## Guidelines for Implementing the Engaging Parents in Career Conversations (EPiCC) Framework with Koorie Families

These Guidelines are provided to support teachers, trainers and careers practitioners working with families of young Koorie people. It is expected that the EPiCC Framework will be customised/ contextualised to meet the needs of participants and be highly interactive.

When using the EPiCC Framework with Koorie families or carers of Koorie students, the role of the family and community on career choices and decision making needs to be understood and acknowledged. Many young Koorie people may have cultural obligations and expectations through family and community as part of their life journey into the future.

There are core aspects to consider when establishing effective engagement with Koorie parents and families:

* Making links with the Koorie education workforce is recommended to assist teachers, trainers and careers practitioners to develop a relationship and a foundation for a career conversation with Koorie parents that is inclusive, easily understood and culturally relevant to the needs of Koorie young people, and to strengthen the partnership between the school and the Koorie community.
* It is important to be familiar with any barriers experienced by some Koorie parents, young people and families in understanding and engaging with the careers element at a school level.
* Include all Koorie parents in career conversations early, commencing from Year 7 to improve understanding of the career journey for their young people.
* Develop material to engage Koorie parents in a conversation that is culturally appropriate, using clear language that your participants can relate to. You are trying to have a conversation with your participants; you do not want to talk at them. This may require tailored information and delivery to ensure maximum understanding. It is vital for success that any material should be based on the needs of the Koorie community at the school and, where possible, refer to examples from the local community.
* Create an environment that is culturally safe for parents to be engaged in a careers conversation and open to other members of the Koorie school community. For example, the workshop may take place at a local aboriginal organisation or somewhere outside the school that is neutral if appropriate.

The role of family and community is a significant factor for Koorie young people when learning the knowledge and skills to manage their career pathways. It is important to acknowledge the role that community and influential people (e.g. Elders) play when working with Koorie parents in the aspirations of their young people.

Encouraging parents to discuss their own career journey, with the knowledge that a career is not just paid work, may help build a shared understanding of their experiences and depth of knowledge. Parents may also be unfamiliar with the range of careers available. Allowing time to explore the diversity of occupations available within different industries may support this understanding.

Additional time may need to be spent on explaining the different senior school certificates, VET and Higher Education options, and the pathways between them.

Consideration should be given to the ability of young people and parents to access career networks and supports. Workshops may be delivered in conjunction with Koorie and community groups or agencies to assist families to develop these support networks. For example, local Koorie specific organisations that specialise in Koorie youth training and employment would benefit both the school and parents in career options and additional support. The use of visual resources (e.g. pictures of Koorie young people) to support the text in slides may also be helpful to connect Koorie parents to the conversation and build an inclusive picture of the future for their young people. If possible, practitioners should work with a Koorie Engagement Support Officer (KESO) or community based Koorie workers to ensure that the language and visual content used is accessible, relevant and will be understood by participants. For example, Koorie English and appropriate use of Koorie words may be applicable.

## Additional Resources

**Koorie Engagement Support Staff**

The Koorie Engagement Support Officer (KESO) can provide guidance, advice and may be able to support the career practitioner in planning and delivering workshops. Career practitioners should familiarise these staff with appropriate career development concepts prior to delivering a workshop. The KESO will usually have a strong rapport with students and their families and can assist to introduce and promote the careers curriculum and its importance.

The KESO can assist to facilitate engagement with parents to introduce and promote the careers curriculum of the school.

You can contact your local KESO through the Koorie Education Coordinator in your region. For contact details, please see: <http://www.education.vic.gov.au/about/contact/Pages/wannikregional.aspx>

**Indigenous Jobs Australia**

Indigenous Jobs Australia is a national employment website dedicated to connecting Indigenous Australian job seekers with employers that are searching for Indigenous employees.

<http://www.indigenousjobsaustralia.com.au>

**Career Information Flyers**

The Career Information Flyers outline a range of career information, resources and support available for young people and adults. The flyers provide relevant information on the career development programs and resources funded by the Department of Education, and also include a range of useful links for further information and support.

<http://docs.education.gov.au/collections/career-information-flyers>

**Generation One**

Generation One's mission is to end the disparity between Indigenous and non-Indigenous Australians in one generation through real opportunities in education, training, mentoring and employment.

Generation One is a national movement for all Australians, Indigenous and non-Indigenous that aims to break down stereotypes, and motivate all Australians to play their part. It encompasses the Australian Employment Covenant (AEC) and the P Plate schools program.

The Australian Employment Covenant aims to gain commitments of 50,000 jobs for Indigenous Australians and the P Plate schools program which links those AEC commitments with school students.

* <http://www.fiftythousandjobs.com.au>
* Video: <http://www.youtube.com/watch?v=KaAv_dyOfWQ&NR=1>

**DEECD Career Resources for Koorie Young People**

* Career Resource for Koorie Young People

<http://www.education.vic.gov.au/school/teachers/teachingresources/careers/resourcekit/pages/koorie.aspx>

* Victorian Careers Curriculum Framework – Additional Support for Targeted Groups

<http://www.education.vic.gov.au/school/teachers/teachingresources/careers/carframe/Pages/support.aspx>

**Get the Life You Love – YouTube clips featuring David Wirrpanda, ambassador for National Career Development Week**

* Part 1 (his personal journey) <http://www.youtube.com/watch?v=2WyShfqzoqk>
* Part 2 (personal journey) <http://www.youtube.com/watch?v=GYhyU-Zhyx8>

These clips are too long to play in full within a workshop, but you could encourage parents to watch them prior to workshop so that they get a feel for the upcoming content.

**ANZ Indigenous Traineeships**

ANZ has recruited 750 Aboriginal and Torres Strait Islander trainees in branches across Australia since 2003.

<http://www.anz.com.au/about-us/careers/indigenous-employment/indigenous-traineeships/>

**AFL Sports Ready**

Through the Indigenous Employment Program, AFL SportsReady has successfully delivered employment and education to over 1,100 Indigenous trainees. More than 20% of AFL SportsReady staff are Indigenous and the program continues to be a pivotal focus of the company, with the creation of partnerships with organisations like the ANZ, NAB and Commonwealth banks providing traineeships that are the first step in a successful career for Australia’s young Indigenous people.

<http://www.aflsportsready.com.au/indigenous>

**TAFE and University Koorie Units**

* TAFE Koorie Units

<http://vaeai.org.au/support/dsp-default.cfm?loadref=98>

* University Koorie Units

<http://vaeai.org.au/support/dsp-default.cfm?loadref=103>