021, we are concerned we will be abandoning young people who well on their way to a vocational career path. Without our help they could fail and become another unemployment statistic, even worse resort to negative behaviours such as substance abuse, anti-social behavior, petty crime like shop lifting and gang activity, mental health issues including youth suicide.

For our clients having a purpose, applying work ethic practices, being motivated and encouraged to achieve personal goals requires wrap around strategies by an experienced team. We've seen the smiles and the joy on the faces when they've got their first interview, work experience placement, ID such as birth certificates, bank accounts and L permits so they can learn to drive and obtain their driving license. The majority of youth cannot self-motivate nor are they self-starters for their own lives. They need confidence, support and someone to guide and help them to the next steps in their lives. We are doing this. We can do this.

If you want to become a financial partner please call CEO Helen Glanville 0410441636

Website: <https://secondchances.org.au/programs/getting-ready-for-take-off/>

FOR MORE INFORMATION: Key Lessons Learnt is a document summarizing outcomes.