



The Bundaberg Jobs Commitment

A new compact between employers and our youth

Information for employers

Background

Our region has one of the highest youth unemployment rates in Australia.

This problem isn't caused solely by a lack of jobs or access to education and training facilities. In fact, we have thousands of unfilled job vacancies and great education and training facilities.

Our challenge of youth unemployment is caused by complex social and economic factors that have left youth disengaged from education, work, and future opportunity. Youth unemployment is a symptom of disengagement.

An estimated 10,000 Bundaberg residents are currently disengaged. Over a third of these (an estimated 3,500) are youth aged between 15 and 24. Many of these youth are defined by Education Queensland as 'red-zone', youth at high risk of disengagement from education.

If we do not address youth disengagement, these figures will grow - representing a large opportunity cost to our region.

Moreover, the inability to fill current job vacancies will constrain local business growth. If youth disengagement is not addressed, generational cycles of unemployment will be reinforced, representing immeasurable long-term costs to our region.

A solution

Many young Australians don't get the opportunity to meet and connect with industry role models. This can be even more difficult for young people in rural, regional and remote areas of Australia.

While there is no silver bullet, research shows that industry-led engagement with youth is the most effective way to engage and support young people to make decisions to pursue a life of employment or further education.

We've consulted with numerous Bundaberg employers who, without exception, support youth engagement programs if participation was made relatively easy and seen as worthwhile.

How would it work?

The Bundaberg Jobs Commitment is about connecting employers with our youth to inspire and assist them in making decisions to pursue a life that includes work and education after they leave school.

It's also about providing employer-led opportunities for our youth to experience positive exposure to industry, mentors and other forms of career inspirations that will make a difference in their pathway to work or further education.

It aims to ensure that as youth in our region leave school, they have a clear understanding of available career opportunities, along with enough support and experiences to make choices that lead them on a pathway to employment.

Most importantly, it seeks to engage and inspire youth about their future.

What commitment are seeking from local employers and youth?

1. We are asking employers to provide time to engage with our youth, through the Bundaberg Jobs Commitment. This support can be as much or as little as each employer can offer.
2. We are asking our youth, with their families, friends, and schools, to commit to engaging with employers through the Bundaberg Jobs Commitment.

Delivering these commitments will involve 'Charter Signing' events each year where our youth and employers come together to publicly commit to participating in Bundaberg Job Commitment initiatives.

What we need

Firstly, we need more employers involved.

We are asking employers to indicate what amount of time and involvement they can offer over a year. This could range from providing a 1-hour mentoring session at a school to multiple onsite work experience or placement opportunities. Many businesses are already doing these things, but our region needs more employers to be involved in this capacity.

We also need schools and families to commit.

With a greater level of industry commitment, we will then work with schools to engage our youth in Bundaberg Jobs Commitment activities.

At the beginning of 2020, the Bundaberg Jobs Commitment (initiated by Council) will secure employer commitments to participate in a range of youth engagement activities described in this document.

In May 2020, schools will be invited to hold charter signing events¹, where our youth publicly commit to finding a job or continuing with further education after they leave school. Youth who sign the charter will be provided with a range of optional activities and opportunities to engage with employers so that they can build a portfolio of Bundaberg Jobs Commitment activities.

By doing this, the Bundaberg Jobs Commitment will provide our youth with positive experiences, mentors, and resources to help them deliver on their commitment.

We need your commitment, in writing

We are asking employers to sign up to confirm their level of commitment to the Bundaberg Jobs Commitment. The form included in this document will be used to record your commitment. When ready, we will ask you to deliver on your commitment.

¹Proposed, to be confirmed and negotiated with schools as required.

What the evidence about employer and youth engagement has to say

The Bundaberg Jobs Commitment is based upon the following internationally recognised research by Dr Anthony Mann.

Research conducted by Mann quantitatively demonstrates the benefits of engaging youth with employers while in the formative years of education. A summary of research findings led by Mann includes:

- The more youth encounter employers whilst in school (4 or more often being cited), the more they earn and the lower their chances of becoming NEET [No longer in Employment, Education or Training] as young adults (2013, 2016, 2017)
- Young people who take part in careers activities such as work experience and job shadowing are more positive about schooling and its helpfulness in adulthood (2016, 2017)
- Structural changes in the operation of the youth labour market are making employer engagement more important for young people (2015, 2016)
- Statistically, there is 'nothing in common' between the career aspirations of young people and labour market demand (2013)
- Independent schools have extensive links with employers and use those ties to give students advantages in their transitions out of school e.g. university admissions (2012, 2014, 2016)
- Those young people who have most to gain from employer engagement currently have the least access to it (2017)
- Evidence suggests that employment gains are more due to enhanced social capital and career knowledge than enhanced employability skills (2015).

Our framework for engaging disengaged youth

Our approach to engaging with disengaged youth has four broad options, each designed for youth at differing stages of understanding and confidence about future career options.

Expose, Experience, Immerse and Launch describe the broad options, through which youth may participate in Bundaberg Jobs Commitment initiatives. Under each of these themes are options that have been designed for employers to participate.

While all options will be available for all youth, participants defined as being in the red zone will typically gain more from early Exposure and Experience, while youth with a stronger understanding of careers may gain more from the Immerse and Launch options.

²<https://www.educationandemployers.org/oecd-appoints-senior-policy-advisor/>

	EXPOSE	EXPERIENCE	IMMERSE	LAUNCH
Outcome	Providing youth their first exposure to employers and work	Providing youth their first experience in a workplace	Providing youth with high impact, immersive experiences to inspire decisions	Providing youth with tools and experience to start a career
Employer options	<ul style="list-style-type: none"> 1-hour session at a school In school group mentoring of a small group of student peers Industry evenings held at schools 	<ul style="list-style-type: none"> 1.5-hour group tour of your business Industry Open Days On-site work experience opportunities Youth resilience program (incl. volunteer opportunities) 	<ul style="list-style-type: none"> Become a school ambassador Attend full-day Impact Program at partner organisations 	<ul style="list-style-type: none"> Work readiness workshops Pre-employment programs Part-time paid employment trial Career Expo participation School based apprenticeships & traineeships

Available for Years 7 -12

Recognising commitment

All participation in the Bundaberg Jobs Commitment by employers and youth will be measured with a view to recognising your commitment. In fact, recognition will be a big part of the initiative.

For youth, we will be developing a method to formally acknowledge the experience and journey they have completed, over time, through the initiative. This recognition will be used by youth to demonstrate to future employers their understanding and experience of work.

For example, completion of several activities from across the above framework may 'qualify' youth as work ready. We also aim to create public communication recognising employers who have contributed to the Bundaberg Jobs Commitment.

Bundaberg Jobs Commitment

Basic employer information

Company name	
Contact person	
Phone	
Email	
Business address	
Website	
Current blue card	<input type="checkbox"/> No <input type="checkbox"/> Yes

Privacy information

Completion of this form will enable Bundaberg Regional Council to collect personal information, which could include information such as name, company, email address, website and telephone number.

Council collects this information for the purposes of facilitating involvement in the Bundaberg Jobs Commitment and will be provided to program participants including schools. We will only use your information for this purpose. It will otherwise not be used or disclosed unless authorised or required by law. Your personal information will be handled in accordance with the Information Privacy Act 2009.

Other relevant information

Please record below any other information you think may be relevant regarding your participation in the Bundaberg Jobs Commitment.

Employer options 2020 (please select)

OPTION	TERM 1	TERM 2	TERM 3	TERM 4	Were you already doing this?
EXPOSE providing youth their first exposure to employers					
Conduct a 1-hour session talking at a local school					
Mentor a small group of selected youth					
Attend an industry evening at a local school					
EXPERIENCE providing youth their first experience in a workplace					
Provide site tours of your business					
Offer Year 10 and 11 work experience					
Hold an industry open day (weekends, school holidays or as arranged)					
Support youth in a community resilience program					
IMMERSE providing youth full-day immersive experiences to inspire decision making					
Become a School-industry ambassador					
Support a full-day immersive youth-industry program					
LAUNCH providing youth the tools to start a career					
Participate in work readiness workshops					
Participate in the pre-employment program					
Consider paid part-time employment trials at your business					
Participate in the local Career Expo (May)					
Offer a school-based apprenticeship or traineeship					

Please return to Council at: amber.lutter@bundaberg.qld.edu.au

Employer options explained

EXPOSE providing youth their first exposure to employers

a) Conduct a 1-hour session talking at a local school

This option is designed to give young people their first exposure to an employer in a familiar environment, the school.

Employers are invited to talk about their industry, daily work activities, background, and career journey. Talks are designed to help students understand pathways to work and gain an accurate sense of work environments.

For many students, meeting and hearing from a local employer may be the first exposure they have had with someone (outside family or school) who is employed.

b) Mentor a small group of selected youth

This option is designed to provide small groups of youth the opportunity to engage with employers. Set within a school, employers are sought to commit to 10 consecutive weekly visits to a school over a school term.

Groups of 3-5 youth will be invited to meet with employers to participate in two-way discussions about education, work, and career planning.

Employers will be provided a set of guidelines and an induction kit for the mentoring sessions. This option aims to build connections between employers and youth that may turn into future employment opportunities.

c) Attend an industry evening at a local school

This option provides youth the opportunity to meet with multiple employers at an arranged evening event.

Multiple employers will be invited to attend and lead information evenings at local schools to meet students and most importantly, parents.

Evenings will be coordinated around industries that students have an identified interest in – and that will correspond with future regional employment opportunities.

EXPERIENCE providing youth their first experience in a workplace

d) Provide site tours of your business

This option involves groups of students visiting a workplace. For many young people, it may be the first time they have experienced a workplace.

Tours can be as short as an hour, including a brief talk about your business and the type of work your organisation does on a day-to-day basis.

e) Offer Year 10 and 11 work experience

We are also looking for more employers to provide traditional work experience opportunities for local students particularly in Years 10 and 11. Work experience provides valuable opportunities for employers to see if youth may be suitable for future full-time or part-time employment. Additionally, it provides students with real-world experience in a workplace with the opportunity to gain insight into the industry they are exploring.

Local evidence suggests that if our youth gain part-time work experience, they have a greater chance of gaining paid part-time employment and eventually full-time employment later in life.

f) Hold an industry open day event (weekends, school holidays or as arranged)

This option involves groups of students and parents visiting your workplace, structured similarly to a site tour. Parents would be invited to industry open days to broaden their understanding on the industry and in turn, become better able to support their child make informed career choices.

Some employers already hold open day events for local students and parents to see how workplaces operate.

g) Support youth in a community resilience program (Certificate II in Active Volunteering Youth)

Disengaged youth in our region may struggle to achieve academic results necessary to transition to further education. At the same time, we can engage youth through contact with employers from our community and emergency response organisations.

By completing just 20 hours in a community or emergency response organisation, youth will be eligible for a Certificate II (Active Volunteering). This Certificate can be used to transition to further education.

This option aims to engage youth by offering volunteer experience with employers from emergency service organisations in our community. Given the historical impact of natural disasters on our community, it will help build community-based resilience through improving awareness of the role of emergency services in dealing with local disasters.

We need community and emergency service organisations who are willing to take youth aged volunteers into their organisations who are intending to complete the Certificate II.

For employers who wish to provide volunteering opportunities for youth, please use this option to commit your support.

IMMERSE providing youth full-day immersive experiences to inspire decision making

h) Become a School-industry ambassador

This option allows employers to play a leadership role in linking schools with industry. This role asks employers to work closely with individual schools to guide and implement the Bundaberg Jobs Commitment.

Ambassadors may also be invited to attend additional meetings involved in the design, governance, ongoing design and delivery of the Bundaberg Jobs Commitment.

i) Support a full-day immersive youth-industry program

The Bundaberg Jobs Commitment will work with community organisations and employers to design and deliver full-day immersive programs for youth to learn about work and career opportunities in innovative settings.

This option requires employers to commit to part of a one-day program that will be coordinated by the Bundaberg Jobs Commitment.

LAUNCH providing youth the tools to start a career

j) Participate in work readiness workshops

The Bundaberg Jobs Commitment will work with Council, community organisations and business to design and deliver a range of programs and workshops for youth to learn about the importance of applying and presenting for employment.

Employers can support work readiness workshops that will assist youth to prepare for employment. This option includes involvement as a guest speaker or workshop host.

Workshops would occur outside of school hours covering subjects such as:

- Resume writing
- Selection criteria and cover letter
- Interview preparation
- Mock interviews
- Workplace responsibilities
- Expectations in the workplace (employer and employee)

k) Participate in pre-employment program

The Bundaberg Jobs Commitment is also keen to develop industry specific employability skills programs that prepare youth for employment in certain industries.

One pre-employment program being explored by a local horticultural employer includes a 40-hour pre-employment program to prepare youth for employment within that enterprise.

For example, the program will include modules on:

- Why attend work: being on time is important
- What to do when you are sick or need to take time off
- Being dependable regarding work hours and break times
- When to start/finish and sticking to the breaks allocated, overtime, and completing timesheets
- Working in a team: each person's role in the team

- Mobile phone/social media use at work
- Career expectations
- Becoming a valued employee

We would be interested to explore other industry specific pre-employment programs with employers as required.

l) Consider paid part-time employment trials at your business

Employers are encouraged to express their interest in offering paid part-time employment, if suitable youth are identified.

We would use this information as part of encouraging youth to commit to Bundaberg Job Commitment initiatives. Any decision to provide part-time employment is at the sole discretion of the employer.

For some youth, this type of opportunity can be life changing but not accessible through existing networks.

m) Participate in local Career Expo (May)

This option provides youth, parents and the wider community with the opportunity to meet with education and training providers and employers at an arranged all-day event.

Each year, a committed working group develops and presents the Bundaberg Careers Expo. The Expo has been operating in Bundaberg for over 15 years and is always adapting to the ever-changing needs of employers.

The Career Expo aims to provide youth, parents and community members with a range of information to assist and support them in making informed decisions in their career planning.

The Expo encourages employers and other service providers with the opportunity to talk with youth directly about their industry and what skills are required for employment.

n) Offer a school-based apprenticeship or traineeship³

School-based apprenticeships and traineeships allow high school students (generally years 10, 11 or 12) to work for an employer and train towards a recognised qualification, while completing their secondary schooling, and studying for a school certificate.

The advantages for youth and employers include the flexibility and variety of hands on learning, a head start in a career pathway, a nationally recognised qualification, contributing to the local community and economy and employer satisfaction.

A range of financial incentives are available for employers to assist in employing a trainee or apprentice.

³ NB: a school-based apprenticeship will not be completed by the time students finish year 12. However, at the time of signing up, both employers and youth agree to convert the training contract to full-time or part-time employment when students leave school.

Frequently Asked Questions

Can I pick the school I work with?

Yes. For some employers, this will make sense. However, we hope you will be able to support schools across the region. Not all schools have the same level of employer engagement, and we are hoping to ensure we can ensure they do.

What if I already engage with schools and youth?

Thank you, keep doing it.

By filling out this form we will now be able to support and recognise the commitment you are already making. We would also appreciate employers telling us what they already do to engage youth that may not be on our Employer Options sheet.

Do I need a working with children check (blue card)?

Yes, in some cases.

However, it will depend on the activities being undertaken. Most schools require all adults having any contact with students to hold a blue card. In community settings it will also depend on the activity, and the amount of times in which you are in contact with youth/children over a given period.

More information can be found below⁴.

How will my commitment be recognised?

Processes will be developed to record employer and youth participation in Bundaberg Job Commitment initiatives. For employers, simply filling out this form will be recognised as a commitment.

For youth, their participation will also be tracked to generate certificates of recognition that can be used in their career portfolios.

⁴ <https://www.qld.gov.au/law/laws-regulated-industries-and-accountability/queensland-laws-and-regulations/regulated-industries-and-licensing/blue-card>

For more information about The Bundaberg Jobs Commitment, please contact:

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