



Government of **Western Australia**  
North Metropolitan **TAFE**



# Foyer Foundation Conference

**Michelle Hoad**



## An idea...

- Foyer Oxford is founded on the idea that *ending youth homelessness* can be achieved through a combination of *housing support* and access to *diverse training* and *sustainable employment*.



# Sustainable employment

- In today's world what does sustainable employment mean?
- How do we connect young people with a self-supporting career for them and their families, when they may have had
  - bad prior experiences with education;
  - few steady employment role models;
  - low skills and confidence; and
  - limited understanding of the current labour market.



# The Future of Work



- Automation
- AI
- Disruption
- Off-shoring
- The Gig Economy
- 3D Printing
- Ageing Population
- **10-15 jobs**
- **5-7 careers**



# Urban Myths (UMs)

- Lets explore Career Myths and TAFE Myths



# UM1 One career path for life...



# A student's perspective





# A more informed student perspective:





# Reality





# How do we understand “Career”



0-10

## UNIFORMS AND CARTOONS

- Fireman
- Policewoman
- Nurse
- Ballerina
- Construction worker
- Superhero
- Astronaut

10-15

## PERSONAL CONTACT

- Doctor
- Nurse
- Sports star
- Actor
- Musician
- Teacher
- Gamer
- Hairdresser
- Social Workers

15-20

## TRADITIONAL TRADES AND PROFESSIONS; SPECIALISATIONS

- Colourist or Cutter
- Enrolled Nurse or Registered Nurse
- Office worker
- Accountant
- Lawyer: civil; criminal; contract
- Chemist
- Engineer
- Electrician
- Plumber
- Journalists

20 –100

## INVISIBLE JOBS

- Economic development managers
- Laboratory technicians
- Environmental technologists
- Sound engineers
- Technicians
- Stylists
- Anaesthetic technicians
- Aged care workers
- Small Business Operators
- Tech start-ups
- App Developers
- Process Technicians
- Town Planners
- Analysts

30 – 100

## MID CAREER JOBS

- Surveyors
- Schedulers
- Project Managers
- Management
- WHS
- Editors
- Specialists
- Consultants
- Directors
- Producers
- Principals
- CEOs
- Freelancers
- Strategists



## UM 2 There aren't any jobs

- We have underemployment, but at the same time thousands of jobs left vacant
- ANZ Bank's job advertisements research indicates that the number of job vacancies on any given day is over 100 000. There is a mismatch between the people who are willing and the people who are able
- A 2015 Australian Industry Group Study found that 44% of companies had positions they could not fill

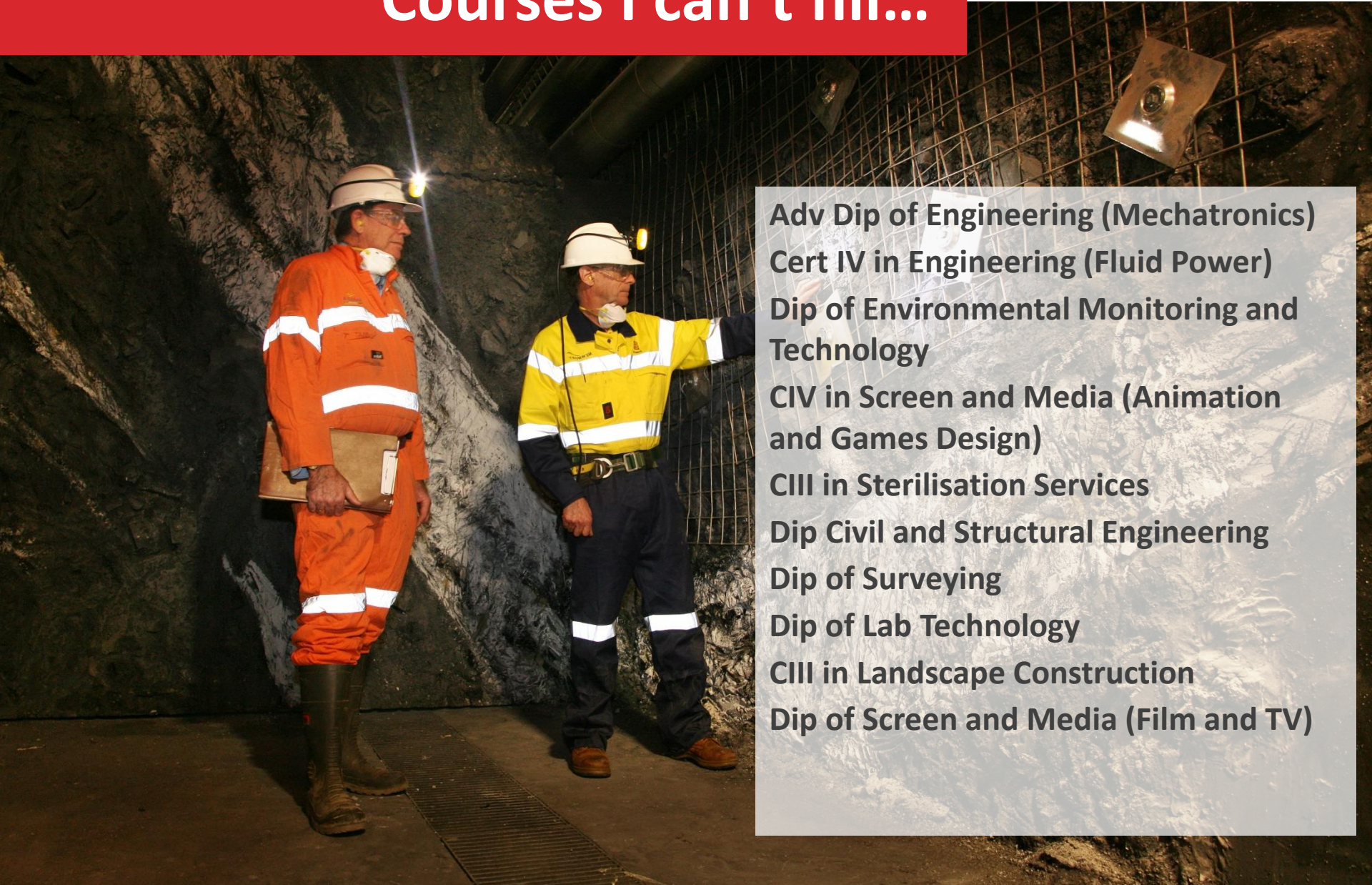


# The Catch

- A lot of these jobs are not in the fields you want them to be.
- Passion vs pragmatism



# Courses I can't fill...



**Adv Dip of Engineering (Mechatronics)**  
**Cert IV in Engineering (Fluid Power)**  
**Dip of Environmental Monitoring and Technology**  
**CIV in Screen and Media (Animation and Games Design)**  
**CIII in Sterilisation Services**  
**Dip Civil and Structural Engineering**  
**Dip of Surveying**  
**Dip of Lab Technology**  
**CIII in Landscape Construction**  
**Dip of Screen and Media (Film and TV)**



# UM3 TAFE follows student demand

- Our purpose is to deliver a supply of skilled workers into industry, business and government.
- Passion vs Pragmatism?



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# North Metro TAFE

Transforming lives,  
strengthening industry and  
community



[www.northmetrotafe.wa.edu.au](http://www.northmetrotafe.wa.edu.au)



# We aim to increase...



- ✓ Participation...
- ✓ Employability...
- ✓ Productivity...
- ✓ Aspiration...



# Job creation with local government



- Need another 2800 new jobs every year to support population
- Star performers of the past (construction; manufacturing; retail) to join emerging sectors of advanced manufacturing and engineering; clean technology; agribusiness



# Matching training to jobs



Opportunity	Career Entry	Career Transformers
Advanced Manufacturing	Engineering Mechatronics Engineering Fluid Power Civil and Structural Engineering Integrated Technology Systems	Programmable Logic Control (PLC) Mechatronics 3D Printing New materials
Clean Technology	Environmental Monitoring and Technology Dip Surveying	Building Information Modelling (BIM) Drone Technology
Agribusiness	AgriFood Processing and Operations Horticulture/Agriculture	Driverless Technology
Transport and Logistics	Warehousing Business Administration Logistics	Scheduling Project Management Estimating Driverless technology Proprietary Software

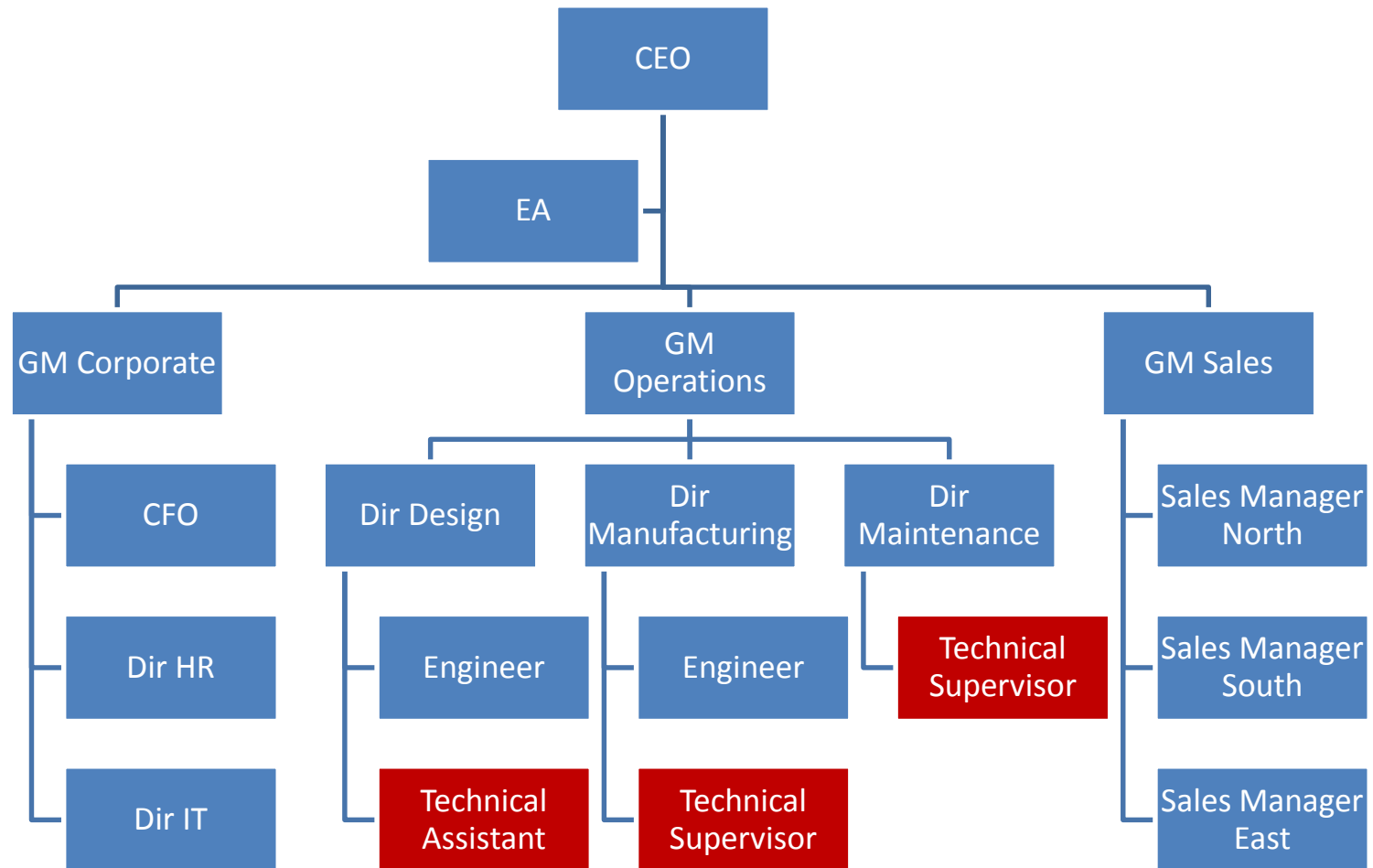


# UM4 The Qualification title will match the job title

- ...Technician  
...I rest my case



# Sample Structure





# UM5 TAFE is for school leavers at the start of their careers

- Students under 20 represent only 35 % of our enrolments.



# Career Morphing/Lifelong Learning

- 84000 people were retrenched in Australia between 2015-2016.
- Automation, disruption, demographic and consumer shifts, the gig economy will all see mature people seeking retraining. A four year degree is an impractical option for someone with a mortgage and a family.
- “If you are too old to learn then you are too old to earn”



# UM 6 I can't meet the entry requirements

- All TAFE courses have pathway/foundation skills opportunities as well as in WA we have team teaching for literacy and numeracy support. We want you to get there. You got this.



# UM7 TAFE is training people to get a job in a big company

- In WA 0.2% of companies are large
- 3% are medium (20-200)
- 10% are small (5-19 people)
- 25% are micro (1-4 people)
- 62% are sole operator



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# Sub-contractors, Artists, Services...





# Job Types



	Large Employer	SME	Owner/sole	Gig
Structure and rules	H	M	L-M	L
Flexibility	M	L-H	L-M	H
Conditions(eg sick pay, leave)	H	M	L	L
Pay	H	M-L	L-H	L-H
Social	H	H	L	M-H
Values	H	H	H	H
Income growth	H	M-L	L-H	L
Security	H	M-L	L-M	L
Autonomy and stretch	L	M-H	H	H
Suits Personality...	Conformist, insecure, shy, pleasant, easy going, reactive, prefers narrow defined range of responsibility; main breadwinner; career path; driven by security more than passion	Confident; pro-active; capable of a wide range of responsibility; limited career path;	Confident, proactive, likes wide range of responsibility, high orgl, marketing, and entrepreneurial skills, doesn't like to be told what to do	Confident Leaner; innovative; Family friendly, creative, not material Driven by passion more than security



# UM8 VET studies are simple, training workers for low pay jobs

- TAFE delivers complex programs, uniquely designed by industry and for industry, with contemporary equipment and operating platforms.
- TAFE graduates and employers are reporting high productivity – using 80% of what they trained in within the first 6 months.
- Stand aside DINKs, YUPPIES and CUBs, we now have DINCMs



# DINCMs

Decent Income, Networked Career Morphers





# UM9 TAFE is for qualifications

- Remember students under 20 represent only 35 % of our enrolments.
- Remember career morphing?



# Skill Sets/Mid Layer Career Opportunities

- STB predicts the economy will need more people with multiple qualifications across a range of industry areas with an adaptive capacity and an ability to deal with innovation and technology
- An AIS Study found that the greatest shortages were in the middle skilled categories: machinists, technicians, operators and craft positions that have traditionally offered stable middle class employment
- The gig economy provides opportunity for those to build income support through specialist skill sets, rather than full qualifications



# Sustainable Employment

**TAFE** can deliver the “what you know...



...and the who you know”



# Sustainable Employment

***Residents*** will need to develop the

- Understanding of the labour market
- Potentially boring career choices
- Soft employability skills
- Ability to navigate the unwritten rules of work



# An idea = the deal

