

An overview of the Foundational Capability Pathway model



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**National Youth
Employment Body**

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that lasts**

Lining up the right people for enabling a Foundational Capability Pathway

TRAINING PROVIDER

- Co-design a broad training product and design delivery model to meet local needs.
- Provide training

LARGE INDUSTRY STAKEHOLDER

- Co-design training product that aligns with wider industry career opportunities
- Links to networks and resources
- Support employer capability building



YOUNG PEOPLE

- Contribute to co-design
- Undertake pilot

YOUTH SERVICE SPECIALIST

- Co-design training product and model to reflect youth specific needs
- Provide wrap around support to young people and employers
- Enable pre-employment readiness of young people
- Support employer capability building

LOCAL EMPLOYERS

- Contribute to co-design
- Provide paid employment during pilot
- Contribute to workplace development of young person

XFutures: Co-designing and piloting a 'Foundational Capabilities Pathway'



1. Co-designing entry level training product (~6 months)

A **place-based partnership** established to co-design a **broad entry level training product** drawing on voices of young people and employers in a key local industry

Key features of the model

- Employer Reference Group
- Youth Reference Group
- Industry led employer needs analysis
- Training provider enabled product co-design

2. Co-designing model of delivery (3-6 months)

Partners contextualise the **training product** in a co-designed **delivery model** that enables young people and employers

Key features of the model

- Youth Reference Group inform recruitment of young people
- Employer Reference Group inform recruitment of employers
- Pre-employment support for young people
- Pre-pilot support and capability building for employers

3. Testing prototypes in place (6-12 months)

Young people are employed in entry level roles by employers while they **complete the training product**

Key features of the model

- Youth specialist partners provide wrap around support for young people and employers

4. Reporting & project sustainability (3-6 months)

Young people are **supported for up to 6 months** after the pilot to enable **continuation into further training**

Key features of the model

- Feedback from young people and employers used to inform adaptation for additional development of FCP pathways in other sectors



What does the this look like in practice?

The 'AgFutures' example



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AgFutures - lining up the right people



TRAINING PROVIDER



YOUTH SERVICE SPECIALIST



LARGE INDUSTRY STAKEHOLDER



LOCAL EMPLOYERS

Warrnambool
Moyne
Community
Investment
Committee

YOUNG PEOPLE



AgFutures: What the FCP model looks like in practice



Co-designing entry level training product (~6 months)

- Establish a Strategic Governance Group with representatives from industry, training provider and youth specialist provider.
- Strategic Governance Group facilitate co-design of training product.
- Establish a youth reference group and employer reference group.
- Convene a community of practice

Ideal output

Foundational Capabilities Pathway training product
A nested bundle of core units of competency that builds skills and enables structured workplace learning/industry immersion placements.

Co-designing model of delivery (3-6 months)

- Strategic Governance Group facilitate co-design of pilot delivery.
- Recruit young people and provide pre-employment support
- Recruit employers and provide pre-employment support.
- Convene a community of practice

Ideal output

Foundational Capabilities Pathway delivery mode
• A model of delivery which supports the employers and young people through educational component and structured workplace learning.

Testing prototypes in place (6-12 months)

- Delivery in place through training and paid employment, with support from training provider and youth specialist provider.
- Pilot coordinators provide support to young people and employers participating in the pilot through regular check-ins.
- Convene a community of practice

Ideal output

- A cohort of young people completing the Foundational Capabilities Pathway.
- A monitoring report on training and workplace learning participation and completion.

Reporting & project sustainability (3-6 months)

- Dissemination and planning for sustainability
- Post-pilot support for young people and employers through regular check-ins, careers and education support.
- Convene a community of practice

Ideal output

- Developmental evaluation of the Foundational Capabilities Pathway pilot.
- Project evaluation of the Foundational Capabilities Pathway.

Evaluation and dissemination of key learnings

A developmental evaluation will run throughout the project that will produce key learning reports for dissemination through project partners and other government, industry and training system networks.