

## MINUTES

### GREATER DANDENONG YOUTH NETWORK

Wednesday 18 April 2018

9:30am – 11:30am

City of Greater Dandenong Council Chambers - Level 2

225 Lonsdale Street, Dandenong - Corner of Lonsdale and Walker Streets

ITEMS	NOTES
<p><b>Welcome / Introductions</b></p>	<p>All welcomed and Traditional Owners acknowledged.</p> <p>Network members were reminded that this is Victorian Youth Week – an opportunity to recognise the skills and talents of young people, and the role that they play in our community. Network members were also thanked for the work they do to support young people in Greater Dandenong.</p>
<p><b>Presentation</b> <i>Youth in Employment Survey Findings</i></p> <p><b>Sukart Alex and Saduni Jasir-Pathirana (2017 Young Leaders program graduates)</b></p>	<p>Sukart and Saduni provided an overview of the findings of a survey conducted by the 2017 Young Leaders. As part of the City of Greater Dandenong’s Young Leaders program, young people identify community issues which they then develop and deliver a project to address. Last year, youth unemployment was identified as a community issue and the Young Leaders conducted a survey to explore the barriers and enablers young people experience in securing employment.</p> <p>The survey findings identified key themes around how employers can best recruit and retain young people. Key findings included:</p> <p>Survey respondents: 188 young people (43% aged 19-25 years, 57% aged 15-18 years)</p> <p><u>How young people report that they look for jobs:</u></p> <ul style="list-style-type: none"> <li>• Search engine (61%)</li> <li>• Direct submission (55%)</li> <li>• Company website (50%)</li> <li>• Family and friends (44%)</li> <li>• Social media (27%)</li> </ul> <p><u>How can employers help make job advertisements more relevant for young people?</u></p> <p>What information survey respondents suggest is included:</p> <ul style="list-style-type: none"> <li>• Hours of work (72% )</li> <li>• Pay rate (72%)</li> </ul>

- Training opportunities (67%)
- Description of role (66%)
- State date preference (49%)

What deters young people from applying for jobs?

- Specified minimum years of experience (76%)
- Long list of job requirements (37%)
- Unable to meet 50% of the selection criteria (33%)
- Do not have the relevant educational background (28%)

What do young people value in a job?

Salary, hours and flexibility, work environment/conditions, learning transferrable skills that can be used in future jobs, training and professional development.

What motivates young people to stay in a job?

- Available support (70%)
- Flexible work hours (65%)
- Supportive management (51%)
- Professional development and training opportunities (47%)
- Information on work rights (46%)
- Succession planning and future career prospects (32%)

How do young people build their employability skills?

- Schools (68%)
- Work experience (49%)
- Volunteer organisations (19%)
- Training organisations (10%)
- Employment agency (8%)

Who helped young people prepare their job application?

- Teachers (58%)
- Parents (32%)
- Friends (35%)
- Youth worker (12%)

	<p>For further information please refer to the 'Youth in Employment' factsheet or contact Youth and Family Services on 9793 2155.</p>
<p><b>Guest Speakers</b> <b>Adau Dut (business trainee)</b></p>	<p>Adau is currently completing her business traineeship after graduating from a Skilling Australia Foundation job ready program earlier this year. Adau shared her education and employment journey:</p> <ul style="list-style-type: none"> <li>• Adau arrived in Australia at 5 years old, and spoke no English. She attend English Language Schools, before moving into primary and then secondary education. Adau graduated year 12 last year.</li> <li>• Adau's ambition was to complete a fashion course and become a fashion designer. A teacher at her secondary school was particularly inspiring and nurtured this ambition.</li> <li>• After graduating, Adau decided to take a year to save money and prepare for university. Her cousin had told her about traineeships, and Adau saw this as an opportunity to learn and be paid at the same time.</li> <li>• Adau found the Skilling Australia Program through seek.com.au. She said that the program helped her to understand what employers want, and built her skills in team work. She was able to meet and interact with new people in the program, and that was helpful when she started work.</li> <li>• Her role as a business trainee includes scanning, printing, payroll, data entry and reception duties. A workplace mentor has been important and helpful in making the transition to work.</li> </ul> <p>For further information about Skilling Australia Foundation programs, please contact Kumari Pease on <a href="mailto:kpease@saf.org.au">kpease@saf.org.au</a></p>
<p><b>Guest Speaker</b> <b>Jeffah Thabach (social work student)</b></p>	<p>Jeffah is currently studying social work at Victoria University and completing a placement with the Asylum Seeker Resource Centre in Dandenong. Jeffah shared his story:</p> <ul style="list-style-type: none"> <li>• Jeffah was born in South Sudan. At 6 years old he was alone, and conscripted as a child soldier. He escaped to Ethiopia and spent the next 15 years in a refugee camp, before coming to Australia.</li> <li>• Whilst in the refugee camp, Jeffah was supported by programs delivered by the UNHCR and Save the Children. This inspired him to want to help other people.</li> <li>• Jeffah was very happy to finally arrive in Australia, but struggled to find employment. He had an interest in technology and had completed training (including a Diploma of Electrical Engineering) before arriving in Australia, but soon found that these were not recognised.</li> <li>• Jeffah completed a Cert IV in IT at Holmesglen, but was still unable to find a job given the high number of IT graduates. Eventually Jeffah took an unrelated job which he worked for 2 years before deciding to pursue a new career in a field of his interest.</li> <li>• He completed a Diploma of Community Services and Diploma of Counselling in 2015, before deciding to continue his study in social work so that he could better help other people.</li> <li>• Jeffah is now in his fourth year of Social Work at Victoria University, and undertaking his second placement at the Asylum Seeker Resource Centre in Dandenong.</li> </ul>

	<ul style="list-style-type: none"> <li>• Jeffah says that although his life journey has been extremely hard, he has never stopped hoping. He encourages youth workers to recognise young people as individuals, and to take the time to understand their journey and personal story.</li> </ul>
<p><b>Video presentation</b> <b>Mark Alvares (Freeza)</b></p>	<p>To celebrate Victorian Youth Week, CGD Youth and Family Services are today launching the latest in a series of positive profiles of young people.</p> <p>Mark has been a volunteer with the Freeza committee, and recently won the Samantha Sophia Ramsey Memorial Award recognising the achievements of young people with a disability. Through his community volunteering, Mark has gained experience, networks and confidence which has allowed him to achieve his goals as an individual, and to give back to his community.</p> <p>To view Mark’s video, please go to: <a href="https://www.youtube.com/watch?v=5J5gYbsnAyM">https://www.youtube.com/watch?v=5J5gYbsnAyM</a></p>
<p><b>Panel Discussion</b> <b>Overcoming Barriers to Youth Employment</b></p> <p><i>Panel members:</i></p> <ul style="list-style-type: none"> <li>• <i>Andrea O’Bryan, Chisholm Skills and Jobs Centre</i></li> <li>• <i>Ali Haideri, Chisholm (Reconnect)</i></li> <li>• <i>Lawanya Herath, Skills Plus (Transition to Work)</i></li> <li>• <i>Natasha Duff, Taskforce (Reconnect)</i></li> <li>• <i>Margot Eaton, Chisholm (Reconnect)</i></li> </ul>	<p><b><u>Panel Introductions</u></b></p> <ul style="list-style-type: none"> <li>• <u>Margot</u>: Chisholm’s Reconnect program works with people aged 17-64 years who have not achieved year 12 or equivalent. The program aims to support individuals to start and stay in education. Margot’s background is as a qualified careers counsellor, and she has previously worked at Holmesglen to support students exiting mainstream secondary education.</li> <li>• <u>Ali</u>: Ali also works on the Reconnect program at Chisholm. His background is in supporting refugees and asylum seekers.</li> <li>• <u>Natasha</u>: Taskforce’s Reconnect Program focused on providing positive training and education experiences. Natasha’s background is as a secondary teacher and student wellbeing officer.</li> <li>• <u>Andrea</u>: The Chisholm Skills and Jobs Centre is open to everyone and provides a range of workshops and supports for jobseekers, including links to local employers. Andrea’s background is in recruitment and HR, and she is now a qualified careers counsellor.</li> <li>• <u>Lawanya</u>: The Skills Plus Transition to Work program is federally funded, and supports young jobseekers aged 15-21 years old. Lawanya’s background is in IT, and she has been in employment services for the past 10 years.</li> </ul> <p>Panel members were presented with a range of scenarios based on barriers that we frequently hear young people face. Panellists were asked to share their thoughts on some of the strategies that workers could use to support the young person in each scenario.</p> <p><b><i>Scenario 1: A young person who doesn’t know what sort of work they want to do. They may start different jobs, but they don’t seem to ‘stick’. How can the young person explore different industries or occupations, and find something that’s a strong match?</i></b></p> <ul style="list-style-type: none"> <li>• Lawanya: Work experience at school is a good way to explore different fields. Consider different pathways including school-based apprenticeship and PaTH internships which offer “hands on” opportunities.</li> <li>• Andrea: sees many young people with incomplete qualifications, which compounds feelings of lack of work/confidence. Important to help take the pressure off young job seekers – there is no need to make a “forever” decision about work.</li> </ul>

Encourage networking and talking to people in different roles or industries. Workers can help young people to write questions that they can ask when meeting new people. Free tools are available online to help explore work preferences

- John Holland test (example: <https://openpsychometrics.org/tests/RIASEC/> )
- Myers Briggs test (example: <http://www.humanmetrics.com/cgi-win/jtypes2.asp> )
- Natasha: explore what the young person did like about the jobs they've had in the past and build from there
- Ali: focus on highlighting the young person's skills and interests.
- Margot: develop rapport and establish a position of trust so that you can have open conversations. Remind the young person that we are not just the work that we do – there is much more to each individual.

***Scenario 2: A young person who has had negative workplace experiences in the past – perhaps they've been underpaid or experienced workplace bullying. They've left that employer but have now become very anxious about future employment.***

- Margot: listen to the young person's story. May be appropriate to make a referral to counselling and support services to address anxiety. Legal services such as the Springvale Monash Legal Centre can help provide information about workplace rights. (Contact 9545 7400 or [www.smls.org.au](http://www.smls.org.au)) The website for the Fair Work Ombudsman is also a useful resource with information about entitlements – visit <https://www.fairwork.gov.au/>
- Natasha: advocates for the importance of educating young people on how to approach or manage these situations before they enter work. Use networks to find positive next employment experiences.
- Lawanya: employment services offer post-placement support. If the young person has been connected to an employment service, encourage them to use this post-placement support to help manage any difficulties.

***Scenario 3: A young person is newly arrived in Australia and finds that their qualifications or work experience from overseas is not recognised here.***

- Natasha: focus on looking at transferable skills from previous work experience, and how to market that.
- Ali: the initial focus might be on building literacy and numeracy first (courses available at TAFE); then exploring opportunities for RPL (recognition of prior learning) in gaining a qualification
- Andrea: Chisholm's Foundation College offers a valuable 6 week employability program. Skills and Jobs Centre services are available to all – regardless of visa status.
- Lawanya: employment services can help facilitate paid work trials which provide an opportunity for young people to showcase their skills and prove they can do the job

***Scenario 4: A young person has left school at year 10, and may have had poor attendance prior to that. They don't feel that learning is 'for them' and they don't have strong aspirations to seek employment.***

- Natasha: explore and understand the young person's school experience and why they feel learning is difficult. Pre-accredited

	<p>courses can offer opportunities to explore different avenues without affecting future funding/access to education support.</p> <ul style="list-style-type: none"> <li>• Ali: explore what the barriers are for this young person, and if there is a need to seek other supports such as counselling. Explore alternative learning environments and pathways – eg: apprenticeships.</li> <li>• Margot: has previously supported clients in similar circumstances to complete assessments for a Cert in General Education to build literacy and numeracy. Need to build confidence.</li> </ul> <p><b><u>Closing Comments</u></b> How can youth workers across the sector best guide young people in job seeking and enhancing work readiness?</p> <ul style="list-style-type: none"> <li>• Margot: Look at each individual, their strengths and any barriers. Help young people manage and understand their expectations of the world of work.</li> <li>• Ali: Encourage them to engage in job readiness workshops.</li> <li>• Natasha: Explore the range of services and programs available, and work with them.</li> <li>• Andrea: Help them find their passion.</li> <li>• Lawanya: Access free specialised employment services.</li> </ul>
<p><b>Information Sharing</b></p>	<p><b><i>Laurelle Mamontov, atWork Australia</i></b></p> <ul style="list-style-type: none"> <li>• atWork Australia is a provider of employment services for the Australian Government. Part of the Work Health Group, they deliver services under the Disability Employment Services, Vocational Training and Employment Centre and Career Pathway Pilot for Humanitarian Entrants programs.</li> <li>• Focus on addressing all barriers to employment, including a person’s beliefs about their ability to work. Provide practical support to help people with disability move into meaningful and sustainable jobs.</li> <li>• Eligibility criteria apply</li> <li>• Contact Laurelle on 8780 6700 or email <a href="mailto:lmamontov@workingarrangements.com.au">lmamontov@workingarrangements.com.au</a> (will change to <a href="mailto:lmamontov@atworkaustralia.com.au">lmamontov@atworkaustralia.com.au</a> after 1 July 2018).</li> </ul> <p><b><i>Andrea O’Bryan, Chisholm Skills and Jobs Centre</i></b> <b><i>Opportunities in welding</i></b></p> <ul style="list-style-type: none"> <li>• Working with a major local employer to address shortages in welding – will be offering 4 weeks paid training in welding with ongoing job opportunities to follow. Intakes to occur in May, June, July and August. Open to all ages.</li> <li>• Contact 9212 4909 for further information.</li> </ul> <p><b><i>Junior Melo, South East Community Links</i></b> <b><i>Research project – financial independence in CALD communities</i></b></p> <ul style="list-style-type: none"> <li>• Seeking women aged 21 years and older to participate in a workshop: 24 April for the Afghan community and 26 April for the Indian community. Interpreters and childcare available. Women will receive a \$50 gift voucher for their participation.</li> <li>• Contact Rachna on 9546 5255 for further information.</li> </ul>

***Jessica McKenna, Greater Dandenong Youth and Family Services***

***Unite Alliance***

- Group of GLBTI young people and their allies – meet weekly and develop projects that address inequality and discrimination.
- Now seeking new referrals of young people interested in becoming involved.
- For further information contact Steph or Jess at Youth and Family Services on 9793 2155

***Freeza Committee***

- Freeza is an event management committee for young people aged 12-25 years. This term the group will be planning youth activities at the Snowfest event to be held in July. Freeza provides opportunities to get involved in community events, develop skills in areas such as team work, communication and event management.
- For more information contact Jess or Bec at Youth and Family Services on 9793 2155.

***Kumari Pease, Skilling Australia Foundation***

***Dandenong Job Ready Program – starting June***

- SAF deliver free job ready programs over 2 weeks. The program is delivered in an interactive format, including industry visits. The program is followed by a week of work placement.
- Program starting in Dandenong in June. Targeting young people aged 15-24 years. To refer a young person or find out more, please contact Tim or Leanne on 1300 656 461 or email [vic@saf.org.au](mailto:vic@saf.org.au)

***Mary Koutzamis, Senswide Employment Services***

***Working Out – LGBTI Employment Service***

- Working Out is a specialised employment service for LGBTI people aged 15-65 years.
- Located in Frankston and Melbourne City
- Please visit the website for further information <http://www.senswide.com.au/content.asp?id=26&t=WorkingOUT&cid=3>

***Courtney Dunn, Southern Migrant and Refugee Centre***

***Youth programs***

- SMRC is a settlement services with a range of programs for young people including homework support and a school holiday program. Term 2 program brochure has now been released.
- Launching today are the Youth Creative Writing Awards and Youth Arts Prize. Both competitions have a focus on culture, community and journeys. Winners will be announced in Refugee Week.
- For more information contact Courtney on 0448 896 328 or [courtneyd@smrc.org.au](mailto:courtneyd@smrc.org.au)

	<p><b>Tracey Collins, Gamblers Help Southern</b></p> <ul style="list-style-type: none"> <li>• Representing Caroline Wareham at today's meeting</li> <li>• Gambler's Help Southern offers education programs for parents teachers and students.</li> <li>• For more information contact <a href="mailto:c.wareham@connecthealth.org.au">c.wareham@connecthealth.org.au</a></li> </ul> <p><b>Yohana Jury, Greater Dandenong Youth and Family Services</b></p> <p><b>Creators 4 Change</b></p> <ul style="list-style-type: none"> <li>• Recruiting young people aged 18 -25 years for a new program where they will have the opportunity to work alongside media professionals from Google and SBS to create a campaign addressing racism and discrimination. Participants will receive a \$100 gift card. Program commences net Friday 27 April.</li> <li>• Contact Yohana at Youth and Family Services for more information – phone 9793 2155 or <a href="mailto:yjury@cgd.vic.gov.au">yjury@cgd.vic.gov.au</a></li> </ul> <p><b>Kylie Wilmot, Greater Dandenong Youth and Family Services</b></p> <p><b>Accelerate</b></p> <ul style="list-style-type: none"> <li>• New event for young jobseekers aged 16-25 years. Young people will have the opportunity to meet with employers from a range of industries using a speed interviewing format. They will take part in an interview skills workshop with Chisholm Skills and Jobs Centre.</li> <li>• Initial event planned for 22 May, with further events planned for August and September.</li> <li>• Registrations essential and close 7 May – please contact Kylie on 9793 2155 or <a href="mailto:kylie.wilmot@cgd.vic.gov.au">kylie.wilmot@cgd.vic.gov.au</a>.</li> </ul> <p><b>Youth Positive Pathways Directory</b></p> <ul style="list-style-type: none"> <li>• The Youth Positive Pathways directory is an online resource listing youth youth service providers within the City of Greater Dandenong, Cardinia Shire and City of Casey.</li> <li>• New network members are encouraged to explore the directory at <a href="http://www.youthpositivepathways.com.au">www.youthpositivepathways.com.au</a></li> <li>• The directory is currently being reviewed and we are asking all service providers to check that the information provided about their service is current. To update your listing, or to add to the directory, please email <a href="mailto:positivepathways@cardinia.vic.gov.au">positivepathways@cardinia.vic.gov.au</a>.</li> </ul>
<p><b>Next Meeting</b></p>	<p><b>Date:</b> Thursday 7 June 2018  <b>Time:</b> 9.30am – 11.30am  <b>Theme:</b> Engaging Indigenous Young People  <b>Venue:</b> Dandenong Council Chambers – Level 2 225 Lonsdale Street, Dandenong  For further information or to RSVP please contact Kylie Wilmot, Youth Development and Community Engagement Officer on 9793 2155 or email <a href="mailto:kylie.wilmot@cgd.vic.gov.au">kylie.wilmot@cgd.vic.gov.au</a></p>

## ATTENDANCE LIST

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