

## Mission

To enable young people to **build their capabilities** for achieving a sustainable livelihood and to meet local workforce needs

## Ambition

Strengthened **pathways to entry level work** by for unemployed young people, and joined up efforts for system change.

AUG 2021

## System design workshops (x3)

**Harness the expertise** of thought leaders across government, community, training and careers sectors, and industry and employers in three key growth sectors, to:

- Map systemic solutions
- Inform the next iteration of NYEB's Skilled Entry to Work Model

OCT 2021

## Place-based trials

Phase 2 implementation and testing of the NYEB's Skilled Entry to Work Model will leverage learning and networks from the system design workshops to **enable place-based pathways** to work in the three growth sectors and in communities across SA, Qld, Vic, NT and NSW.

## THE PROBLEM

### Skilled pathways aren't working for disadvantaged young people

**1 in 4** young people don't finish high school

**More than half** of young women without Year 12 are not employed in their late 20s and early 30s.

**1 in 4** young men without Year 12 are not employed in their late 20s and early 30s.

**More than 1 in 10** young adults (17-24) are disengaged from both learning and work.

### Policy reform overlooks systemic gaps

A decade of training, careers and employment system reviews has highlighted the need for a youth specialist approach that is:

**Anchored in local need and opportunities**

**Responsive to the changing world of work**

**Flexible to young people's stage of employment and career development**

While reforms in place nationally and across the country are addressing within system issues, more needs to be done to line up effort between and across the systems.

### Our place-based NYEB model reveals gaps between systems

Further work is needed to enable employer led solutions in partnership with specialist, youth-oriented, employment services.

Forecasting local industry needs remains inexact and undermines efforts to line up training offers with local opportunities.

Disadvantaged youth encounter complex and diverse barriers that are not adequately addressed by the employer services, careers and training systems.

Funding for youth specific initiatives that line up with local employment opportunities are sporadic.

Prevailing qualifications regimes does not enable meaningful exploration of work.

## TOWARDS SOLUTIONS

### You're telling us we need to align effort between the systems at all levels

Employers face barriers to accessing incentives, and resourcing and capability constraints that limit investment in young people entering the workforce

Training packages and modes of training reinforce siloes between occupational pathways and skills don't include fundamental transversal skills.

Absence of transversal skills in training packages has created a critical funding gap for providers.

Trends towards minimum units of competency required to get into a job e.g. Skillsets, rather than full qualifications

High needs young people in VET requiring additional support now the norm

'Deficit' thinking about young people is prevalent in industry and amongst employers

Effort between and across the systems.

### 4 problems we're solving for

1. Lack of access to meaningful career exploration opportunities for young unemployed people
2. Misalignment between entry level qualifications and labour market opportunities
3. Training for disadvantaged young people is isolated from real work opportunities
4. Training products not inclusive of complementary technical and transferable skills needed for the changing nature of work

### 4 potential system solutions

1. Establishing a meaningful career exploration offer for all unemployed young people
2. Endorsing a youth specialist, career start entry pathway for vocational pathways that aligns training with local needs..
3. Building place-based industry and employer investment in enabling work-based training and exploration.
4. Formalising and funding opportunities for young people to develop transferable skills for work.

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## THE WORKSHOPS

### How you ranked the problems

- 1 Lack of access to meaningful career education
- 2 Training isolated from real world opportunities
- 3 Misalignment between entry level qualifications and labour market opportunities
- 4 Training products not inclusive of complementary technical and transferable skills

### Current conditions holding the issues in place include:

**Industries are under pressure** to prioritise immediate and urgent workforce and business needs.

An abundance of resources exist that are **not coordinated, centralised or promoted** in a way that is engaging or accessible to all young people.

Critical activities such as careers education and transferable/employability skills are **not currently embedded as core business or adequately resourced** in institutions.

**Funding structures** resulting in unintended outcomes and behaviours.

### Types of solutions

- Over 20 ideas were tabled and several common themes emerged, including:
- The importance of **employer led** solutions.
  - The critical role of **industry immersion** or meaningful workplace learning.
  - The need for industry to be more effective at **promoting the diversity of options**.
  - The complexity of accessing and navigating the abundance of **careers related resources**.

### Key questions to explore

- How do we maintain focus on the ambition and translate that into real and practical opportunities for systems change?
- How do we coordinate the individual and duplicative attempts, into a collective effort?
- What are the enabling conditions to enable effective strategies to drive policy reform?

SEP to NOV 2021

## Translating the System Design workshop into action

In October, we will send out a system reform roadmap that includes some of the work described below.

## WHAT WE ARE DOING, WHERE TO NEXT

### Specifying a change agenda

Building on the contributions through the consultations and workshops, we are developing a **roadmap for system reform** that outlines:

- **Short term projects** including establishing new governance and advisory bodies for developing solutions identified through the workshops, and building evidence of existing careers, skills and employment based effort for young people.
- **Medium term goals** for securing funding and investment to implement solution pilots, and building intentional partnerships with industry, the training system and government for piloting solutions.
- **Long term system change outcomes** that drive the short and medium term activities.

### Redistributing power

In the coming months the NYEB will be establishing new **working groups for driving change** in career development, skill, and employment based training. If you are interested in being part of this coalition of actors across the employment, career and education systems, **please contact us**.

### Develop an adaptive evidence making agenda

A key finding from the consultations and workshops was the need to document the breadth of existing effort, particularly as it relates to career development and industry immersion for young people.

**Two immediate projects** emerging from the workshop will be resourced through the BSL's Research & Policy Centre:

- An environmental scan and typology of all government funded and NFP enabled career development interventions for 17-25 year olds.
- A review of international and Australia evaluations of industry immersion and work experience for 17 -25 year olds.