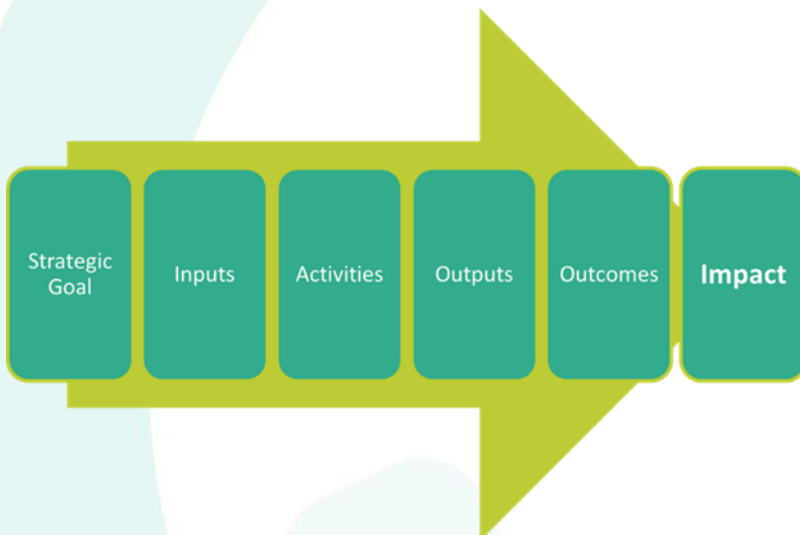


MyCareCrew Employment Pathways Theory of Change

Purpose

The MyCareCrew social enterprise creates employment pathways to those who face significant barriers to employment, in particular people with disabilities and young people across the Wimmera.

Theory of change



Strategic Goal

The social enterprise contributes to the Centre for Participation's strategic goal: 'Anything is possible for anybody' and the priority of creating a vibrant, resilient and inclusive community.

We believe that every member of our community deserves the opportunity to be connected and engaged with the people and organisations around them. By opening up possibilities for every person to get involved, we can help each person fulfil their potential, be part of their broader community, and shape the sort of place where they want to live.

Inputs

The inputs (resources) needed include enterprise staff hours, vehicles, training, partnerships with employers, funding and other human resources.

Activities

The activities undertaken will include:

- Recruitment, training and support of staff.
- Creation of employment pathways plans for participants.
- Providing training and work experience.
- Partnering with potential employers.
- Providing pre and post employment placement support to participants.

Outputs

The following outputs will be achieved:

- Providing training and support to help people develop the skills and confidence they need to gain employment.
- Connecting people with employment opportunities that match their skills and interests.
- Advocating for the rights of people with disabilities and other barriers to employment.
- Using social enterprise to create meaningful employment pathways.

Outcomes

Short- and longer-term changes for participants will be:

- Increased social inclusion
- Improved confidence
- Increased networks
- Positive personal development
- Improved skills
- Improved job readiness
- Paid employment

Impact

The impact will be increased economic and social participation of people with a disability and young people that leads to following evidence documented¹ benefits:

Individual benefits

- Increase income resulting in higher living standards and financial independence.
- Contribute to a sense of identity and self worth.
- Have positive health impacts.
- Improved quality of life.

Employer benefits

- Improvements in profitability related to both employee performance and increased customer satisfaction.
- Employees with disabilities consistently demonstrate punctuality, loyalty and high attendance rates leading to improved customer experience and a competitive advantage for the business.
- Inclusive and diverse workplace culture which benefits all employees and increases workplace motivation and engagement.

Systemic benefits

- Reduce demand on welfare systems.
- An improved local economy.

Impact statement

If WE support people with a disability and young people to create a pathways to paid employment, BY operating a financially sustainable social enterprise that provides training, work experience and connections to local employers, IT WILL contribute to participants increased social inclusion, improved confidence, increased networks, positive personal development, improved skills, improved job readiness and paid employment, which ULTIMATELY to their increased economic and social participation.

1

https://includeability.gov.au/sites/default/files/2021-07/includeability_-_factsheet_-_the_business_and_economic_benefits_of_employing_people_with_disability.pdf