



SITUATION

- High youth unemployment and underemployment.*₁
- High disengagement in training and education post pandemic.*₂
- Increased reporting of youth mental ill-health.*₃
- Increased demand for mental health and youth services.*₄
- Increased cost of living.*₅
- Lack of business / entrepreneurial training and engagement.

*1 - Youth Unemployment Rate / ABS: <https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia/latest-release>

*2 - Australia's Youth - AIHW: <https://www.aihw.gov.au/reports/children-youth/covid-19-and-young-people>

*3 - Youth Mental Health - Headspace: <https://headspace.org.au/assets/Uploads/Increasing-demand-in-youth-mental-h-a-rising-tide-of-need.pdf>

*4 - Mental Health services - Medical Journal of Australia: <https://www.mja.com.au/journal/2023/219/6/mental-health-young-australians-dealing-public-health-crisis>

*5 - Cost of living / ABS: <https://www.abs.gov.au/statistics/economy/price-indexes-and-inflation/selected-living-cost-indexes-australia/latest-release>

OBJECTIVES

By:
Delivering Larita Academy to young people at risk aged 15-24.

We will:
Develop their entrepreneurial drive, establish professional connection and ignite passion to pursue employment and/or educational pathways.

In order to:
Increase engagement with employment and education, reduce social isolation and improve physical and mental wellbeing.

So that:
Young people at risk enter adulthood with the skills and experience to achieve lifelong economic independence through improved engagement in employment and/or training that reduces welfare dependency and benefits society.

PROJECT INPUTS

Collaborators:

- LA Advisory Working Group.
- Youth Partner Organisations.



- LA Coaches and Support Crew.
- 40 young people.
- 1:8 supervisor to young person ratio.
- Sponsors and in-kind supporters.

Resources:

Facilities/Technology

- Digital support and toolkit.

Executive leadership

- Strategic and operational oversight.

Information/Knowledge

- Coordinated strategies, policies and procedures for planning, programming and evaluation.

Financial Support

- Provided by LK Group.

ACTIVITIES

- Establishment and running of LA Advisory Working Group.
- Compulsory Larita EmPath™ training for stakeholders.
- Young person recruitment by partner organisations.
- Young person scholarship, intake and onboarding.
- Program delivery to LA Scholars (3 full days).
- Employment pathways opportunities.
- Program assessment and reporting.
- Stakeholder relationships and management.
- Ongoing program development.
- Team administration including data recording, supervision and other program support as needed.

OUTPUTS

Young people

- 40 young people graduate.
- 3 day program.
- Engage in program evaluation and assessments.

Collaborators

- 7 Organisations/services providing referrals to program.
- External services/organisations supporting YP referrals for specialist support.
- Full participation at training sessions.
- Child Safety checks.
- Development of LA modules for workshop days.
- Engage in informal debriefing and supervision when required.

OUTCOMES

Short Term:

- Young person is DEVELOPING ENTREPRENEURIAL DRIVE by
- Adopting a growth mindset.
 - Fostering a sense of purpose and self-worth, improving their mental health and overall well-being
 - Increased awareness on benefits of working.

Young person is closer to ESTABLISHING PROFESSIONAL CONNECTIONS by

- Having acquired skills for strengthening and maintaining new relationships.
- Recognising their role/value in community.

Young person is closer to EMPLOYMENT OR TRAINING by

- Having engaged with pre-employment training, skills and behaviours.
- Gaining an awareness of different employment pathways and workplaces.

Medium term (6-12 months):

- Increased engagement with employment and training market.
- Increased job readiness skills
- Improved confidence and self-esteem among participants.
- Reduction in social isolation and the associated impact on physical and mental health.

Long term:

- Reduced unemployment rates among youth at risk in the community.
- Economic empowerment and independence for program graduates
- Long-term positive social outcomes, such as reduced involvement in at risk behaviours
- Improved perception of youth at risk within the employment market.

ASSUMPTIONS:

- LK Group continue to fund and find funding partners
- Engagement with partner agencies continues.
- Youth organisations continue to identify Larita Academy ready young people.
- Graduates find program impactful.

EXTERNAL INFLUENCES:

- Life circumstances of young people may impact engagement.
- Strength of relationship between young person and youth organisation.
- Transportation / access to workshop locations may impede attendance and engagement.
- Disengagement post academy may impact mid- and long-term evaluation goals.

ACTIVITIES

LA ADVISORY WORKING GROUP

- Established under the auspices of LA to provide advice and guidance in respect of the development, co-ordination, governance and delivery of program for participants of the LA.
- Operates under an agreed upon Terms of Reference.
- Chaired by LA Founder and CEO, Anita Pahor.
- Committee Secretary Jeremy Zwaigoft (LK Group General Counsel)
- Committee made up of representatives from all partner organisations, LA advisors and LA Alumni.
- The Chair may extend invitations to subject matter experts to attend meetings as required.

LA COACHES AND SUPPORT CREW

- Staff and associates of LK Group, recruited and managed by LK Group.
- Required to adhere to Child Safe Procedures.
- Commitment to LA pledge.
- Engage in compulsory Larita EmPath™ Training.
- Develop individual learning module and test content at shark tank.
- Engage with the LA Advisory Working Group.
- Deliver or support facilitation of individual module at LA Workshop.

RECRUITMENT AND SCHOLARSHIP SELECTION

- Marketing material developed and provided by LK Group, as per LA Marketing and Communications Plan.
- Partner Organisations to promote LA to their established connections.
- Young people supported by partner organisations to apply via LA digital platforms.
- Commitment to LA Pledge.

- Applications are reviewed in partnership with youth organisations and LA. Partner organisations notified of application outcomes along with YP and provide support.
- Duty of care sits with youth organisations supporting young people.

YOUNG PERSON INTAKE AND ONBOARDING

- Partner organisations plan appropriate support to encourage YP engagement and attendance.
- Consent to record and share information where relevant.
- Consent for capture and future use of images, video and quotes.
- Completion of surveys and data collection.

LA COACH AND SUPPORT CREW TRAINING

- Compulsory EmPath™ training
- Introduction and induction to LA.
- Working with high-risk young people from a Youth Workers perspective.
- Understanding the impact of trauma and adaptive techniques.
- You Can't Ask That – Roles and responsibilities for LA Workshops.
- Panel – In conversation with LA Coaches, Support Crew and LA Alumni.
- Presentation of module development at shark tank.

LA WORKSHOP DELIVERY

- Workshops facilitated by LA Coaches and supported by LA Support Crew.
- Young people are supported to attend and engage by partner organisation support workers.

EXIT PLANNING FOR PARTICIPANTS

- Ongoing engagement as LA Alumni.
- Engagement in LA employment pathways and completion of future LA evaluations to be considered and incorporated into partner organisations regular exit planning processes for supported young people.

PROGRAM ASSESSMENT AND EVALUATION

- To be developed by LA Advisory Working Group -Impact Subcommittee.
- Implementation to be supported by partner organisations.
- Ongoing data collection and development of evidence base.

STAKEHOLDER RELATIONSHIPS AND MANAGEMENT

- Program promotion and networking within community.
- Representation on LA Advisory Working Group.

INTERNAL ADMINISTRATION AND SUPPORT

- LA Advisory Working Group.
- Data recording and evaluation.
- LK Coach and Support Crew Training.
- Development and management of LA Digital tools.
- Informal debriefing and supervision when required.