

STURT
STREET

YOUTH
HUB



ANNUAL REPORT 2018-2019



employment
options

everyone deserves a working future



ABOUT EMPLOYMENT OPTIONS

At Employment Options we believe passionately that "Everyone deserves a working future."

For 30 years as a not for profit charity we have been delivering programs and services which provide professional career advice and support the process of achieving employment outcomes.

Consolidating in a new location at 40 Sturt Street, Adelaide the year 2018-2019 has been massive achievement for the whole team.



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OUR 2018 -2019 PROGRAM PARTICIPANTS

Youth Space

- FLO 91
- Youth - E 15
- Trial days - 6
- NDIS - 3

Expanding Horizons - Girls Like Us 55

Pathfinder - Game your career 364

- 194 returned to secondary education or moved to further education
- 18 moved into paid employment

Pathfinder for Trades 51

- Participant commencements 51
- Accredited Training – First Aid - Completions 40
- Drugs and Alcohol in the Workplace Training 27
- Employment outcomes – F/T, P/T & casual 25
- Education outcomes 16
- Interviews and aptitude tests 32
- Work Experience and/or work Trials 12
- Obtained Learner's Licences 5
- Obtained Probationary Licence 1

NDIS 9

Regional Employment Trials 7

TOTAL 601 participants

OUR 2018 -2019 SCHOOL PARTNERSHIPS

Adelaide East Special School
Avenues College (formerly Windsor Garden Vocational College)
Birdwood High School
Charles Campbell College (FLO + EH)
Glenunga International High School
Hamilton Secondary College
Heathfield High School
Henley High School (FLO + EH)
Le Fevre High School
Mark Oliphant College
Marryatville High School (FLO + EH)
Mt Barker High School
Norwood Morialta High School
Ocean View College (FLO + EH)
Para Hills High School
Plympton International College
Roma Mitchell Secondary College
Seaton High School (FLO + EH)
Springbank Secondary College (formerly Pasadena High School)
Underdale High School
Unley High School
Urrbrae Agricultural High School
Woodville High School

OUR PROGRAMS



YOUTH SPACE

Exploring what works for Youth Space, led to the 2019 timetable facilitated by Coordinator Jenni. Real life learning engaged young people to build their strengths and skills toward starting their vocational path. Case Managers Mitch, Jesse and Amy provided consistent structures in their practice increasing the attendance of young people. This allowed them to work in the superb new facility with their clients to address barriers.

"April" [name changed] is a young person that travels 60 minutes from outside Adelaide to attend Youth Space.

"April" has had challenges with family relationships leading to homelessness, anxiety, alcohol use, and financial disadvantage, all of which impact on "April's" ability to concentrate on learning. With her enrolling school partnering us, the team supports her through each barrier—accessing and referring to learning, housing, financial and counselling services.

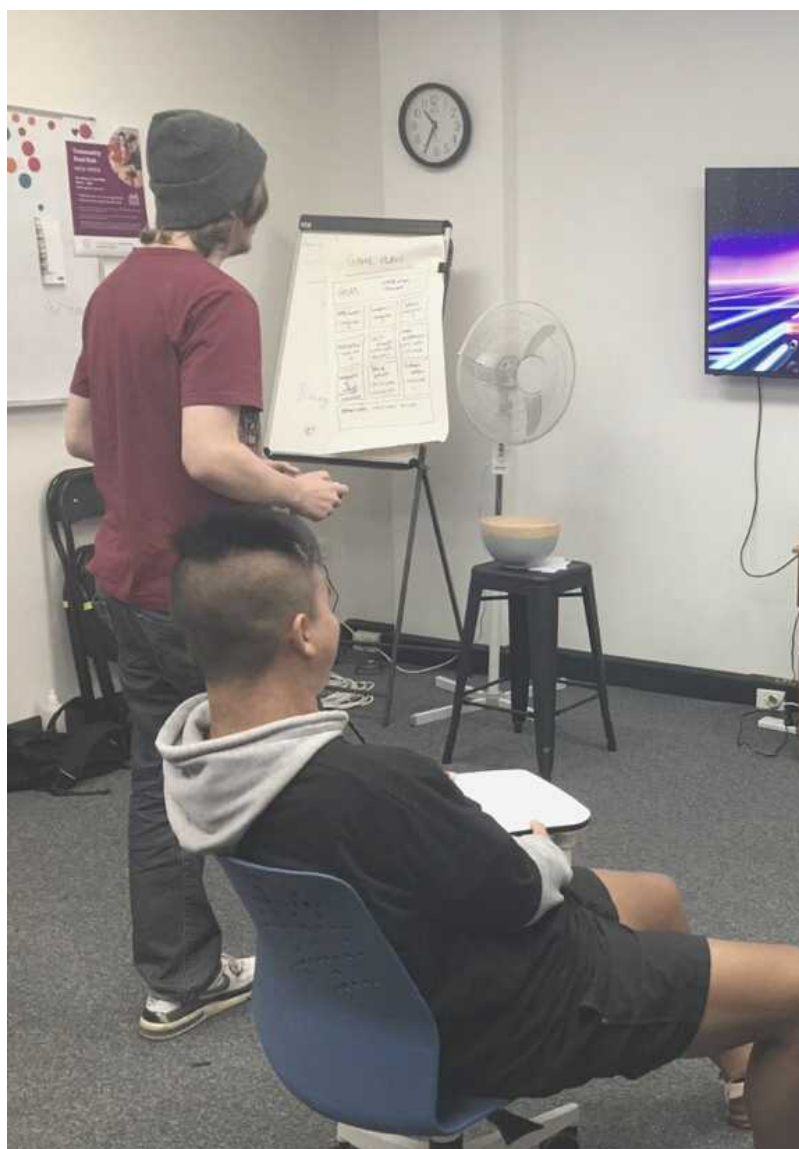
"April" is on track to complete her Certificate III in Beauty Services by the end of 2019.

CAREER DEVELOPMENT

Our Career Services had an impact on many people over this financial year. It's a vital service given that most people will have five to seven career changes over their working life.

"Ivan" (Name changed) was injured whilst serving in the Australian Defence Force. He came to us to undertake a comprehensive career transition program supported by the ADF.

After translating his defence skills and competencies and researching the labour market, "Ivan" realised he wanted to retrain as a bookkeeper. We also helped him improve his job search skills with outstanding results as he was offered 2 jobs in one week. "Ivan" has subsequently secured ongoing employment and tells us he loves his new career! It just goes to show that the research is right. People who access qualified career development support are twice as likely to find work than those that don't.





EXPANDING HORIZONS

The Expanding Horizons Program has literally expanded the horizon for the many young women who have participated during this financial year.

These students have had experiential learning of Design Thinking, collaboration, solving human Centred Problems as collaborative projects. They explored STEM pathways through the multitude of STEM games, discussions and excursions to NVI, Flinders Uni and Space school.

At the end of the terms program Kala the program coordinator and Oliwia, the student mentors were flabbergasted by the testimonials which showed how much the girls thoughts had shifted toward STEM studies and career pathways. This was clearly articulated in their testimonials.

The main Expanding Horizons staff Kala and Oliwia have built excellent rapport and strong partnerships with not only the schools but also with many other agencies that have been willing to offer collaborative services at no cost.

Collaboration such as these would be the key to delivering the program at a reduced cost and to enable continued delivery of the Expanding Horizon program in the post funding period.



OUR PROGRAMS

NDIS

We achieved NDIS registration this year and are now able to help people living with a disability gain meaningful employment and participate in the community.

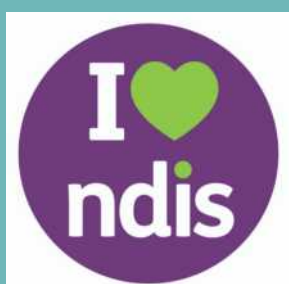
Our service area ranges from the Adelaide Hills, Murray Bridge and our Sturt Street Youth Hub.

We offer an individual and tailored service to meet the needs of each client.

This year we met “John” (name changed) who was struggling with relationships at work and was at risk of losing his job.

We coached John over the year to help learn new skills and understand workplace norms. We also helped John’s employer understand why he was behaving the way he was and how they could better support him to be engaged at work.

As a result, John has a new position within his workplace which is better suited to his interests and skills. He is feeling like a valuable team member and isn’t worried about losing his job. Our experience with John and his workplace shows that great results can be achieved when we work collaboratively.



GREENLIGHT TO WORK – REGIONAL EMPLOYMENT TRIAL

Commencing in April this year Greenlight 2 Work in the Murraylands aims to help address youth unemployment in the area with assistance in:

1. Gaining a learner’s permit to drive
2. Career development support which includes knowledge about labour market opportunities in the region.

The program has had early success with participants like “Emily” (name changed).

We gave her individual support until she was confident to engage with the small group. Once feeling more confident Emily joined the learners program and has since gained her learner's permit. Career development support was provided where she was able to identify her strengths and passions. Emily has now found employment at a local distribution centre.

Our proudest moment for Emily is that by the end of her program she was able to help other participants learn their road rules and lead learning activities.



PATHFINDER – GAME YOUR CAREER

The Pathfinder Program is acknowledged by our partners and stakeholders as a valuable and impactful service for their job seekers or students because it developed motivation, raised aspirations, provided a structured format to explore career opportunities and develop an action plan.

Providers advised that participants Game Plan (Career Action Plan) was very useful for their employment consultants in helping job seekers with their job search, including applying for interim work until they got a job in their chosen industry.

Most referrals came from Transition To Work (TTW) providers like HYPA and Workskil, DES Providers like Maxima, Schools and Community Services Organisations.



PATHFINDER FOR TRADES

Pathfinder for Trades was developed in response to the challenges experienced by employers and group training providers in finding suitable candidates for an apprenticeship or traineeship.

Through our Pathfinder career exploration program, we were able to assist 44 participants become informed about their career pathways and understand the commitment and requirements of getting an apprenticeship.

Participants who attended the Drug and Alcohol Training delivered by the Construction and Other Industries Drug and Alcohol Program learnt about the impact of drugs and alcohol in the workplace, getting and keeping an apprenticeship.

Feedback from participants indicated it was valuable training to help them understand WHS and the testing regime in workplaces. We observed significant growth in participant confidence to engage with and talk to employers, undertake effective job search, effectively apply for jobs, sit aptitude testing and position themselves to obtain an apprenticeship.

Our Informational Interview Workshops and activities with a focus on employers was a game changer for participants as it increased their confidence to meet employers and attend interviews.

Our Industry supporters and partners included; MTA, ATEC, Maxima, TAPS, Apprenticeship Support Australia and BIRST.

CHAIRPERSON AND CEO'S REPORT

2019 sees Employment Options celebrate its 30th year.

Looking back, we recognise the impact of our services and how we have changed, pivoted and moved with the times at all points of our journey. As we reflect on the last 12 months, we see another year of significant change and development.

The opening of the Sturt Street Youth Hub is a major achievement and enables a centralised location with greater access for service users. Our new facility is close to public transport and accessible for people from across greater metropolitan Adelaide as well our historical home, the Adelaide Hills.

Sturt Street Youth Hub is a flexible space to offer a diverse range of supports and programs. Sturt Street Youth Hub has brought staff together to build a stronger team. It's wonderful to see cross program relationships develop and the willingness to share resources and knowledge.

Feedback from our recent staff survey confirms we enjoy being "one team" and 100% of staff report they understand how their job contributes to the overall purpose of Employment Options. This outstanding result shows our cohesion and is reflective of the hardworking and passionate team that is Employment Options.

We also achieved NDIS registration this year enabling the growth of services for people living with a disability. Our registration builds on our organisational strength to assist people engage with life and work. The ability to "live an ordinary life" is a NDIS goal and one which resonates with us.



Sadly, this year we saw the ending of our Empowering Youth Initiative Pathfinder.

Over the last 2 years, 364 young people experienced a significant increase in motivation and aspiration because of Pathfinder. We continue our strong belief in the effectiveness of the program and continue to build on the success.

As our services have grown and changed, Employment Options' mission of "contributing to equity and social justice in society by directly assisting disadvantaged people to plan and achieve their work or learning goals." has stood the test of time.

We have a passionate belief that everyone deserves a working future and our actions live, breath and align with this belief.

As an organisation, Employment Options continues to lead the way with our innovative service design by prioritising participant engagement and motivation to achieve goals.

The coming year brings new challenges, excitement and rewards. We are proud to be leading our growth and have every confidence that it's going to be a great year.

Thank you to our staff, management and Board for their continued dedication and professionalism.

Together we help people grow, feel good about themselves and hopeful for the future!

Andrew Wood, Chairperson
Michelle Braham, CEO



30 YEARS OF IMPACT

TIMELINE

1989 - Employment Options commenced, with the aim of assisting disadvantaged community members, to establish methodologies and attitudes that empower individuals to achieve change for themselves.

1990 - Outreach services commenced out of Stirling CFS building, with an old desk and chair donated by CFS.

1993 - Additional to Stirling office, commenced new site at Dutton Rd, Mt Barker. Major refurbishment of a former factory (Metro meats). Zoning of the site meant training such as wood work, welding etc would be possible, but initially a large building was converted to 4 large training rooms and a large office area.

1998 - Opened site at Victor Harbor. Commenced offering Cert IV Small Business Management (NEIS)

2002 - Stirling office and training centre closed. Employment Options Inc became a Registered Training Organisation 2240 in its own right on 13/6/2002.

2015 - Restructure after not gaining new/ ongoing contracts. New logo and website launched.

2016- Youth Space East, our first experiential Learning centre opens. Take over Western Youth Space, re-named Youth Space West.

2017 - Ceased being a Registered Training Organisation on 12/6/2017. Michelle Braham commenced in CEO position.

2019 - Employment Options amalgamated multiple sites and moved into Sturt Street. New tag brand as "Everyone Deserves a Working Future" and site named "Sturt Street Youth Hub."



OUR PEOPLE

OUR BOARD

Andrew Wood (Chairman)
Michael Coulsen
Trish Crosby
Vivienne Barker (part of the period)
Jacqui Coates
Tobi Crush (part of the period)
Peter Mansfield (part of the period)
Michelle Braham (CEO/Director)

STAFF

Michelle Braham (CEO), Rick Henke, Vanessa Spargo (left August 2019), Jo Stolz, Fiona Harley, Ron Parker (left August 2018), Rachel Williams (left August 2018), Debbie McGrane (left March 2019), Rob Sanders (left March 2019), Carly Morris (left March 2019), Amy Sterkenburg, Sasha Dragovelic, Greg Nichol, Christina Sandberg (left August 2019), Barbara Moore (left March 2019), Thomas Sharkey (left May 2019), Kala McLean, Oliwia Derda, Jasper Bird (left July 2019), Scott Viska, Naomi Longo, Jennifer King, Charles Brunnthaler, Jesse McKay (left & returned), Chris Seglins, Cathy Sanderson, Aiden Fargher (commenced August 2019), Melissa Mitchell (left July 2018), Kacee Heidt (left July 2019)

VOLUNTEERS & PLACEMENTS

Smiler Te Ao, Paul Millar, Maud Palmieri (left August 2018), Susanne Barrett (left August 2018), Selena Ristic-Custic (left November 2018), Farhana Fadjar (left December 2018), Larissa Mooyman (left May 2019), Danielle King (left June 2019), Ruth Ndenge (left June 2019), Riley Shean (left July 2019), Mohammad Mohib Jasim (left May 2019), Leah Braham (left May 2019), Emily Kooistra (left August 2019)



THANK YOU

Our Murray Bridge team would like to thank Disability SA Murraylands, Mission Australia Local Area Co-ordinator, Mount Barker Regional Employment Facilitator, Murraylands and Riverland Regional Employment Trial, Department of Employment.

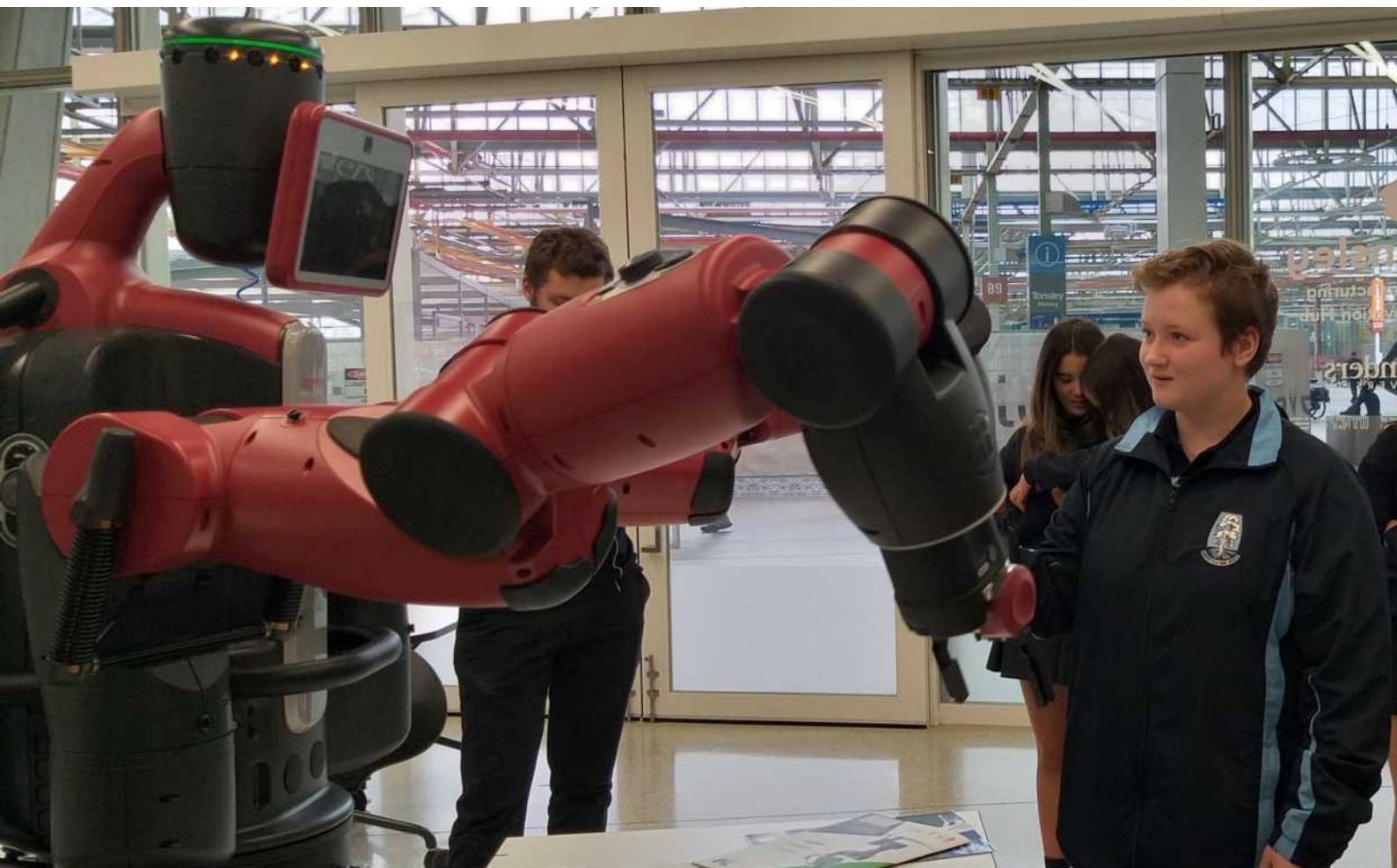
Our Career teams would like to thank the Career Transition Centre, Australian Defence Force.

The Youth team would like to thank all our school partners, the BANK SA Foundation - for kindly funding the FHAT Designs program in 2019 and Matana Foundation: Social Emotional Learning (SEL) program. We would also like to thank EFM Fitness, South Terrace, Adelaide & Mick Drewett - for kindly donating time, energy and free access in providing the Gym program in 2019.

The Youth team would also like to thank the non school agencies that we worked with this year including Department for Child Protection, DCP Community Youth Justice, Department for Education, FLO administration team, My Future My Way, Relationships Australia SA, School Retention Team, Work About Centre, Anglicare SA, Youth Education Centre & Youth 180.

The Expanding Horizons team would like to thank Department for Education, NVI, Flinders Uni, Unisa Built Environs, PAE Council, KeSAB and Space School for by going over and above what was required of them to support the girls and their activities. This showed their own commitment to increasing girls participation in STEM pathways.

The Pathfinder team would like to thank our Industry supporters and partners included; MTA, ATEC, Maxima, TAPS, Apprenticeship Support Australia and BIRST.





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