

# School and Industry Partnerships

## A Framework for:

Developing the future workforce and creating work ready students



## Purpose: Developing the future workforce

It's a great opportunity for businesses, organisations and peak industry bodies to work with schools to develop work ready students. Workforce development outcomes can be considerable, at a local and regional level it can help to match workforce demand and address skills gaps, and at a broader level increase national productivity.

There are many ways to champion your business, organisation and industry within work-based learning, which encompasses 'work exposure' ranging from career expos, industry videos, labour market information, vocational and work placements, work experience, workplace tours, guest speakers to mentorship and much more.

This framework will provide insights into the phases of work exploration and the career building process young people go through. It aims to guide you on how to create opportunities to support Work-based Learning that meet both your needs and those of learners.

## Objective: Creating work ready students

By providing Work-based Learning aligned work exposure opportunities you'll be playing an important role in developing the future workforce in your local community. Helping young people to explore various industries/ organisations, understand the requirements of the workplace and identify career pathways prepares them for work and life.

It also increases student's engagement and participation in their education, where they can realise the practical application of what they are learning in the classroom and how it can be applied in the workplace.

## How you can help: Connect

As a business, peak industry body or organisation, you can:

- connect with schools and talk with them about their student needs and how your work exposure opportunities can help
- contact the Senior Secondary Provision team who will direct you to the right people to speak with;
  - [seniorsecondaryprovision@decyp.tas.gov.au](mailto:seniorsecondaryprovision@decyp.tas.gov.au)
  - 26 Bathurst Street Hobart
  - (03) 6165 5404

As a school, you can:

- use this framework to guide and form the conversations with businesses, organisations or peak industry bodies
- when planning Work-based Learning and work exposure activities, align business, organisation or peak industry body desired outcomes with that of the students.

## About career building: What students need

To make an informed career decision there are phases a person should go through to explore their options, make and action their career decisions and then reflect on their decisions. These phases are known as **Exploring, Aligning, Building and Acting & Reflecting**. The type of information a student needs depends largely on which phase they are in, so not all students are at the same phase at the same time. Career building is not a linear process either, depending on the individual's situation, they may move back and forward through these phases.

This means different types of work-based learning exposure should be aligned to the particular phases. In partnership with the school, we can develop new or modify existing work exposure programs that will align with the appropriate phases the students may be in.

### Phases of career decision making

The career decision process is not linear and no two students are alike and nor will be the same stage of their career decision making process.

#### Exploring



At this phase students:

- start to become aware of different industries and businesses within these industries
- should be exposed to a range of new possibilities to ignite their career interest by engaging in interesting, practical and fun work exposure activities
- plan future goals and explore aspirations

#### Aligning



At this phase students:

- investigate the specific career interests they have and/or explore results from completing online career assessments
- learn about the variety of skills required for different careers
- refine future goals and aspirations.

#### Building



At this phase students:

- should be making informed career decisions
- identify and understand what subject choices will help future career choices develop a plan for the next steps in their career journey
- align resumes to match career opportunities.

#### Acting & Reflecting



At this phase students:

- are putting their career decisions into action such as enrolling in a course, applying for scholarships, employment or volunteer opportunities and exploring options for gap years
- taking time out to review their career decision, reviewing their goals and aspirations and making the necessary adjustments where required.

### Industry and organisations can support by:

- being involved in career expos and developing industry videos that highlight interesting job tasks and people involved in the industry
- participating in work and/or career presentations, talks, or being part of panel discussions
- providing broad guidance on being work ready, such as what are the requirements to being a successful employee.
- providing specific information about a business or industry area and skills required to be a successful employee
- sharing labor market information
- hosting workplace site tours
- volunteering as a judge in school competitions, projects, performances and presentations.
- providing opportunities in the workplace, such as work experience, internships or vocational placements
- volunteering to be a mentor, such as involved in mock interviews, providing interviewing tips and feedback on resumes with job application writing tips
- developing projects that link to the curriculum or having input into training and assessment strategies for Vocational Education and Training (VET) offered within schools
- sponsoring competitions and entrepreneurship programs.
- providing Australian School-based Apprenticeships
- providing apprenticeships and traineeships
- having employment or volunteering opportunities available
- creating internship opportunities.

