



WATANEYA SOCIETY
QUALITY OF LIFE FOR EVERY ORPHAN

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5 simple ways to create a supportive workplace for **CARE LEAVERS**



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For more information about the
"Care Leaver's Independence" project

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WHO ARE CARE LEAVERS?

Care Leavers are the youth who spend some time in an alternative care setting (orphanage, foster care) and leave it by the age of 18 or depending on their institution. They are required to transition from care and start living independently with minimal support. Most of the time the youth are not ready to leave, but are rather forced to. They usually leave care to the reality of diminished work, school and housing opportunities as a result of the stigma and the lack of resources. In order for the youth to transition to adulthood and independence they need to:

- Acquire the life, and social skills necessary for them to be independent and fully integrated in their community
- Receive proper education, and vocational training necessary for the job market
- Be able to get a decent job that would sustain them financially

WHY SHOULD WE INVEST IN CARE LEAVERS?!

Despite the challenges these youth face while transitioning to independence and afterwards, some of them manage to do well and cope if they were given access to adequate resources and opportunities. Some of these youth don't just cope and do well on the personal level, but rather show proficiency in giving back to their communities. They become an inspiration and role models to other youth in care and outside of care. This shows the significance and the positive impact these youth could actually have on the region if they were given the necessary resources and opportunities.

It's essential that the governments, civil society and private sector collaborate to empower those youth, through quality education, proper vocational training, sustaining their well-being, and providing them with equal opportunities. **Which is consistent with five of the Sustainable Development Goals:**



5 simple ways to create a supportive workplace for CARE LEAVERS

1 Create a culture of inclusion inside the workplace

- o Raise awareness about care leavers inclusion among employees to help care leavers feel accepted and supported inside the workplace.
- o Make a commitment to hire care leavers, this commitment starts with top management sending a clear message about care leavers inclusion.

2 Offer scholarships, internships, traineeships, job shadowing opportunities

Many care leavers don't have access to quality education or learning opportunities so by supporting them, you increase their chances to get a better job.

3 Make job postings accessible and inviting

Reach out to care leavers by sending your job announcements to orphanages, and NGOs working with orphans youth. Brand your workplace as one that accepts diversity and includes care leavers, so they would be encouraged to apply for jobs at your organization.

4 Recruit based on talents and potential rather than background

Care leavers might not have the necessary skills and experience to qualify them for certain jobs, however they might have great potential and talent that only requires some guidance and coaching to fulfill their roles properly.

5 Promote a work environment of supporting care leavers

- o Provide mentorship to support care leavers adjust to the work place.
- o Provide support, advice and coaching.

References

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