Lifecycle features of a high-quality EWYL model

		Before learner enters the workplace			During EWYL			Employed upon completion	
		Set-up, promotion, employer engagement	Matching & learner engagement	Preparation	Commencement	Early stages	Towards completion	On completion	Post-completion
Program coordination (e.g. community resource centres, workforce hubs)	Program support	**Promotion & vetting** of involved employers through industry links	**Assessment centres** with employers. Opportunity to meet & greet clients that learners are supporting	**Help employers underst & delivery mode options** & the practical assessment requirements	**Periodic, independent check-ins** with learner & point of escalation				
		Early employer engagement to ensure traineeship fits real workforce needs		**Coordinating commencement timelines** to ensure training aligns with work cycles, supports planning, smooths onboarding, & reduces admin issues					
	Learner support			**Pre-employment check-in** with learner → **Support** to obtain a learner licence & required checks					
					Quality providers as ambassadors for the program's success to encourage further enrolment & uptake				
Employer involvement	Industry Collaobration	**Pooling funding** between different provider to support shared costs of mentoring, training across different workplaces & achieve economies of scale							
		Ongoing employer engagement to indentify emerging workforce needs & support employers to plan structured pathways							
					Information sharing through communities of practice to support learners involved				
					Longitudinal data beyond completions that measures impact on workforce retention & satisfaction				
	Learner training & pay		**Clear learning plan & expectations** around support & outcomes for learner.		**Learner paid award rates + backfilled while on training**				
					Placements in progressively more complex, independent work (E.g. admin > cleaning > supervised care > unsupervised care)				
					Protected time & scope of role for learners to ensure meaningful placement + prevent exploitation			**Ongoing employment offer with pay rise** (qualified rate) on completion of Certificate	**Further in-service training opportunities** – skill-sets, stackable units through "higher apprenticeships"
					Learner induction → **Buddy shifts** → **Placements with decreasing supervision,** tailored to the learner				
					HR **monitoring student progress** against learning plan				
	Mentor support				**Mentor debriefing meetings with learner** throughout				
	Mentor training & pay		**Paid time release for mentor** to upskill		**Mentor paid higher rate to recognise skill** upon training completion				
					Mentor backfilled with other senior workers to cover rostering gaps				
RTO	Learner training			**Literacy, foundational skills training** if needed					
	Mentor training		**Upskilling mentor to supervise** learners (e.g. skill set)		**Classroom training & assessment** provided via RTO				
	TTA support	**Support for teachers, trainers, assessors to maintain currency**							
	RPL	**Training providers deliver RPL** where learners have prior work experience to expedite trainer completion							
Govt	Funding	**Government funding** to address gaps between provider resourcing & the cost of quality ewyl (varies per sector – but especially in consumer directed care & support systems where training is underpriced)							
Other	Promotion	Promotion & referrals through **linkages to career counsellors & employment services**							