

Worklinks

Worklinks is a community-based organisation with offices in Brisbane and Caboolture that provide employment skills and enterprise development training courses, structured workplace learning and career and transition services. Their key client groups are young people at risk of disengaging from recognised learning and mature-age clients seeking to return to work after a period of unemployment.

Worklinks is also the Local Community Partnership (LCP) and Youth Pathways Provider, with a mandate to foster local community partnerships that aim to meet the education, training and employment needs of individuals and the community.

What did they do?

Worklinks undertook this project to map their existing programs and services against the *Blueprint* competencies, and they sought to identify gaps in their service provision and incorporate activities to fill these. The team also sought to design career logbooks/portfolios using the *Blueprint's* performance indicators.

Worklinks' Certificate I in Work Readiness was mapped against the *Blueprint*, and it was found that it didn't address Area A: Personal Management competencies. This enabled an expansion of the program to explore issues of self-concept, their effect upon behaviour and relationships with others. It was felt that the *Blueprint's* encouragement of greater self-monitoring, self-directed learning, self-examination and self-assessment had previously been missing.

How did the *Blueprint* help?

The portfolios/logbooks developed to record achievement against the performance indicators were found to provide a powerful tool for celebrating achievements and attainment of skills, and they also enabled the identification of areas for further development. The *Blueprint* also assisted trainers to identify the developmental levels of students, and to determine where activities would be beneficial.

Both trainers and students felt the benefits of participating in the trial.

Participants seemed to be more self-aware, even those who worked at the Introductory/Phase I level. It assisted them to gain employment and hopefully set them on a path of ongoing management of their own learning and work activities.

Worklinks found the *Blueprint* to be a useful mapping tool, an excellent planning/design tool for writing new learning materials, and an excellent professional development tool for trainers, teachers and employment service providers.

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