

Career and Employability Services through the Employment Directions Network (EDN)

The Western Australian Government had identified career development as an important means by which Western Australians can develop the knowledge and skills which would equip them to manage their lives, learning and work in an ever changing labour market.

The employment Directions Network (EDN) was established as a government-community partnership to ensure that the community provided leadership in ensuring resources were directed to priority areas and groups. The service is funded by the WA Department of Education and Training and supported by Lotterywest.

The EDN services was a free service to all West Australians in areas such as career planning, employability skills development and provision of information and advice on training, career and labour market information and pathways.

The qualified Career Advisors were able to assist individuals, students; schools, teachers, parents and communities in the following ways;

- Career exploration and employability development through workshop activities and one to one service
- Objective and professional career guidance and action planning.
- Career and employability training programs and workshops to schools and the local community
- Assistance to people to examine what is required in the modern workplace
- Develop skills needed to gain employment or to have existing skills and competencies recognised (RCC)
- Providing information and resources on all matters relating to career and employability development, careers, labour market information, employment, education and training pathways.
- Advice and supported referrals to others who can help
- Work Experience Insurance Cover
- Free internet access (for career guidance and job search purposes)

Facilitating linkages and relationships between schools, organisations, industry and government

Career management skills have helped young people to transition successfully to post secondary training or a job after school. They encouraged students to value learning by linking it to their hopes and dreams for the future.

- *Australian Blueprint for Career Development.*



BJL has long been involved with Career Development since the Australian Federal Government, after Canadian model, adopted the Australian Blueprint for Career Development as its platform for career development in schools with Australia

Transitional milestones within the development of a young person's skills, knowledge and experiential base have always been challenging and such need to be managed effectively in order to maximise learning opportunities and challenge and extend the capabilities of our young people.

The aim of BJL was to influence the career development of young people within our region through our ongoing contact with schools, community, business and industry, educationalist and parents. A resilient, engaged informed and supported community enhanced the learning and development of our young people and by working in partnership with and sharing the responsibility of career development, the whole community benefited.

BJL, in the delivery of our services aimed at building the capacity of the community to develop innovative and cooperative strategies to assist young people in transition and facilitating the involvement of the whole community in the process was a primary concern.

Local Community Partnerships

Local Community Partnerships (LCPs) were a community resource that partner with various groups within the community, to play a significant and valuable role in responding to emerging skills needs and gaps and enhance transition of young people from school to further education, training or employment.

Where appropriate, LCPs develop and implement strategies and/or activities that provided opportunities for young people to increase their awareness of the changing skill needs of industry, especially in emerging industries.

The groups that we worked with included industry and employer groups, schools, professional career advisers, community organisations, parents, young people, youth service providers and other government and community organisations.

LCPs implement three career and transition programmes for the benefit of schools within the West Coast region and eligible young people (aged 13-19). This includes other educational organisations and of course schools across government, Catholic and other non-government and community sectors.

LCPs facilitate links between industry and students, teachers and the wider community, to enhance the quality of career development in our schools. Businesses can take part to assist schools and students by encouraging staff to share industry and career knowledge and expertise, and by promoting careers in their industry or by providing hands on experience in their particular industry.

Businesses also provide specific experiences for equity groups, such as students with a disability, indigenous youth or students who may be at risk of not completing school. Many businesses provide mentors for particular school projects or programmes, and promote careers in their industry by encouraging site visits or tours.

LCP provided the following services.

Adopt a School Program

ASP was designed to facilitate engagement between industry and schools; assist industry to meet future skills needs; increase student and industry participation in the ASP and, promote the ASP to students, schools and employers.

Career and Transition Support (CTS) Programme

CTS aimed in facilitating the provision of assistance to young people to develop Individual Transition Plans and understand study and work arrangements; facilitate access to professional career advice promote vocational education and training pathways and opportunities; enhance the monitoring and mentoring arrangements of all young people, particularly year 9 and 10 students; facilitate the engagement of parents, teachers and career advisors in education about post-school options and, facilitate the provision of advice on youth services and programmes.

Structured Workplace Learning (SWL) Programme

Through SWL, BJL aimed to increase student access to SWL; increase student participation in SWL; promote SWL; enhance young people's employability skills and, enhance the quality of structured work placements.

The LCP were delivered un the Career Advice Australia initiative and are funded by the Department of Education, Employment and Workplace Relations.

The LCP were unable to provide services that duplicate activities already undertaken by the school/TAFE as part of their existing vocational, career education and transition support activities.

The services to the community were created from a recognised need and developed from a basis of strong beliefs. We delivered these services with flexibility through a partnership between the community, the government and interested parties.

North West Metro Careers Opportunities Expo

Peter Moyes Anglican Community College

A Career Expo was held at Peter Moyes Anglican Community College in August 2009 with representatives from business, Industry, University, TAFE and the Employment Directions Network (EDN). Year 12 students from Peter Moyes were given the opportunity to partake in a breakfast panel discussion facilitated by BJL about the resilience of Gen Y's in the global economic downturn. Students from nearby schools attended the Expo throughout Friday and parents and the wider community were invited to attend on Saturday. The Expo was very successful, giving students and parents in the North Metro region the opportunity to access further education and training information along with meeting industry and business people. Peter Moyes is keen to make the expo an annual event.

This BJL programme was facilitated through the Local Community Partnership (funded by the Department of Employment, Education and Workplace Relations).

In partnership with Peter Moyes Anglican Community College; EDN North Metro; WA Chamber of Commerce & Industry; Hospitality Group Training; Ramsay Health; Excom Education; Police Academy; Career Information Centre; SAE Institute Perth; Automotive and Engineering Australia Training; Edith Cowan, Curtin, UWA, Murdoch and Notre Dame Universities, Central, Swan and West Coast TAFE; Australian Defence Forces; Plumbing and Painting Training Company (MPA); Apprenticentre; Chamber of Minerals & Energy Australia; Australian Institute of Fitness; Australian Quarantine Inspection Services; CareerLink; WA Aviation College; Australian Institute of Commerce/Technology; Australian School of Tourism and Hotel Management; Paramount College of Natural Medicine; MEGT Australian Apprenticeships; Bunnings; Electrical Group Training, Metals and Manufacturing Training Council, Telstra Shop, Joondalup; Western Australian Aviation College; Woolworths; Chocolate Drops.

Career Carousel

St Stephens School

150 Year 10 students met with industry representatives at a breakfast forum. Representatives from the same industry area were seated at tables and students chose 3 industry areas which they visited in sessions. Students were able to ask the visiting industry people questions, relating to career pathways, day to day experiences on the job, what is expected of them in the workplace, what training and education they would be required to undertake and what skills they would need to initially break into a particular field. This was a valuable project which was very much enjoyed by both industry reps and students.

This BJL programme was part funded and facilitated through the Local Community Partnership (funded by the Department of Employment, Education and Workplace Relations).

In partnership with St Stephens School; JobsWest - Regional Industry Careers Advisor (RICA); Ging Mo Academy; West Coast and Central TAFE; Hospitality Group Training; Macmahon Holdings; Housing Industry Australia (HIA); Edith Cowan University (School of Nursing); Engineers Australia; Aurecon Group; Professional Services Training Council; Bunnings; Freehill Lawyers; Finance and Professional Services Training Council; KPMG Accountants; Hospitality Group Training; SAE; (Physiotherapist, Paramedic, Dental Nurse, Lawyer, Accountant –provided by school parents).

Building Project for Flexible Learning Centre Students

Padbury SHS – Adopt A School Project

A small group of Year 11/12 students from the flexible learning class participated in this project where students researched a building project involving the upgrade of the student kitchen facility in order to gain hands-on experience in tiling and carpentry skills. Students were accredited with learning outcomes achieved through Curriculum Council endorsed modules in Maths, Life skills, Workplace Learning and Career & Enterprise and had an opportunity to apply their skills in a real work situation. This BJL programme was delivered through the Local Community Partnership (funded by the Department of Employment, Education and Workplace Relations).

In partnership with Odin Ceramics, Swan TAFE and Padbury Senior High School.



Jigsaw Mentoring Project – “Putting the Pieces Together”

Yanchep District High School

Students from Years 9 & 10 who have been identified as ‘at risk’ will participate in a workshop based project delivered by Community Development Staff from the City of Wanneroo to assist young people to develop resilience, positive behaviours and attitudes and employability skills.

This BJL programme was part-funded and facilitated through the Local Community Partnership (funded by the Department of Employment, Education and Workplace Relations).

In partnership with City of Wanneroo, School Volunteers and Yanchep District High School.

Belridge Green Project (Earth Assist Project)

Belridge Senior High School - Education Support Unit

BJL undertook this project with Belridge Education Support Students during 2009, where students engaged in introductory horticultural activities involving potting seedlings, planting and maintaining vegetable plots.

The LCP brokered a partnership between Belridge Ed Support and Conservation Volunteers Australia to further develop the project in 2010 to allow students to participate in “green” conservation projects being undertaken within the local area and develop generic employability skills and skills relating to horticulture in a realistic setting.

In partnership with Conservation Volunteers and Belridge SHS Education Support Unit.

Breakfast Forum to Connect Students with Industry

Woodvale Senior High School

Year 11 students met with industry representatives at a breakfast forum, where representatives from the same industry area were seated at tables and students chose 3 industry areas which they visited in sessions. Students were able to ask the visiting industry representatives questions, relating to career pathways, day to day experiences on the job, what is expected of them in the workplace, what training and education they would be required to undertake and what skills they would need to initially break into a particular field. Held at AQWA at Mindarie, this was another successful breakfast forum with our Business and Industry representatives.

This BJL programme was facilitated through the Local Community Partnership (funded by the Department of Employment, Education and Workplace Relations).

In partnership with Woodvale SHS; JobsWest - Regional Industry Careers Advisor (RICA); Macmahon Holdings; HIA; Core Surf; Joondalup Beauty Therapy School; WA Shipbuilders Association; Edith Cowan University (Nursing School); WA Police; Financial, Administration & Professional Services Training Council; MITA; IBM; Bunnings Whitfords; MPA; Hospitality Group Training; Ging Mo Academy; Aurecon.



“Making Tracks”

Clarkson Community High School

This project involves working with disengaged students at Clarkson CHS and is part of a wider strategy to engage students in a number of other programs at the school. “Making Tracks” will engender leadership skills and assist to engage a cohort of students who are “at risk”.

Students undertook:-

- School based engagement activities
- Communication Skills Workshops
- 2 night, three day hike along the Bibbulman Track
- A debrief session to reflect on learning experiences and discussion of future industry visits
- First Aid Training
- Industry visits to a range of sites to give students an idea of the range of career options open to them including (Police Department, Nurseries, CSIRO, Dept of Environment and Conservation, Yanchep National Park, Kings Park, Claisebrook Train Depot, Gnangara Pine Plantation and other industry areas in the Malaga/Osborne Park area)
- A celebration to mark the end of the project with schools, agency and industry representatives.

This BJL programme was funded and facilitated through the Local Community Partnership (funded by the Department of Employment, Education and Workplace Relations).

In partnership with Clarkson CHS; Police & Citizens Youth Club (PCYC); Department of Environment and Conservation; Yanchep National Park; Naturalist Marine Discovery Centre.

Bluecard Attainment

Warwick Senior High School

Fourteen students took part in this project, and all attained their Blue Card. Initial feedback from teaching staff indicated that the training itself was very worthwhile and well organised. Students gained valuable knowledge of the workplace and of Occupational Health & Safety in a work context. Students have been registered with the Housing Industry Association and are able to participate in Work Place Learning in this area.

This BJL programme was funded and supported by the Local Community Partnership (funded by the Department of Employment, Education and Workplace Relations).

Workskills Workshop

Warwick Senior High School

Teaching staff generally find it difficult to relay information to students in relation to Employability skills. To assist with this BJL facilitated two workshops, “Employer Expectations” and “Induction to Work Environment”. These were delivered to nineteen Year 11 and 12 SSEP students at the West Coast District Education Office, where lunch was provided. This workshop was delivered by the North Metro Employment Directions Network.

Students gained valuable insights into how to conduct themselves whilst in a workplace and what employers expect from them in the workplace.



This BJL programme was funded and supported by the Local Community Partnership (funded by the Department of Employment, Education and Workplace Relations).

Workplace Learning De-Brief

Warwick Senior High School

After some discussion with VET staff from Warwick SHS, LCP staff suggested that we give Workplace Learning students the opportunity to discuss and consider what their WPL gave them; for them to feel there was follow up from their experience; to hear what their peers had to say about their experiences and to be able to share anecdotes and to discuss and consider their future career pathways.

A total of 22 WPL students took part and shared their experiences. A number of students commented that they got bored undertaking repetitive tasks; they all understood the importance of their log books and development of their portfolios; they enjoyed meeting new people and learning new skills; some students indicated that they would like to try a different industry area and many said they would be happy to stay in the same industry area. Armed with the feedback from this de-brief – BJL has provided Warwick with some suggestions as to how they can improve their WPL program.

This BJL programme was funded and supported by the Local Community Partnership (funded by the Department of Employment, Education and Workplace Relations).

Community Begins with “Y”

Warwick SHS; Greenwood SHS; Shenton Park College; Mt Lawley SHS; Lakeside SHS; Willeton SHS

This collaborative project involves working with schools across three Local Community Partnership (LCP) areas (Swan, Central and North Metro) that have a Senior Schools Engagement Programme (SSEP's). Forty five SSEP students were enrolled in Certificate II Community Services at Central TAFE Mt Lawley for a period of 30 weeks during 2009. Initially based at HQ in Leederville where they gained the underpinning skills and knowledge to transition to on site work placements at Aged Care, Child Care, Emergency Youth Accommodation and Sport & Recreation facilities.

Students gained first hand knowledge of services in the community for people, including youth at risk; they also learnt how to support each other and gained valuable experience working with older people.

Western Careers Alliance and the YMCA sought SSEP funding through the Participation Team from West Coast District Education Office and formed a working partnership with BJL, Swan Alliance, to deliver the project.

This BJL programme was part-funded and facilitated through the Local Community Partnership (funded by the Department of Employment, Education and Workplace Relations).

In partnership with Western Careers Alliance, Swan Alliance, Central TAFE and the YMCA.

CaLD Mentoring Project

Girrawheen Senior High School

BJL facilitated a mentoring program for at risk Structured Workplace Learning students involved in the ACCESS program. Girrawheen SHS is in a low socio-economic area and the student population is

multicultural. The LCP provided each student with a trained mentor who met with the student on a weekly basis over a period of 7 months.

Students gained a great deal from this project as they benefited from a one-to-one relationship with a caring adult who provided encouragement and support in their SWL placement and were supported in their work placement by a mentor who could advise and help when needed.

To quote an observation made by the Vet and Careers Teacher. "The student's language and social skills have increased remarkably. Most noteworthy is the confidence these students have gained in their communication skills and the positive self image that they have developed."

This Bjl programme was funded and facilitated through the Local Community Partnership (funded by the Department of Employment, Education and Workplace Relations) in 2008.

Bjl worked in partnership with the School Volunteer Program and the Girrawheen Senior High School.

Capricorn Project

Yanchep District High School

This project involved round table discussions to engage with Yr 10 students with different industries, and to engage youth in the Yanchep and Two Rocks area to feel ownership of their region and be part of future developments. Concerns regarding the shift of young people away from the area prompted the developers to engage with young people from Yanchep High and encourage them to take advantage of the developments and the opportunities associated with them and create a thriving and stimulating community in which to work and live.

This Bjl programme was funded and facilitated through the Local Community Partnership (funded by the Department of Employment, Education and Workplace Relations) in 2007.

Bjl worked in partnership with Yanchep District High School, Creating Communities; Capricorn Village Joint Venture; AngloGold Ashanti, Wanneroo Botanical Gardens, West Coast TAFE; WA Food and Beverage Industry Training Council; Australian Fitness Institute; Yanchep National Park .

Moving on Starting Out - MOSO

Government and non government schools in Western Australia

The main focus of this festival was peer education, where creative resources on issues associated with Career Development and the Management of Life, Learning and Work were designed by young people for use with young people in the school community. Some of the key aims of MOSO were to raise the awareness of the critical national and WA state government career development agenda and providing schools with a creative vehicle for focussing their career development delivery to students.

Within a high school setting there was an evident need for a creative platform to encourage and inspire high school students between the ages of 12 and 18 to engage in dialogue and reveal their key issues surrounding managing life, learning and work. We used media because of its significant and importance in young people's means of expression and communication.

MOSO was a creative, interactive shared learning experience. It was designed to encourage students to express themselves and share their learning and work experiences. This meant that they had to be open to learning from their teachers, peers and access learning from government, industry and community. MOSO was also incorporated into the curriculum. MOSO was aligned to the Australian Blueprint for Career Development and Western Australia Education Curriculum outcome based assessment – so all students from year 8 to 12 could get their work accredited.

It was an opportunity for young people to “Tell their story through a choice of mediums - short film (camera); super short film (mobile phone, digital camera, web cam); visual art (storyboarding); and captioned photography.

Students across Western Australia were asked to explore and communicate their issues, opinions and views surrounding one of the following:-

- What is work?
- What makes me who I am and what I become?
- When and where does learning begin and end?
- What is education?

To further assist students, short clips from previous year’s winning film entries could be found in the “Clips” section of the MOSO website – developed by WestOne and hosted through Get Access website (<http://getaccess.westone.wa.gov.au/moso>).

To showcase student’s skills to a wider audience, photographs and storyboards were exhibited to the general public and films screened at the annual Screening and Awards Night. Access 31 televised the events which were hosted by Edith Cowan University.

During the 5 years, the following schools took part in the festival;

- | | |
|---|--|
| - Ballajura Community College | - Mt Lawley Senior High School |
| - Broome Senior High School | - Mirrabooka Senior High School |
| - Corrigin District High School | - Ocean Reef Senior High School |
| - Duncraig Senior High School | - Padbury Senior High School |
| - Foundation Christian College, Mandurah | - Rossmoyne Senior High School |
| - Frederick Irwin Anglican School, Mandurah | - Sacred Heart College, Sorrento |
| - Girrawheen Senior High School | - Scotch College, Swanbourne |
| - Hamilton Senior High School | - Seton Catholic College, Samson |
| - Hedland Senior High School | - Shenton College |
| - John Curtin College of the Arts, East Fremantle | - St Brigid’s, Lesmurdie |
| - Lumen Christi College, Martin | - Warwick Senior High School |
| - La Salle College, Middle Swan | - Woodvale Senior High School |
| - Lockridge Senior High School | - Wanneroo Senior High School |
| - Mercedes College, Perth | - Yanchep District High School |
| - Mandurah Baptist College | - Yandeyarra Remote Community School,
South Hedland |
| - Mandurah Senior College | - York District High School |
| - Mindarie College | |
| - Mercy College, Koondoola | |

Department of Employment and Workplace Relations (2007 to 2008).

The Festival was delivered through the EDN and LCP Programs and in partnership with; Edith Cowan University; WestOne Services; Access 31; Nova 93.7; Film and Television Institute; Workplace Services;

S & T Graphic Designs; Custom Create; Civic Video; Woodvale Art Frames and City of Stirling Youth Advisory Committee.

School Student Career and Transition Database

Greenwood Senior High

BJL is working with Greenwood Senior High School to develop a student database that teachers can use to assist in ensuring efficient, effective internal organisation of the school's structured workplace learning and career and transition arrangements. Teachers and students will be able to use this database to plan, manage and monitor process. The database, which will be accessed by students, teachers and parents will aid in the development of an Individual Pathway Plan.

Developed for students to input their personal interests, semester grades, personal and career goals and individual study program, the database will develop in complexity through their years at high school to allow for self evaluation over that time, and to allow them to reflect on their personal aspirations and goals, their academic achievements and practical career decision making. The VET Coordinator and a Greenwood SHS student have developed a comprehensive database for use at the school. BJL are currently working on a more generic model that schools will be able to easily use in their own IT settings.

This BJL programme was facilitated through the Local Community Partnership (funded by the Department of Employment, Education and Workplace Relations)

In partnership with Greenwood Senior High School, the WA Department of Education and Training EVE Coordinator and Pukuni Technology.

Yanchep Project

Yanchep District High School

The objectives of this project were to engage students with industry; enhance student's "sense of place" through a project that engaged them directly with the land; teach students the importance of land management and conservation; raise the reputation of young people in the local area; offer the opportunity to some project participants to learn basic journalism/report writing skills and; broaden the employment prospects of the students through exposure to a hands-on land management project.

Students from Yanchep District High School worked within Yanchep National Park to assist with regeneration/management. During this process students were mentored through land regeneration and instructed in the basics of land management.

This was a very successful project, the outcome of which led to students mentoring their peers in the following year.

Funded and facilitated by BJL Local Community Partnership (*funded by the Department of Employment, Education and Workplace Relations*) in 2007.

BJL worked in partnership with Yanchep District High School, Yanchep National Park (Department of Environment and Conservation), CALM and the City of Wanneroo.

Career and Transition Decision Making

Kingsway Christian College

This action research pilot project was designed to build the capacity of teachers to enable them to build the capacity of students in their ability to make effective career decisions.

The objectives of the project were to enhance young people's employability skills; assist the school to facilitate effective career and transition making with 30 students; evaluate the effectiveness of the Quality Decision Making Program as an effective tool for career decision making; and design a professional development program for teachers and participation coordinators utilising the Quality Decision Making Program.

This Bjl programme was funded and facilitated through the Local Community Partnership (funded by the Department of Employment, Education and Workplace Relations) in 2007.

Bjl worked in partnership with Kingsway Christian College, POWA Institute Ltd and the de Bono Institute.

Compass Project

Ocean Reef Senior High School

The Ocean Reef Compass Project connected 90 Year 12 Workskills students with industry through a series of speed dating forums, work experience and exit planning sessions to promote a realistic understanding of work and study operations. The "Speed Dating" involved students from Ocean Reef Senior High School moving from table to table asking questions to Industry representatives and gaining information on future opportunities.

The objectives of the project was to give students a "real" industry job seeking experience; bring industry into schools; improve the quality of work placements for students; broaden students knowledge of career pathways; broaden teachers understanding of industry and engage students with interesting projects/experiences.

This Bjl programme was funded and facilitated through the Local Community Partnership (funded by the Department of Employment, Education and Workplace Relations) in 2007.

Bjl worked in partnership with Ocean Reef Senior High School, Jobs West Regional Industry Career Advisor (RICA), Baroque & Roll; Mosquito Graphic Design; Suburban Design Construct; BCITF; RSL (WA); Retirement & Aged Care Association; ABC Developmental Learning Centres; Westpac Bank; The Compass Group; Burswood Resort Aqua Shades; Western Geotechnics; New Norcia Bakery; Precision Earthmoving Repairs; AngloGold Ashanti Australia Ltd; Universal Sodexho; City of Joondalup; City of Wanneroo; FESA; Police Cadet (Traineeship) Unit; Yanchep National Park (Department of Environment and Conservation); Australian Post - Joondalup Delivery Centre; Reece Plumbing.

Priority Indigenous Service (PIS) - for Indigenous Individuals and Communities

This is a dedicated program was designed to assist Indigenous Australians with career development and employability skills and information on employment and training pathways.

This service worked with Indigenous Australians to develop the employability skills needed to gain employment, provide career guidance, information on where to access employment and training services in the region; assisting with the transition to further education, training and employment; examine what is required in the modern workplace, help develop and employment plan and provide work experience insurance cover.

In addition, this program works closely with Indigenous agencies and relevant support organisation throughout the north metropolitan region promoting the value and importance of career development and employability skills in today's labour market to indigenous communities, and individuals.

By engaging with Indigenous groups and individuals to provide information on the services offered by the EDN network, PIS encouraged the promotion of those services, career development and employability skills within Indigenous communities and between generations.

Indigenous Priority Program

The Priority Indigenous service can work with Indigenous Australians to develop the skills needed to gain employment, examine what is required in the modern workplace, help develop an employment plan, provide work experience insurance cover, and provide career guidance and information on how to access employment and training services in the region. In addition it offers a facilitated referral service to Indigenous Australians and to agencies who work with Indigenous Australians within the metropolitan region. The facilitated referral service encourages exploration of career pathways either in employment, education and training.

The Indigenous Specialty Program has continued throughout 2004/2005 to achieve excellent results with clients, High Schools in the district and various agencies. It has been an extremely busy year due to constant client contact, group facilitation, networking and promoting.

Numerous workshops have been delivered as an outreach ranging from various topics such as Job Search Training, Parents as Career Partners, and presentations introducing Guiding Circles a career development initiative developed in Canada for their Aboriginal People and how this program aligns with the Australian Blueprint for Career Development services.

Other workshops and initiatives included the Koda-Ka Nyoongar Bood-Ja forum. Koda-Ka is Swahili for "may I come into" and Nyoongar Bood-Ja means Nyoongar country (or land or soil). This was set out in partnership with local councils, DCD and many other Government and non-Government agencies in a (successful) effort to curb the escalating violence with the South African Sudanese People and the Aboriginal Community.

We established a new Aboriginal network in partnership and funded by the Department of Education and Training called the Indigenous Career Development Services (ICDN) to unify all agencies pertaining to Aboriginal career development services, this included remote and regional areas. We also developed and co-ordinated a working partnership with all main local Job Network Members, and all Aboriginal Islander Educational Officers within the Westcoast District.

Youth Priority Program (North Metro)

The Youth Priority Program works with young people to assist them on their journey into further education/training, apprenticeships/traineeships, and employability skills and into the workplace.

It is able to assist young people with their careers and career development within their lifestyle choices. It encourages young people to explore all of their possibilities and plot an appropriate career pathway for them.

Enterprise Priority Program (North Metro)

The Enterprise Priority Program delivers “strong point” workshops which is a ‘mix’ of employment with self employment; a fairly typical situation of many jobseekers in today’s labour market. Topics that are covered are such things as the taxation implications of self employment; be it as a home based business, consulting and working as a contractor or sub-contractor.

Workshop content is still predominantly to act as a referral to business experts and provides all the necessary information to clients who are considering self employment.

The number of attendances for the workshops has not increased during the last twelve months but those who have attended have given excellent feedback with a general indication that the information given has been useful as a starting point for the individual.

Currently work is underway on delivering the Enterprising Choices Workshop externally, based at the newly opened Wanneroo ‘Grow’ centre. This will be a productive partnership with cross referral between both organisations.

Active Citizenship Programme

Duncraig Senior High School Project

BJL worked with students to identify their goals and future direction as well as engaging in personal development activities. BJL facilitated student discussions on “where am I now” and “where do I want to be in the future” to raise awareness and empower students to take responsibility for their own choices.

The objectives of the program were to promote active citizenship; empower students to take control of their learning; develop students enterprise skills; increase the involvement of the community in the education of students; increase opportunities for young people in education and training; assist students to establish future goals and engage in personal development and encourage connection with existing community resources and services

This BJL programme was delivered in partnership with Duncraig Senior High School in 2003.

Apprenticeship and Traineeship (APT) Pilot Programme

BJL identified an influx of clients requesting in depth career guidance and support to navigate the apprenticeship or traineeship system to secure a placement. Many of the clients required intensive individualised career coaching over a longer period than Employment Directions Network (EDN) was resourced to accommodate. At the same time, there was and still remains to be an evident skills shortage in trade related areas and some service industries, in addition to issues surrounding the retention of actual apprentices and trainees through to completion.

As a result of the above factors the Apprenticeship and Traineeship Pilot Program (APT) came into fruition. BJL solely funded the pilot stage which ran over a five month period. The aim of the project was two fold; firstly to promote the career pathway of apprenticeships and traineeships as a viable post school option (via interactive workshops in schools) and also to assist individuals contemplating employment based training programs. The program enabled individuals to make informed decisions regarding their career path and if applicable support their apprenticeship/ traineeship journey prior to sign up. There were clear performance and personal outcomes that resulted from individual's participation within the program. Such outcomes illustrated the value and rationale for providing such a specialised one to one career guidance and coaching program in the area of apprenticeships and traineeships.

This BJL programme was delivered through the EDN North Metro in 2005 to 2006.

Battle of the Bands

BJL's Battle of the Bands was a community driven youth enterprise event, creating a bridge for youth bands to enable them to get out of the garage and give them an opportunity to perform live. The competition also recognised the importance of the Australian music industry, one of Australia's largest exports and in being so, a real career option for young people.

An average of ten bands competed, brokering talent with their diverse music; alternative, reggae, hip hop, heavy /soft / commercial rock. Spies were invited from the music industry to further their opportunities.

BJL's Battle of the Bands offered youth agencies an opportunity to share their wares with young people attending and in the past have included Employment Directions Network - School Leaver Program, Joondalup Youth Support Services; City of Joondalup; Morley Police and Citizens; YMCA and Surf Life Saving.

Battle of the Bands was delivered in partnership with The City of Stirling Youth Advisory Council; Balga Action Group; Balga PCYC and The WA Police Force in 2002 and 2003.

Benang Mooditj Moort (Nyoongar for Tomorrows Great People)

Girrawheen Senior High School

Benang: ~ Tomorrow (but not necessarily the day after today)

Moorditj: ~ Great – awesome - the best

Moort: ~ People – family – community



The project aims were to empower Indigenous students at Girrawheen Senior High School to take more confident steps towards success in further education, training, employment, personal and social development. This program incorporated other Indigenous community members and organisations to provide a holistic supported service to students and their families.

A series of workshops were delivered in 2004 to students on; communication and assertiveness; team building; being proud of my Indigenous heritage; personal presentation, what my image says about me; life skills; motivation to be successful and active community citizen; living and being successful in the changing world of work; developing support networks that will help me succeed (staying positive); post school options; peer mentoring; if I ask for help, will anybody listen; shifting blame.

Stage two of the program involved students performing a cultural dance and story telling – (dreamtime to now) using historical and Hip-hop music. A Teacher/Student Guide to Cultural Awareness and Bullying Manual were also created for student and teacher's use.

The BJL Indigenous Project Officer facilitated an Indigenous elder to visit the school to raise awareness and improve relationships amongst students, teachers and the Principal. The Elder also visited other students elder relatives (Grandparents etc.) in support of the program with the aim to increase parent/caregiver and student participation.

BJL worked in partnership with Girrawheen Senior High School; Local Aboriginal Elders; Parents/Caregivers; Aboriginal Liaison Officers from Warwick Police Station; Centrelink; Yahnging Aboriginal Corporation and the Strong Families Co-ordinator (Dept of Community Development & Family and Children's Services).

The Breakthrough Program

In 1993 The Gordon Reid Foundation funded "The Breakthrough Program", a 12 week program for 24 disadvantaged youth. In the first week the participants took part in camping activities in the south-west, which focused on building self-esteem, communication and team building together with pre-employment and training learning activities.

Thereafter, half of the group attended a 10 week furniture trades skills learning placement whilst the remaining participants attended a retail skills learning placement at Balga TAFE. After the learning placements, participants took part in a one week work experience program within the furniture and retail environments. This was then followed up with one to one job placement support.

Career and Employability Outreach Service

BJL through the Employment Directions Network identified the need for Career and Employability outreach services in the Yanchep and Two Rocks area. EDN services were delivered one day per week from the Yanchep Community Centre and Sun City Access Centre in Two Rocks.

Services included one to one career guidance; assistance with education and training pathways; facilitated referral services; Profit from Experience Program; Enterprise Program (small business information) and workshop delivery in resume preparation, interview techniques, employability skills and a specialist workshop - how to apply for work using the internet - incorporating online career and employment resources.

BJL delivered this service in partnership with the City of Wanneroo; Yanchep Community Centre and the Sun City Sun City Access Centre in 2004.

Case Management Services

BJL delivered generalist and indigenous contracted Case Management services in the north metropolitan region from 1994 to 1997.

Case Management services supported participants with intensive assistance to;

- identify measures designed to eliminate or reduce any disadvantage the participant may have had in entering the labour market
- linked participants in activities such as; job search; vocational training courses; other training that would help in searching for work; paid work experience; development of self-employment; participation in, group enterprises or co-operative enterprises; participation in a labour market programs; participation in rehabilitation programs; unpaid voluntary work.

This service was administered through the Employment Services Regulatory Authority (ESRA), and funded by the Department of Employment, Education Training and Youth Affairs (DEETYA).

Community Youth Link Program

In 1993/94 BJL obtained a grant from Lotteries Commission, to place four youths into an intensive employment and training program. Three participants undertook a horticultural program for one year, and the other participant in a bakery employment and training program. All participants were placed with local employers for the duration of their placement.

First Click Program and Extended IT workshops

Following from BJL's previous outreach work in Yanchep and Two Rocks the need was identified for basic computer training to members of the community. In 2006 BJL applied for First Click funding through the WA Department of Education and Training to provide computer training to over 70 participants over a 6 month period.

The majority of participants were seniors and had limited or no computer skills prior to accessing BJL First Click training at the Yanchep Community Centre. Many participants were apprehensive about using a computer, and had previously requested assistance in communicating with family members based interstate/overseas (particularly grandchildren) but did not receive the right support to learn these skills. As a result, Introduction to Computers and Introduction to Internet and Email was extremely successful and assisted participants in increasing confidence and realising their own potential to learn and master new skills from turning on a computer to researching information on family trees via the internet.

Banking, bill paying and shopping on-line while being the most popular topics, participants were concerned about their personal security and were reluctant to display their personal information on the internet. Their fears were alleviated with information and realistic examples on how to keep their personal information protected whilst being able to bank, pay bills or shop online. Participants would often question how to send photos of themselves and other family members to others overseas via email. Basic digital camera use, downloading and attaching photos to emails was introduced with great success.

A number of senior participants were also involved in a voluntary capacity in their communities and were able to apply these new skills to their voluntary work.

The program could not have operated had it not been for the volunteers that offered members of the community additional training outside of sponsored hours. BJI delivered this program in partnership with the City of Wanneroo and Yanchep Community Centre and Yanchep Volunteer Hub.

Ground Works Program

BJI in conjunction with the Northern Suburbs Migrant Resource Centre, designed, developed and delivered the Groundworks pilot program. The targeted participants were overseas trained and qualified professionals employed in their profession in their country of origin.

The aim of the project was assisting recently arrived migrants and refugees in the health and associated professions, to understand the Australian workplace culture and assist them in actively looking for work which included job search training. The Groundworks project encompassed a one week work orientation course followed by a 1 to 3 week work experience placement with a host employer in Perth.

During the course, guest speakers from various agencies were invited to provide information and assistance to the participants. Agencies included Centrelink, Worksafe, DEEWR, ASeTTS, Overseas Qualification Unit, Workers Assistance Program and the Department of Education and Training.

Following the very successful pilot workshop the second Groundworks workshop was designed for overseas trained health professionals ranging from a professor of Cairo University, Psychologist from Russia, doctors from the Middle East, scientist from Iraq to a midwife from Thailand.

Indigenous Driving School

BJI formed a partnership with a local Indigenous Community Group and with them applied for funds from the Department of Aboriginal Affairs to run an Indigenous Driving School in 1994.

A major obstacle in employment was not having a licence and transport to travel to work, as public transport at the time, was very sparse between various sections of Perth

This program provided indigenous youth with the opportunity to participate in a “Driver Training Program”. BJI provided a driving school to give lessons with the participants actively working with the Indigenous Employment Officer of BJI to link into education, training or employment. Approximately 60 Indigenous people accessed the program, gained their licences and were linked into work or training as a result.

Job Placement Education and Training Programme (JPET)

BJI delivered the JPET programme in the North Metropolitan region from its inception in 1997 from our Girrawheen office and in the Central Perth region from our Victoria Park office from 2006 until June 2009 when the program ceased. JPET participants were assisted to develop strategies to overcome barriers to participation and engagement in education, training and employment.

The JPET programme provided a service to young people aged 15-21 who were homeless or at risk of homelessness. JPET also assisted those who were experiencing personal and social difficulties that

may have included a range of issues including; a dysfunctional family background; mental health issues; language, reading and writing difficulties or drug and alcohol issues.

BJL JPET Project Officers worked very closely with participants to help them overcome any barriers and worked in collaboration with other community agencies and services to support the young person. Services most often accessed included; temporary accommodation; psychological assessment; drug and alcohol treatment; education and training; personal counselling.

The JPET programme was funded by the Department of Employment & Workplace Relations.

JobLink

The Job Link program was a community-based employment service which assisted local job-seekers, business and industry to meet demands for a skilled and employable workforce. This program was delivered by BJL from 1987 to 2002.

The program offered personalised employment assistance services to jobseekers to access employment, training and enterprise opportunities with particular emphasis on job-seekers with special needs, such as the long term unemployed; people with disabilities, those from culturally and linguistically diverse backgrounds, ex-offenders, mature-aged people, Aboriginal people, school leavers (including youth at risk), and women returning to the workforce. BJL also delivered a specialist indigenous Job Link program to work with Aboriginal communities and organisations to develop locally-based enterprise, employment and training initiatives to enhance job prospects for Aboriginal people. Job Link was administered through the State Employment Assistance Strategy (SEAS), funded by the WA Department of Training and Employment

NB: BJL has run the longest Indigenous Specialty program in the north metropolitan region spanning the organisation's history. This program is one of BJL's and the WA Department of Education and Training's oldest Indigenous Speciality Programs and as such, is well established and accepted within the community.

Local Learning and Employment Partnership (LLEP) North Metro

The Local Learning and Employment Partnership, North Metro (LLEP) aimed to assist 15 to 19 year olds in their transition from school to further education, training and employment.

To meet this mandate the LLEP undertook activities in three main areas;

- research and strategic planning
- networking and developing partnerships
- identifying and initiating projects

The LLEP had a mandate to assist in planning for the delivery of transition programs that;

- helped young people navigate their individual pathway between school and further education, training and employment;
- analyse local education, training and employment environments;
- develop a view of local needs;
- encourage the development of innovative programs and projects to better meet the needs of youth that were not currently being met by the education and training opportunities in the region.

The Local Learning Employment Partnership was delivered from 2003 to 2004 primarily within the Cities of Wanneroo and Joondalup, and funded by the WA Department of Education and Training.

Make Apprenticeships & Training Options (MAPTO)

Make Apprenticeship and Traineeship Options (MAPTO) pilot program provided one to one specialist career guidance and coaching in the area of Apprenticeships and Traineeships to assist individuals of any age or circumstance to: discover options; make informed choices create individualised action plans and support their journey towards a positive outcome.

Developed from a strong belief that effective one-to-one career counselling with young people interested in pursuing a trade would cement the career exploration and realisation process, and also assisting young people to stay within their chosen trade after completing MAPTO (and thus improving first year retention rates) the primary aims were to:-

- Inform and educate young Western Australians of the alternative career pathway of Apprenticeships and Traineeships, and
- Assist Western Australians to gain meaningful employment into Traineeships and Apprenticeships of their choice.

The MAPTO Programme delivered on all these aims, with many students engaged in MAPTO successfully gaining an Apprenticeship or Traineeship. The remaining participants either returned to an education environment or went on to other forms of employment.

The MAPTO Programme was born out of the successful Apprenticeship and Traineeship (APT) pilot programme delivered from our Joondalup office in 2005-06.

This programme was funded by the WA Department of Education and Training from July 2006 to June 2007 and delivered through the EDN North and EDN Central service in partnership with the Career Development Centre, Perth.

Migrant Assistance Program (MAP)

The MAP Program assisted people from Culturally and Linguistically Diverse (CALD) backgrounds with their employability, education and training requirements through one to one counselling, career advice, and assistance with resumes, selection criteria and job search support.

This programme was originally funded from 1993 to 1994 by the Department of Immigration and Ethnic Affairs, and in 1995 funded by the Western Australian Department of Education and Training.

Personal Support Programme

The Personal Support Programme (PSP) provided intensive case management over a two year period to participants facing multiple personal barriers and aimed to achieve increased economic and social participation. Typical barriers faced by participants included mental health problems, homelessness, family breakdown, substance abuse, chronic health problems and social isolation.

PSP provided one-on-one support for clients through counselling, referral, information and resource sharing. In general, participants were aged between 19 and 64 years, spanning a wide range of barriers including substance abuse, psychiatric disorders, family/relationship breakdown, domestic violence, homelessness, poverty, severe phobias, very limited employment/educational experience, and other disabilities. Additional support was given through the provision of group workshops and some financial assistance for clients enrolling in studies or training to make them more 'job ready'.

The PSP Programme was funded by The Department of Employment & Workplace Relations and delivered through a sub contract arrangement with Jobfutures from 2002 to June 2009.

Triple C Project: Teaching and Reaching Learners at Risk

BJL in partnership with the Ministry of Justice, JobsWest and Community Youth Training Services created an information resource package for use with youth at risk students in a training and development environment in 2002.

The focus of this resource was when we have learners in our courses that have difficulties in their lives; the facilitators then become teachers at risk – at risk of losing able students. As facilitators we are usually not able to resolve the complex issues youth at risk can face. That requires professional services. But as facilitators we are in a privileged position where we can get to know and understand our learners, provide ‘front line’ support for them, and direct them to other services if that is required. Students who could achieve what we intend for them if we understood better what their individual needs were – and that depends on establishing good working relationships with these learners.

This ‘kit’ of materials was designed to share strategies developed over the years that have helped us talk with our students and especially our at risk students whose life experiences were often very different from our own. But the kit is also designed to raise questions because there is no simple ‘formula’ for getting this right. This effective approach will be different for different learners (and different teachers) and in different contexts.

The kit contained:

- an introduction about the wisdom (or otherwise) of labelling a learner ‘at risk’;
- guidelines for questioning new enrolments
- using student resumes as a way of getting to know your students
- guidelines for observing the signs that a student may be at risk
- suggestions for ways you and your colleagues (or your students) can document local support and services for learners at risk.

Where Do We Go To From Here (Retrenched Timber Workers)

BJL delivered in partnership with Combined Team Services four “Where Do We Go to From Here” Courses to 64 Timber workers who were retrenched from the industry due to the state Government’s decision to reduce log allocations.

The aim of the two week program was to assist the retrenched timber workers find a new career direction; identify transferable skills and develop employability skills; raise understanding of the changing world of work; provide workshops on job search and self employment and personal development activities.

The courses were delivered in 2002 and 2003 and were funded by the WA Department of Education and Training.

YMCA Mobile Bus

In 2003 BJL working in collaboration with the YMCA piloted an outreach Employment Directions Network service in order to connect with disenfranchised youth.

The YMCA Mobile Youth Service has proved itself to be one of the largest youth services operating in and around the suburbs of Perth. It offers young people a safe place to meet and recreate in an atmosphere that is congruent to young people.

Our target audience were youth who were not aware of or accessing mainstream services the EDN provided. Our approach was to promote the services of EDN and deliver more flexible and tailored services to meet the education, training and employment needs of individual young people so critical in the growth and development of themselves and the community.

The program was extremely successful with most of the participants obtaining employment. The Gordon Reid Foundation provided additional funding for the following year, 1994.

WAVE Program

From the success of the 1994 “Breakthrough Program”, Bjl obtained a grant from the Department of Employment Vocational Education and Training to fund another retail training program for youth, this time employing the services of professional retail trainers to assist with the delivery

Active Citizenship Programme

Duncraig Senior High School Project

Bjl worked with students to identify their goals and future direction as well as engaging in personal development activities. Bjl facilitated student discussions on “where am I now” and “where do I want to be in the future” to raise awareness and empower students to take responsibility for their own choices.

The objectives of the program were to promote active citizenship; empower students to take control of their learning; develop students enterprise skills; increase the involvement of the community in the education of students; increase opportunities for young people in education and training; assist students to establish future goals and engage in personal development and encourage connection with existing community resources and services

This Bjl programme was delivered in partnership with Duncraig Senior High School in 2003.