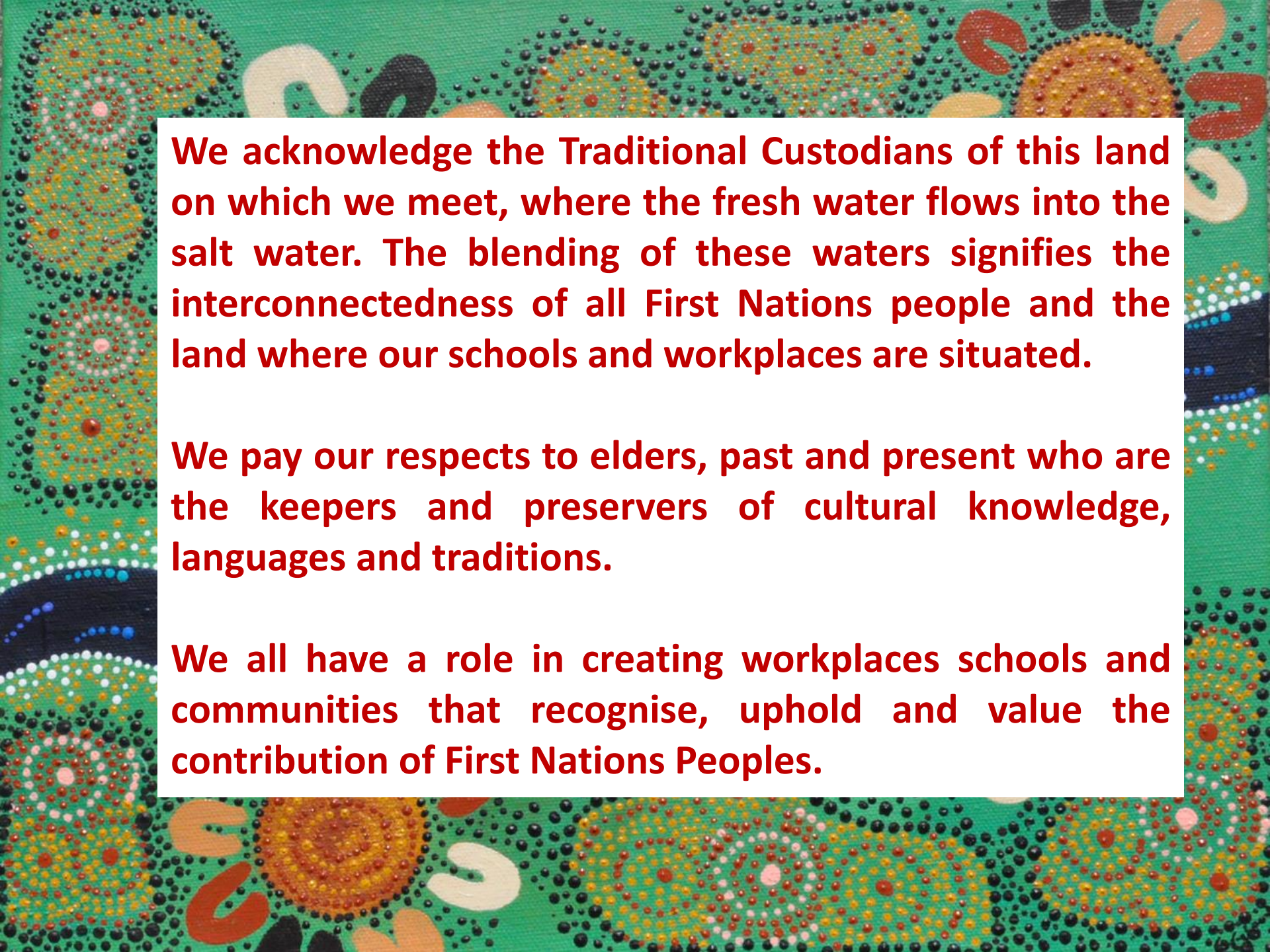


Work Inspiration: Connecting to the world of work, careers and employability

QASELCON2022

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We acknowledge the Traditional Custodians of this land on which we meet, where the fresh water flows into the salt water. The blending of these waters signifies the interconnectedness of all First Nations people and the land where our schools and workplaces are situated.

We pay our respects to elders, past and present who are the keepers and preservers of cultural knowledge, languages and traditions.

We all have a role in creating workplaces schools and communities that recognise, uphold and value the contribution of First Nations Peoples.

Our place in the space – alignment with strategic plan

- DOE | 2021-2025 Strategic Plan – in particular:
- Preparing young people for the future, evidence-informed decisions, place-based responses, embrace diversity, Inclusion, collaboration, overcoming disadvantage.

This strategic plan was reviewed in March 2022 and remains current.

Department of Education

Strategic plan

2021-25

Our purpose

We are giving all children a great start, engaging young people in learning, creating safe and inclusive workplaces and investing in communities for a stronger Queensland.

Our human rights commitment

We will create a stronger, fairer Queensland by respecting, protecting and promoting human rights in everything we do.

Acknowledgement of Country

The Department of Education acknowledges the Traditional Owners of the lands from across Queensland. We pay our respect to the Elders, past, present and emerging, for they hold the memories, traditions, the culture and hopes of Aboriginal and Torres Strait Islander peoples across the state.

For more information, see our [Commitment Statement](#).

Our vision

A great future for every Queenslander

We contribute to Queensland Government's objectives for the community by:



Safeguarding our health
and jobs by supporting wellbeing and safety in the early years and schools, communities and workplaces



Investing in skills
by educating young Queenslanders for the future of work and to prosper in the economy



Backing frontline services
and our diverse workforce by engaging healthy, safe and capable people across Queensland communities



Protecting the environment
for future generations by investing in energy-efficient and cleaner, greener technologies in schools and workplaces



Building Queensland
by creating jobs and driving fit-for-future investment in social infrastructure and technologies



Growing our regions
by driving economic prosperity and sustainable investment in services across our diverse and dispersed communities.

Our principles

Improvement
Balancing opportunity and risk in the pursuit of innovation and continuous improvement

Inclusion
Inclusive environments where diversity is valued, all are welcome and human rights protected

Collaboration
Genuine partnerships with communities, stakeholders, families and young people

Integrity
Accountability and commitment to the highest standards of ethical conduct and decision-making

Safety
Safe learning and working environments and practices that strengthen health and wellbeing for all.

Our challenges

Safety and wellbeing
Addressing complex issues impacting the wellbeing and safety of children, students, communities and our workforce

Overcoming disadvantage
Reducing the impact of disadvantage through targeted interventions and culturally appropriate support

Fit-for-future investment
Investing for future generations and responding to the needs of our dispersed and diverse communities

Contemporary practice
Leveraging technology and adapting our approach to advance teaching, learning and new ways of working

Building resilience
Strengthening our prevention and preparedness approach and building resilience for disruptive events and climate impacts.

Our opportunities

Prepare young people for the future
Building lifelong learning and the skills to prepare young people for the future of work

Evidence-informed decisions
Informing our approach using research, data and evidence to integrate new thinking into everyday practice

Place-based responses
Improving outcomes through the collaborative efforts of community, stakeholders, industry and government

Workforce culture and leadership
Developing leadership at every level and a skilled workforce to deliver quality outcomes for Queenslanders

Embrace diversity
Harnessing the experience, skills and perspectives of diverse cultures, languages, abilities and identities.

Strategic plan 2021-25



Safeguarding our health



Backing our frontline services



Investing in skills



Building Queensland



Protecting the environment



Growing our regions

A great start for all children

Setting critical foundations for learning and wellbeing for every child through quality early childhood education and services.



Our strategies

- Invest to support access to kindergarten for all children in the year before school
- Support positive transitions that are inclusive, collaborative and responsive to community needs
- Deliver fair, consistent and effective regulation
- Work with our partners and communities to reduce vulnerability and improve wellbeing prior to school
- Engage families to play an active role in their child's wellbeing and learning
- Support culturally responsive learning for Aboriginal and Torres Strait Islander children
- Enhance early childhood sector capability to implement inclusive, age appropriate and child-centred approaches through a skilled and qualified early years workforce
- Develop and implement funding and service delivery models to support children's wellbeing.

Our measures

- + Wellbeing and development prior to school
- + Kindy participation
- + Quality of early years services

Every student succeeding

Empowering confident and creative lifelong learners through a student-centred approach to learning and wellbeing.



Our strategies

- Empower every student to actively engage in learning of the Australian Curriculum and Queensland senior pathways, and achieve ongoing improvement each year
- Nurture student wellbeing so they are safe, valued and respected
- Engage learners through personalised, collaborative and integrated digital learning experiences
- Support schools to continually improve and make positive, evidence-informed decisions that support equitable learning opportunities for all students
- Engage families to play an active role in their child's learning and wellbeing
- Support culturally responsive learning for Aboriginal and Torres Strait Islander students through co-design with Indigenous students and communities
- Work with communities and across government to reduce vulnerability and strengthen outcomes for all students
- Support positive transitions from early education to school and further education, training and employment pathways.

Our measures

- + Learning outcomes
- + Parent satisfaction
- + Student retention
- + Post-school destinations

Building Queensland communities

Investing in services and infrastructure to respond to the needs of Queensland communities.



Our strategies

- Invest in educational infrastructure and services responsive to the needs of communities
- Renew state schools to meet diverse and contemporary teaching and learning needs
- Maintain and optimise school assets ensuring they are fit-for-purpose and value-for-money
- Collaborate with partners and across government to deliver integrated services that support cohesive communities
- Leverage technologies to improve equity and advance learning, teaching and working
- Strengthen service delivery outcomes through targeted and sustainable investment and efficient financial management.

Our measures

- + Financial management
- + Infrastructure investment

Safe and capable people delivering our vision

Developing the safety, wellbeing and capability of our people to deliver contemporary services for Queenslanders.



Our strategies

- Be an employer of choice with an inclusive, safe and capable workforce
- Strengthen cultural capability and employment pathways
- Build integrity and leadership capability at every level of our diverse organisation
- Support the health, safety and wellbeing of our staff in every workplace
- Design and deliver contemporary services in collaboration with communities and stakeholders
- Drive high performance and accountability through good governance and legislative compliance
- Enhance safety governance practices across the department.

Our measures

- + Workplace health and safety
- + Frontline service delivery
- + Employee engagement
- + Workforce diversity

Fair and safe workplaces and communities

Promoting fair pay and safe working conditions that provide stability and confidence for a strong economy.



Our strategies

- Uphold the rights of all Queenslanders to safe and healthy workplaces and communities
- Deliver fair, consistent and effective regulation
- Manage Queensland's industrial relations framework and lead public sector bargaining.

Our measures

- + Workplace and electrical incidents and injuries
- + Client satisfaction
- + Efficiency and effectiveness

A sustainable racing industry in Queensland

Supporting the viability and sustainability of the racing industry for the prosperity of Queensland communities, industry and regions.



Our strategies

- Administer the *Racing Act 2002* and manage community-focused programs and funding for infrastructure and country racing, including in regional communities
- Promote effective governance arrangements that support Racing Queensland to deliver its objectives.

Our measures

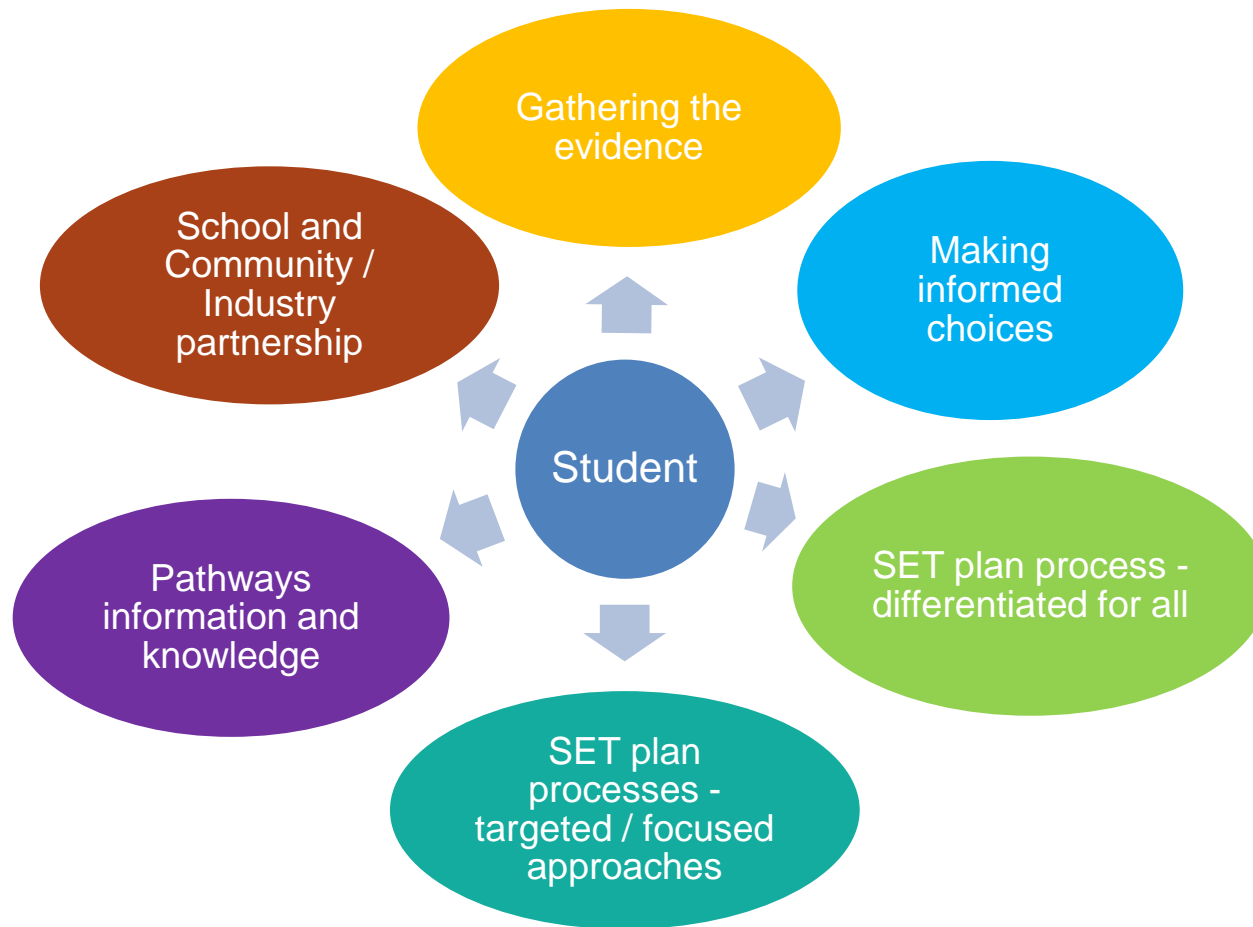
- + Efficiency and effectiveness

For more information, visit <https://qed.qld.gov.au/publications/strategies/strategic-plan>

[DoE: Pathways to a successful future Hub](#)
[DoE: Learning Phase Year 10-12](#)
[InclusionEd: Transition Planning](#)
[MyWayEmployability](#)

Student-focused approaches:

alignment with Work Inspiration



What is Work Inspiration?

- Supported by The Audi Australia Foundation and managed through the Smith Family, Work Inspiration builds careers knowledge, broadens students' perspectives and develops aspirations, whilst also inspiring employers to showcase their work and employment opportunities, engage with the future workforce and support their local community.
- An employer-driven Work Experience program for young people designed to inspire the next generation of Australia's work force.
- Provides opportunity for meaningful engagement and career conversations between employers, employees and young people – real stories of how careers happen.
- For students with diverse learning needs, it provides a real-life taste of what working in a particular industry is like.
- Current programs are delivered through a range of employers including:
 - McDonalds
 - Ag Aspirations
 - Hilton Hotels
 - Audie
 - SAP technology

The three insights of Work Inspiration

1. **All About Me:**

- Passions and interest of the individual is the starting point.
- Use of a workbook and activities, such as personality exploration.
- Use of an industry training specialists is beneficial.

2. **A look behind the scenes:**

- Students explore the wide variety and the scope of different jobs within an organisation.
- This occurs with each workplace visited, with guest speakers and research into the workplace.

3. **Careers happen:**

- Students hear stories of the many and varied career journeys employers and employees have made to get them to where they are today.

Work Inspiration sample schedule

- Workbook adjusted to suit the students and the industry.
- 3-4 workplace visits, based on students interests, skills and local workplace availability.
- 1 training provider day, e.g. TAFE.
- Celebration Day

Sample Day 1



Sample Day 1	Activity
9:00-11:30	Workbook
11:30-12:00	Lunch
12:00-12:30	Travel to first employer
12:30-2:15	Workplace visit
2:15-2:45	Return to school



Work Inspiration sample schedule

Day Two	Activity
9:00-9:30	Travel to second employer
9:30-11:30	Visit second employer
11:30-12:00	Travel or lunch
12:00-12:30	Travel or lunch
12:30-2:15	Third employer visit
2:15-2:45	Return to school
Day Three	Activity
9:00-9:30	Travel to third employer
9:30-11:30	Third employer visit
11:30-12:00	Travel or lunch
12:00-12:30	Travel or lunch
12:30-2:15	Training provider visit
2:15-2:45	Return to school

Celebration Day!

Day four	Activity
9:00-11:30	Students prepare presentations
11:30-12:00	Special guests arrive
12:00-1:00	Presentations
1:00-2:00	Lunch
2:15-2:45	Guests depart, clean up, pack up and return to school if more than 1 school is involved.

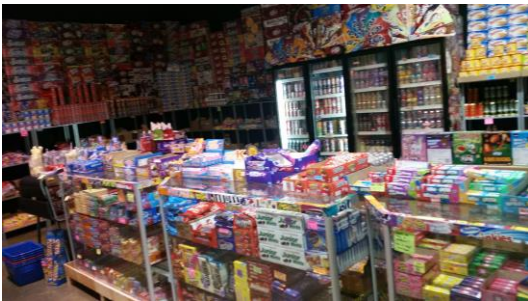
Who participates?



- Work Inspiration is suitable for anyone, however most of the examples provided focus on students living with disability.
- Students from a number of schools can participate together.
- Interested employers from any industry can participate. Consider recruiting employers within the school community.
- Include those employers who aren't able to have participants visit their workplace in the Celebration Day.
- Families/Carers, training providers, employment consultants, government departments, media, dignitaries can be engaged as part of the program in different capacities.

Employer visit sample schedule

- Meet and greet with the workplace contact – usually manager or assistant manager
- Overview of the workplace – employer shares some ‘inside knowledge’.
- **Careers Happen** conversation – manager shares their career journey including the ups, the downs and the right now.
- Tour the workplace and may include other career stories from employees.
- Employer may include students in a workplace activity if possible, e.g. making drinks, hanging merchandise.
- May include lunch.
- ‘Thank you’ from a student representative who has been prepared prior.
- Student reflection and discussion.



The training provider

- Always include a training provider that can share pathway information to the industries visited.
- Provides an overview and helps to complete the story of what has been experienced.
- Demystifies training providers and opens the door to further learning.



Costs associated with Work Inspiration?

- Time to plan and deliver the program.
- Transport
- Printing of workbooks
- Food and drinks.

Considerations:

- To whom:
 - Deliver end of Year 9 in preparation for Year 10 SET planning?
 - Year 10 during exam block?
- How:
 - Three or Four consecutive days?
 - One day each week for four weeks?

Celebration Day!

Don't skip this as it is an integral part of the overall program.

- Students:

- assist with inviting guests, employers, training providers, school staff and families/carers.
- assist with set up of the food and presentation area.
- prepare a presentation, focusing on who they saw and heard and who inspired them the most. Presentations are usually in a PowerPoint presentation, but students can use any format.
- work individually or in groups
- receive a copy of all photographs taken during the program.

- School staff:

- introduce each student presentation
- organise the certificate of attendance and a dignitary to hand them out to each student.
- organise food, drinks and possibly a cake!

Contacts:

- Work inspiration:
 - [Work inspiration - Smith Family](#)

Our contacts:

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