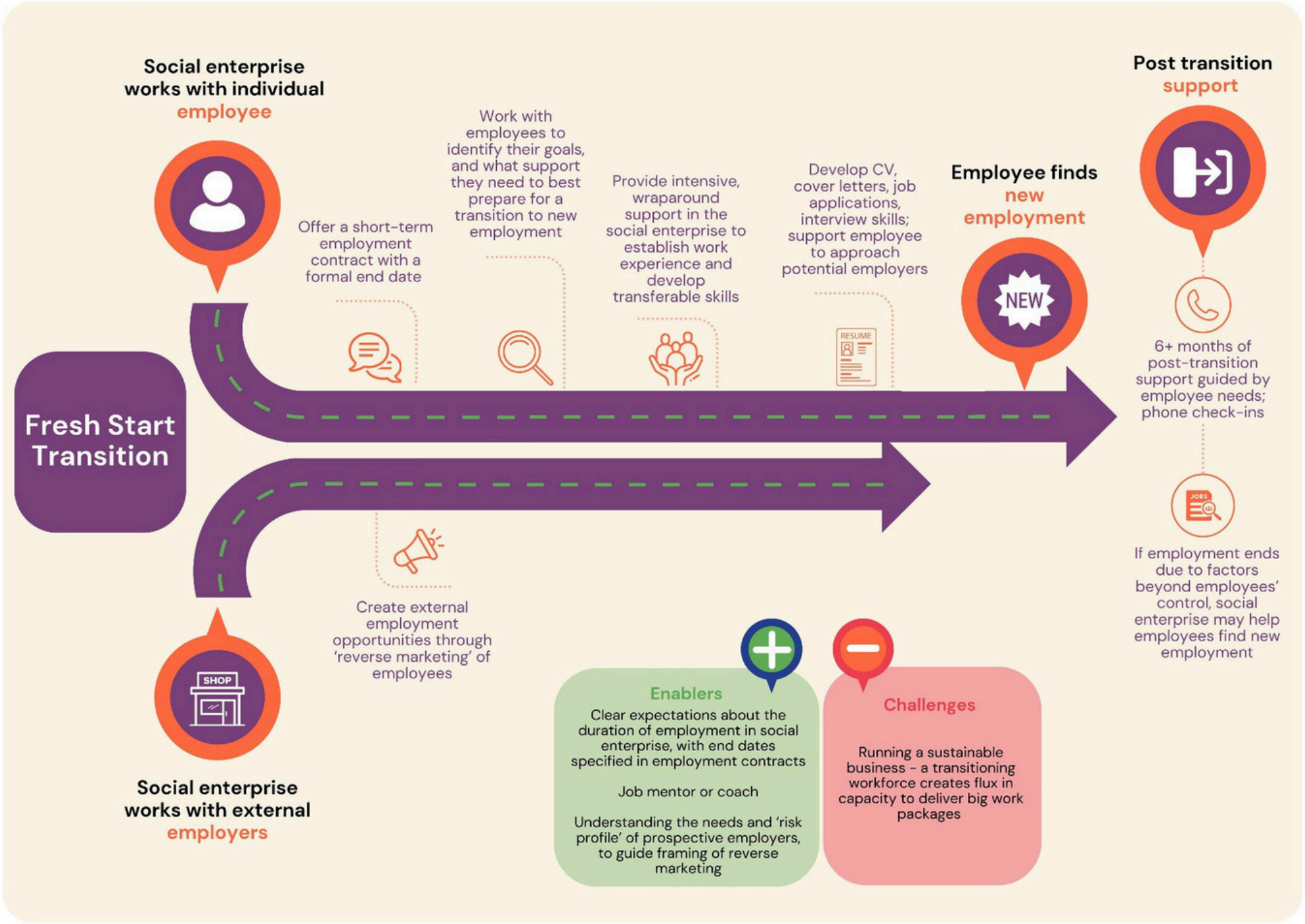
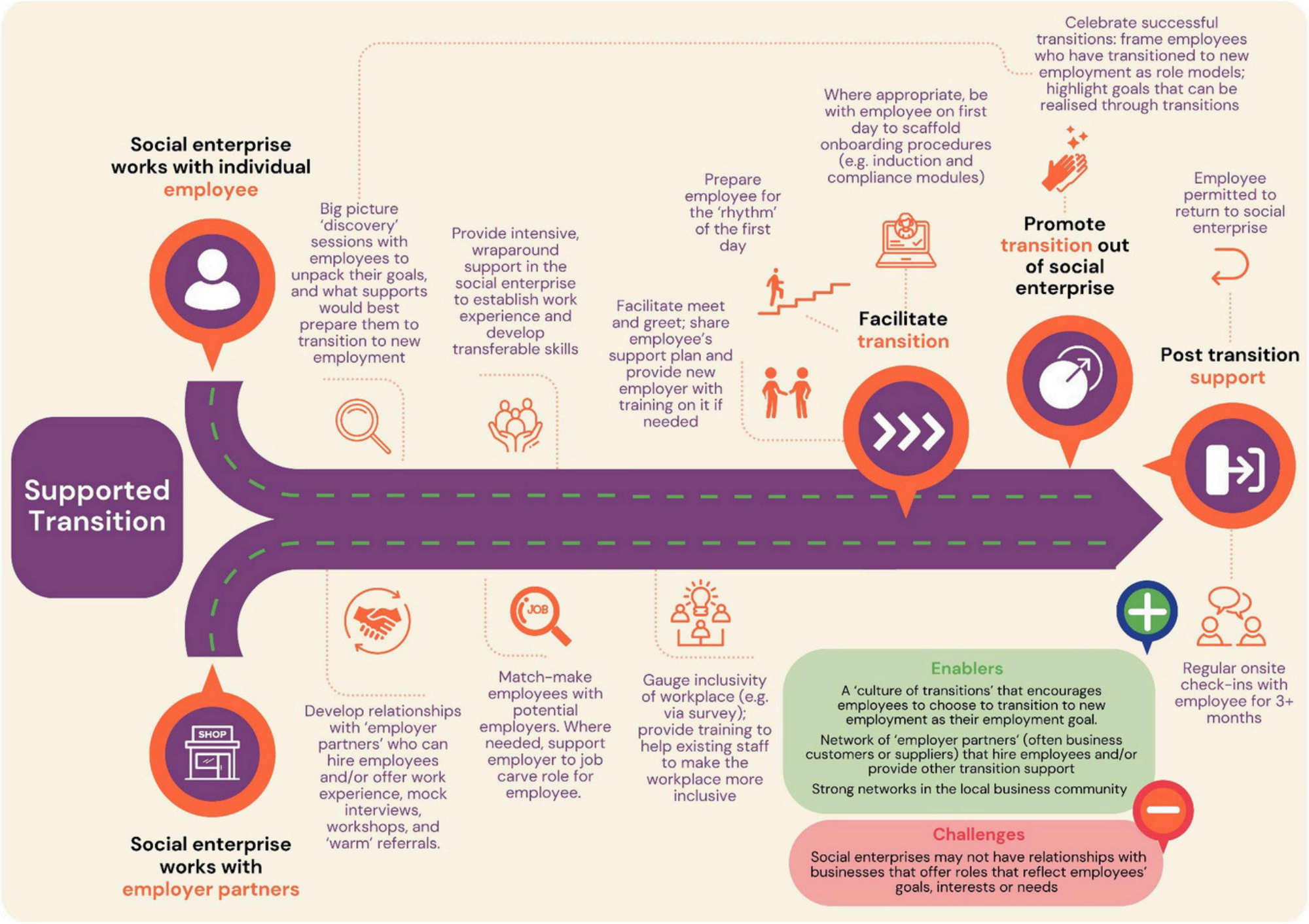
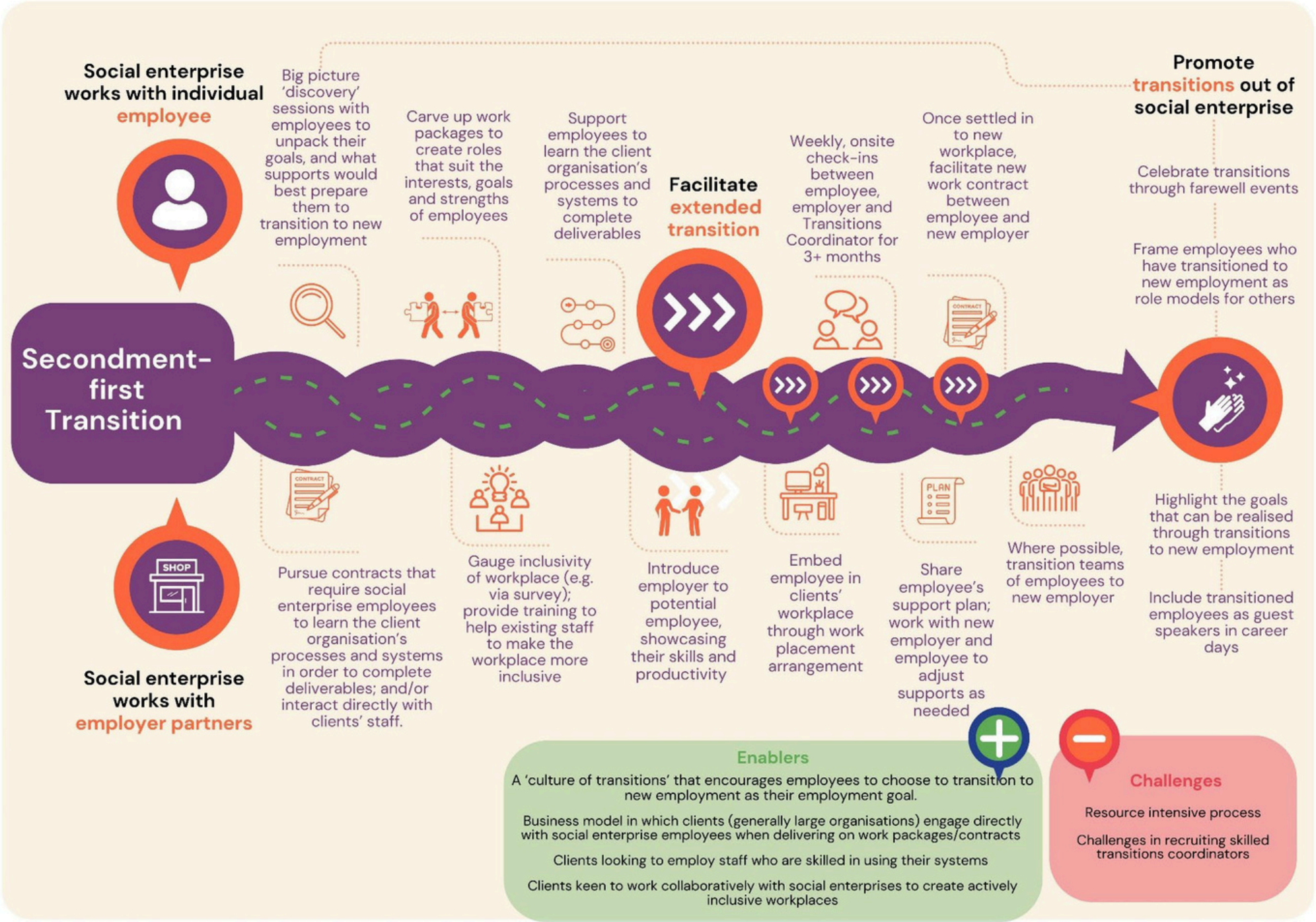

Social enterprise works with individual employee
Offer a short-term employment contract with a formal end date
Work with employees to identify their goals, and what support they need to best prepare for a transition to new employment
Provide intensive, wraparound support in the social enterprise to establish work experience and develop transferable skills
Develop CV, cover letters, job applications, interview skills; support employee to approach potential employers
Employee finds new employment
NEW
Post transition support
6+ months of post-transition support guided by employee needs; phone check-ins
If employment ends due to factors beyond employees' control, social enterprise may help employees find new employment
Fresh Start Transition
Create external employment opportunities through 'reverse marketing' of employees
SHOP
Social enterprise works with external employers
Enablers
Clear expectations about the duration of employment in social enterprise, with end dates specified in employment contracts
Job mentor or coach
Understanding the needs and 'risk profile' of prospective employers, to guide framing of reverse marketing
Challenges
Running a sustainable business - a transitioning workforce creates flux in capacity to deliver big work packages


Supported Transition
Social enterprise works with individual employee
Big picture 'discovery' sessions with employees to unpack their goals, and what supports would best prepare them to transition to new employment
Provide intensive, wraparound support in the social enterprise to establish work experience and develop transferable skills
Prepare employee for the 'rhythm' of the first day
Where appropriate, be with employee on first day to scaffold onboarding procedures (e.g. induction and compliance modules)
Facilitate meet and greet; share employee's support plan and provide new employer with training on it if needed
Facilitate transition
Promote transition out of social enterprise
Celebrate successful transitions: frame employees who have transitioned to new employment as role models; highlight goals that can be realised through transitions
Employee permitted to return to social enterprise
Post transition support
Regular onsite check-ins with employee for 3+ months
Social enterprise works with employer partners
Develop relationships with 'employer partners' who can hire employees and/or offer work experience, mock interviews, workshops, and 'warm' referrals.
Match-make employees with potential employers. Where needed, support employer to job carve role for employee.
Gauge inclusivity of workplace (e.g. via survey); provide training to help existing staff to make the workplace more inclusive
Enablers
A 'culture of transitions' that encourages employees to choose to transition to new employment as their employment goal.
Network of 'employer partners' (often business customers or suppliers) that hire employees and/or provide other transition support
Strong networks in the local business community
Challenges
Social enterprises may not have relationships with businesses that offer roles that reflect employees' goals, interests or needs


Social enterprise works with individual employee
Big picture 'discovery' sessions with employees to unpack their goals, and what supports would best prepare them to transition to new employment
Carve up work packages to create roles that suit the interests, goals and strengths of employees
Support employees to learn the client organisation's processes and systems to complete deliverables
Facilitate extended transition
Weekly, onsite check-ins between employee, employer and Transitions Coordinator for 3+ months
Once settled in to new workplace, facilitate new work contract between employee and new employer
Promote transitions out of social enterprise
Celebrate transitions through farewell events
Frame employees who have transitioned to new employment as role models for others
Highlight the goals that can be realised through transitions to new employment
Include transitioned employees as guest speakers in career days
Secondment-first Transition
SHOP
Social enterprise works with employer partners
Pursue contracts that require social enterprise employees to learn the client organisation's processes and systems in order to complete deliverables; and/or interact directly with clients' staff.
Gauge inclusivity of workplace (e.g. via survey); provide training to help existing staff to make the workplace more inclusive
Introduce employer to potential employee, showcasing their skills and productivity
Embed employee in clients' workplace through work placement arrangement
Share employee's support plan; work with new employer and employee to adjust supports as needed
Where possible, transition teams of employees to new employer
Enablers
A 'culture of transitions' that encourages employees to choose to transition to new employment as their employment goal.
Business model in which clients (generally large organisations) engage directly with social enterprise employees when delivering on work packages/contracts
Clients looking to employ staff who are skilled in using their systems
Clients keen to work collaboratively with social enterprises to create actively inclusive workplaces
Challenges
Resource intensive process
Challenges in recruiting skilled transitions coordinators