Pathways in Place
Co-Creating Community Capabilities

BRIMBANK

PROGRAMS + SERVICES NOT DESIGNED BY + WITH YOUNG PEOPLE

ORGANISATIONS CAN ENJOY REINVENTING THE WHEEL

DO WE ALL NEED TO BE A ONE-STOP-SHOP?

SERVICES, PROGRAMS & ORGANISATIONS FRAGMENTED

FUNDING MODELS CREATE COMPETITIONS BETWEEN ORGANISATIONS COMPETING FOR YOUNG PEOPLE AS CLIENTS

A SERVICE SNAPSHOT

128 ORGANISATIONS (ACTIVE IN YOUTH EDUCATION EMPLOYMENT + SKILL BUILDING)

69 EDUCATIONAL INSTITUTIONS

14 EMPLOYMENT AGENCIES

27 COMMUNITY GROUPS + SERVICES

104 PROGRAMS + SERVICES → 69% DELIVERED OUT OF BRIMBANK + SURROUNDS

YOUTH SERVICE

CAREER SUPPORT

YOUTH PROGRAM

TRAINING PROGRAMS

EMPLOYMENT SERVICES

SERVICE DUPLICATION

VOLUNTEERING IS GOOD BUT NOT AS GOOD AS PAID WORK

NETWORKS + WORK EXPERIENCE

BUILDING YOUNG PEOPLE'S ACCESS TO NETWORKS

THERE'S A LOT GOING ON

LEADERSHIP PROGRAMS MENTORSHIPS INTERNSHIPS

PATHWAY to EMPLOYMENT

IMPORTANCE of SOFT SKILLS — COMMUNICATION SKILLS

IMPORTANCE of SOFT INFRASTRUCTURE — RELATIONSHIP BUILDING

SOME MIGRANT COMMUNITIES HAVE STRONG BONDING NETWORKS (AMONG FAMILY + FRIENDS) BUT LESS DIVERSE BRIDGING NETWORKS (ACROSS COMMUNITIES + PLACES)

THE IMPORTANCE of MEANINGFUL WORK FOR SOME YOUNG PEOPLE.

IT'S A PROCESS OF SELF DISCOVERY

CAREER NAVIGATION IS A PROCESS

WORK EXPERIENCE

NEED A GREATER DIVERSITY OF WORK EXPERIENCE OPPORTUNITIES

NEED GREATER REPRESENTATION OF DIVERSITY IN WOMEN, CALD + YOUNG PEOPLE IN WORKPLACES

ROAD CLOSED

HIGHWAY OF OPPORTUNITIES

SOME YOUNG PEOPLE WANT MEANINGFUL EMPLOYMENT THAT CONNECTS WITH PERSONAL VALUES & INTERESTS

CHANGING NATURE of EMPLOYMENT

SHORT TERM CONTRACTS

SIDE HUSTLES

RANGE of JOBS

ALTERNATIVE WAYS TO MAKE MONEY

- BUSINESS
- SIDE HUSTLE
- INVESTMENT

6 MONTHS AFTER FINISHING SCHOOL

	BRIMBANK	VIC
APPRENTICESHIPS & TRAINEESHIPS	8%	9%
EMPLOYMENT	13%	20%
LOOKING FOR WORK	6%	4%
NOT IN EMPLOYMENT, EDUCATION OR TRAINING	1%	1%

TIPS & TRICKS FROM THE FIELD

YOUNG PEOPLE DO THEIR OWN RESEARCH ABOUT JOBS

61% of YOUTH LOOKING FOR WORK SPEAK AT LEAST ONE OTHER LANGUAGE OTHER THAN ENGLISH (20% more than across Greater Melbourne)

a) THE IMPORTANCE OF SOCIAL MEDIA TO NETWORKING

JOB SEARCH

OF 13 ACTIVE JOB EMPLOYMENT SERVICE PROVIDERS:

- 6 have ☆☆☆☆+
- 4 have ☆☆☆
- 3 have ☆☆ OR LESS

LACK OF JOB OPPORTUNITIES IN MANY INDUSTRIES

25m

DURING THE LOCKDOWNS YOUNGER PEOPLE WERE DISCONNECTED FROM PEERS & THEIR EDUCATION FROM, FURTHER STRESS & STUDIES INTERRUPTED.

YOUNG PEOPLE IN THE WORKFORCE WERE AMONG THOSE MOST FINANCIALLY IMPACTED WITH ALMOST HALF OF THOSE PAID IN THE INDUSTRIES CONSIDERED ECONOMICALLY VULNERABLE.

COVID

EMPLOYMENT

EMPLOYERS RELUCTANT TO GIVE "GREEN BEANS" A GO

ROAD WORKS

NEED TO CHANGE BUSINESSES MINDSET ABOUT YOUNG PEOPLE

WESTGATE TUNNEL PROJECT

MANUFACTURING

VU

WESTERN HEALTH

LOCAL GOVERNMENT

MELBOURNE AIRPORT

BUSINESS/EMPLOYERS NEED MORE TIME INTERESTED TO INTERACT WITH YOUNG PEOPLE

RAIL PROJECTS VICTORIA

POTENTIAL EMPLOYMENT PATHWAYS

DETOUR

DISCRIMINATION

EMPLOYMENT PRACTICES — FROM RECRUITMENT TO NSC, TO POLICE CHECK, CAN BE A BARRIER

STIGMA of THE WEST

CHILDREN IN FAMILIES WITH MOTHERS WITH LOW EDUCATION

CHILDREN IN JOBLESS FAMILIES

UNEMPLOYMENT HOTSPOT

LESS INTERNET CONNECTION

LOW INCOME HOUSEHOLDS

NO ACCESS TO CAR

SINGLE PARENTS

THE Need for POSITIVE STORIES

YOUNG PEOPLE RELY ON AND VALUE INFORMAL SUPPORTS

YOUTH SUPPORTS

YOUTH SUPPORTS

STIGMA of THE WEST

STORIES of COMMUNITY PRIDE

WHO IS LISTENING TO THE VOICE OF YOUNG PEOPLE?

YOUNG PEOPLE HAVE A LACK OF IDENTITY CAPITAL TO GAIN OPPORTUNITIES

DISCRIMINATION DETOUR

YOU NEED WORK EXPERIENCE TO GET WORK EXPERIENCE

STOP

GO

HAVE AN AWARENESS OF YOUR OWN VALUES + WORK MATCH + ETHICAL CONSIDERATIONS IN DIFFERENT PERSPECTIVES + COMMUNITIES

CULTURALLY APPROPRIATE Mentoring

SERVICE LANDSCAPE IS ONLY PARTIALLY VISIBLE TO YOUNG PEOPLE AND SERVICES

SOCIAL NETWORKS

NEIGHBOURHOOD HOUSES SHOULD BE MORE WELCOMING TO YOUNG PEOPLE

YOUNG PEOPLE STRUGGLE TO NAVIGATE

???? CAREER PATHWAY

MENTORSHIP ENCOURAGEMENT NETWORKS

YOUNG PEOPLE NEED SUPPORT TO SUCCEED!

BEWARE!

LACK of CONNECTIONS TO SUPPORT JOB SEEKING

WEIRD!

GOVERNMENT EMPLOYMENT SCHEMES TEND TO BENEFIT EMPLOYERS MORE THAN JOBSEEKERS

POOR INFRASTRUCTURE LIMITED ACCESS TO JOBS

PATHWAY to EMPLOYMENT

~208,000 population

~16,000 local businesses

~89,000 local jobs

SYDENHAM

KEILOR

ST ALBANS

DEER PARK

SUNSHINE

THERE ARE MANY DIFFERENT BRIMBANKS

JOBS HELD BY RESIDENTS

14.8% LABOURERS
14.5% PROFESSIONALS
13.9% TECHNICIANS/ TRADE WORKERS

COMMUNITY CONTEXT

LACK of IDENTITY CAPITAL TO GAIN OPPORTUNITIES

"WRONG" SUBURB

"WRONG" NAME

"WRONG" SCHOOL

STIGMA of THE WEST

POSITIVE STORIES OF THE WEST

VU GUARANTEE A PLACE FOR STUDENTS FROM BRIMBANK (from participating schools)

VU ONLY TAFE in BRIMBANK

FREE TAFE

LOWER THRESHOLD FOR COMMITMENT

TAFE + RTOs

JOBS

JOBS

JOBS

LINK TRAINING TO SKILLS

REGISTERED TRAINING ORGANISATIONS DOMINATE THE FURTHER EDUCATION SYSTEM

RTO

SERVICE ISSUES

SOME STAFF ARE NEGATIVE ABOUT RETURN TO WORK

IS ANYONE LISTENING TO YOUNG PEOPLE?

IMPORTANCE OF CHOICE IN WITH YOUNG PEOPLE

SOME YOUNG PEOPLE ARE DISENGAGED POST COVID

ACADEMIC SUCCESS HIGHLY VALUED by CALD (COMMUNITIES)

SWITCH DEGREES

3 UNIVERSITY EXPERIENCE PROGRAMS

NEED RESOURCES AND SUPPORTS FOR A GAP YEAR SO THAT YOUNG PEOPLE CAN WORK OUT WHAT THEY WANT

GAP YEAR STIGMA

SECONDARY SCHOOL

WRONG WAY

PATHWAY to FURTHER EDUCATION

YOUTH SUPPORTS

WE NEED A RAMP TO EMPLOYMENT

DISCRIMINATION

RETOWN

QUALIFICATION INFLATION

FURTHER EDUCATION

UNIVERSITY

INTERNSHIPS HELP YOUNG PEOPLE UNDERSTAND WHAT THE JOB INVOLVES

STIGMA of THE WEST

INTERNSHIP PATHWAY

SECONDARY SCHOOL

CAREER DEVELOPMENT STARTS IN YEAR 9

CAREER of THE FUTURE

VCAL

ATAR

PARTNERSHIPS BETWEEN SCHOOLS & COMMUNITY ORGANISATIONS TO PROVIDE WORK EXPERIENCE

CONGRATULATIONS

START HERE

PATHWAY to EMPLOYMENT

STIGMA of THE WEST

YOUNG PEOPLE WANT TO FEEL SAFE IN PUBLIC SPACE

BRIMBANK SCHOOLS
6 RELIGIOUS
1 PRIVATE
12 PUBLIC

MENTAL HEALTH

	BRIMBANK	VIC
POSITIVE PSYCHOLOGICAL WELLBEING (LOW LEVELS OF PSYCHOLOGICAL DISTRESS)	67%	68%

HOW WE COMPARE

	BRIMBANK	VICTORIA
VCE SCORE (/50)	29	29
NAPLAN VERBAL	88%	92%
NAPLAN NUMERACY	94%	96%
SCHOOL ABSENCES (/40)	21	22
SCHOOL ENGAGEMENT		
– FEEL CONNECTED TO SCHOOL	59%	62%
– FEEL CONNECTED TO PEERS	53%	55%

HOW WILL YOU TRAVEL?

DIFFERENT SPEAKING SCHOOLS

YOUNG PEOPLE WOULD LIKE SCHOOLS TO FACILITATE & ENABLE CONNECTION TO CULTURE & COMMUNITY PRIDE

VOICE FOR YOUNG PEOPLE

This system map was created by graphic artist Kirsten Moegerlein (www.kirstenmoegerlein.com) from insights on education and employment pathways provided by community stakeholders in Brimbank. www.pathwaysinplace.com.au

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