



# Youth Jobs Strategy

DISCUSSION PAPER







# **Acknowledgement of Tasmanian Aboriginal People and Country**

In recognition of the deep history and culture of this Island, the Tasmanian Government acknowledges and pays respect to Tasmanian Aboriginal people as the traditional owners and continuing custodians of Lutruwita/Tasmania.

We pay our respects to elders past and present, and acknowledge Tasmanian Aboriginal people's continuing connection to Land, Sea, Sky and Waterways.

We recognise the resilience, achievements and aspirations of young Tasmanian Aboriginal people and acknowledge that young Tasmanian Aboriginal people deserve equal opportunity to pursue their education and career goals.

# Ministers' Foreword

**So many young Tasmanians are achieving great things on the local, national and international stage. We are proud to see them leading, creating, innovating and inspiring – and we want to ensure that all our young people have the opportunities and support to thrive.**

Our Child and Youth Wellbeing Strategy aims to give Tasmanians the best start in life – we are now building on that work and focusing on the journey from school to work, training or further education through the development of a Youth Jobs Strategy.

Through the development of the Youth Jobs Strategy we want to ensure all young people in Tasmania can access the advice and support they need to navigate the transition from school to the world of work.

We want to ensure that in the final years of school there is support and connections to help young people find a pathway that's right for them as they work towards their career and life goals.

We also want to ensure that Tasmanian employers have access to a skilled workforce and have the confidence, knowledge, skill and support they need to give young people a start in their businesses.

We are not starting from scratch. Our years 9 to 12 curriculum reforms include an improved focus on work-based learning and

career education and the *Education Act 2016* has provided for all learners to continue their education to the end of year 12, which may include undertaking a full-time apprenticeship or traineeship or completing school-based VET qualifications. Regional Jobs Hubs have already placed almost 4,000 local people into jobs, creating better ways for young people to connect or reconnect with work or training and our continued investment in TasTAFE is helping to ensure we have a contemporary training provider that both inspires young people and meets the needs of industry.

We have been listening to young people, community sector organisations, industry and employers who all tell us there is still more to do.

This discussion paper outlines the common themes that are emerging from our work to date and provides an opportunity for organisations and individuals to share their experiences and observations to help guide the development of the Youth Jobs Strategy.

We encourage you to read and reflect on the issues raised in this discussion paper and share your thoughts on how we can ensure that our young people are supported and empowered to achieve their career and life goals.



**Felix Ellis**

Minister for Skills, Training and  
Workforce Growth

**Roger Jaensch**

Minister for Education,  
Children and Youth





# How to make a submission

## SUBMISSIONS CAN BE FORWARDED TO:

**Email:** YouthJobsStrategy@jobstasmania.tas.gov.au

**Mail:** GPO Box 536, Hobart TAS 7001

**Attention:** Jobs Tasmania

Other than indicated below, submissions will be treated as public information and will be published on the consultation website at youthjobsstrategy.tas.gov.au once consideration of the submissions has concluded.

No personal information other than an individual's name or the organisation making a submission will be published.

For further information, please contact:  
YouthJobsStrategy@jobstasmania.tas.gov.au.

## ACCESSIBILITY OF SUBMISSIONS

The Tasmanian Government recognises that not all individuals or groups are equally placed to access and understand information. We are therefore committed to ensuring Government information is accessible and easily understood by people with diverse communication needs.

Where possible, please consider typing your submission in plain English and providing it in a format such as Microsoft Word or equivalent.

The Government cannot however take responsibility for the accessibility of documents provided by third parties.

If you have difficulty accessing or understanding this discussion paper please contact:  
YouthJobsStrategy@jobstasmania.tas.gov.au.

## IMPORTANT INFORMATION TO NOTE

Your name (or the name of the organisation) will be published unless you request otherwise.

In the absence of a clear indication that a submission is intended to be treated as confidential (or parts of the submission), the Department will treat the submission as public.

If you would like your submission treated as confidential, whether in whole or in part, please indicate this in writing at the time of making your submission clearly identifying the parts of your submission you want to remain confidential and the reasons why. In this case, your submission will not be published to the extent of that request.

Copyright in submissions remains with the author(s), not with the Tasmanian Government.

The Tasmanian Government will not publish, in whole or in part, submissions containing defamatory or offensive material. If your submission includes information that could enable the identification of other individuals then either all or parts of the submission will not be published.

## THE RIGHT TO INFORMATION ACT 2009 AND CONFIDENTIALITY

Information provided to the Government may be provided to an applicant under the provisions of the *Right to Information Act 2009* (RTI). If you have indicated that you wish all or part of your submission to be treated as confidential, your statement detailing the reasons may be taken into account in determining whether or not to release the information in the event of an RTI application for assessed disclosure. You may also be contacted to provide any further comment.

### Submission Deadline

All written submissions on the Youth Jobs Strategy Discussion Paper must be received by  
**5PM ON FRIDAY 27 OCTOBER 2023.**



# Building Youth Voice into our work

**Getting the views of young people into the Youth Jobs Strategy is critical.**

Young people may not have an appetite to read and respond directly to a Discussion Paper of this type which is why we are working with the Youth Network of Tasmania (YNOT) to ensure we reach young Tasmanians in ways that will work for them.

YNOT has already established a Youth Jobs Strategy Youth Panel to support youth engagement in the development of the Strategy and is working with our Regional Jobs Hubs to engage young people in our regional communities to ensure we remain on the right track.

We are grateful to the thousands of young Tasmanians who have already provided their thoughts and input into the Child and Youth Wellbeing Strategy, Brand Tasmania's Youth Story and those who participated in our Community of Policy and Practice<sup>1</sup> forums sharing their thoughts on work, education and training. This paper reflects what we have heard to date.

A summary of feedback from young people about employment and training was prepared by YNOT<sup>2</sup> and delivered to the Youth Employment Community of Policy and Practice in January 2023, and is available in the document library at [youthjobsstrategy.tas.gov.au](http://youthjobsstrategy.tas.gov.au).

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<sup>1</sup> Jobs Tasmania convenes both the Youth Employment Community of Policy and Practice (youth employment service providers, Jobs Hubs, relevant government agencies) and the Regional Jobs Hub Community of Policy and Practice – young people came and spoke to both groups.

<sup>2</sup> Summary of Youth Feedback on Employment, prepared by YNOT for the Youth Employment Community of Policy and Practice (January 2023).



# Why is this work so important?


The research and data consistently demonstrate that the transition from school to employment is one of the most significant phases of a young person's life. How this transition is managed and supported has a long-term impact on health and wellbeing, the capacity to participate in community and society, personal independence and overall quality of life.

While there are many services and supports already in place to help young people navigate a pathway from school into further education or training and employment, the overarching employment services system can be complex and difficult to navigate and is not always connected for all young Tasmanians. Some services may be restrictive or inflexible, with eligibility criteria limiting access, and some services within the broader employment system may be difficult to find or may not have a presence in regional areas. All these problems increase the risk of disengagement, especially for those with more complex barriers to employment.

Organisations that support young people express frustration at short-term funding cycles that limit their ability to retain staff, build internal capacity and adapt to emerging client needs. People working in the youth services sector are passionate and committed to providing young Tasmanians with the support they need but the current system architecture and funding is fragmented and disconnected, and compromises success and sustainability.

Our industries and employers have a key role to play here as well. Recent high levels of employment have seen a marked decrease in youth unemployment (an encouraging 50 per cent or 8.6 percentage points decrease between March 2019 and March 2023<sup>3</sup>) and a 34 per cent growth in enrolment of 15 to 24-year-olds in apprenticeships and traineeships between December 2018 and December 2022<sup>4</sup>. The economic and demographic challenges ahead mean we need to continue to ensure we are supporting the development of skilled, work-ready young people who can be connected to employment opportunities in this state.

We aim to drive real outcomes by reducing duplication, encouraging collaboration of effort and reforming the way that government approaches and responds to the challenges and opportunities ahead.



**MERIEM DAQUI, HUMANITARIAN MARATHON RUNNER**  
**KUNANYI / MOUNT WELLINGTON**  
Image by Jess Oakenfull

<sup>3</sup> Australian Bureau of Statistics. (2023, June). Labour Force, Australia. ABS. <https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia/latest-release>

<sup>4</sup> NCVET 2023, Apprentices and trainees 2022 - December quarter DataBuilder, Contract status, Age group, Client state/territory by 12 month series. <https://www.ncver.edu.au/research-and-statistics/data/databuilder>



# So, how are we going to do this?

Collaboration and connectivity are key to success. The Youth Jobs Strategy is a joint exercise between the Department of State Growth (Jobs Tasmania) and the Department for Education, Children and Young People, but needs the input from other areas and levels of government and the community and business sectors. In a place like Tasmania, and as we have seen through the work of our Regional Jobs Hubs, this is a strength we need to build on.

With collaboration at its core, the Youth Jobs Strategy will also be guided by the following principles:

- Youth-centred and informed design – young Tasmanians are provided the opportunity and mechanisms to have a voice about the policies and actions affecting their lives and their futures.
- Wellbeing and safety of the young person – support is flexible and contextualised to individual needs and circumstances.
- Young people are supported and encouraged to become lifelong learners – the changing nature of work will require this.
- Young people can be at the centre of meeting the economy's productivity challenges if they are supported in the right way.
- Informed best-practice and strengths-based approach – focussing on value rather than the deficits, encompassing all areas but with a focus on working with young people.
- Build on and invest in what's already in place and working well.
- Leverage our place-based initiatives by encouraging young people to explore the opportunities available in their local community.
- Vocational Education and Training is valued as a great first option for many young people.
- Connected and seamless – no wrong door; multiple access points and pathways to fit individual experience and need.
- Evidenced, evaluated, accountable – continual improvement.
- Success judged on outcomes for young people, not just on activity.

## DISCUSSION QUESTION

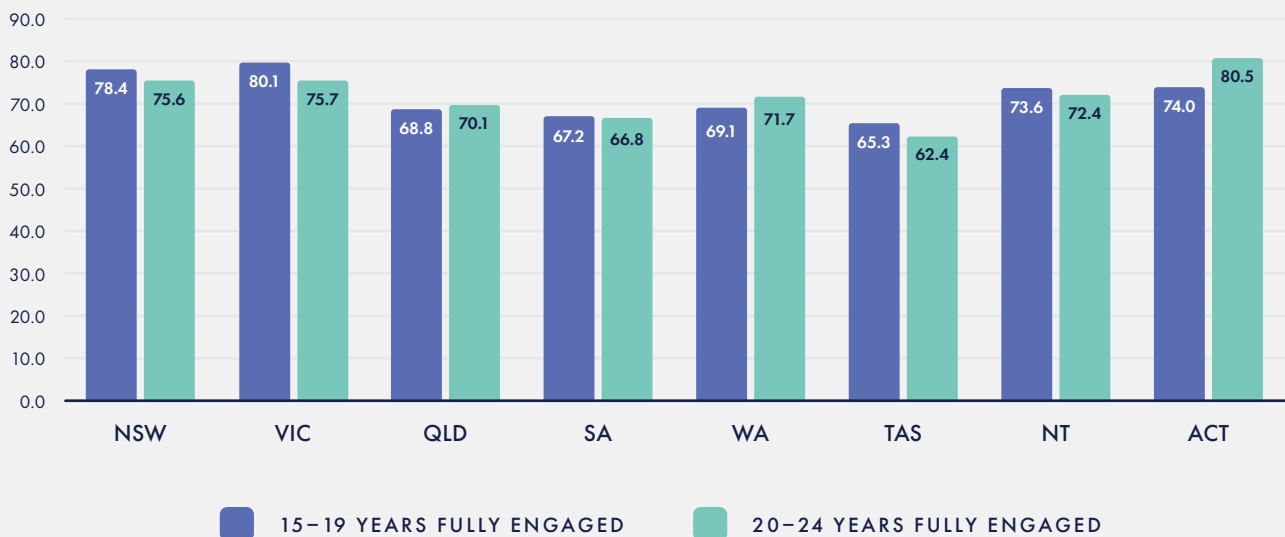


→ **Are these principles right or are there other best-practice principles that we should consider in our approach to this Strategy?**

# Why now?

In recent years we have seen significant improvements to the youth unemployment rate which is a testament to Tasmania's strong economic performance. However, Tasmanian young people still participate in education, training or work at lower rates than their mainland counterparts.

## Fully Engaged in Employment and/or Study, 2021<sup>5</sup> PERSONS



Continued economic prosperity and growth relies on a skilled workforce. With historically low unemployment leading to workforce shortages across most sectors, employers need to look to young people to meet their workforce demands.

<sup>5</sup> Australian Bureau of Statistics. (2022, May). Education and Work, Australia. ABS. <https://www.abs.gov.au/statistics/people/education/education-and-work-australia/latest-release>.

<sup>6</sup> Article by ABC business reporter Daniel Ziffer – 'Employing young people could ease worker shortages, but employers need to make it happen' <https://www.abc.net.au/news/2023-03-13/youth-unemployment-worker-shortage-economy-solutions/102077076>

**“In September last year, for the first time since the labour markets were deregulated in the 1980s, there were more job vacancies than unemployed people.**

Businesses desperately needed workers.

Previously they could rely on a deep pool of people available to start immediately.

Now they’re having to work a little harder, taking on staff who may need a bit more help to get started.”<sup>6</sup>

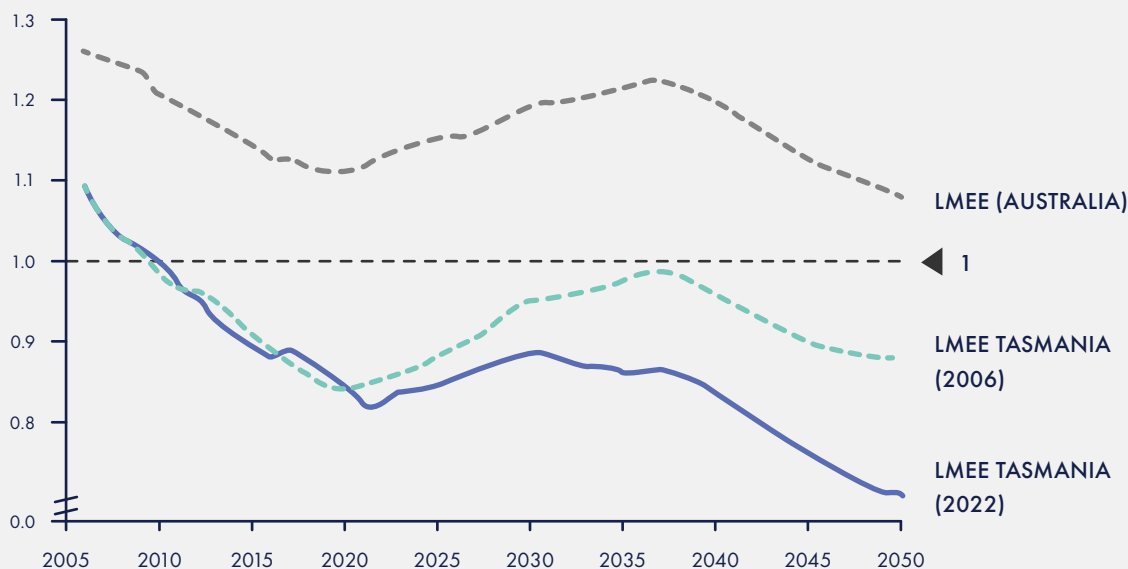


ELIZABETH COLLEGE MUSIC STUDIO  
Image by Department of Premier and Cabinet

Some of our employers are telling us they lack the confidence or skills to employ young people – they talk of 'generational' differences being difficult to manage in the workplace, increasing and more complex mental health issues they are ill-equipped to address and lack of or inadequate job-readiness of many young candidates. And young people with limited or no workplace experience report they are struggling to compete with higher-skilled or more experienced candidates and are frustrated with unnecessary skill and experience requirements for entry-level roles.

The labour supply challenge will only become more critical as Tasmania's ageing population starts to really impact on our Labour Market Entrants to Exits ratio (LMEE), which calculates the ratio of potential workforce entrants aged 15 to 24 years to potential workforce exits aged 55 to 64 years (typical retirement age). The chart below shows that since 2010, the LMEE ratio for Tasmania has been less than 1, which means that over the last 12 years more Tasmanian workers have been exiting the labour market than young Tasmanians have been entering<sup>7</sup>. It is projected to get worse.

## Labour market entry to exit (LMEE) ratio 2005–2055, PROJECTIONS 2022 ONWARDS



With the right support structures in place young people can be a key part of the solution to Tasmania's projected labour supply and productivity challenges. The Youth Jobs Strategy will recognise the productivity potential of our young people and identify the systemic changes that need to occur to empower them to be part of Tasmania's continued economic growth. This includes acknowledging growth industries and ensuring young people are aware of the opportunities available through vocational pathways to support the economy's future workforce needs.

The Youth Jobs Strategy will also look to Tasmanian businesses and industry to create more entry-level opportunities that provide young Tasmanians with a chance to build their confidence and skills in a supportive and welcoming workplace. In return, the Strategy will commit to helping employers develop the strategies, skills and confidence to provide more opportunities and support for younger workers.

<sup>7</sup> <https://lisadenny.substack.com/p/explainer-why-tasmania-has-a-workforce>; ABS Historical Population Statistics, age and sex, 1901 onwards and ABS Population Projections, by age and sex, Australia – Mandala analysis.



REBEKAH COOK, SPEECH PATHOLOGIST  
MOUNT GNOMON LOOKOUT, PENGUIN  
Image by Nick Hanson

## How can we better support a young person's journey?

Research and evaluation of youth employment programs shows that a 'one size fits all' approach actually fits very few. Mainstream employment services are not structured to adequately support young people facing complex barriers to employment, and bespoke programs designed to address specific barriers lack the time and funding security to drive real systemic change.

From initial consultations it is apparent that the ability to navigate pathways – or even get advice about what pathway to pursue – is challenging for some young Tasmanians. Young people need reliable, relatable and uncluttered information in a way they understand to enable informed career planning.

We also know that by coordinating local services to provide more holistic support, engaging with young people on their terms and providing connections to employment, education and training opportunities in their local area, we can make a real difference.

From our discussions to date, evidence indicates that a flexible, place-based response creates the environment for young Tasmanians to thrive.

Evidence shows there are common elements that contribute to the delivery of meaningful and sustainable outcomes for young people. The diagram below illustrates ten key elements of effective youth pathways practice through four key phases: guidance and exploration, work preparation, workplace opportunities and post-placement support. Again, feedback we have received suggests that these elements are not always connected or available to all young people and in all regions, but that in communities where relationships are strong and connected there is better continuity of care.

# EFFECTIVE YOUTH PATHWAYS PRACTICE<sup>8</sup>

PHASE AND ELEMENTS	WHAT WE HAVE OBSERVED AND HEARD
<b>Phase 1 – Guidance and Exploration</b>	
1. Recognise and support young people's strengths and aspirations.	Whether a teacher, sports coach, peer, parent, youth services provider or Jobs Hub, this is someone who can draw out what motivates a young person.
2. Recognise that a young person's journey to employment is unique and may not be simple or linear.	A point of trust and connection can provide or help access authoritative information and real examples of diverse pathways and otherwise unknown pathways.
3. Respond to the range of issues experienced by young people in a holistic way and with flexibility and empathy.	A flexible and person-centred approach that provides a safe environment for the young person to navigate mental health, transport and other supports is what young people are telling us they need.
4. Take time to build trust and nurture meaningful relationship with young people on their terms.	Continuity of support and connection is critical. This point of support can 'walk alongside' a young person across the multiple years this journey may take.
<b>Phase 2 – Work Preparation</b>	
5. Support young people to develop their confidence and job-readiness and essential employability 'soft' skills such as communication, problem solving and team work.	These are the skills and attributes employers put at the top of the list. There are a range of programs that already focus into these areas, however there are opportunities for better coordination and sharing of best practice, as well as making sure these opportunities are available for all young Tasmanians.
6. Provide opportunities for young people to develop technical skills that meet specific job needs.	Accredited learning (including curriculum and Vocational Education and Training) and non-accredited content that is relevant to industry and the community is critical.
7. Provide young people with easy access to clear, reliable and relevant information to help them make informed vocational decisions and find support or services.	Too much information can be overwhelming and what's available doesn't always represent the Tasmanian experience. Where information is contextualised or 'interpreted', it is giving young people greater confidence to make decisions and improves access to support.

<sup>8</sup> Based on BSL Transition to Work Community of Practice: Practice Guide and Social Ventures Australia's "Ten features common to effective youth employment programs" [https://reviewforoutcomes.com.au/wp-content/uploads/2020/04/Ten-features-of-effective-programs\\_PDF\\_2.0.pdf](https://reviewforoutcomes.com.au/wp-content/uploads/2020/04/Ten-features-of-effective-programs_PDF_2.0.pdf)



PHASE AND ELEMENTS	WHAT WE HAVE OBSERVED AND HEARD
<b>Phase 3 – Workplace Opportunities</b>	
<p>8. Provide opportunities for immersive, practical and relevant workplace-based experience.</p>	<p>The ideal quality work-based learning is:</p> <ul style="list-style-type: none"> <li>• integrated into the curriculum</li> <li>• accessible to all students</li> <li>• structured with a clearly articulated and documented purpose</li> <li>• of sufficient duration to achieve the intended outcomes</li> <li>• matches students' maturity level, interests and career aspirations</li> <li>• developed in partnership with business and industry</li> <li>• monitored during and evaluated after the experience</li> <li>• regulated to ensure the safety and wellbeing of students is protected</li> </ul>
<p>9. Provide opportunities for young people to connect with employers and gain insights into local industries or occupations in demand.</p>	<p>This happens in a range of ad-hoc and uncoordinated ways by industry peak bodies and employers. Better coordination of engagement with schools and communities on these types of activities has been identified as a priority by a range of stakeholders.</p> <p>Critically, young people want to know 'what's next' after career expos and industry exposure activities – and to continue the engagement.</p>
<b>Phase 4 – Post-placement Support</b>	
<p>10. Provide ongoing support for as long as needed to help young people reach and sustain their goals.</p>	<p>This has been highlighted as a critical element yet often occurs in often haphazard ways. We are told that when this occurs, young people (and employers) feel supported to be able to withstand the learning curve to make a job outcome 'stick'.</p>

### DISCUSSION QUESTIONS



- **Do the common elements and phases listed above make sense? Are any one or two more important than others?**
- **How can government, community, business, schools and industry support better connection and continuity of support across these elements?**

# What we've heard already.

Through initial consultations and feedback from young people, the Regional Jobs Hub Network, service providers, community organisations, schools and businesses, some clear and consistent themes are emerging.

## **THE PATHWAY FROM SCHOOL TO 'WHATEVER COMES NEXT' LOOKS DIFFERENT FOR EVERYONE – WE NEED A SYSTEM THAT RECOGNISES AND SUPPORTS DIVERSE EXPERIENCE AND NEED.**

Young people are individuals with different personal and social circumstances and networks, skills and talents and different ambitions for the future. This also means that each young person's journey to work or further study after school will be different and they need access to varied points of engagement and trusted advice on career planning to navigate a pathway that's right for them. It might be a parent, a teacher, a career practitioner, football coach or any number of people in their lives. It doesn't matter who, as long as there is someone equipped with the tools and knowledge or contacts to provide quality career guidance and support.

## **YOUNG PEOPLE IN OUR REGIONS DON'T ALWAYS HAVE ACCESS TO THE SAME SUPPORT, SERVICES AND OPTIONS AS THEIR METROPOLITAN PEERS.**

Similarly, all communities are different and present unique opportunities and challenges for a young person navigating the transition from school to work. We have heard that young Tasmanians in regional areas are proud of their communities but we need to improve equity of access to services to support young people who want to remain in regional communities to live, work and thrive in the place they call home.

### DISCUSSION QUESTION



→ **What is the one thing that you believe could have the most positive impact on a young person's transition pathway from school to further study, training or employment?**

### DISCUSSION QUESTIONS



→ **How can we improve access to services and support for young people in our regions?**

→ **What type of support do our young people outside larger metro areas need to succeed?**

**THE BARRIERS FOR YOUNG PEOPLE ARE COMPLEX AND CAN'T BE RESOLVED IN ISOLATION.**

For some young people the pathway to employment does not start with looking for work. Barriers including mental health, homelessness and housing insecurity, and drug or alcohol misuse may be complex and cumulative. Effective responses require a holistic, cross-sectoral approach that can connect with multiple access points to fit individual experience and need.

Although the Youth Jobs Strategy will not directly address mental health, housing and other youth services reforms – these broader domains are the focus of other policies and strategies under development – the strategy will recognise the impact of these factors on youth participation, and work with the youth services sector and other relevant government agencies to ensure there is alignment of effort.

**DISCUSSION QUESTION**



→ **How can the service systems better connect and respond to the complex needs of young people?**

RED COW ORGANICS  
Image by Moon Cheese Studio





## **SOME YOUNG PEOPLE, SUCH AS THOSE WITH DISABILITY OR WITH CARING RESPONSIBILITIES, NEED ADDITIONAL, TARGETED SUPPORT TO PARTICIPATE IN THE WORKFORCE.**

Data shows that young people not engaged in employment, education or training are significantly more likely to be experiencing higher levels of caring responsibilities, require more assistance with core activities, are more likely to be of Indigenous background, have lower levels of education and have more difficulty with the English language<sup>9</sup>.

## **HOW DO YOUNG PEOPLE GET INTO WORK OR TRAINING IF THEY CAN'T GET TO WORK OR TRAINING?**

Transport accessibility and disadvantage is a recurring issue for many Tasmanians and is a significant barrier for young people trying to enter the workforce. Young people, employment service providers and members of the broader community have all cited prohibitive costs, both to obtain a driver's licence and in relation to car ownership and maintenance. There is also limited availability of driver mentor and training programs and a lack of affordable public transport options that can reasonably get someone to and from work.

## **YOUNG PEOPLE DON'T KNOW WHAT THEY DON'T KNOW OR WHAT THEY SHOULD KNOW.**

The combination of rising costs and the highest employment and participation rates the state has ever seen, is leading many businesses to operate under increasingly lean workforce models. Employers are looking for skilled, experienced, job-ready workers who can hit the ground running and support business productivity from day one, and for many young people with little or no workplace experience, getting a foot in the door is getting harder. Work readiness is the number one thing employers are looking for – even those willing to consider younger, less experienced job seekers. But young Tasmanians are telling us they are not being adequately prepared for the workplace and are looking for more support to build their employability skills and help them understand employer expectations, as well as their own rights and responsibilities as an employee.

### **DISCUSSION QUESTION**



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

### **DISCUSSION QUESTION**



→ **What are some innovative approaches to address transport issues for young people that keep safety as the highest priority?**

### **DISCUSSION QUESTIONS**



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

→ **What does it take to be 'job-ready'?**

→ **What can employers do to help build those work readiness skills? Can you share any examples of best practice?**

<sup>9</sup> Australian Bureau of Statistics. Census of Population and Housing (2021). <https://www.abs.gov.au/census>

## **TRY BEFORE YOU BUY.**

Arising from Tasmania's strong economic growth and low unemployment, there are more opportunities than ever for young people to have great careers close to home – but without increased awareness and exposure to the range of industries and occupations on their doorstep, young people are missing out. Young people want access to more opportunities for meaningful, supported and safe work experience and quality work exposure activities where they can get a feel for the work and start to consider if it's the right pathway for them.

## **A FIRST JOB MIGHT ONLY BE THE FIRST STEP – YOUNG PEOPLE NEED ONGOING SUPPORT AND OPPORTUNITIES FOR CONTINUOUS LEARNING AND DEVELOPMENT TO MAINTAIN DECENT, MEANINGFUL WORK.**

Getting a job is great as long as the work is decent, meaningful and not at the cost of future opportunities. Young people, like everyone in the workforce, need to be able to continue to gain and grow new skills and capabilities. The jobs of the future will demand an ever-growing level of skills – the ability to combine work and learning is critical. Employers, educators and training providers need to be able to support and accommodate flexible learning methods.

## **INDUSTRY AND EMPLOYERS WANT YOUNG PEOPLE TO BE PART OF THEIR WORKFORCE – BUT THEY NEED HELP TO MAKE THE CONNECTION.**

Many key industries recognise younger workers are an essential part of their future workforce planning – both for their creative and innovative thinking and to address workforce shortages, an ageing workforce and business sustainability and growth. The data show that there is available labour supply in the 15-24 cohort, but some employers are struggling to connect with them; they find it difficult to make their business or industry visible and attractive to young people; cite administrative complexity in facilitating meaningful work placement opportunities; and find it difficult to navigate training systems to be able to build and develop a skilled youth workforce. Employers identify deficiencies in job readiness of some young people and struggle to manage intergenerational differences.

### **DISCUSSION QUESTION**



→ **What do (or should) quality work exposure activities look like for young people? What are some examples of this being done well?**

### **DISCUSSION QUESTION**



→ **How do we balance and support work and learning for young people?**

### **DISCUSSION QUESTIONS**



→ **How could your business or industry be better supported to provide opportunities for young people?**

→ **What information or resources are needed to make Tasmania's training system more accessible and streamlined?**



# Additional research and reference material

**In developing this discussion paper we have looked broadly at local, national and international research and evidence to understand the drivers, systemic challenges and best-practice approaches towards youth participation.**

Listed below are the key research and strategic documents that have informed the strategy's development so far.

- 'Supporting young people experiencing disadvantage to secure work' - Australian Institute of Family Studies (short article). Cat Strawa, November 2020. Retrieved from <https://aifs.gov.au/resources/short-articles/supporting-young-people-experiencing-disadvantage-secure-work>
- 'Fundamental Principles for Youth Employment' - Social Ventures Australia, February 2016. Retrieved from <https://www.socialventures.com.au/assets/Fundamental-principles-for-youth-employment-report-FINAL.pdf>
- 'Ten features common to effective youth employment programs' – Social Ventures Australia. Retrieved from [https://reviewforoutcomes.com.au/wp-content/uploads/2020/04/Ten-features-of-effective-programs\\_PDF\\_2.0.pdf](https://reviewforoutcomes.com.au/wp-content/uploads/2020/04/Ten-features-of-effective-programs_PDF_2.0.pdf)
- 'Bridging the Gap: Making young people a vital part of every workforce' – Institute for Employment Studies. Cristina Orlando, January 2023. Retrieved from <https://www.employment-studies.co.uk/system/files/resources/files/IES%20-%20Bridging%20the%20Gap.pdf>
- 'Leaving school well in Tasmania' – Consultation pre-read and discussion stimulus. Dandolo Partners, May 2022.
- 'A Youth Employment Services Guarantee' – National Youth Commission Australia inquiry into youth employment and transitions. August 2020. Retrieved from <https://nycinquiry.org.au/wp-content/uploads/2022/02/Employment-Services-Guarantee-Full-Report-Final-Version.pdf>
- 'Adolescent Education and Pre-Employment Interventions in Australia' – OECD, 2023. Retrieved from <https://www.oecd.org/employment/adolescent-education-and-pre-employment-interventions-in-australia-7bf19171-en.htm>
- 'Positive Youth Transitions' – Fact Sheet – Peter Underwood Centre, University of Tasmania September 2019. Retrieved from <https://www.utas.edu.au/underwood-centre/publications-and-resources/fact-sheets>
- 'Understanding Tasmanian School Students' Post-School Pathway Intentions – Phase 3: Analysis of TASC and University of Tasmania data – Final Report. Peter Underwood Centre, University of Tasmania, 2022. Retrieved from [https://www.utas.edu.au/\\_\\_data/assets/pdf\\_file/0003/1628616/SPSPI-Slide-report-Final.pdf](https://www.utas.edu.au/__data/assets/pdf_file/0003/1628616/SPSPI-Slide-report-Final.pdf)
- 'Tasmanian Youth Story Consultation Report: Unearthing the story of young Tasmanians 18-25 years' – Youth Network of Tasmania, February 2023.
- 'Emergent Adulthood: Review of Literature' – University of Tasmania. Emily Rudling, Becky Sheley, Swee-Hoon Chuah, Robert Hoffman and Megan Lang, March 2023. Retrieved from [https://www.ynot.org.au/sites/default/files/documents/2023-06/YNOT\\_EmergentAdulthood\\_LiteratureReview\\_Final\\_3%20May%202023.pdf](https://www.ynot.org.au/sites/default/files/documents/2023-06/YNOT_EmergentAdulthood_LiteratureReview_Final_3%20May%202023.pdf)
- Tasmanian Youth Forum 2022 'I am Me' Report. Youth Network of Tasmania, August 2022. Retrieved from <https://www.ynot.org.au/sites/default/files/documents/2022-11/YNOT%20Tasmanian%20Youth%20Forum%202022%20I%20am%20Me%20Report%20-%20FINAL.pdf>
- 'Young Tasmanians and the transition from education to employment in Tasmania' - Peter Underwood Centre, University of Tasmania. Marisa Field and Elaine Stratford, September 2016. Retrieved from [https://www.utas.edu.au/\\_\\_data/assets/pdf\\_file/0006/1347567/20160901\\_Field-Stratford\\_FinalReport.pdf](https://www.utas.edu.au/__data/assets/pdf_file/0006/1347567/20160901_Field-Stratford_FinalReport.pdf)
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# We'd love to hear from you.

## SUBMISSIONS CAN BE FORWARDED TO:

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**Attention:** Jobs Tasmania

All written submissions on the Youth Jobs Strategy Discussion Paper must be received by  
**5PM ON FRIDAY 27 OCTOBER 2023.**



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# Youth Jobs Strategy

DISCUSSION PAPER

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