



Bayside, Glen Eira and
Kingston Local Learning
and Employment Network

STRATEGIC PLAN 2021–2024



To ensure all young people
leave school with the
confidence, connections
and experience to thrive
in work and life.

Executive Officer's Message



At the Bayside, Glen Eira and Kingston Local Learning and Employment Network (BKGLLEN) we work with partners to ensure our young people successfully transition from school to the world of work.

We are part of a network of 31 LLENs across Victoria (VicLLENs) who make education more relevant, empower and support young people, by building partnerships between school and industry.

Research shows us that young people do best when they connect with careers, education and employers early in their school years. These contacts help them:

- build aspiration to stay at school in our increasingly skilled economy
- develop the confidence and 'soft skills' required for all jobs
- obtain the work experience needed to secure their first job, and
- understand how to navigate pathways into growing industries.

State-wide research undertaken at the end of 2020 by VicLLENs, showed young people experienced significant stress and anxiety last year. Some disengaged from learning, or reduced subjects, and some did not achieve VET certificates. Many missed out on work experience as industries contracted. There remains a significant shortage, and competition, for these vital placements.

Our small energetic team, backed by our volunteer Committee of Management, work with a network of over 120 community organisation members, 40 schools and education providers, and 200 local businesses, to create innovative local solutions to address these types of issues in secondary schools.

Our 2021–2024 Strategic Plan outlines how we will continue to work with our communities to build resources so our young people, no matter who they are, or what disadvantage they are facing, have opportunities to build the resilience and strong foundations that lead them to their best work.

Come join us!

Jayne Valle
Executive Officer

“Our 120 members, 40 schools and education providers, and more than 200 local businesses and organisations work together to prepare young people for their future at work”

The importance of our work

Our challenge

Our young people are entering a rapidly changing world of work

Young people are moving into a world of work that is dramatically different than their parents. Jobs are changing and new and interesting higher skilled industries and occupations are emerging. It is estimated that more than half our current preschool students will work in jobs that don't exist yet¹.

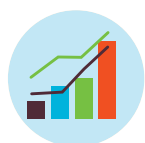
Victoria's *Parliamentary inquiry into careers education in schools* has not kept pace with the constant changes. Young people, their families and teachers do not have enough information about the work of the future².

Recent LLEN research has shown there is entry level work in growing industries, despite COVID-19, and young people have the interests to match it. Yet employers do not know how to find young people and young people do not know how to find the opportunities³.



There are 31,501 young people aged 12 to 18 years* in Bayside, Glen Eira, and Kingston who need careers education

*over half (54%, 17,121) aged 15 to 18 years



They need to explore our growing, largely service based, industries

which include: construction, health care and social assistance, professional scientific and technical services, education, real estate, financial and insurance services, and manufacturing (Kingston municipality only).

Some young people are still leaving school early

Completing school is still the most important achievement a young person can do, and it doesn't matter if its VCE or VCAL. An international review has shown that post-school labour market interventions do not fully compensate for the transferable knowledge acquired earlier in the education system⁴. Australian research has also shown that every year of school past Year 10 adds an extra 10% to a young person's lifetime earnings⁵.

Despite the increasingly skilled economy, some of our young people are still leaving school early.



In 2016, 9% of our 20 to 24 years olds had left school early:

~2,000 before Year 12, including
~1,000 at Year 10 or earlier.



750 (4%) young people aged 15 to 19 were disengaged from learning or learning⁶.

The costs are significant even when small cohorts are disengaging. Research from New South Wales showed the cost to State and Federal Governments (mainly in welfare support and health care) of the 1,000 most vulnerable children and young people to the age of 40 (\$2.5M), is 16 times higher than the costs for the total under 25-year-old population (\$143k)⁷.

1 World Economic Forum (2016) *The Future of Jobs* webpage <http://reports.weforum.org/future-of-jobs-2016/>

2 Victorian Parliament (2018) *Inquiry into Career Advice Activities in Victorian Schools*. <https://www.parliament.vic.gov.au/925-eejsc/inquiry-into-career-advice-activities-in-victorian-schools>

3 Pope J (2020) *How work works: getting young people employment in our growing industries* <https://www.ccllen.com.au/publications/193-how-work-works-loddon-campaspe/file>

4 International Labour Office (2016) *Interventions to Improve Labour Market Outcomes of Youth: A Systematic Review*. ILO: Geneva

5 Leigh A & Ryan C (2008) Estimating returns to education using different natural experiment techniques. *Economics of Education Review*. 27: 149-1560. ANU: Canberra

6 Australian Bureau of Statistics (2016) *Census of Population and Housing*

7 Taylor Fry (2018) *Forecasting Future Outcomes. Stronger Communities Investment Unit – 2018 Insights Report*. NSW Government: Sydney

Our young people are leaving school unprepared

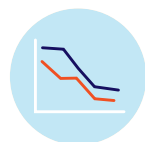
Early school leaving is only one of the reasons our young people may not be prepared for the future of work. We know that a large proportion of students:

- leave school without the **foundation skills** they need



40% of Victorian 15-year-old students did not meet national proficiency standards for reading, maths and science literacy in 2018⁸

- leave school without the **work experience** needed to compete for jobs



VicLLENs research has shown school-based work experience collapsed over 2020 and is not recovering

- or choose the wrong post school pathway



23% of university, and 45% of non-university, higher education students do not complete their qualification: including 7% and 20% respectively who drop out after their first year⁹

“Careers education in schools is vital in the changing world of work”

We have disadvantaged young people particularly at risk

The Bayside, Glen Eira and Kingston area is often regarded as high socio-economic status, but it includes pockets of disadvantage, particularly in the south, where more young people disengage. An OECD (2016) study examining all available data in Australia found those most at risk of disengagement include:

- those with low education attainment and poor literacy and numeracy
- young women who are parents
- young people with disabilities
- Aboriginal or Torres Strait Islander young people
- young people who migrated from non-English speaking countries after the age of 13 years
- those with mental health issues (and disengagement is also a cause of stress in young people)
- those that lack work experience, and
- those from separated or divorced families¹⁰.

We support all young people, but also focus on at risk populations.

Research shows careers education is vital

Careers education is important to ensure young people attach to growing pathways.

The international literature is clear. Careers conversations in schools are vital. They help school students:

- raise their aspirations
- plan, develop and implement career goals (including understanding pathways), and
- have confidence in pursuing education and training options.

Research has shown young people who could recall at least four employer contact activities at school were more likely to do well at and finish school, have smoother transitions from school to employment or further education, and ended up in better paying jobs¹¹.

⁸ PISA 2018: Reporting Australia's Results. Volume I Student Performance <https://research.acer.edu.au/ozpisa/35/>

⁹ Completion rates of higher education students (2020) <https://www.dese.gov.au/higher-education-statistics/resources/completion-rates-higher-education-students-cohort-analysis-2005-2019>

¹⁰ OECD (2016) *Investing in Youth: Australia*. <https://www.oecd.org/australia/investing-in-youth-australia-9789264257498-en.htm>

¹¹ Mann A (2012) *It's Who You Meet: Why employer contacts at school make a difference to the employment prospects of young adults*. Education and Employers taskforce: London

Our plan

At BGK LLEN, we believe good things happen when communities invest in their young people. We are the partnership brokers, relationship builders and connectors that bring the community together to make sure every young person can thrive in the future world of work.

Our vision

All young people leave school with the confidence, connections and experience to thrive in work and life.

Our guiding principles

- 1 Collaboration:** We collaborate with schools, industry and other community organisations to achieve our common goal to ensure young people succeed.
- 2 Support and connection:** We support and connect schools, young people and families to make sure they have access to the right information and resources to make informed pathways decisions.
- 3 Inclusion:** We believe every young person can succeed, regardless of their background, and ensure our work focuses on every young person in our community.
- 4 Effective action:** We base our resources/services on research and use professional development, networking, critical reflection and evaluation to ensure best practice when working with young people.

Our goals

Inform, prepare, connect

Over the next four years...



GOAL 1 Prepare

We will prepare young people for the world of work by creating innovative local careers education for schools.

Research shows that careers education makes a difference, but our schools don't always know how to advise young people and connect them to the fast changing world of work. We will continue to create a platform of resources that can assist teachers and careers advisors to help every young person in our communities.

Examples of our work

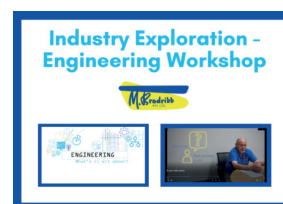


Our Managing Stress and Anxiety Program – available as a workshop, and an online resource – has provided stress management support to around 1500 local staff, students, and young people in the local community.

What we will do next

Over 2021 to 2024 we will:

- Add new resources to our suite of activities that assist schools to provide careers education.
- Build our website into a digital support hub for teachers to ensure they have access to locally relevant careers education resources.
- Examine the careers education needs of, and address the barriers facing, young people from marginalised backgrounds.



Our suite of online workshops for schools provide information on: Work Readiness; Employer Expectations; Occupational Health and Safety; Managing Stress and Anxiety; How to Start a Business; and Interviews with Industry Leaders.



Our successful Project Ready Program is a hands-on work readiness and personal development program that incorporates a VET Certificate II in Active Volunteering. It is run out of a local community centre for secondary students from any school identified as at risk of disengaging from education.

GOAL 2 Inform

We will create resources to inform young people, families and schools about opportunities in local industry.

In a rapidly changing world of work young people, families and schools need labour market information to make good decisions, choose subjects, be motivated to stay at school, deal with stress of change, and explore options and opportunities. We will continue to create resources that help every young person navigate pathways and find the support they need.

Examples of our work



Our annual **local Industry Expo** for students in years 9 to 12, provides students, school coordinators and industry the opportunity to connect and have conversations about careers and job growth areas. The event attracted 600 students from local Government, Private and Catholic schools, and over 90 industry representatives in 2020.

What we will do next

Over 2021 to 2024 we will:

- Continue to scan the environment to provide up-to-date information and evidence to inform our schools and communities planning and decision-making.
- Continue to refine our annual careers industry expo to increase its' scope/impact.
- Advocate for a local jobs portal online for the region to provide real time labour market information to young people, parents and schools.



We hold '**At Risk Forums**' on key topics of importance to our communities such as Bullying and Cyber Bullying, Educating Young People with Autism, Managing Anxiety, Career Decisions, and Re-engaging students in education. The last was attended by 200 people from schools, community organisations, the community and politicians.



Our **Year Out website platform** links young people in the first year out of school to a range of local services and information about jobs, life skills and education pathways so they can navigate post-school options.

GOAL 3 Connect

We will connect young people with employers and work experience through industry partnerships

Research shows that connection with employers during school helps students to: raise their aspirations, plan pathways, have confidence in pursuing education and training options, and succeed post school. Over this plan we will continue to find innovative ways to connect employers and young people in schools.

What we will do next

Over 2021 to 2024 we will:

- Continue to source work experience opportunities and School Based Apprenticeships and Traineeships for the Victorian Structured Workplace Learning Portal.
- Continue to network with local Vocational Education and Training (VET) organisations through our VET network to improve opportunities for vocational education students.
- Test a method for a conversation between young people and industry – starting with what makes manufacturing and STEM appealing for young people – to inform our work.

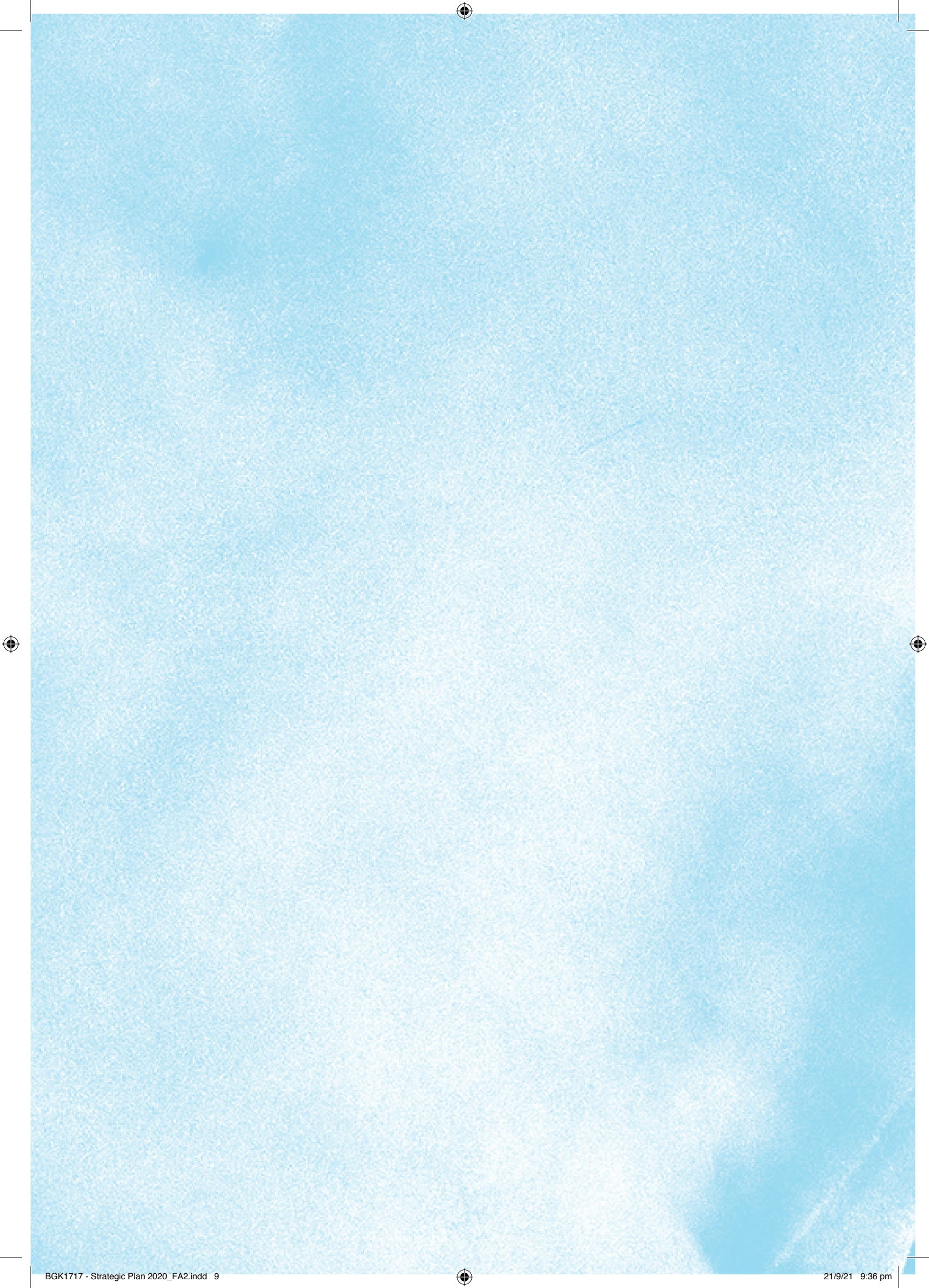
Examples of our work



We source **quality placements and school-based apprenticeship and traineeships** in our area and upload them to the State Government's Structured Workplace Learning Portal.



We have built a **network of over 200 local businesses** and organisations to connect young people to the future world of work through guest speakers, industry tours and work placements.



For more information visit
www.bgkllen.org.au



**Bayside Glen Eira Kingston Local Learning
& Employment Network (BGKLLN)**

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BGKLLN acknowledges the traditional owners of the land on which we work, the Boon Wurrung of the Kulin Nation. We acknowledge and pay tribute to their living culture and unique role in the life of this region.