




1 Use an innovation framework to identify service delivery requirements and the need for further trialling

Example: Cambridge business innovation model

Key Insight: An innovation cycle can be used to better understand the risks, requirements and barriers an initiative may face.



2 Create workplaces to provide work experience

Example: Social enterprises


Key Insight: Where there are limited work experience opportunities, temporary social enterprises are an alternative, particularly in regional communities.



3 Flexible funding can lead to better services and outcomes

Example: Flexible funding agreements in Round 2


Key Insight: Use flexible funding agreements to allow for changes to be made to a service in consultation with the department. This allows programs to adapt, uses a 'fail fast' approach and improves servicing.



4 Partner with employers to make programs more suitable

Example: Benefits of a good brand


Key Insight: Association with popular brands such as sport teams, can provide value to an employer and be attractive to young people.



5 Create a virtuous cycle of progression to job readiness

Example: Set achievable goals not necessarily related to employment


Key Insight: Initiatives that increased participants' confidence, motivation and resilience broke barriers and perceptions of failure lead to a virtuous cycle and improved outcomes.



6 Engage with young people

Example: Build trust with young people


Key Insight: Staff need to support young people holistically across all areas of their life and be invested in their success. It took at least six weeks of regular contact to develop a rapport with many vulnerable young person.



7 Remove barriers early for big impacts

Example: Drivers licence assistance

Key Insight: Drivers licence assistance provides opportunities for building mentoring relationships. Integration with existing state-based driving programs can aid with affordability.



8 Build awareness of the service

Example: Value of promotion

Key Insight: Department support, promotion and guidelines drove referrals and use of the service by employment service providers. This improved awareness in the community and use by employers.