



The Careers Explorium

Getting young people to their best job, Loddon Campaspe

September 2023

SPONSORED BY



COMMUNITY
PARTNERSHIP
PROGRAM



The *Careers Explorium* was developed by Jeanette Pope, Freelance Strategy, Policy, and Research, for the 4 Local Learning and Employment Networks (LLEN) (below).

jeanettepope1@yahoo.com.au 0421 859 541

September 2023

Find our resources

The Careers Explorium <https://www.careers-explorium.com.au/>

My Local Jobs (jobs search website) www.mylocal.jobs

Contact

[North Central LLEN](#)

[Goldfields LLEN](#)

[Cohuna Campaspe LLEN](#)

[Central Ranges LLEN](#)



COMMUNITY
PARTNERSHIP
PROGRAM



Acknowledgement

The LLEN acknowledge the Yorta Yorta, Dja Dja Wurrung and Wurundjeri people as the traditional owners of the land on which we work. We acknowledge and pay tribute to their living culture and unique role in the life of this region.

Disclaimer

The materials presented in this report are for information purposes only. The information is provided solely on the basis that readers will be responsible for making their own assessments of the matters discussed. Readers are advised to verify all relevant representations, statements, and information and to obtain independent advice before acting on any information contained in or in connection with this report. While every effort has been made to ensure that the information is accurate, Jeanette Pope and the LLEN will not accept any liability for any loss or damages that may be incurred by any person acting in reliance upon the information.

Contents

1. Introduction: what young people need	5
Youth-led research.....	5
OECD research: 9 experiences to be work ready.....	5
2. The Careers Explorium	6
3. Putting young people at the centre	8
Getting young women into the higher paying, male dominated, trades	8
A Work Readiness Bill in the Victorian Youth Parliament	9
4. Resources to build career ambition early	10
Passions & Pathways.....	10
5. Resources to explore options with industry	11
Virtual Reality workplaces	11
Find Their Feet	11
6. Resources to get vital work experience	12
Project Ready	12
School to Work Portal	12
Group work experience in the Vocational major: Boort District Health Sector Heroes ..	12
<i>Youth Take Over</i> group work experiences	12
Kyneton hospitality kickstarter (The Social Foundry & Kyneton Community House).....	13
T-shirt printing business (ONI Streetwear).....	13
Mine Rescue (Minerals Council of Australia)	14
Industry challenges (in development)	14
7. Resources to prepare for work	15
New jobs search website: <i>My Local Jobs</i>	15
8. Building the Explorium: next steps	16

Our Executive Officers' message

In 2021, **Agnico Eagle Community Partnerships** sponsored the four Loddon Campaspe Local Learning and Employment Networks (LLEN) to create activities that address the barriers our young people face transitioning to work.

The sponsorship followed our youth-led research ([How Work Works](#)) that showed young people in our region do not get the careers education or work readiness activities they need. This includes opportunities to meet employers, undertake vital work experience, and explore accurate local labour market information.

In 2022, we created a *Careers Explorium* to address these issues. It is a framework of 16 resources research shows are associated with young people being work ready.

We have populated the *Careers Explorium* with evaluated programs/activities that can be modified for different communities across our region. We then set about creating new resources to fill gaps. Two of these curated programs have since won awards.

Over the past three years we have:

- **Created our framework** of the experiences young people need to transition to work.
- **Curated high-quality evaluated careers resources**, that can be used across the region, and that put employer's efforts where they are most needed.
- **Further influenced school to work reform** through youth-led research into pressing labour market issues, such as why young women don't take up the higher paid, male dominated trades and work readiness (briefing 1000 decision-maker along the way).
- **Created a community owned *My Local Jobs website*** that scrapes all jobs for the region so employers can find young people, and young people can find the jobs.

We are now incorporating the *Careers Explorium* activities into projects that will get our young people to their best jobs while addressing our critical skills shortages.

This report presents the *Careers Explorium* framework and highlights some of its key components. For more detail on our resources visit our [website](#).

LLEN are community governed not-for-profits and we cannot do this work alone. Please get in touch if you can help.

Please join us in helping every young person in our region get to their best job!

Jane Hosking North Central LLEN

Dave Burton Goldfields LLEN

Jane Reid Campaspe Cohuna LLEN

Nicky Leitch Central Ranges LLEN

1. Introduction: what young people need

Youth-led research

In 2020, the four LLEN with **Loddon Campaspe Regional Partnership funds**, ran youth-led research into what young people need to find employment in our region's growing industries ([How Work Works](#)).

The report identified the barriers for both employers and young people. Employers wanted young workers but did not know how to find them; while young people had interests that matched the work on offer, but did not know about opportunities. The interns also identified a set of experiences young people need in school to make them work ready, including conversations with people in work, work experience, micro-credentials, and a way to find jobs.

How work works:
getting young people employment in
our growing industries



Youth-led research into jobs in growing industries, how to get them, and how governments can help
Loddon Campaspe



OECD research: 9 experiences to be work ready

At the same time, the OECD published the results of its' international research [Career Readiness in the Pandemic](#) that established what works in careers guidance. It showed **9 teenage experiences** are associated with young people finding better employment, with higher wages and job/life satisfaction, more quickly, after completing school.

Doctors
Teachers
Business managers
Engineers
Lawyers
Police Officers
ICT professional
Nursing & Midwives
Designers
Psychologists

2018 and 2020 PISA data

Like those described by our interns, the 9 experiences involve:

- **Building career aspiration and interest early** (which also builds aspiration for learning)
- **Career conversations with people in work**
- **School-mediated exploration of work** (job expos, workplace visits, etc)
- **Work experience, part-time/casual employment, or volunteering**
- **Occupationally specific courses** within general education
- **A critical understanding of work/work readiness** such as rights and work finance (wages, Tax File Numbers, etc).

The OECD also found young people choose from a limited menu of 10 occupations (left), whether they suit them or not. This was confirmed in Victoria by Monash University in 2022 and costs the State Government and young people dearly through high

dropout rates from further-education (23% of university and 45% of non-university higher education students).¹

In response to this research the four LLENs, with **Agnico Eagle Community Partnerships sponsorship**, set about improving employment outcomes for young people by creating a new regional model of careers education that aligns with the evidence. The model's resources can be used with young people in or out of school.

Our objective is to ensure every young person in our region is engaged in work or further education three months after leaving school.

2. The Careers Explorium

The [Careers Explorium](#) (Figure 1) is a set of 16 evaluated careers education resources that cover the vital experiences identified by the OECD. The Explorium has been populated with local resources, and we have built new programs to fill gaps, including our *Youth Take Over* group work experience and *My Local Jobs* search website.

The Explorium activities are organised into four tiers that relate to the important transitions young people make throughout their schooling, but can additionally be applied post school:

1. **Activities that build aspiration early** (Year 5/6 to connect young people to secondary school):
 - **Youth-led research** about why young people choose/avoid careers and jobs for employers, policy makers/planners
 - [Passions & Pathways](#) a 10-week subject for year 5/6 involving play-based in-class workshops, a day of workplace visits for hands-on experiences, and a fun industry project.
 - **Self-exploration tools**
 - **Classroom visits and videos.**
2. **Activities for students to explore industries and meet people in work** (Year 7-10 before final years subject selection):
 - **Virtual Reality (VR) workplaces** [VIC VICE: Your Career Insight](#)
 - **Career Expos** and **Come-and-try events**
 - **Industry tours**
3. **Work experience** (Year 10-12):
 - **A full year work readiness/personal development program for young people at risk of leaving school.** [Project Ready](#) incorporates the Cert II in Volunteering, and includes work placements/visits, a community project and work readiness activities.
 - **Individual work** placements, apprenticeships, experiences ([SWL Portal](#))
 - **Group work experience challenges** [Youth Take Over](#) for young people aged 17-25 to build pathways to an industry (described section 3)
4. **Work preparation** (Year12):
 - **Work explainer lessons** (to be developed)
 - **Micro-credential courses** (to be developed)
 - **Pathways support**
 - [My Local Jobs](#) website to help young people find jobs in the region.

The *Explorium* allows:

- **Schools** to better plan their careers education and find programs/resources.
- **Industry** to use their energy in the most effective ways in careers education.
- **Young people** to explore careers they might not have thought of or that they have not considered because of gender bias or geography.
- **Regional policy makers** to provide evidence about trends and preferences for planning.

The *Explorium* is summarised in Figure 1 and its' key resources are described in the following sections.

Figure 1. The Careers Explorium.

🏠
Careers Exploration Menu
Stay Updated



Careers Explorium

Loddon Campaspe Region

<p>Year 5/6</p> <p>Build career ambition early</p>	 <p>Young people at the centre</p>	 <p>Early careers education</p>	 <p>Self exploration tools</p>	 <p>Classroom speakers/videos</p>
<p>Year 7-10</p> <p>Explore options with industry</p>	 <p>Virtual reality workplace tasters</p>	 <p>Come and try events</p>	 <p>The reinvented careers night</p>	 <p>Industry tours</p>
<p>Years 10-12</p> <p>Get vital work experience</p>	 <p>A full year work readiness program</p>	 <p>Work placements: individual</p>	 <p>Work experience: group</p>	 <p>Industry challenges</p>
<p>Year 12</p> <p>Prepare for work</p>	 <p>Work explainer lessons</p>	 <p>Micro credential courses</p>	 <p>Pathways support</p>	 <p>Local Jobs</p>

3. Putting young people at the centre

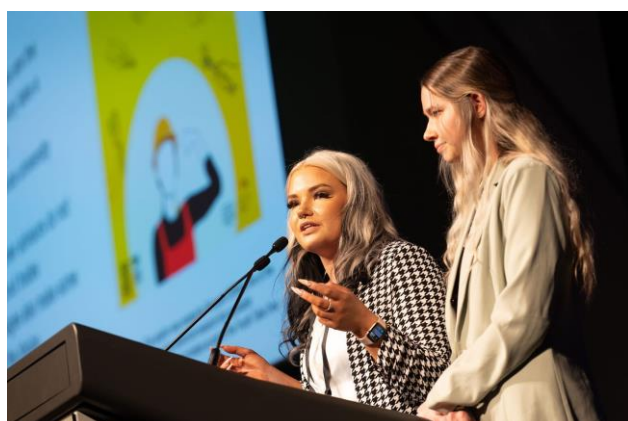
Careers Explorium Experience 1 (Figure 1)

The first experience in the *Careers Explorium* is youth-led research that ensures our framework is informed by young people’s perspectives. **Agnico Eagle Community Partnerships sponsorship** has allowed us to continue to undertake youth-led research on pressing labour market issues.

Getting young women into the higher paying, male dominated, trades

In 2021, a group of eight interns partnered with Tradeswomen Australia to research **why young women are not taking up the higher-paid male-dominated trades** despite the government ear-marking apprenticeships for them.

The interns interviewed 17 tradeswomen and found women undergo a life-long process of ‘editing out’ trades options, including across schooling and through careers advice. This leaves them lacking confidence when opportunity like an apprenticeship arises. Instead, many go off and do a “girl thing” first, circling back to the trade 7 to 10 years later, a long way behind male counterparts in terms of being part of the management of the industry.



The [How Work Works: getting young women into trades](#) report made recommendations for improvements to career education that have been built into the *Careers Explorium* and were submitted to government and the community:

- 676** **Decision-makers briefed** at the State-wide School to Work Summit, a general regional briefing, and an invited Department of Education briefing
- 2** **Submissions to Parliamentary Inquiries** the *Parliamentary Inquiry into Gender Responsive Budgeting* and the *Victorian Government Senior Secondary Schooling Pathways Reforms*
- 1** **Intern on local ABC radio** [ABC breakfast with Matt Dowling](#) (listen from 50.05)

A Work Readiness Bill in the Victorian Youth Parliament

In June 2022, six young interns from a range of backgrounds, mentored by a past YMCA youth parliamentarian, wrote and presented a *Mandatory Youth Work Readiness Program Bill* to the 2022 *Victorian Youth Parliament*. Their Bill – which described a better model of careers education for regional and rural young people – was based on their [How Work Works](#) research. It crystallised the worries young people have about being prepared for work and offered concrete solutions.

Presented to over 100 youth parliamentarians, the Bill passed unopposed and was given the assent of the Youth Governor to be presented to the Victorian Parliament.

Their efforts were widely reported on in social media, including by Wendy Lovell MP the Member for Northern Victoria Region, and were covered by the Shepparton News. The recommendations in the Bill have been incorporated into the *Careers Explorium*.



Wendy Lovell MP is at Parliament of Victoria.

28 June at 21:37 · Melbourne · 🌐

It was an honour to chair the YMCA Victoria Youth Parliament in the Parliament of Victoria this week.

It was made even more special because the Northern Victoria team were the sponsors of the Mandatory Youth Work Readiness Program Bill 2022. The bill passed unopposed.

The standard of debate was amazing and many of our current serving Members of Parliament could have picked up a few tips from the participants.



100

Youth Parliamentarians support the Work Readiness Bill

120

Victorian Parliamentarians after the Bill was commended to Parliament

SHEPPARTON NEWS FRIDAY, JULY 8, 2022 ⁹

Using regional youth voices in Parliament

By Caitlyn Grant

Six regional youth made their voices heard in Victorian Parliament last week in a push for the same opportunities as their metropolitan counterparts.

Five members of the Northern Victoria Youth Parliament Team founded the Legislative Council on Tuesday, June 28, to present their Mandatory Youth Work Readiness Bill.

After months in the making, the bill passed with "overwhelming support".

Shepparton's Tom Saxton said that while it had been a journey, it was one that was not quite over. "We know it's going to be seen by the government now but it kind of just moves onto the next steps of the progress – of trying to get it strongly considered, trying to get it talked about in Parliament and those kinds of things," he said.

"Hopefully it can be really considered and in some ways put into action to help Victoria, and try to help Shepparton's young people as well."

Youth Parliament is a program run by YMCA Youth Services, with 26 teams from across the state taking part each year – proposing and debating bills on current state issues.

Though the team has six members – four from the greater Shepparton region, one from Alexandra and another from Echuca – one was unable to attend the tabling.

Mr Saxton said the bill stemmed from the belief of current curriculum taught in schools being a "blanket approach".

"It's for every single region and while that might work for subjects like science or chemistry, where what you're learning is very objective, for something like careers education it's very subjective," he said.

"Because it should be based on every different region which will have different economies, different needs, different youth outcomes, which really dictate what young people need to be learning."

"What it would mean for Shepparton youth is a tailored careers education that really prepares them for the workforce and for real life."

The bill includes implementing "skills needed to be successful in life and employment", from allowing students to attain a tax file number through to building soft skills in confidence and communication.

Mr Saxton, who was majoring in politics in tertiary education, said the team was "absolutely incredible".

Mr Saxton also took out the best debater award in the Legislative Council beating out almost 120 others, as voted on by the sitting Members for Parliament.

"None of us really knew each other and we all kind of found each other through the love of Parliament or the love of making change," he said.

Youth Parliament participants: Andrea San Diego, Kimberley Chu, Bea Dorsett, Tom Saxton and Jessica Tate.

4. Resources to build career ambition early

The next three experiences in the *Careers Explorium* are programs and activities that let young people in year 5/6 explore the many interesting activities of work, to connect them to their learning, and get them excited about what they could become. At this age it is not about getting young people to choose specific jobs (many will end up in jobs that do not even exist yet!) but to get a sense of who they are and stop them editing out ideas because of gender norms or a lack of role models (disadvantage).ⁱⁱ

Passions & Pathways

Careers Explorium Experience 2 (Figure 1)

Goldfields LLEN has developed its' award winning *Passions & Pathways* to help year 5/6 students across our low socioeconomic areas get excited about their future at work. The 10-week program starts with workshops where young people explore who they are and what they like doing, creating an avatar of themselves that forms part of an exhibition for parents at the end.

Students then go on a daylong tour of industries where they sit in giant earth moving equipment, make corn chips, use the hospital robots, look for germs using blue lights, make pots, sit in a flight simulator... The program ends with an in-school project with a local business.

Evaluation shows *Passions & Pathways* increases student aspiration (including for learning), challenges gender stereotypes, and makes young people excited about their futures.



560 Students

68 Businesses enrolled in 2023



5. Resources to explore options with industry

The second row of the *Careers Explorium* provides resources to help secondary students explore as many options as possible. These resources include virtual reality (VR), come-and-try events, and industry tours. We encourage opportunities to let young people get hands on, because our research shows that young people will have doubts choosing things they have not tried before, even if they interest them (for example young women and trades).

Virtual Reality workplaces

Careers Explorium Experience 5 (Figure 1)

The [Goulburn Murray LLEN \(GMLLEN\)](#) have recently created [VIC VICE; your career insight](#) – virtual reality (VR) workplaces where students can step inside ten industries and look around. “Touch points” allow them to experience something that typically happens in that workplace.

Evaluation shows young people love the VR experiences because they are hands on and use technology they want to try. It also showed that young men and women like the technology, and the experiences, equally. Exposure to industries helps young people make informed choices about subjects and pathways, but can be difficult to get, because employers do not have resources, industries are distant, or there are gender attitudes about what should be considered. VR solves these issues.

10

Virtual workplaces

98%

Users liked it



Find Their Feet

Careers Explorium Experience 7 (Figure 1)

Funding from the **City of Greater Bendigo** and **Agnico Eagle Community Partnerships** is creating a regional [Find Their Feet](#) – a CRLLEN reinvention of the careers night – aimed at sparking conversations between Year 8 to 10 students, their parents, and employers from growing industries. In *Find Their Feet* young people, with their parents, choose an avatar that matches their interest. They then talk to employers about where they might fit in their industry, allowing young people to hear about careers they never knew existed. It also offers employers a more effective way to use their time in careers education and gives them a way to find interested young people for further contact such as work experience.

1836

Students in the pilot

93%

Liked it



6. Resources to get vital work experience

The third row of the *Explorium* covers work experience, because a lack of work experience is a key reason young people are disadvantaged in labour markets. [A review of global studies](#) showed work experience helps young people develop an understanding of work, set career goals, and build networks. Young people who get work experience are more likely to finish school, experience less time un- or under-employed after school, and secure jobs with better salaries, skills match, and job satisfaction.ⁱⁱⁱ

State-wide LLEN research has shown that while work experience is vital, it has been difficult for employers to provide since COVID-19, because it is difficult to supervise alongside staff shortages, people working from home, and other pressures on business.

Project Ready

Careers Explorium Experience 9 (Figure 1)

[Project Ready](#) is a year-long work readiness/personal development program for secondary school aged young people. Qualified facilitators take students through coursework, community projects, and contact with local employers, using a relationship based, trauma informed approach that provides an interactive learning experience. *Project Ready* is aligned to the community services strand of VET (Certificate II), which means schools can get funding through established education mechanisms to deliver it. To date, *Project Ready* has run in 42 schools across the VicLLENs network including in regional/rural schools and youth detention.



42 schools

School to Work Portal

Careers Explorium Experience 10 (Figure 1)

In Victoria, the LLEN find individual opportunities for structured workplace learning (SWL), school-based apprenticeships and traineeships (SBATs), and work experience (WE), that are provided through the Victorian Government's [School to Work Portal](#).

Group work experience in the Vocational major: Boort District Health Sector Heroes

For the first time in 2023, LLEN designed and delivered a group work experience for a school as a unit towards the literacy component of the VCE Vocational Major. Boort District School and Boort Hospital co-designed a project to address issues the Hospital was having attracting young people to their wide range of employment opportunities (nursing, dental, allied health, laundry, gardening, maintenance....). Seven Year 11/12 Vocational Major students interviewed hospital occupations about their job and pathways and, working with staff, a photographer, journalist, and communications expert, designed new youth-friendly materials to help recruit a future workforce.

Youth Take Over group work experiences

Careers Explorium Experience 11 (Figure 1)

Responding to research that shows employers accept community work as work experience and with **Agnico Eagle Community Partnerships sponsorship** we created

Youth Take Over (Figure 2) that sees young people in groups, mentored by industry, solve community (or industry) challenges. It culminates in the young people taking over some aspect of the industry in an event (for example a day running a café or a business, or launching a report as happened in the previous research projects).

100 Work experiences provided in Loddon Campaspe (to date)

Figure 2. The Youth Take Over model for community/industry work experience.



Some examples of Take Overs include:

Kyneton hospitality kickstarter (The Social Foundry & Kyneton Community House)

This Take Over involved ten young people designing and running their own pop-up “Loaded Café” in Kyneton. The Community House trained them in customer service, safety, coffee, and food handling and helped them design their café. The Social Foundry gave them hands-on experience. They then visited a range of Kyneton cafes to find out what good service looks like and think about what point of difference would make their café product stand out. Their training and research culminated in their pop-up café and the Community House is considering keeping their idea on offer at their Food Hub.

16-Tuesday, August 8, 2023
MIDLAND EXPRESS News

Loading up on hospitality skills

Young Take Over interns with their café brainstorm for Loaded Café.

Young people have joined forces with local community organisations to kick start their careers as part of Youth Take Over Loddon Campaspe, culminating in a pop-up “Loaded Café” at Kyneton Community House last week.

With a focus on what makes good customer service, 10 young people from across central Victoria have spent the last three months learning about all facets of the hospitality industry.

Their first task was to head down High Street in Kyneton to visit local cafes and lunch spots to record what good customer service looks like.

Krissy, one of the interns and a Bendigo local, said the immersive experience was astonishing.

“We had so much fun trying out cafes, and it helped us think about what we wanted our café to be like,” she said.

The interns found that good customer services started with feeling welcomed and attended to, and all of the interns noted how important it was to greet customers with a smile.

Guided by project coordinator at Kyneton Community House, Alex Graham, the interns gained food handling and safety training, menu planning, café design customer service skills, plus some additional hands-on training from Sue-Lee and Josh at The Social Foundry, who took the interns through a barista course and front-of-house skills.

Then, it was time to use their findings at other cafes as a launch point to design their own pop-up café and put all their skills into practice.

Alex was impressed by the interns’ ideas – they wanted to be a point of difference and not compete with local businesses, which is how they landed on the loaded and classic diner theme for their café.

Customers agreed a menu like theirs would be a great addition to Kyneton’s lunchtime food scene, as one customer said, “I wish this was every week!”

Kyneton Community House director Claire Rawlinson said that one of the benefits for the host organisation was that they got to see their business from a Youth perspective, which could help them engage young people.

“Working with this group of young people has really seen fresh ideas and wonderful food hit the tables in the KCH Good Food Hub. Their loaded café has offered us a contemporary menu that we could potentially see working on a regular basis into the future,” Claire said.

Speaking at the event, YTO project director Ryan Hale said that what made Take Overs special was that young people entered the workforce as a group, which could bring down the barriers some young people felt about starting their careers or entering a new work environment on their own.

“While this Take Over focused on teaching workplace-ready hospitality skills, participants have also improved their ability to work in a team, manage projects and communicate effectively, which are all skills they can use in other industries,” he said.

The team from Loaded Café would like to thank the wonderful sponsors that made this project possible, including the Agnico Eagle Community Partnership Program, Daylesford Macedon Tourism and Engage!

Every young person benefits from work experience, so if you know someone ready for the next step on their career adventure, head to youthtakeover.org.au to learn more.

T-shirt printing business (ONI Streetwear)

ONI Streetwear Castlemaine (part of the not-for-profit [One Day Studios](#) that aims to keep young people engaged in school by giving them commercial, creative, digital skills) helped eight interns, mentored by industry professionals, design t-shirts and set up their own digital

shop. *Ambient* was launched at an event that attracted 72 people. The launch inspired the secondary school's art teacher to involve the whole senior art class in avatar t-shirt making at ONI.



Mine Rescue (Minerals Council of Australia)

This Take Over saw seven interns film the *Victorian Mine Rescue Competition 2022* – the Minerals Council of Australia's mine rescue and emergency response capacity building exercise – held at the Fosterville Gold Mine. The competition sees teams from mine sites around Victoria and Australia compete against each other in simulated emergency situations to put their skills to the test and share knowledge and expertise.



Interns were mentored by a local film maker and their [film](#) premiered at YoBendigo, followed by a panel discussion with the young film makers.



“It was great to get fresh and younger eyes on what we look at every day. It gave us a completely different perspective.” – Employer

Industry challenges (in development)

Careers Explorium Experience 12 (Figure 1)

LLEN are in the process of curating a set of other industry challenges that can be offered to students in the region. Examples of challenges run in our region include:

- **[Girls in STEAM Electric Car Project](#)**: Bendigo Technical School with Agnico Eagle Community Partnerships Sponsorship saw 25 girls from four schools in Bendigo strip and convert a Range Rover, mentored by industry including Jaunt Motors, the Kangan Automotive Centre of Excellence, and Thales Australia.
- **[Djarra Lights](#)**: an augmented reality and lightshow tourism walk/installation in the Bendigo CDB that explains the six Dja Dja Wurrung's seasons. The project involved 20 local Indigenous students working with Dja Dja Wurrung and Yorta Yorta artists, utilising the high-tech resources of the Bendigo Tech school, ACMI, and Dreemar.

7. Resources to prepare for work

The final row of the *Careers Explorium* provides work readiness activities for young people who are finishing school or looking for their first job. It includes links to local pathways advisors and supports, micro-credentials, and (to be developed) video work explainers (Wages, Tax File Numbers, etc).

New jobs search website: *My Local Jobs*

Careers Explorium Experience 16 (Figure 1)

The final experience of the *Careers Explorium* was developed on the back of the youth-led research that found young people do not know where to find local jobs, and employers do not know how to find young people. The community-owned [Local Jobs \(from Macedon to the Murray\)](#) combines jobs scraped from major job sites with those posted by local employers. In its first three months it posted 5654 jobs.



Since its launch LLEN have:

- Developed a video and classroom exercise to show all school students how to use the website to look for entry level jobs and careers that involve their interest
- Started contacting all the region's employers to become members
- Produced monthly 'trending industries information.'

5654 Local Jobs Posted
March-June 2023

All Schools and Industry being engaged
In first 2 months

trending industries



My Local Jobs labour market information can help:

- **Teachers and careers advisors** in the education and training system
- **LLEN staff** who broker school-employer connections
- **Job agencies and recruiters** who give labour market advice to job seekers
- **Planners and policy makers** in regional economic development, and
- **Employers and industry** (including HR and Procurement) that need to find talent.

We hope to develop *Local Jobs* further to showcase industries and special job opportunities.

Find a job. List a vacancy. Free.

8. Building the Explorium: next steps

The generous sponsorship of **Agnico Eagle Community Partnerships** has allowed the LLENs to build the *Careers Explorium* to ensure every young person in our region gets what they need to get to their best career. We have coordinated and modified existing resources across the region and filled gaps by creating new experiences.

Our youth-led research has also made sure the perspectives of young people are at the centre of our work and that we incorporate the tools they need to meet our greatest challenges head on, including:

- **Climate change and the transition to a circular economy**
- **Technology transition**
- **Reconciliation.**

The *Careers Explorium* has the support of the **Loddon Mallee Regional Partnership** and is backed by LLENs strong network of industry and training contacts.

The LLEN are not-for-profit, and while we have built a model for high-quality careers education, our next step is to find resources to fill the last gaps, get into every school, and use the framework to solve skills shortage challenges as they arise. We are exploring:

- Creating a **Tourism and Hospitality and Construction Jobs and Skills Academy** to bring in the vocational training to meet the Victorian Government's regional Tourism boost and Housing funding,
- Creating a **virtual and physical hub** for the *Careers Explorium*.
- **Filling more gaps** including:
 - o Work explainers
 - o VRs in industries impacted by skills shortage.
- Funding **existing programs** such as *Youth Take Over & Passions and Pathways*
- Examining ways we can **focus on young people with the most employment barriers** (who may be most likely to stay and fill our skills shortages) including young people with a disability, those from culturally and linguistically diverse backgrounds and First Nations young people.

Come join us!

ⁱ 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>

ⁱⁱ Kashhepakdel E, Rehill J & Hughes D (2018) [What works? Careers-related education in primary schools](#). The Careers and Enterprise Company

ⁱⁱⁱ 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