

TRANSFORMING CAREER EDUCATION IN VICTORIAN GOVERNMENT SCHOOLS



CONNECTING TODAY'S LEARNING
WITH TOMORROW'S JOBS



MINISTER'S MESSAGE



The Education State is building a system that gives every student the knowledge, capabilities and attributes they need to thrive in life. It is ensuring that tomorrow's workers have the skills industry needs, and employers expect.

Career education must connect today's learning with tomorrow's jobs. It must empower young people to seize the opportunities of a rapidly changing, globalised world, and be ready to work in Victoria's growing and high-demand industries.

We are already investing in world-class programs and facilities such as Tech Schools, which give students opportunities to work on real-life problems, side-by-side with industry and tertiary experts, using the latest technology.

We are now transforming career education — making it a key priority and ensuring that it is dynamic, comprehensive and reflects the exponential pace of technological change and globalisation.

We know that career education is one of the key building blocks for lifelong success. We want to ensure students are confident, capable and can successfully manage their careers by:

- understanding their interests, strengths and aspirations
- exploring how jobs and careers are changing, what work looks and feels like, and the range of opportunities available to them
- deciding the subjects and qualifications that suit them best and reflect industry needs, to take them beyond school to TAFE, university or meaningful employment.

Through the 2018/19 Budget, we are investing **\$109 million** over four years and **\$26.7 million** ongoing to redesign career education, to help students make better career and pathway decisions, and to meet business and industry needs.

To further support students to achieve their best and be prepared for the future, we are also investing:

- **\$50 million** for 1700 new Head Start Apprenticeships and Traineeships at 100 Victorian government secondary schools. Under this new program, students will be able to complete an extra year of school to finish as a fully-qualified apprentice or trainee. In other words, they will be able to start a trade at school and graduate ready for work.
- **\$25.9 million** to enhance vocational pathways by improving students' access to high-quality Vocational Education and Training in Schools (VETiS).

Preparing for the future is the shared responsibility of schools, families, business, TAFEs, universities and the broader community. Together, we can ensure students have access to excellent information and advice, deep learning experiences and real-world opportunities.

This Plan outlines the steps we will take to give students in government schools the best possible career education.

The Hon James Merlino, MP
Deputy Premier
Minister for Education

HIGH-QUALITY CAREER EDUCATION IS CRITICAL TO VICTORIA'S ECONOMIC AND SOCIAL FUTURE

Technology and globalisation are changing our economy and the jobs market at an unprecedented rate.

The era of mastering one skillset for one career over a lifetime is in decline. Careers are much less likely to follow a straight line — indeed, experts have suggested that Australians will change employers 17 times across five different careers during their working life.¹

Not surprisingly, young people are telling us we need to do more to ensure they have the skills and capabilities to navigate multiple and complex careers. They want a high-quality, contemporary, innovative career education that reflects the rapidly changing world of work.

Some groups of students also need more tailored support to set them on a course for success, including students with disabilities and students from disadvantaged backgrounds.

To help modernise career education, we commissioned an external review of Victorian government schools. This engaged with a wide range of stakeholders on ways to improve career education across the system.

The review found that career education in government schools:

- varies significantly in quantity and quality
- starts too late and is primarily focused on career planning from Years 10 to 12
- is often seen as the sole responsibility of the careers practitioner, rather than a shared responsibility of all staff
- should provide more meaningful work experience and engagement with industry to adequately reflect industry needs.



¹ McCrindle Research (2014) "Job mobility in Australia" using HILDA data. Available at: <https://mccrindle.com.au/insights/blog/job-mobility-australia/>

OUR PLAN FOR CAREER EDUCATION IN GOVERNMENT SCHOOLS

Our initiatives and investments directly respond to the review findings by delivering in three key areas of reform:

- **Start early**

Career education will be comprehensive — a decision-making process that will start in Year 7 and culminate in confident, informed choices in the later years of school and beyond.

- **Connect to work**

Career education will enhance students' engagement with the world of work. It will give them more and better opportunities to see and experience different jobs — explorations that are vital to confident, informed career decisions.

- **Make career education a priority**

We will build the capacity of our system — including by training more careers practitioners — to support all government secondary schools to make career education a priority.

Career education is a carefully planned program of learning experiences — in education, training and workplace settings. It helps students make informed decisions about courses and careers, see the connection between school and future careers and gives them skills and knowledge to effectively navigate multiple and complex careers throughout life.



START EARLY

COMPREHENSIVE CAREER EDUCATION THAT STARTS EARLIER

Students develop views about their careers and lives earlier than our current system recognises.

Career education must begin earlier than Years 10 to 12, and it must reflect the fact that students' needs evolve as school progresses.

We know that Years 7 and 8 are a key time for students to learn about themselves — and that Year 9 is a critical time for career planning and decision-making.

We need to build the self-awareness and decision-making skills of students in Years 7 to 9, so that they can make informed, confident course and career choices in Years 10 to 12 and beyond.

From 2019 we will:

- Ensure all government school students in Years 7 and 8 participate in Career Self-Exploration Workshops to better understand their interests, strengths and aspirations
- Transform career education in Year 9 by giving all students:
 - o a Careers e-Portfolio. This is a new and engaging way for students to translate their careers exploration and planning into concrete action
 - o access to a Professional Career Planning Service, in which students receive a professional diagnostic career assessment and one-on-one guidance

- Ensure all government school students in Years 10 to 12 receive course and careers counselling and build detailed and robust Career Action Plans
- Ensure Career Action Plans are sent home with student reports to support parents in talking to young people about their goals and plans

And from 2020 we will:

- Ensure all government school students in Years 7 to 12 have access to the Careers e-Portfolio that they can take with them into further education, training or employment.



CONNECT TO WORK

ENHANCING STUDENTS' INTERACTION WITH THE WORLD OF WORK

Experiencing and engaging with industry and the world of work builds students' awareness of careers opportunities — and the pathways to achieving them. It also helps to better align students' aspirations with industry needs.

We want to ensure all government secondary school students can benefit from a range of superior learning experiences in real workplaces — explorations that will inform confident career planning and decisions.

In line with our commitment to making Victoria the Education State, we are also improving vocational education so students can do an apprenticeship or traineeship and finish school qualified and ready to work. We are also enhancing vocational pathways by improving students' access to high-quality Vocational Education and Training in Schools.

Victorians will also get the skills they need for good, secure jobs building our state and caring for our community, with the biggest change to TAFE and skills training in Victoria's history.

From 2019 we will:

- Ensure students, particularly those from disadvantaged backgrounds and rural and regional areas, can participate in activities such as mentoring and visits to employers, giving them insight to a wide variety of industries and career pathways
- Conduct regular School-Industry Roundtables across Victoria. These will bring together schools, training providers, industry and employers to discuss ways to improve student outcomes by better aligning schools' career education programs and curriculum with workplace needs.

MAKE CAREER EDUCATION A PRIORITY

BUILDING OUR SYSTEM'S CAPACITY

We will ensure that high-quality career education is a central focus at every government secondary school. Each school will have a highly capable career practitioner leading a whole-school approach.

This approach will include ensuring all staff appreciate how career education improves students' motivation and willingness to learn, in turn increasing their engagement and attainment at school.

From 2019 we will:

- Train more than 400 careers practitioners in the Graduate Certificate in Career Education, to ensure that every government secondary school can have at least one qualified careers practitioner
- Refocus our targeted Career Education Funding for schools, while maintaining its strong emphasis on providing opportunities for all students, regardless of their background. We will deliver expanded and enhanced career education services, while strengthening the focus on career education in the current accountability and reporting processes
- Provide resources for schools to deliver career education across the Victorian Curriculum.

CHANGE STARTS NOW

We are already laying the groundwork to transform career education.

In 2018, government schools will have access to:

- A renewed and expanded Victorian Careers Education Framework. This will advise schools on how to deliver career education as part of the Victorian Curriculum from Years 3 to Year 12
- Materials and professional development to support delivery of the new Career Self-Exploration Workshops for students in Years 7 and 8
- Updated career education teaching and learning resources and support for teachers, career practitioners, parents and employers to enhance the work-readiness of students with disabilities
- A program of industry 'immersion experiences' for students in Years 7 to 10 in rural, regional and disadvantaged metropolitan government schools, to help them understand and plan for the current and future world of work.



