



**Carers Tasmania's Response to the Youth Employment
Strategy**

October 2023



About Carers Tasmania

Carers Tasmania is the Peak Body representing the more than 80,000 informal carers (hereafter carers) in the state.

Carers Tasmania's vision is for an Australia that values and supports carers.

Our mission is to work to improve the health, wellbeing, resilience and financial security of carers and to ensure that caring is a shared responsibility of family, community, and government.

Our values drive everything we think, say, and do.

- **Carers first** – we listen to what carers need, commit to their desired action plan, and deliver results that matter most to carers
- **Care in all we do** – we care for our work, about each other, about Tasmania's family and friend carers, and the bigger world we all share
- **Integrity always** – we are transparent, act ethically, own when things don't go to plan and do what we say we will
- **Quality every time** – we don't accept 'good enough' because carers deserve our very best every time
- **Speed that matters** – we are agile and don't put off what can be done today.

These values represent how we engage with and serve carers, how we work with each other, and our commitment to the broader community. Carers Tasmania encourages partnership with governments and health and community sectors to enhance service provision and improve conditions for family or friend carers through policy development, research and advocacy.

We acknowledge and support people of all genders, sexualities, cultural beliefs, and abilities and understand that carers in Tasmania, whilst sharing the common theme of caring for a family member or friend, are diverse individuals with varying beliefs, experiences, and identities. We value and respect the diversity of carers, their lived and living experiences, and recognise that carers are the experts in their own lives.

Carers Tasmania has offices in Moonah, Launceston and Burnie.

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1. Background

Carers Tasmania is the Peak Body representing the more than 80,000 informal carers within the state.

A carer is a person who provides unpaid care and support to a family member, or friend, with disability, mental ill health, a chronic or life-limiting condition, alcohol or other drug dependence, or who is frail or aged. Informal kinship carers who care for a child under the age of 18, because the parent is unable to, are also recognised as carers. Carers are predominantly family members, but may also be friends, neighbours, or colleagues. Informal carers are not to be confused with paid support workers who are often called 'carers', with the difference being that support workers are fully employed and remunerated with all the benefits of employment. On the contrary, informal carers perform their caring duties without remuneration, other than minimal carer payments and allowances from the Australian Government.

In addition to representing carers through the Peak Body activities, Carers Tasmania provides support to carers living in Tasmania through its service delivery arm, Care2Serve. The Commonwealth Carer Gateway program is delivered through Care2Serve in Tasmania, as are other supports and services, such as the Tasmanian Government's Home and Community Care program.

The Carer Gateway program provides a range of services and supports for carers which are designed to build resilience, increase wellbeing, improve quality of life, and sustain carers to effectively continue their caring roles. The available supports include the provision of information, advice and referrals, holistic identification of carer strengths and needs through a carer support planning process, professional counselling, peer support, and coaching which aims to support carers in achieving specific goals.

Care2Serve, through the Carer Gateway, has capacity to fund certain instances of planned, practical support services such as in-home respite, personal care, domestic assistance, and meal preparation. Care2Serve may also fund items such as laptops to assist carers who are studying or trying to enter the workforce. Care2Serve also coordinates the provision of emergency support during instances where a carer may be unable to provide the care that they usually do, resulting from unexpected illness or injury of the carer.

2. Introduction

Carers Tasmania welcomes the opportunity to provide feedback on the Tasmanian Youth Jobs Strategy Discussion Paper.¹ This upcoming strategy (the Strategy) is incredibly important as it will outline fundamental actions to improve youth engagement in education and employment. We thank the Tasmanian Government for highlighting young carers in particular as a specific group who may need additional, targeted support to help them participate in the workforce. Our submission primarily focuses on the following points:

- The need for a targeted and strategic approach to routine identification and referral of young carers in educational settings.
- A strong focus on increasing school participation rates, retention, and Tasmanian Certificate of Education (TCE) achievement.
- Expanding the Regional Jobs Hubs in general and employing coaches who specialise in supporting carers/young carers to access work and training, working in partnership with programs such as Your Caring Way and relevant local programs.
- Strengthening and improving career planning across all Tasmanian schools, specifically focusing on students who are disengaged or marginalised.
- Better inclusion for students with disability across Tasmanian schools and improving support for young people with disability to access employment and training.
- The Strategy must include a defined duration, a clear vision, appropriate allocation of funding, and adequate monitoring mechanisms.
- The importance of embedding continued co-design and collaboration with young people at all stages of the strategy, problem-solving, design of associated programs, review, and monitoring.
- The possibility of exploring outcomes measurement KPIs for state-funded employment services in supporting the participation of young people in employment.

3. Youth unemployment and educational participation in Tasmania

Despite some recent improvements, youth unemployment, and low rates of educational participation have remained as significant issues in Tasmania for more than a decade. The Labour Market Data Dashboard reported the overall Tasmanian youth unemployment rate to be 10.5% as of August 2023, in comparison to the national youth unemployment rate of 8.3%.² These rates are more prominent in some regions of Tasmania compared to others.

Unemployment or underemployment, and low educational participation for youth exacerbate poverty, social exclusion, and lower wellbeing, and can also increase crime. Youth unemployment and underemployment also impact Tasmania's capacity to develop a well-resourced workforce that will meet the needs of future generations in Tasmania.

Research shows that school participation rates and educational attainment levels impact employment prospects for young people in general, but the impact is really significant for young carers.³ Given that there are concerns about student attendance and retention rates, and the proportion of those finishing year 12 with their Tasmanian Certificate of Education

¹ Tasmanian Government. (2023). Youth Jobs Strategy Discussion Paper. https://hdp-au-prod-app-sgtas-engage-files.s3.ap-southeast-2.amazonaws.com/5716/9466/4238/Youth-Jobs-Paper_Pages-HighResWeb.pdf

² Australian Government, Jobs and Skills Australia. (2023). Labour Market Dashboard Tasmania. <https://www.jobsandskills.gov.au/sites/default/files/2023-10/Labour%20Market%20Dashboard%20Tasmania.pdf>

³ Hutchings, K., Radford, K., Spencer, N., Harris, N., McMillan, S., Slattery, M., Wheeler, A. and Roche, E. (2023), "Addressing the challenge of engaging in paid work while undertaking unpaid caring: insights for improving employment inclusion of young carers", *Equality, Diversity and Inclusion*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/EDI-12-2022-0351>

(TCE), targeted and regional approaches are required to increase school participation and retention, to assist young people to develop job-ready knowledge, skills, and connections. An example of a place-based approach to this is the 'Every Day Counts' campaign, which is an initiative of Burnie Works. For this project, Burnie Works collaborated with young people in the area and supported them in developing communications to reach their peers and encourage them to return to school.⁴ Increased and continued place-based initiatives such as this should be considered, as those in the community generally know how to best communicate with their peers and understand the specific circumstances relevant to their location.

At the end of Term 1, 2023, the state attendance rate for Prep to Year 10 was 87.8%.⁵ Furthermore, student retention performance reports showed that the proportion of Year 10 students (from two years prior) who were retained to Year 12 was 63.2%. The state data for the attainment of Tasmanian Certificate of Education (TCE) shows that the estimated number of students potentially eligible for Year 12 education in Tasmania was 6,197. Only 4,176 of these potential students participated in Year 12, and of these, only 79.7% attained their TCE.

This TCE achievement rate has remained at a similar percentage since 2016. Some colleges in Tasmania, have much lower rates of TCE completion at Year 12 when compared with others. Schools with low TCE completion rates should be examined so that the specific barriers to TCE completion can be addressed. The Australian Government's 2023 *Working Future White Paper*, stated that over the next 10 years, more than 9/10 newly created jobs will require post-secondary qualifications.⁶

Data from the 2022 Mission Australia Youth Survey reported that of the 621 Tasmanian respondents aged 15-19, 45.2% reported they had experienced barriers to achieving study or work goals. Furthermore, only 63.4% of respondents reported they were satisfied or very satisfied with their studies, and 53% were employed.⁷

To positively impact education and employment outcomes for young people, it is critical to understand the additional barriers that some young people face compared to others. Young carers are one of the many marginalised groups of young people who, as a result of caring for someone else, experience significant challenges that can have lifelong impacts on their educational and employment outcomes.

⁴ Burnie Works. (2023). Every Day Counts. <https://burnieworks.com.au/our-focus-areas/education/everydaycounts/>

⁵ Tasmanian Department for Education, Children and Young People. (2023). Student engagement and participation data. <https://www.decyp.tas.gov.au/about-us/policies-legislation-data/data-and-statistics/student-engagement-participation-data/>

⁶ Commonwealth of Australia. (2023). Working Future White Paper. <https://treasury.gov.au/sites/default/files/2023-10/p2023-447996-working-future.pdf>

⁷ Mission Australia. (2023). Annual Youth Survey 2022 Tasmanian data. <https://www.missionaustralia.com.au/publications/youth-survey/2618-youth-survey-2022-report/file>

4. Young carers in Tasmania

Tasmania is home to an estimated 9,300 young carers.⁸ A young carer is a person aged under 25 years who is providing support to a family member or friend who:

- (a) has disability; or
- (b) has mental ill health; or
- (c) has a chronic or life-limiting condition; or
- (d) has alcohol or other drug dependence; or
- (e) is frail or aged.

Young carers aged over 18 may also be considered as informal kinship carers, in circumstances where they are caring for a child under 18 because the biological parent is unable to provide care.⁹

The 9,300 young carers in Tasmania are not all considered as youth, as some of these young carers are young children, however supporting all young carers will have positive impacts for the current and future youth young carers in Tasmania.

Whilst the roles and responsibilities of young carers vary, some of the common things young carers might assist their family members or friends with are practical tasks such as cleaning, cooking, washing, shopping, assisting with bills and paperwork, interpreting, helping with medication, providing emotional and social support, or providing support to get dressed or showered.¹⁰ Some young carers are primary carers, whilst others might assist their parent or other family carer who is the main carer.

The 2022 National Carer Survey found that of the 92 nationwide young carer survey respondents (which included 10 young carers from Tasmania), most young carers (65.1%) were caring for a parent, and 34.9% were caring for a sibling. Noting that often people have multiple caring roles, the majority (80.9%) of these respondents reported caring for at least one person with disability. 46.1% reported they were caring for someone with mental ill-health, and 41.6% were providing care to someone with chronic illness. Alarmingly, the survey found that 4 in 5 young carer respondents reported experiencing financial stress.¹¹

Being a young carer can be incredibly rewarding and can assist in building skills such as empathy, problem-solving, and perseverance. However, it does come with its challenges. Research outlines some of the negative impacts of being a young carer, such as difficulties in developing and maintaining social connections,¹² which may further contribute to poor wellbeing and educational and employment outcomes.¹³

Findings show that by year nine, boys who spent two or more hours per day in a caring role were the equivalent of 1.9 years behind their peers in NAPLAN reading and girls who cared for two hours or more per day were 1.6 years behind in NAPLAN reading. Both boys and girls in Year 9 caring for two or more hours per day were approximately fifteen months

⁸ Department of Premier and Cabinet. (n,d). https://www.dpac.tas.gov.au/divisions/cpp/community-policy-and-engagement/carer_policy_and_action_plan/carer-action-plan-2021-2025/what-the-data-tells-us-about-carers

⁹ *Tasmanian Carer Recognition Act (2023)*. <https://www.legislation.tas.gov.au/view/whole/html/inforce/2023-04-20/act-2023-001>

¹⁰ Carers NSW. (n,d). Learn about young carers. <https://www.carersnsw.org.au/services-and-support/programs-services/young-carers/learn-about-young-carers>

¹¹ Carers NSW. (2023). 2022 National carer Survey, Young carer fact sheet, https://www.carersnsw.org.au/uploads/main/Files/3.Resources/Policy-Research/Carer-Survey/2022_National_Carer_Survey_Fact_Sheet_2_Young_carers.pdf

¹² https://www.carersaustralia.com.au/wp-content/uploads/2020/10/Young-Carers-Report-FINAL_vsmall_compressed1.pdf

¹³ Becker, Saul, & Sempik, Joe. (2019). Young Adult Carers: The Impact of Caring on Health and Education. *Children & Society*, 33(4), 377–386. <https://doi.org/10.1111/chso.12310>

behind their peers in NAPLAN numeracy. Furthermore, young carers are less likely to have completed Year 12 or equivalent than their peers, and nationally, over 60% of primary carers aged 15 to 25 are not studying.¹⁴ These impacts can cause lifelong negative effects on employment opportunities and outcomes.

Despite the large proportion of young carers in Tasmania, engaging them in support can be difficult, with a major challenge being limited identification and referral from and within educational settings. It's crucial to identify young carers as early as possible, so they can access available supports. This can assist them with information, support, and services. Early intervention, in terms of appropriate support and information, is crucial to addressing the barriers that further marginalise young carers. Connecting young carers with support can reduce the negative impacts of their caring roles.

The Young Carer Bursary program is funded by the Commonwealth Department of Social Services, and it aims to provide eligible young carers aged 12 to 25 with financial assistance to help them return to or continue their education while balancing their caring responsibilities. The bursary amount has recently been extended to \$3,786 per bursary, and at present, funding allocations allowed for 1,592 bursaries to be available. From Tasmania, 112 young carers submitted their applications in 2022, for this year's bursary payments. This is a small proportion of young carers who may be eligible to apply, however, it is the largest number of young carer bursary applicants ever from Tasmania. Each application is assessed and although not all applicants are successful, we applaud initiatives such as this which aim to minimise barriers to further education or employment pathways for marginalised groups of young people.

Research has found that people who have caring roles are likely to remain in them for more than 10 years.¹⁵ Therefore it is vitally important that young carers can access support with future planning pathways. Importantly, career planning assistance must be provided to young people, rather than expecting young people to seek it out.

For young carers who are successful in obtaining employment, they need specific support to ensure that employment is sustainable. Young carers in paid work may experience challenges with employment conditions such as flexibility. For example, young carers may not be available at short notice, they may have limited availability or require specific set and predictable shifts, and they might also need to leave early or access personal leave more regularly than other employees. Young carers who spend a substantial amount of time caring per week (70 hours or more) are less likely to be employed than young carers providing care for less than 20 hours a week.¹⁶ This is likely due to caring responsibilities and the sometimes unpredictable and challenging nature of caring.

Throughout various consultations, carers have shared their concerns about the need for additional and targeted employment support to be available for their children and young people with disability. Some carers have identified that Disability Employment Service Providers are not always the best option and that this might stem from the ways in which KPIs are set. We would encourage further consultation to occur to better understand what is truly needed to achieve better employment outcomes for young people with disability, and

¹⁴ Australian Institute of Family Studies. (2017). Longitudinal Study of Australian Children 2016 Annual Statistical Report Young Carers

¹⁵ Carers NSW. (2023). 2022 National Carer Survey Report. https://www.carersnsw.org.au/uploads/main/Files/3.Resources/Policy-Research/Carers-NSW_2022_National_Carer_Survey-Report.pdf

¹⁶ Carers New South Wales. (2017). "Young carers: barriers to accessing employment", available at: https://www.carersnsw.org.au/Assets/Files/Young%20Carers_Barriers%20to%20Accessing%20Employment.pdf

importantly, this consultation must involve young people with disability, their carers and their family members.

Another concern often raised by carers of children with disability or additional needs is that the number of suspensions in Tasmanian schools is quite high, particularly for children with disability. A report from June 2023 indicated that there were expected to be approximately 10,000 suspensions in Tasmanian public schools this year.¹⁷ Furthermore, in 2022, 55% of all Tasmanian public school suspensions were handed down to students with disability, students who identified as Aboriginal or Torres Strait Islander, or students who were in out-of-home care. Research shows that frequent suspensions can often lead to negative and long-lasting impacts on educational outcomes for young people. Recommendations 7.1 to 7.3 in the Disability Royal Commission Final Report provides further advice on supporting children with disability within the education system.¹⁸

5. Response to the Discussion Paper Questions

What would unlock the ability for young Tasmanians with different needs to participate in work, education and training?

The diverse aspects and specific needs of a young person's life must be considered and supported to enable sustained participation in education, training, or employment. Collaborative and continuing pathways should be established by governments, community, disability, and health sectors so that young people can be connected with the holistic support they need. We support the collaborative submission by the Tasmanian Youth Employment Alliance and YNOT which strongly highlights that each of these additional needs or barriers experienced by young people requires different approaches to increase the uptake and sustainability of participation in education, training, and work for young people. The Tasmanian Youth Employment Alliance/YNOT submission also highlights issues that are both statewide and regionalised, and therefore recommends a strong, multi-level approach to collaboration with local communities, governments, health, disability, and education sectors.

A specific action that will assist in increasing meaningful participation for young carers in Tasmania in education, work, and training is the implementation of a strong and consistent method of routine identification of young carers across all Tasmanian schools. This includes identifying young carers at schools, colleges, TAFE, and universities. Once a young carer is identified, they should be connected to support that is specific and relevant to their caring role, such as the Carer Gateway, which in Tasmania is delivered by Care2Serve.

This focus on the routine identification of young carers in educational settings is vitally important to connect young carers to supports that are relevant. Care2Serve, through the Carer Gateway, can fund items such as laptops to assist young carers to keep on top of their study, so they develop their resumes and apply for jobs. Young carers can also receive practical support that can reduce some of their caring responsibilities, for example, domestic assistance and various forms of respite care. These extra supports will enable young carers

¹⁷ The Mercury. (2023). Tasmanian government schools in crisis. <https://www.themercury.com.au/tasmania-education/tasmanian-government-schools-in-crisis-as-suspensions-escalate/news-story/c09dbbca3072e914ff8d75d7cc579e31>

¹⁸ Commonwealth of Australia. (2023). Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability. <https://disability.royalcommission.gov.au/system/files/2023-09/Final%20Report%20-%20Executive%20Summary%2C%20Our%20vision%20for%20an%20inclusive%20Australia%20and%20Recommendations.pdf>

to have more time to study, look or apply for work, rest and recover, or even just have time for themselves.

Limited or no access to transport has been highlighted as a major prohibitive barrier to employment for young people in Tasmania. For young carers who can't afford it, or don't have a parent with the capacity to teach them (particularly if they are caring for their parent), driving lessons can sometimes be funded through Carer Gateway. The team at Care2Serve can also assist in referring to community learner driver programs.

Professional tutoring may also be funded for young carers who identify that as a need, and young carers can also access free coaching support to assist with goal setting. There are also free counsellors available who can provide professional and confidential support when the caring role gets tough. As previously noted, young carers can be supported to apply for the Young Carer Bursary, which is an annual bursary providing financial assistance to young carers who are trying to remain in study. There are also opportunities that enable connection and peer support with other young carers, which can have significant positive impacts on wellbeing. In addition, young carers can receive support with service navigation and referral to relevant support for the people they care for, such as NDIS and My Aged Care.

It is recommended that the Tasmanian Government considers extending the support available to young carers through the Regional Jobs Hubs, by increasing the capacity of employment coaches to assist young carers in setting and planning how to achieve their goals. The coaches could provide more individualised support and connect young people with local and relevant services. Some great examples include: Dress for Success Hobart, the Job Ready Fund, the YFCC Fit For Work Program, free training opportunities such as those offered at Libraries Tasmania venues, 26Ten Programs, Tafe FEE free courses, Area Connect, Gearing Up Mentor Driving Program and Huon Valley Youth Navigators.

These coaches could also work with other jobseekers requiring flexible employment or training options, but it is important that there is a coach in each hub who is knowledgeable and able to specifically assist young carers, amongst other carers who require flexible employment. These coaches could assist young carers in reflecting on the skills that they may have developed through their caring role that could be transferrable to employment and to support them in articulating these strengths through their resumes, applications, and interviews.

The job coaches must partner with the carer-specific Your Caring Way Program when young carers are identified. The Your Caring Way program¹⁹ provides free support and training options to carers with educational or employment goals. This program has been funded in Queensland, South Australia, and Tasmania since 2020, by the Commonwealth, and although it is a very beneficial program, it is imperative that this program works with those who have the local knowledge and connections within their communities.

Expansion of employment coaches within the Jobs Hubs could also facilitate additional career planning support across Tasmanian schools. The current service capacity of these Jobs Hubs varies significantly, and they must be well-resourced to meet the demand coming into the hubs, but also have the capacity for proactive and regular outreach engagement with young people at places such as schools.

The employees from the Regional Jobs Hubs and/or the Your Caring Way Program should remain connected with young carers to check in at semi-regular intervals once placed to ensure that their employment is going well and to understand if any additional support is

¹⁹ Your Caring Way. (2023). <https://yourcaringway.com.au/>

needed. Ensuring that young carers, and other young people, are supported once they find employment is a crucial step to sustaining their employment and building their skills and confidence for future roles.

The Tasmanian Youth Story Consultation Report²⁰ describes challenges such as inadequate pathway planning across Tasmanian schools, a lack of accessible and/or affordable training that is relevant to meet skill demand, and significant transport issues across the State, which are worsened in more regional parts of Tasmania. These are challenges experienced by young people in general, but they become more complex as the intersecting circumstances, such as being a young carer, compound.

Secure and affordable housing has also been highlighted as a significant issue for young people. Despite safe housing being a basic human need, it is very important whilst trying to secure and maintain employment. It is critical that we have an adequate supply of safe and affordable housing in places where employment opportunities are available. If young people can find safe and affordable housing close to employment, or close to transport that will get them to their job, it is more likely that they will sustain their role. Unfortunately, the availability of social and community housing is still not keeping up with the demand in Tasmania. In Tasmania, as of August 2023, there were reportedly 4,455 applicants still waiting on the social housing register, with the average time to house priority applicants being 73.6 months.²¹

Where do young people currently get information from to support them to make decisions or connect to employment and training opportunities?

In addition to the Regional Jobs Hubs coaches, more youth-focused information must be made easily accessible so that young people are informed about what is available. Relevant employment and educational pathways should be advertised on social media platforms, at schools, and at places that young people go to, so they have the best chance of seeing them. Some young carers have informed Carers Tasmania that they like attending events such as expos, information days, or information sessions at school because they don't have to seek the opportunity out or find a way to get there. The websites for the Regional Jobs Hubs are not always youth-friendly, or accessible and don't have sections specifically appealing to young people.

Job advertisements are not generally presented in formats that are accessible for people trying to obtain employment early on in their career. Some young people simply do not know where to look for employment opportunities, or which roles might consider a young or entry-level worker. Employers could advertise these opportunities through school and community networks and explicitly state the jobs that they are actively seeking out young people for. If employers are also advertising through local community networks and schools, they may be more likely to be a supportive employer because they will want to keep a good reputation. In addition, we encourage the Regional Jobs Hubs to continue their focus on partnering with organisations in their local area but expanding their local pledging businesses to also commit to providing a safe and supportive workplace for young people. A good example of this is the Glenorchy Jobs Hub, which has a list of local businesses online that are their 'pledging partners'. This idea could be taken a step further and using a similar initiative to that recently

²⁰ Youth Network of Tasmania. (2023). BrandTasmania Youth Story Report. https://www.ynot.org.au/sites/default/files/documents/2023-09/BrandTasmania_Youth-Story-Report_Final_Pages_HR.pdf

²¹ Homes Tasmania. (2023). Housing Dashboard, August, 2023. [Microsoft PowerPoint - Housing Dashboard - August 2023.PPTX \(homestasmania.com.au\)](#)

enacted by Burnie Works, also request partner employers to sign a student-friendly workplace pledge.²²

6. Additional feedback

The Discussion Paper does not appear to articulate a defined duration for the proposed strategy. A clear timeline for the Strategy is important to help ensure that adequate planning can occur to appropriately achieve the defined objectives. In addition, the Discussion Paper does not include a clear vision or specify any funding allocation or adequate monitoring mechanisms.

Embedding continued co-design and collaboration with young people at all stages of the Strategy, design of associated programs, problem-solving, review, and monitoring is critical to success and should be a fundamental and underpinning priority.

The focus of many of the more localised youth employment programs is not on KPIs in terms of how many young people they are assisting to access jobs, but instead on the positive outcomes that occur for young people throughout that process. We suggest exploring a potential outcome measurement KPI mechanism for state-funded youth employment services. This could help promote the delivery of more authentic, sustainable, and appropriate support to assist young people in obtaining employment.

7. Recommendations

Carers Tasmania recommends the Strategy includes the following actions:

- Implement a targeted and strategic approach to routine identification and referral of young carers in educational settings.
- Commit and introduce a plan specifically focussing on increasing the rates of school participation, retention, and Tasmanian Certificate of Education (TCE) achievement.
- Expand the capacity of the Regional Jobs Hubs, specifically with coaches who specialise in supporting carers/young carers and work with programs such as Your Caring Way.
- Strengthen and improve career planning across all Tasmanian schools, specifically focusing on students who are disengaged or marginalised.
- Increase and improve inclusion and support mechanisms for students with disability across Tasmanian schools.
- Improve support for young people with disability to access employment and training.
- Clearly define the duration of the Strategy, along with a clear vision, appropriate allocation of funding, and adequate monitoring mechanisms.
- Embed continued co-design and collaboration with young people at all stages of the strategy, design of associated programs, review, and monitoring.
- Include a focus on co-design and collaborative problem-solving to address the issues relevant to obtaining and sustaining employment for young people.
- Explore outcomes measurement KPIs for state-funded employment services in supporting the participation of young people in employment.

²² Burnie Works. (2023). Student Friendly workplaces. <https://burnieworks.com.au/student-friendly-workplaces/>