

HOW YOUR BUSINESS CAN SUPPORT YOUNG PEOPLE IN THE LATROBE VALLEY



MEET LADDER

Ladder provides a wide range of programs and opportunities for young people, designed to encourage and support them in gaining confidence and developing their skills so they can start a meaningful career.

WHAT IS LADDER STEP UP LATROBE VALLEY?

The Ladder Step Up Latrobe Valley program helps young people build on their strengths and explore different jobs and industries.

In the six-week program, young people will learn from those in the AFL industry about how to get the best out of themselves and secure a job that they aspire to. Young people will participate in individual and group development sessions, group camps, community projects and have work experience opportunities.

In addition to the support young people will receive from a Ladder Development Coach, they will also have the option to be mentored by someone who is a leader in their field.

THE FACTS

A RECENT REPORT BY VICTORIA UNIVERSITY SHOWED AN ESTIMATED

45,700 YOUNG PEOPLE

WHO ARE NOT IN WORK OR STUDY AT THE AGE OF 24 WILL REMAIN DISCONNECTED FROM WORK AND STUDY FOR MOST OF THEIR ADULT LIFE. THIS EQUATES TO 13% OF THE 24 YEAR OLD POPULATION, WITH HIGHER RATES FOR WOMEN (18.9%) THAN MEN (7.2%).



\$ THE FISCAL COST IMPACT FOR ONE PERSON IN A LIFETIME WAS ESTIMATED TO BE

\$411,700

OR

\$18.8 BILLION COLLECTIVELY

\$ THE SOCIAL COSTS ARE ESTIMATED TO BE HIGHER AT

\$1.1 MILLION PER PERSON

OR

\$50.5 BILLION FOR THE GROUP

THESE IMPACTS ARE FELT ACROSS ALL COMMUNITIES, INCLUDING THE LATROBE VALLEY.

AS A LOCAL BUSINESS, HOW CAN I HELP?

We believe that reducing youth unemployment and empowering the next generation is a responsibility of the community as a whole – schools, employers, government, agencies, sporting bodies, young people and families. As a local business, there are four ways you can get involved and help young people in our program.

1. PROVIDE A YOUNG PERSON WITH WORK EXPERIENCE

“ The biggest employment barrier for young people is a lack of experience ”

Ladder Step Up Latrobe Valley offers young people opportunities to experience and test a range of career opportunities that they are interested in.

As a business or employer in the Latrobe Valley, you are in a unique position to be able to provide a young person with work experience or a job taster experience. This experience could be just what the young person needs to get their foot in the door of a potential job. Should you take a young person on, Ladder will support you every step of the way - pre, during and post placement to ensure that it is beneficial for all involved.

Ladder will work with you and the young person to tailor an experience that meets both your needs in terms of the length of the placement, the timing and the role. Employers are not required to pay young people for their time.

Businesses who sign up to this initiative will be acknowledged as an official local community supporter of the Ladder Step Up Latrobe Valley program and will receive a sticker that can be displayed by the employer at their office and online. The badge is a way of clearly identifying local businesses that are supporting young people in the Latrobe Valley.

2. GET INVOLVED IN OUR MENTORING PROGRAM

“ Mentoring improves outcomes for young people across behavioural, social, economic and academic domains ”



Official local community supporter badge

Ladder is a leader in youth mentoring, delivering the only program in the world that solely utilises elite AFL sportsmen and women, and community and corporate leaders as mentors. As part of our mentoring program, you can work with a young person individually or participate in group mentoring sessions. As a mentor, you become a trusted support and advocate and motivate young people to achieve their goals.

All mentors must go through a screening, matching and training process to ensure that they are suitable and equipped to perform the role. To find out more or to apply, simply visit www.ladder.org.au/support-us/mentoring

3. PROVIDE FINANCIAL OR IN-KIND SUPPORT

The Ladder Step Up Latrobe Valley program is funded through the Victorian Government's Department of Premier and Cabinet (Latrobe Valley Authority). However, we rely on community and corporate support to fund activities that compliment or enhance the program.

By supporting our program, financially or in-kind, you will be directly responsible for ensuring young people in your local community are given the best opportunity to build a brighter future.

You can support Ladder in the following ways:

MAKE A DONATION TO SUPPORT OUR WORK

Your generosity is greatly appreciated and can make a real difference. Here are some examples of how:

- \$500** Provide a young person with a work ready kit (covers costs associated with purchasing clothing, materials, transportation).
- \$500** Employment ready scholarship. This will help cover costs such as Working with Children's check, Police Check, White Ticket and First Aid.
- \$1,000** A graduation event and memento for up to 10 program participants.
- \$1,000** An AFL match day experience for 10 program participants.
- \$1,000** Sponsor a young person to engage in local sport or another relevant field (registration, uniform, transport, coaching etc.)
- \$2,000** A team building camp for up to 10 program participants.
- \$3,000** Sponsorship of a community engagement event (ie. Local AFL Cup).
- \$5,000** Sponsorship of a community project (ie. Build a community garden).
- \$10,000** A local young person to be casually employed by Ladder in a program delivery role.
- \$20,000** Provision of rental bus for a year.

PROVIDE IN-KIND SUPPORT TO LADDER

In-kind support is where organisations provide gifts or support instead of monetary donations and funding. As an example, Ladder would value organisations providing items that will help us to run our program, such as sporting equipment, gym memberships, art supplies, public transport MYKIs, program vehicles etc. To organise a time for our Partnerships and Development Manager to get in contact, please email fundraising@ladder.org.au

4. SHARE YOUR KNOWLEDGE AND EXPERIENCE (SKILLED VOLUNTEERING)

As a business, you have valuable knowledge and expertise that can contribute or add value to the program sessions we run for young people. Some examples of program sessions that you or your staff could be involved in, include, but are not limited to:

Your area of expertise	Ladder program session
HR/ Management	Resume writing, interviewing, what employers look for
Accounting/ finance	Budgeting, setting up bank accounts
Real estate	Renting in the Latrobe Valley
Community sector	Mental health first aid training, navigating the community sector
Hospitality/ Retail	Understanding the industry (hours, casual employment)
Legal	Your rights at work
Healthcare	Sexual health, general health (respectful relationships)
Sports	Health and wellbeing (sports, nutrition, fitness etc.)
CEO, Executives, Board members	Career journeys, how you got to where you are
Education providers	How to navigate the sector, study options, scholarships
Corporate	Understanding the industry (career pathways, hours, networking)

WHAT DOES MY BUSINESS GET OUT OF SUPPORTING LADDER?

In addition to receiving a badge as a way of clearly identifying local businesses that are supporting young people in the Latrobe Valley, any business that supports the Ladder program will be invited to networking events.

Businesses will also benefit from exposure to the AFL industry including players and Clubs. We will also acknowledge businesses who support our program via our communication channels.

Not only will you be contributing to your business' success, but on a personal level you will have fulfilment and feel valued knowing the support you are providing will make a positive impact on young people living in Latrobe Valley.

FUN FACT: *Just a few hours of volunteering your time and resources makes a difference in happiness and mood and sustained volunteering is associated with better mental health outcomes.*

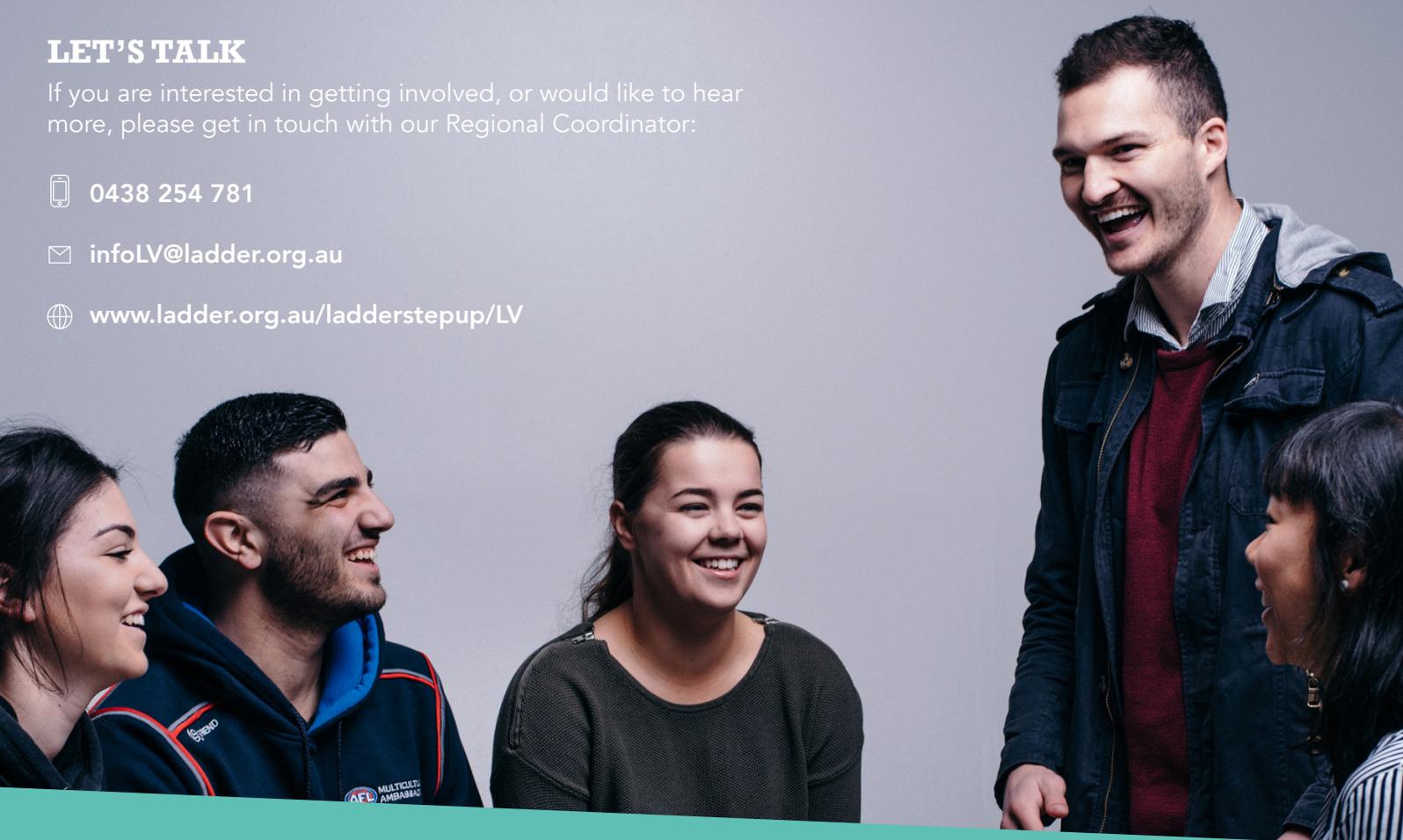
LET'S TALK

If you are interested in getting involved, or would like to hear more, please get in touch with our Regional Coordinator:

 0438 254 781

 infoLV@ladder.org.au

 www.ladder.org.au/ladderstepup/LV



REFERENCES

Patty, A. 'Young and working hard to get out of long-term unemployment', The Sydney Morning Herald, 4 Dec 2017, Available from: <https://www.smh.com.au/business/careers/young-and-working-hard-to-get-out-of-longterm-unemployment-20171130-gzvqj9.html>

David L. DuBois, Nelson Portillo, Jean E. Rhodes, Naida Silverthorn, Jeffrey C. Valentine (2011). How Effective Are Mentoring Programs for Youth? A Systematic Assessment of the Evidence. Psychological Science in the Public Interest, Vol 12, Issue 2, pp. 57-91

Volunteering Australia - Fun facts <https://www.volunteeringaustralia.org/fun-facts/>