



Supporting your young person's career development



Introductions: Introduction of facilitators and participants



What will future work look like?

Security lies not so much in employment, but rather in employability. How we manage and maintain our employability will be our career. Who we are and what we can offer will become our career.

Career becomes our business

Professor Tony Watts UK 2014



What do the parents & carers think the future world of work will look like for their young people?

What are they hearing and seeing in the media, in this regard?



Session Overview

- ❖ The meaning of career, work, employability and work-ready.
- ❖ Documenting each young person's skills, interests, goals and values.
- ❖ When and how to disclose a disability.
- ❖ Disability-specific skill development
- ❖ Stories of hope.
- ❖ Labor market changes and opportunities
- ❖ Disability employment services and incentives.



Session overview:

This session will focus on:

The meaning of career, work, employability and what it means to be work ready.

How to document your young person's skills, interests, goals and values.

Understanding when and how your young person can disclose their disability.

Exploring strategies to help your young person build disability-specific skills.

We'll share stories of hope.

We'll discuss labor market changes and opportunities.

Disability employment services and incentives.

What is career?

Career is the combination of all your life experiences, paid and unpaid work, volunteer work, life experiences, leisure, learning and work.

Career Industry Council of Australia (2006)

Everyone has a career

Career refers to the development of life skills to manage the rapid changes in economic and social developments and how these impact on our life, learning and our work. In many ways building career becomes our core business. For young people still at school and post - school – career is about learning, exploration and skill acquisition.



Career Planning

What is career development?

Who are career development allies for your child?



Discussion: What is career development? Who are career development allies for your young person?

Ask participants to write down their answers to these questions and discuss with them.

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This is who you
think you are.

This is who you **REALLY** are.

**Being a
career
development
ally....**

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As career development allies, parents can:

Help expose your young person to a wide variety of employment opportunities.

Help your young person identify their skills, interests, goals and values.

Identify further education opportunities to develop skills and achieve their work goals.

Identify work opportunities or job trials in their local area / with family contacts.

Navigate a range of disability incentives to assist your young person with job searching and employment opportunities.



Defining Work, Career, Work Ready and Employability



Defining work, career, work ready and employability

Work: A broad term to include a range of activities that can lead to personal fulfilment including employment, volunteer work and unpaid family activities such as child care.

Career: The collection of work opportunities throughout the life span. Research indicates that Australians change employers 17 times across five different careers during their working life.

Work ready: The values, behaviours and technical skills or training relevant to the workforce.

Clip: Business Council of Australia: Being work ready: (3 minutes)
<https://www.youtube.com/watch?v=cMEtv4sgHQ>

Employability: The transferable skills required for any job such as communication and problem solving skills.

Work Readiness & Employability



What is work ready?



Work ready: The values, behaviours and technical skills or training relevant to the workforce.

Questions:

Does your young person have the work ready skills mentioned in the clip?

Are there more work ready skills they need to develop? If yes, ask participants to document these so that they can discuss with their young person.

Employability: Employability skills are the transferable skills required for any job such as communication and problem solving skills.

Questions:

Are there more employability skills your young person needs to develop?

McCrimble Research (2014) 'Job mobility in Australia' using HILDA data. Available at:
<https://mccrimble.com.au/insights/blog/job-mobility-australia/>

Skills, Interests, Goals & Values



Activity: Documenting skills, interests, goals and values (20 minutes)

To help you young person gain greater clarity about your place in the world of work, it is important that they have a clear idea of their skills, interests, goals and values. This activity will enable them to identify and document as many relevant factors for their young person as possible in order to help direct a clear pathway for them into further training and / or employment.

As parents and carers to record as many characteristics as they can about their young person, under the following headings:

Skills (what you are good at)

Interests (what you enjoy doing)

Goals (what you want to achieve)

Values (what is important: eg, honesty, reliability, acceptance)

It is important that their young person has clear understanding of their own unique skills, interests, goals and values as this information should direct the job seeking process. This will also identify whether further training is required.

This list will help in your person's ability to select relevant jobs and promote themselves to prospective employers.

Disclosure

<https://www.jobaccess.gov.au/videos/disclosing-disability-workplace>



Discussion: Disclosure (10 – 20 minutes)

Disclosure of a disability is an important personal decision and the motivation or need to disclose can change depending on the situation.

Ask participants for their views on disclosure including benefits, concerns and experiences.

Disclosure clip: <https://www.jobaccess.gov.au/videos/disclosing-disability-workplace>
2 minutes

The following points highlight the benefits and concerns about disclosure.

Benefits of Disclosure



Access to education and work related adjustments

To avoid misunderstanding or labelling by others

To create an opportunity for educating others about disability and its impact.

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Concerns about disclosure

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Concerns about disclosure:

Fear of discrimination

Being denied entitlements or disability adjustments

Unwelcome questions about a disability

Effective disclosure

Disclosure is most effective when you are clear about the purpose of disclosing. This ensures that disclosure occurs with the right person, in a timely and appropriate manner and with a clear goal in mind. In order to disclose a disability, you need to be knowledgeable about your disability, have relevant non-technical language to describe your disability, can articulate their disability in a short and succinct manner and can communicate their strengths and disability-related needs in a positive way.



Opportunities for Disclosure

- Looking for work
- Resume and application letter
- Arranging a job interview
- During the job interview
- Offer of employment
- Employer health forms
- Employer disability data collection forms
- Anytime during employment



Discussion: Opportunities for disclosure: There are many opportunities to disclose a disability. It is important to understand the positives and negatives to disclosing at different stages throughout the job seeking process. The following provides further information to consider when disclosing a disability. Also, as some disabilities are not hidden, it is important to consider disclosing up front so that the employer is not taken by surprise at the time of the interview. (These points and prompts can be shared with participants as a presentation or used in a group discussion)



Other stories of Hope



<https://www.jobaccess.gov.au/stories/claire-mitchell>

<https://www.jobaccess.gov.au/stories/carly-findlay>



Stories of hope – these websites have been included in their resource packs on the useful websites document.

The following can be used as an example:

Julian: Julian is a young man who has a goal to work as a chef. He was pleased when he heard that he gained a place in the hospitality course at William Angliss TAFE. Julian has autism and loves working to time, following rules and having an orderly working environment. He initially found it difficult to adjust to the dynamic environment of an ala carte restaurant kitchen with its busy chaos and creativity. As an adjustment, William Angliss TAFE found a placement for him in a nursing home kitchen. In this environment, the menu is the same throughout the year, he has a consistent, non-chaotic routine, and is not faced with any of the stressful demands of an ala carte restaurant.

Upon graduation Julian gained employment in a hospital kitchen. His employer was offered a workplace subsidy because of Julian's disability however they stated that they were so impressed with him that they turned this down stating that they want to pay him full wages like all other staff. The only adjustment his workplace needs to provide is a fixed work roster where he works the same shifts every week.

This has been an ideal workplace for Julian where he is able to use his skills and work in a field that interests him. There are minimal disability-related barriers for Julian because of the orderly hospital kitchen environment. Also, qualified chefs are in demand in hospitals because most chefs are aiming for high profile restaurants or have an ambition to be a celebrity chef. Therefore the hospital workplace enabled Julian to both achieve his goal and be appreciated as a reliable long-term employee.

Participants to share other stories of hope

Note that these stories do not need to be of exceptional athletes with a disability or high achieving advocates but of everyday people with a disability who have managed to achieve a place in the world of work with reasonable adjustments that address disability-related barriers.

Where are the Jobs?



Discussion: Where are the jobs?

It is useful to know where the most common jobs are. This can help identify how competitive it is to find employment and how many jobs you young person can expect to find advertised for different industries. It is however important to remember that their best chance to find employment is in an industry that they are interested in as they need to enjoy what they are doing to do a good job and stay in that job. Therefore, when helping them look for jobs be sure that they remain focused on their interests, skills, goals and values. Jobs that match these factors are the jobs that your young person is most likely to stay in longer, be more successful in and gain more enjoyment from.

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Labour Market Trends

Top 5 growth industries in Australia

Professional, Scientific & Training Services

Education & Training

Construction

Healthcare & Social Assistance

Accommodation & Food Services

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Over the next 10 years, it is estimated that 2 in every 3 jobs will come from the four industries shown in green (source www.joboutlook.com.au) – the industries are hyperlinked to joboutlook to show more information about these industries.

Health Care and Social Assistance (registered nurses, aged care workers, disability care workers, child care attendants)

2) Construction (builders, building laborers, carpenters and joiners, electricians, plumbers, construction managers)

3) Education and Training (primary school teachers, secondary school teachers, education support workers, university lecturers and tutors, private tutors)

4) Professional, Scientific & Technical Services (accountants, software applications programmers, solicitors, graphic and web designers, advertising and marketing professionals, scientists, laboratory technicians)

Also a fast growing industry is...Accommodation & Food Services (baristas, food & beverage attendants, waiters, cooks, chefs, housekeepers, guest service attendants, kitchenhands, hotel managers)

ABS Labour Market Portal

Top industries to generate jobs growth in Victoria: <https://economicdevelopment.vic.gov.au/priority-industries-sectors>

1. Healthcare industry
2. Professional, scientific and technical services
3. Construction industry
4. Education and training
5. Visitor Economy - worth 6.2% of the Victorian economy <https://economicdevelopment.vic.gov.au/priority-industries-sectors/construction-technologies>



Occupations expected to show greatest growth in next 5 years....

[Aged and Disabled Carers](#)

[Registered Nurses](#)

[Child Carers](#)

[Software and Applications Programmers](#)

[Waiters](#)

[Education Aides](#)

Reference: <https://joboutlook.gov.au/FutureOfWork.aspx>



(Click on the links for each sector to bring up the Job Outlook website and the various job profiles within each sector for further discussion and information if relevant to participants)

Help your young person to explore careers they like....

The image displays a collection of career exploration resources. At the top left is the 'myfuture' logo. To its right is the 'Australian Apprenticeships Pathways' logo, which includes a yellow double arrow icon. Further right is the 'JOB OUTLOOK' logo on a dark blue background. Below these are three panels illustrating a process:

- 1. Career Quiz**: Choose the task you would enjoy the most from each group, even if you don't have the right skills or qualifications.
- 2. Results**: When you're done, we'll show you the style of work you enjoy most based on your answers.
- 3. Career Matches**: Based on your Work Style results we'll suggest some career options you might like to explore.

On the left side of the process panels is the 'BUILDING ABILITY BACM THROUGH CAREER MANAGEMENT' logo.

These websites are hyperlinked including quiz. Can be used to show participants these resources.

<https://myfuture.edu.au>

<https://www.aapathways.com.au>

<https://joboutlook.gov.au/>

...and help your young person to develop a plan....



Help your young person to develop a Plan

What do I need to do to get there

What steps do I need to take

What support will I need

Who can help me



Key Disability Services



DES Overview

- **JobAccess**
- **National Disability Recruitment Coordinator (NDRC)**
- **National Disability Coordination Officer (NDCO)**



Key disability services

Disability Employment Services (DES) - <https://www.jobaccess.gov.au/videos/des-overview> (clip 3 minutes) hyperlinked on slide

JobAccess – An Australian Government service supporting access to employment for people with a disability including funding for work place modifications.

National Disability Recruitment Coordinator (NDRC) – A **JobAccess** service designed to help larger employers access the skills and talents of people with disability, including conducting workplace training and employer seminars on disability awareness.

National Disability Coordination Officer (NDCO) – A network of 31 disability professionals across Australia who support transition from school into tertiary education and employment.

School Leaver Employment Support (SLES) – NDIS support for up to 2 years post year 12 for people with a disability who require support to become job ready including job skills training and travel training.

The image is a screenshot of a website page. At the top left is the BACM logo with the text 'BUILDING ABILITY THROUGH CAREER MANAGEMENT'. The main title 'Job seeking supports' is in large blue font. Below it is a purple navigation bar with the text 'Home > For providers > Essentials for providers working with the NDIS'. A large purple box contains the text 'School Leavers Employment Supports (SLES)'. Below this is a grey box with the 'Disability Employment Australia' logo and the tagline 'Represent, Support, Resource'. At the bottom left is the CEAV Career Counselling Australia logo. In the center is the Australian Government crest. At the bottom right is the 'Job Access' logo with the tagline 'Driving disability employment'. The page has a green footer bar.

Make the most of your School Leavers Employment Supports (SLES) program, if eligible, in order to achieve your employment goals

<https://www.ndis.gov.au/providers/essentials-providers-working-ndia/school-leavers-employment-supports-sles>.

Register with a Disability Employment Service (DES) to receive job seeking support

[https://disabilityemployment.org.au/for-people-with-a-disability/..](https://disabilityemployment.org.au/for-people-with-a-disability/)

Research JobAccess so that you are aware of the workplace modifications you can receive once employed <https://www.jobaccess.gov.au/>.

Research disability friendly employers such as large companies with a diversity recruitment officer and work places registered with the Australian Network on Disability (AND) <https://www.and.org.au/>.



Summing Up: Top 5 actions for parents and carers



Summing up: Top 5 actions for parents as career development allies . This has been included in their resource packs as well.

1. Identify your young person's skills, interests, goals and values.
2. Explore further education or training opportunities that may be relevant for your young person.
3. Encourage them to register with a local employment service / Disability Employment Service and make sure this service is aware of your young person's skills, interests, goals and values along with their disability-specific requirements.
4. Identify any networks you have that may know of volunteer, job trial or paid work opportunities for your child and let these contacts know that your young person is looking for work.
5. Identify any government incentives that your young person is eligible for that may help them gain employment.



Questions & Answers



Conclusion / Questions and Answers: (5 – 10 minutes)