



## EMPLOYMENT

### FACT SHEET

#### **Background**

Since its inception in 2000, the Whitelion Employment Program has trained and employed approximately 350 young people from disadvantaged backgrounds. Often the young people have had few positive role models and extremely limited work experience so a great deal of effort is put into training and matching each individual to the right work environment. This slow building of skills and confidence is vital to allow the young person to find their feet and fully realise their potential in the work place. With offices in Victoria and Tasmania Whitelion currently employs over 70 disadvantaged young people per year.

#### **Key Areas of Employment**

##### Transport and Logistics

TOLL  
Australian Trucking Association (ATA)  
Quiksilver  
UTI

##### Admin and Finance

ANZ  
City West Water  
Clemenger Harvey Edge  
Superpartners  
Medibank Private

##### Hospitality

KFC  
Spotless

##### Construction/Trades

GROCON  
QENOS

**Whitelion works with over 60 partner companies to train, prepare and employ disadvantaged young people with a particular focus on those leaving the youth justice system and state care.**

#### **Guiding principles**

Whitelion's Employment Program :-

- is committed to supporting young people towards independence and a positive engagement with their community including through employment.

- is committed to engaging prospective employers and supporting them prior to a young person's placement and subsequently. In return employers provide jobs and pay wages at the appropriate rates for hours worked.
- recognises that a young person's journey may include both positive progress and setbacks.
- recognises that even short term work placements provide learning experiences for both young people and employers. Building on these is part of longer term success.
- recognises that a young person's unique background and experience will influence their capacity to engage with training and the workforce.
- is committed to re-engaging /supporting young people at various stages of their journey towards ongoing participation in the workforce and independence
- is committed to engaging and supporting community partners, including employers to provide opportunities for young people which are mutually beneficial.
- seeks to engage employment partners who are committed to pay appropriate wages without subsidy, with the prospect of young people being seen as part of the general workforce.

### **The Methodology**

1. Interviews with young person –establish relationship learn relevant personal information and explain program
2. Vocational Assessment – Define the career path
3. Training – Expose young people to company partners to learn about their chosen areas of work.
4. Work Place Orientation – Match the young person with a work place buddy, introduce them to the workplace and the realities of working life – this may include aspects ranging from presentation to office etiquette and physically getting to work.
5. Short Term Placement – Many young people need to build their skills and confidence in working life. To introduce them to work Whitelion will often commence with a placement of 3 months from 2 – 3 days per week.
6. Long Term Placement – Once young people adapt to working life a new position is negotiated upwards of 4 days per week.
7. The Support – Whitelion provides intensive support to the young person and the employer to support the working relationship which may last for years.

### **The Target Group**

- Whitelion works annually with up to 150 young people from disadvantaged backgrounds and employs 50 through our company partners in Victoria alone.
- Approximately half of the young men and women that work with the employment team come from custodial backgrounds.
- The other half have had involvement in community based youth justice orders or are at risk of involvement and/or come from disadvantaged backgrounds t Referrals are made by Youth Justice Centres, Youth Justice Units and NGO's and other WL programs [mentoring/young women's]
- Whitelion has specialist expertise in working with young women, indigenous groups and other NESB groups.
- Employment workers are based in metropolitan Melbourne, Geelong, Bendigo and Tasmania.