

OELLEN 2023

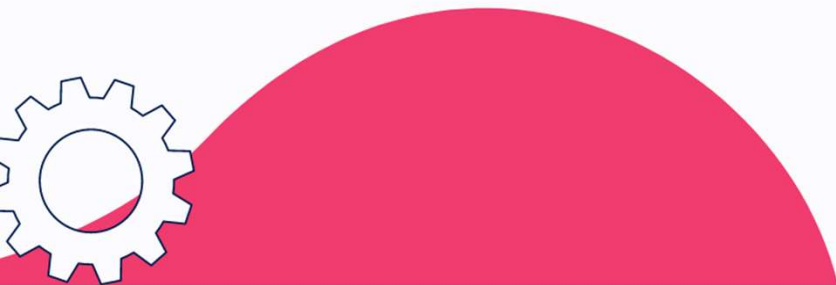
SCHOOL TO WORK SUMMIT



May 24th, 2023 - 9am - 2pm

Acknowledgement of Country – Lea Jones

OELLEN would like to acknowledge the Wurundjeri people who are the Traditional Custodians of this Land. We would also like to pay respect to the Elders both past and present of the Kulin Nation and extend that respect to other Indigenous Australians present



Welcome



Fiona Purcell

CEO OELLEN



Agenda



01

School to Work Update

02

Panel Discussion - How do we prepare young people better to transition from school to work?

03

Local data Update

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Morning Tea break

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Alternate pathways

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Key Note Speaker Ange van den Berg

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Industry immersion

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A different way forward

09

Where to from here?

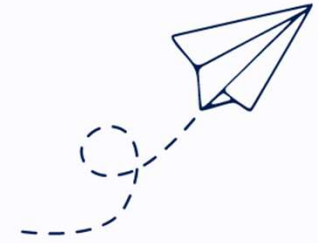
10

Lunch and Networking



SCHOOL TO WORK

2023 update



215

Work Placements
consumed via the S2W
Portal.

37

Schools with teachers trained to
access the S2W Portal for student
work placements

24

Events delivered

46

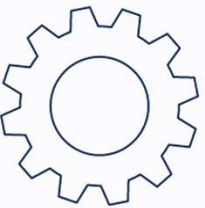
Schools in OELLEN Region

27

New Host employers
recruited to the S2W
program

23

New teachers from 18 schools have
been trained by the OELLEN Team in
the use of the S2W Portal



Panel Discussion

- Josh Dobson – Student
- Michael Hardinge – Momentum Studios
- Peter Davies – Selectronic
- Melissa McDonald – Melba College



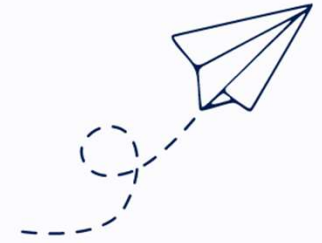
Local Data update



Morning Tea

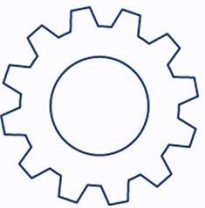
10 minutes





Alternate Pathways

- Loretta Goldsmith – Headstart
- Simon O'Callaghan – Yarra Ranges Tourism



GENDER AND CAREER CHOICE

Ange van den Berg
Women's Health
Grampians

w/hg
women's health
GRAMPIANS





One of nine regional and three state-wide women's health services

Aims to improve women's equality, health and wellbeing in the Grampians region and beyond

Key areas of work include:

- Violence against women
- Sexual and reproductive health
- Gender equality

SEE: WHAT YOU CAN BE.

Equality Advocates

- Women with lived experience of working in male-dominated industries
- Advocates receive training and professional development
- Opportunities to present, consult, and advocate

Pathways

- Strengthening pathways into trade education and careers for women and girls
- Addressing unconscious bias and stereotypes
- Promoting trades as attractive career options to women and girls



GENDER STEREOTYPES AND CAREER CHOICE





- More than half of all Australians work in an industry which is heavily dominated by one gender
- Australia's current gender pay gap is 22.8% - the same as in 2021 – equivalent to \$26.6k on average
- Only 13% of paid primary carers leave is taken by men (up from 6% in 2020)

Source: WGEA



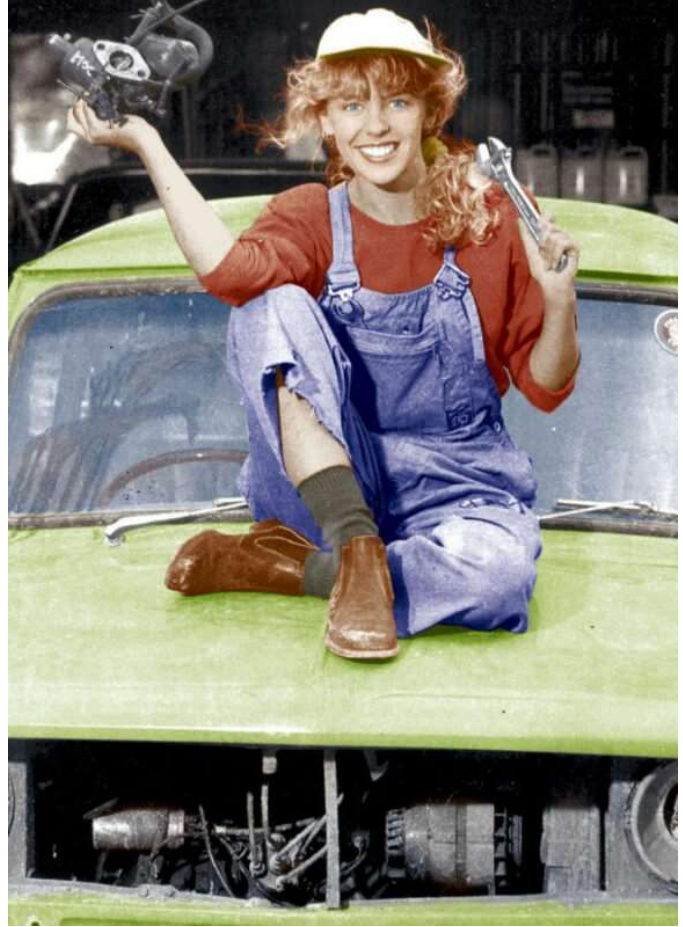
Source: lettoysbetoys.co.uk

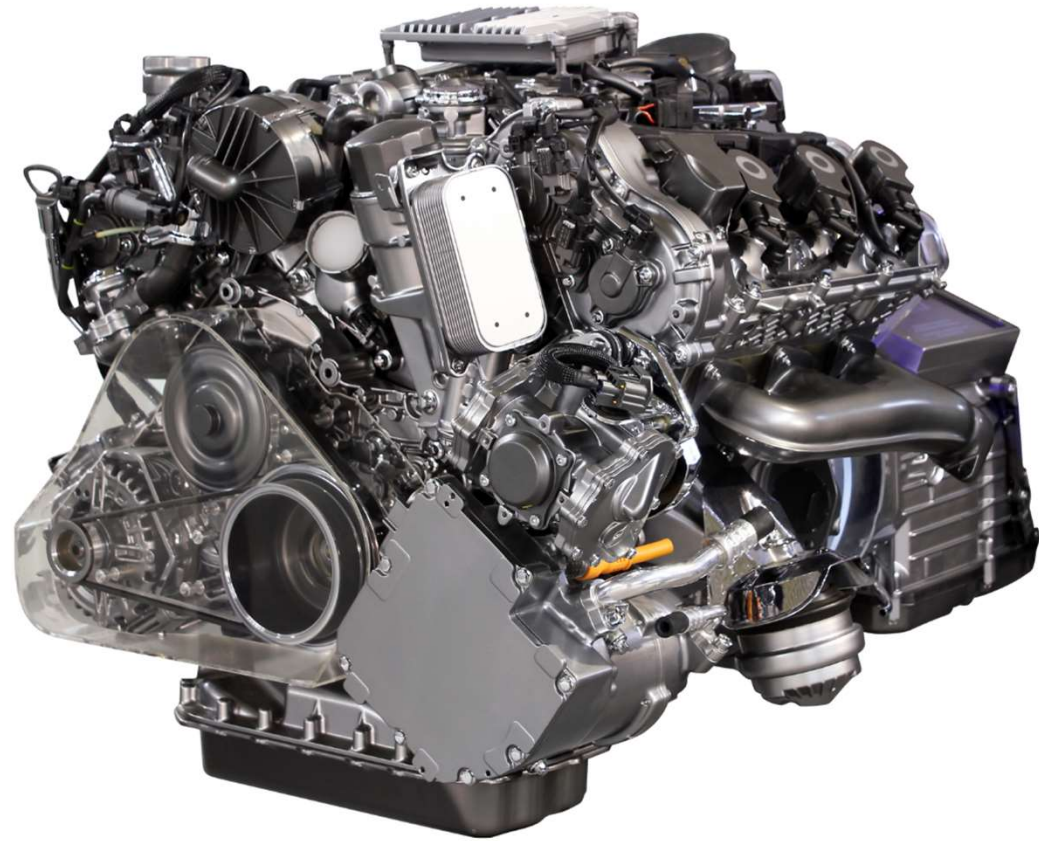




14-year-old Ange









**“Take a break...
Let the boys do the
concreting”**

**“We need
someone strong
on site”**

**“Why would *he*
want to work in
childcare?”**

**“Too pretty for
construction”**

**“Erin? I thought
your name was
Aaron...”**

**“A *male*
midwife??”**



What works?

- Be aware of unconscious biases we have
- Seek out positive role models
- Normalise people of all genders doing all kinds of jobs





What works?

- Be aware of unconscious biases we have
- Seek out positive role models
- Normalise people of all genders doing all kinds of jobs
- Understand that equality is not the same as equity

EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.



What works?

- Be aware of unconscious biases we have
- Seek out positive role models
- Normalise people of all genders doing all kinds of jobs
- Understand that equality is not the same as equity
- Provide opportunities to try different careers





What works?

- Be aware of unconscious biases we have
- Seek out positive role models
- Normalise people of all genders doing all kinds of jobs
- Understand that equality is not the same as equity
- Provide opportunities to try different careers
- Dismantle the 'boxes' we put young people in



What can industry leaders do?

- Champion inclusion and diversity in recruitment, promotion and mentoring practices
- Create a culture that celebrates diverse voices and experiences
- More diverse workplaces have higher levels of productivity, innovation, employee satisfaction and financial success
- Create strong links between industry, schools and training providers to create pathways into a variety of careers

How can we reimagine the future of work?

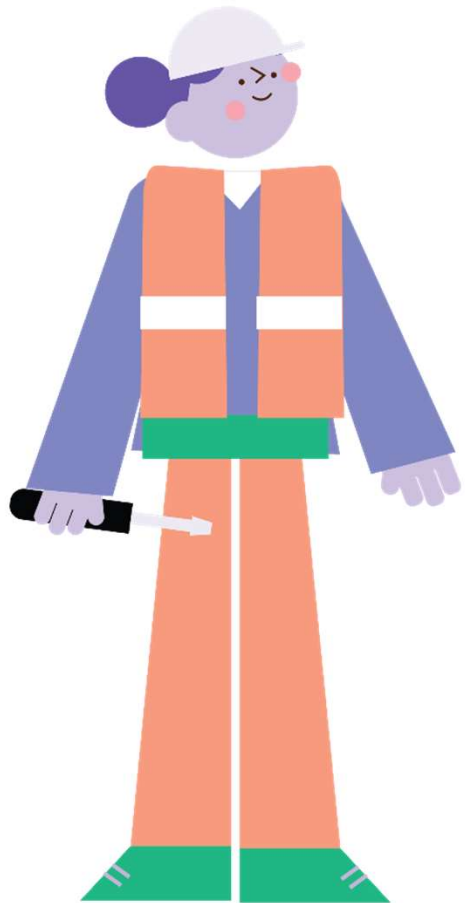


Source: OECD



KEY MESSAGES

- Gender stereotypes limit individual potential and hinder societal progress
- Educational settings provide a key opportunity for change
- Industry leaders must prioritise diversity and inclusion, and think outside the box
- We must reimagine the future of work, where career choices are not restricted by stereotypes
- Each of us has a role to play in dismantling gender stereotypes



EQUALITY ADVOCATE – TARA KELLY



QUESTIONS?





SEE: WHAT YOU — CAN BE.

Ange van den Berg

Project Coordinator, See What You Can Be

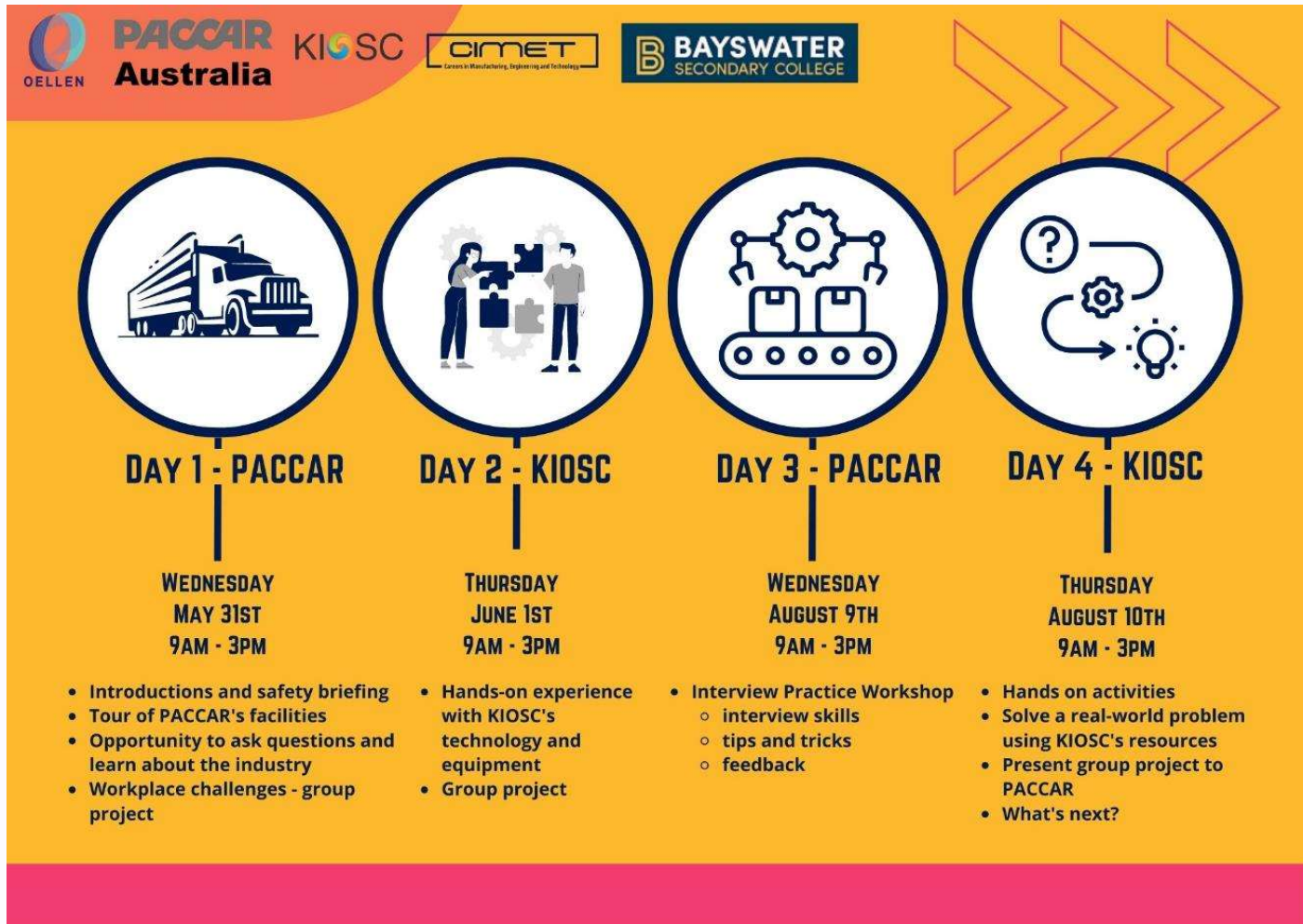
angela@whg.org.au, 5322 4100

www.whg.org.au

Industry Immersion

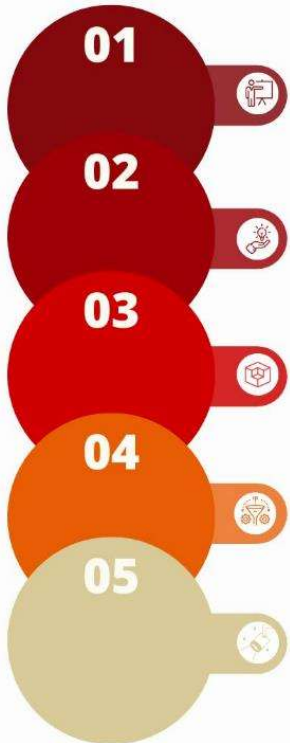


Pilot model



Pilot model

5 days in the World of Work



Set the scene

Ideation

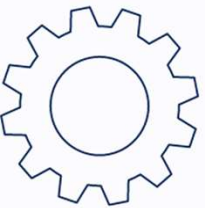
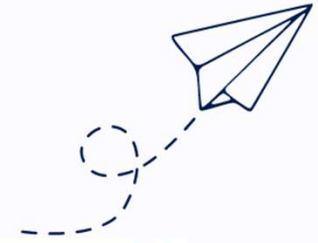
Prototyping & Testing

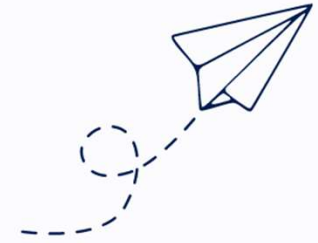
Refining

Showcase

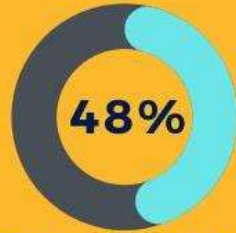


A different way forward

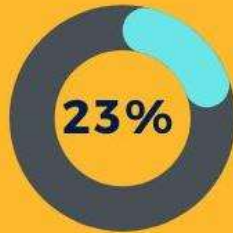




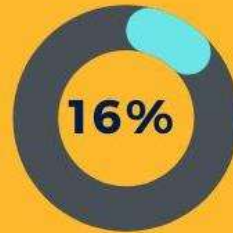
WHY DO YOU BELIEVE LOWER NUMBERS OF WOMEN UNDERTAKE TRADES?



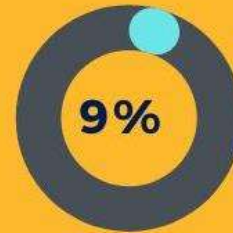
STILL A STIGMA AS A CAREER



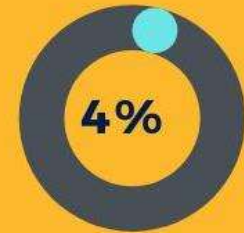
LACK OF WORK EXPERIENCE OPPORTUNITIES



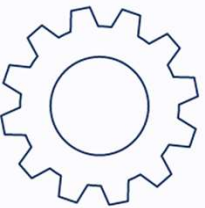
CONCERNS ABOUT THE PHYSICAL DEMANDS



FRIEND PRESSURE TO CONFORM TO TRADITIONAL FEMALE ROLES



FAMILY DISAPPROVAL



Where to from here?



slido



What are the barriers to participation in our programs?

ⓘ Start presenting to display the poll results on this slide.

slido



How do we better connect school leavers to industry?

ⓘ Start presenting to display the poll results on this slide.

slido



What do you want from OELLEN in the next 12 months?

ⓘ Start presenting to display the poll results on this slide.

YARRA RANGES YOUTH CAREER EXPO

**Tuesday 18 July
Chirnside Park Community Hub
33 Kimberley Drive
Chirnside Park
5.30pm - 7.30pm**



Book here

KNOX YOUTH CAREER EXPO

**Thursday 24 August
KIOSC Swinburne
369 Stud Road
Wantirna South
5.30pm - 7.30pm**



Book here

MAROONDAH YOUTH CAREER EXPO

**Thursday 7 September
Central Ringwood Community Centre
Bedford Park
Rosewarne Lane
Ringwood
5.30pm - 7.30pm**



Book here

APPRENTICESHIPS & TRAINEESHIP NIGHT

**Thursday 19 October
Swinburne Croydon
Building CG101 (Auditorium)
12-50 Norton Road
Croydon
5.30pm - 7.30pm**



Book here

**OUTER EAST YOUTH
CAREER EXPOS 2023**



Thank You

Lunch, Virtual Reality demo and Networking

Today's resources

OELLEN 2022 Annual Report - <https://www.oellen.org.au/about-us>

Jobs for Youth Report - <https://www.oellen.org.au/jobs-for-youth>

OELLEN 2023 Expo Calendar - <https://www.oellen.org.au/events>

All other handouts- <https://www.oellen.org.au/summit-resources>

