

**TROUBLE<sup>TM</sup>  
SMITHS**

**+ Add Ons**

# TROUBLESMITH ADD ONS

Troublesmith Add Ons are all about exploring possibilities. In addition to our retail work experience program, Troublesmiths can engage in skill development within Tasmanian growth industries. Such as, construction, hospitality and tourism, agriculture, events and community services.

Troublesmith Add Ons combine self-directed employment pathways, with the support of industry partnerships that knowledge share and up skill, opening up more opportunities for meaningful employment for young Tasmanians.

## HOW DO ADD ONS WORK?

Every eight weeks, twelve young Tasmanian job seekers are recruited to be a part of the Troublesmiths team. These young people complete an intensive retail work experience program, and during this time they can opt into Add Ons.

Troublesmith Add Ons act as an inspiring 'activator' that launches young people into the pathway of a chosen industry. Troublesmiths move through a tailored Add On Workbook. Combining self directed industry research, with a series of steps to 'tick off' as they journey towards their chosen industry. Resources and experiences include:

- a break down of industry opportunities
- required qualifications and attainment of qualifications
- site visits to leaders within the industry, including knowledge and skill sharing
- targeted resume, cover letter and cold canvassing guides
- personalised job reach opportunities with Employment Service Officers



## FOCUS AREAS

### CONSTRUCTION + HOSPITALITY AND TOURISM

Construction and Hospitality and Tourism are the current focus areas of Troublesmith Add Ons. During recruitment for the core retail work experience program, potential recruits will be screened in accordance to a desire to explore a construction and hospitality and tourism pathway.

Some inclusions of the Construction Add On are; attainment of a White Card, completion of Traffic Management course, or similar, a tour of VOS site office and work site. Features of the Hospitality and Tourism Add On include; attainment of Responsible Service of Alcohol and Safe Food Handling, Barista shifts at Capulus Cafe and a site visit to Bruny Island Cheese Company.

# OUTCOMES

## THE IMPORTANCE OF 'ENTERPRISE' SKILLS

Troublesmiths undertake an intensive development of employability skills over the course of their work experience. These skills include, **communication, teamwork, problem solving, creativity, self-mananagement, planning and organising, digital literacy, learning, resilience and initiative and enterprise.**

These skills are transferrable across all industries, and 'initiative and enterprise' skills are particularly sought after by industry leaders and employers. Initiative and Enterprise skills speak to the capacity of an employees ability to work independently, identify opportunities, make sound decisions and implement those decisions in an innovative manner.

The initiative and enterprise skills gained throughout the Troublesmiths work experience program, teamed with insights and direction of an industry 'Add On' cultivates young Tasmanians who are ready to add value to Tasmanian growth industries.

6%

proportion of Troublesmiths assessed as competent in Initiative/Enterprise skills at start of Troublesmiths.  
An Evaluation of Troublesmiths Youth Employment Initiative, Institute for the Study of Social Change, University of Tasmania, 2019.

63%

proportion of Troublesmiths assessed as competent in Initiative/Enterprise skills at completion of Troublesmiths  
An Evaluation of Troublesmiths Youth Employment Initiative, Institute for the Study of Social Change, University of Tasmania, 2019.

## EMPLOYMENT. APPRENTICESHIPS. WORK EXPERIENCE + EDUCATION.

Troublesmith Add Ons provide a personalised and targeted approach to youth employment within growth industries. We aim to support as many young Tasmanians as possible into employment, apprenticeships and further work experience and education.

