

STUDENT PATHWAYS AT MESC

CAREER NEWS No.1

2009

ABOUT CAREER NEWS AND THE CAREERS PROGRAM AT MOUNT ELIZA SECONDARY COLLEGE.

Career News is published fortnightly and available via a direct link on the College Homepage, *Career News 2009* will be one of the ways students can obtain information regarding possible pathways for their future. While a lot of the information may appear to be directed toward senior students it is important that students in all year levels read this publication regularly to keep up with careers based information and information about opportunities to find out first hand what some industries involve. **"Career development (helping people manage their life, learning and work) in these times are important more than ever before, as an ongoing process of review, discovery, deciding and action. In a tighter job market, creativity (identifying career combinations where the applicant can offer a unique selling proposition) and flexibility will likely become more important."** DR. PETER CAREY

The Careers program at Mount Eliza Secondary College covers a wide range of activities.

Year 9 students are introduced to the basics in developing an awareness of key industries; they are assisted to complete their first Managed Individual Pathway Plan (MIPs) and are shown how to set up a personal account and use the MyFuture website to assist them with their Career planning.

Year 10 students continue this journey with a Career Discovery Program that includes undertaking the Career Voyage vocational assessment program, an update of their MIPs profile and induction for Work Experience. This occurs in either term one, two or early in term three dependent upon the Pre-Senior group they are in. A Course Counselling Program in term 3 provides an intensive focus on selecting the right Senior Pathway for their final years at school.

For VCE & VCAL students in years 11 & 12 the Careers program delivers increasingly focused support in terms of assisting them to crystallise decisions and plans for their options into tertiary study, apprenticeships, traineeships and employment.

Year 11 and 12 students have the opportunity to participate in VETiS programs - Vocational Education and Training in Schools. We have approximately 60 students who attend VET programs in areas such as Building & Construction; Electrotechnology; Clothing; Hospitality; Multimedia; Laboratory Skills. These programs are delivered across a number of schools on the Peninsula and at the Frankston Campus of Chisholm TAFE.

For many VET students their program is assisting them to develop skills and obtain a nationally recognised qualification in a pathway they have identified for their post secondary years. For others, programs such as Laboratory Skills will provide opportunities for students interested in Sciences to increase their understanding of many of the functions of the laboratory in various related industries.

Some students are assisted to commence their Apprenticeships and Traineeships as School Based Apprentices and Trainees (SBATs). This type of program best suits a student doing VCAL who has the space in their program to work for one full day per week. Occasionally a year 10 or VCE program can be varied to accommodate this, but it is not as straight forward and does impact upon school based subjects.

VET programs and ASBAs are equivalent to VCE studies and are accredited toward senior certificates. This is the case even for a student who is doing a traineeship in their part-time or casual employment outside of school. In such cases it is important that the student informs the Careers office or Senior School so that their training plan can be included or added to their school studies.

Parents can play an important role in assisting their children to make decisions regarding options for their future. During the year their will be opportunities for parents to participate in Career related information sessions and workshops. We have successfully provided the PACTS program here at the college in the past two years. Parents As Career Transition Support.

This program is suitable for parents of students in all year levels in that it provides information regarding the resources available to young people in assisting them toward making decisions

Making career decisions can be difficult but it is much easier with the right information. While looking ahead more than five years or so can make the career-decision making process too daunting it is good to be aware of what is available.

Work Experience is available to students who want to explore an industry or job first hand. Year 10 students undertake a formal program but other students are supported into Work Experience placements as requested and these are usually undertaken during term breaks.

Both Deborah Batt (Student Pathways Coordinator) and Jo Prosser (Careers/Transition) are available in the Careers / Student Pathways Centre (located in Library entrance) to help you decide on a pathway that is right for you.

Students are encouraged to call in for a chat or to make an appointment for more serious assistance.

Parents are welcome to phone us at the College or email: dbatt@mesc.vic.edu.au

DECISIONS, may seem good, but can be bad when based on poor or no information.

Gather information before making critical decisions.

SEE YOUR CAREERS ADVISER TODAY!!

DEFENCE TECHNICAL SCHOLARSHIPS

A Defence Technical Scholarship (DTS) is a fantastic opportunity for Year 11 and 12 students, intending to pursue an ADF technical trade career after completing Year 12. The DTS rewards technically-savvy students for staying on at school and enrolling in specific subjects. Year 11 recipients will receive \$2000, paid over two semesters and successful Year 12 students will receive \$3000, paid over two semesters. Although there is no obligation to join the Navy, Army or Air Force after finishing school, you will be required to tell us why you are interested in an ADF technical trade career as part of the selection process.

Am I eligible? If you are going to be a Year 11 or Year 12 student in 2009, and your school is registered to participate, you will be eligible if you are: enrolled in a non-modified mathematics subject when you enter Year 11 or Year 12 (see **pre-requisite subjects list** for your State or Territory) and enrolled in a technical vocational subject or a syllabus subject / learning area when you enter Year 11 or Year 12 (see **pre-requisite subjects list** for your State or Territory).

The Australian Defence Force can provide you with trade skills and qualifications under the Australian Quality Training Framework. Not only do ADF personnel receive ongoing education and training, there are great opportunities for career advancement and personal and professional development. You will receive an outstanding salary package, get to travel as part of your job, make loads of great new friends and become a skilled technical trade specialist on some of the world's most technically sophisticated equipment.

2. NEW - CIVIL CONSTRUCTION CAREERS WEBSITE

The Civil Contractors Federation now has a civil construction careers dedicated site that contains information about the civil sector, occupations, salary info, video content, and information on women in construction. It is well worth a look - www.civilconstructioncareers.com.au

3. WHERE CAN I FIND CAREER INFORMATION?

A great starting point is the school **Careers Room**. Another way to begin is to look at careers/job **websites**. To start you off:

www.myfuture.edu.au,

www.jobjuice.gov.au, www.jobguide.dest.gov.au, www.careersonline.com.au, www.wagenet.gov.au,

www.careersgov.com.au, www.itsyourfuture.com.au, www.youthcentral.vic.gov.au, www.jobsearch.gov.au,

www.goingtouni.gov.au,

www.jobs.com.au.

4. THE IMPACT OF THE WORLD ECONOMIC CRISIS AND THE IMPORTANCE OF CAREER DEVELOPMENT - article by DR. PETER CAREY, Nov. 2008

This article makes for interesting reading! It emphasises the importance of Career Development particularly in the current economic climate. Bold type is mine (D. Batt)

These are extraordinary times with the world economic chaos predicted to persist for a number of years to come. Clearly, the financial sector worldwide has been hardest hit, with many employees looking over their shoulders as more and more organisations are caught up in the crisis. This is having a flow on effect in other sectors of the economy. There is as a result, much doom and gloom and talk of redundancies and growing unemployment fuelled further by relentless media hype. As a career development practitioner with a background in economics and accounting, I subscribe to an alternative perspective on the economy than is being widely touted on the news.

Yes, many Gen Ys are already returning home from Europe as work opportunities overseas tightens, others will deferred retirement, and a there is a decline in hospitality, construction industries and specialist retail.

Career development (helping people manage their life, learning and work) in these times are important more than ever before, as an ongoing process of review, discovery, deciding and action. In a tighter job market, creativity (identifying career combinations where the applicant can offer a unique selling proposition) and flexibility will likely become more important. Reliance on labour market predictions is likely to be less helpful. It is not uncommon for predictions to reverse over five year periods. For example, e.g. IT was hot, then it was not and geology and mining engineering was cold then hot. Also hopefully some employers will adopt creative approaches e.g. offering four days pay for four days work rather than reducing their workforce.

Having said all that, in Australia most organisations are still seeking quality workers. In fact **a number of broad occupational groups are expected to grow strongly over the next five years**, with more than half of the new jobs projected to come from four occupational groups (Australian Jobs 2008, DEEWR):

* **Accounting, Finance and Management (20.2% of new jobs)**

* **Sales Assistants and Store persons (13.7%)**

* **Health, Fitness, Hair and Beauty (9.6%)**

* **Building and Construction (8.5%).**

These areas will continue to grow at a reasonable pace despite the increasing economic uncertainty. There is no denying that there have been recent retrenchments as a result of the financial crises and whilst job growth in many other areas may not be as robust as it has been, most organisations are still recruiting. With just a few

minutes of research, I discovered that there are literally hundreds of thousands of open jobs on Career One and Seek.Com sites, in the local papers and advertised through social networking circles. There are even thousands of open jobs in some of our cities where you would expect it to be impossible to find a job. The challenge with the type of unemployment that seems to be emerging from the economic downturn is connecting the available workers with the new open jobs. To do that, job opening information needs to be where the job seekers are looking. This is an important area that career development practitioners and the career Industry can assist.

In a time of uncertainty and fears of recession employees seek job assurance. Given the crucial importance of a talented and loyal workforce to an organisation's success, it is difficult to imagine that short-gains and fear deflects many employers attention from longer-term issues such as talent sourcing and their employees ongoing career development. Unfortunately many employers in the past have tended to retrench or cut back workers to their long- term detriment.

A wise employer regards talent development as a long-term investment and uses economic downturns to strengthen, retain and up-skill their talent pool. Career development practitioners can work with organisations to increase performance through coaching in several key areas including financial management, human capital, business and market planning, sales, sales management, communications and leadership.

Both employers and employees need to understand the importance of loyalty. This is the ideal time to begin developing loyalty, which requires commitment and investment to ensure all employees feel secure and realise their personal career goals, and for employers to retain for the long term their talented employees which they will desperately need to stay competitive and viable in the long term.

The Profession areas of child care, engineering ICT, accounting, nursing, teaching and health specialists remain severely short as is skilled labour in the vehicle, electrical, electronics, construction, food, wood and furniture Trades area. This is a result of inadequate investment in attracting high school students over the past 10 to 20 years. The current mining and resource boom has intensified this shortage and infrastructure, too, is set to grow strongly over the next five to 10 years, fuelled by Federal and State government investment spending.

The Australian Bureau of Statistics (ABS) projects that by 2051, more than 25 per cent of Australians will be over 65 and around 44 to 48 per cent will be over 50 years. Further, the proportion aged 15 to 64 years (that is, the working population) is projected to decline from 67 per cent to between 57 per cent and 59 per cent in the same period. Given that people over the age of 65 already make up 52 per cent of all people working part-time, we will see a tightening of available staff.

In addition we have the baby boomers preparing for retirement- and many will retire and not defer to enjoy quality of life as enough is enough, and Gen Y seeking to advance their careers, with growing number of these people moving overseas to achieve this were it is still scarce like China and India. The Australian dollar is at an all time low, and predicted to go lower. This has the potential to work to Australia's advantage. It has the benefit of making our exports cheaper. This has many positive advantages for Australia. It encourages:

- Australians to travel local and buy home made goods where possible as travelling overseas and imports become much more expensive.
- Direct, indirect and portfolio investment as resource purchasing in Australia by overseas companies is much cheaper, with the prospect of good dividends returns achievable.
- Businesses to expand, providing new employment opportunities for Australian workers.

Business negativity however, can have the impact of damping this effect. We need to resist this negativity which as we know can be self fulfilling. We have a strong economy and much has been done recently by the Federal Government to instil confidence. The Government has very wisely used a good balance of both fiscal and monetary measures to boost investment confident and soften the impact of the world financial crises on Australia.

The Reserve Bank and the major Australian Banks themselves have and will continue to lower interest rates in the near future (subject to inflationary pressures) with the Federal Government using government spending outlays to boost investment spending in particular in the housing and household sectors.

This has a multiplier effect within the economy, which bring about further stimulus. This coupled with measures to safe guard people's savings is aimed at boosting confidence. Things are not all that glum with the outlook for long- term job prospects in Australia strong. We have much to remain confident about.

Career Development is also high on the agenda of the new Rudd Government and the changes promised in this area will hopefully have a positive impact across our nation in the coming years. We now know that career development has many social and economic benefits. The benefits of employers instilling career development initiatives within their workplace include higher productivity and profitability, higher quality applicants to advertised positions, lower levels of staff turnover, reduction in absenteeism, higher levels of customer satisfaction, loyalty through enhanced client relationships and greater creativity and innovation within business.

Valuing human capital is one of the issue still facing Australian business even in these uncertain economic conditions. Considering the future needs for a skilled labour force in many sectors of the economy it has never been more imperative for businesses to adopt practices that nurture staff. Businesses committed to implementing career development practices will reap the benefits in the longer term.

4. WORLD EDUCATION PROGRAM AUSTRALIA (WEP) PROGRAMS FOR 18+ Travel off the beaten track to learn and discover more of the world! Taking part in a WEP work, volunteer, conservation or language GAP year program is easy! This program may be an option for year 12 school leavers thinking about a GAP year in 2009. For further information visit the WEP website www.wep.org.au or check the information flyer on the Careers noticeboard in the VCE study centre.

5. WILL I CHOOSE TO STUDY AT TAFE OR UNIVERSITY? What's the difference? TAFE courses are vocational; they are geared up to lead to employment and, consequently, have close links with industry; TAFE courses are shorter than university courses, are easier to access in terms of ENTER's and are almost always cheaper. Many students regard university as the 'better' option; it all depends, however, on what suits you best and the career you wish to enter. If you do study at TAFE and wish to study at university later on, two years at TAFE usually equal one year at university in a related course. Interestingly, many university graduates complete a TAFE course as well to improve their employment options.

6. WHAT ARE YOUR WORKPLACE RIGHTS? Many of you have casual jobs. How can you find out about your rights? **Wages:** If you think you are being underpaid contact the Workplace Ombudsman on 1300 724 222, www.wo.gov.au. You are entitled to receive **payslips** within one day of being paid; if not, contact the Workplace Ombudsman; it is illegal to be fired from a job on **discriminatory grounds** (eg race, sex, religion, age): information, call the Industrial Relations Commission on 1300 799 675 or see www.airc.gov.au. To get information about **minimum pay and conditions** contact 1300 363 264 or see www.workplace.gov.au. All employees are free to become or not become a member of a **union**. If you are being pressured on this contact the Workplace Ombudsman.

7. VISUAL MERCHANDISING DIPLOMA KANGAN BATMAN / MYER PARTNERSHIP

Visual Merchandising at Kangan Batman TAFE has stepped up to a new level with the recently announced training partnership with Myer.

Designed to provide real-life practical skills complemented by a strong theoretical element, the Diploma in Visual Merchandising is an innovative, inspiring 18-month course set to commence in the coming months.

With Kangan Batman TAFE's extensive training experience and Myer's outstanding record as one of the country's leading retailers, participants in our Diploma of Visual Merchandising can access state-of-the-art facilities in an exciting, modern environment.

Already making news across the state, Kangan Batman TAFE's Diploma of Visual Merchandising could be the next step in a career to visual merchandising, photographic styling or even as an exhibition display designer.

8. PILOT APTITUDE TRAINING SYSTEMS (PATS)

'PATS' is a private, fee for service, company (*interested students should thoroughly investigate this product as the information provided here is not an endorsement*) that provide training to young people who are applying to join the Australian Defence Forces (ADF). Their training courses prepare people who are about to sit aptitude tests that are used by the ADF for selection. In particular they have programs that prepare people for all positions including the following:

- Australian Defence Force Academy
- Royal Military College - Duntroon
- Aircrew (Pilot, Navigator, Air Combat Officer)
- General Entry
- Technical Trades

The first test sat by all ADF applicants is called the YOU Session - the process is explained in detail on the PATS website. There is a newly developed ONLINE training program that has been recently launched to prepare people for this test. The program can be completed from the website www.pilotaptitude.com

**AN IMPORTANT NOTICE! FOR ALL STUDENTS INTERESTED IN APPLYING FOR COURSES
IN MEDICINE AND OTHER HEALTH SCIENCE CAREERS.**

Students interested in pursuing medicine, and other health science careers need to sit the UMAT on JULY 29, 2009. Preparation programs exist to help students perform at their best and will be advertised in the Career News as information is received. THE UMAT (UNDERGRADUATE MEDICAL AND HEALTH SCIENCES ADMISSION TEST) IS ADMINISTERED BY ACER - PLEASE VISIT THEIR WEBSITE FOR DETAILS REGARDING ENROLLING FOR THIS YEAR'S TEST AND RESOURCE MATERIALS AVAILABLE. <http://umat.acer.edu.au> Phone: 9277 5746 / 5502 or email: umat@acer.edu.au

9. MedEntry UMAT PREPARATION PROGRAM

MedEntry is a government accredited Registered Training Organisation specialising in helping you perform at your best in the UMAT. They offer discounts of 30% for groups of three or more students and a discount of over 55% to students who are financially or socially disadvantaged. Contact the Careers office if you are interested.

10. 2009 MELBOURNE INTERNATIONAL MOTOR SHOW - AUTOMOTIVE CAREERS SEMINARS

The 2009 Automotive Week Careers Seminars aim to give students an opportunity to learn about the various careers which are available in the Automotive Industry - Apprenticeships; Design; Marketing; Finance; Engineering and Information Technology. The seminars involve young people speaking on "real world experiences" they have gained from working in the Automotive Industry.

Any student interested in attending this event should give their name to Mrs. Batt in Student Pathways by Monday 16th February.

Staff and interested parents are invited to indicate their interest in attending this event also.

Career development

helping students at MESC manage their life, learning and work!

SEE MRS. BATT OR MS. PROSSER IN THE CAREERS OFFICE FOR FURTHER INFORMATION



Mount Eliza
Secondary College