

IMPLEMENTATION PLAN

for the

SCHOOL TO WORK TRANSITION STRATEGIC PLAN 2007 – 2009



THE VISION

All students make a successful transition from school to work, training and further education so they can actively participate in the economic and social development of the NT.

CRITICAL SUCCESS FACTOR: A coordinated and targeted approach to policy, planning and provision				
ACTION STRATEGIES	KEY TASKS	PERFORMANCE TARGETS	KEY DRIVER	FUNDING SOURCE
Develop/revise Department of Employment, Education and Training policies and processes	Revision of relevant policies: - Career Advisers - Structured Work Placement - School-Based Apprenticeships and Traineeships - Vocational Education and Training in Schools to ensure all students are provided with programs and/or support to make a successful transition from school to work, further training and/or higher education. Particular attention will be paid to provision for students at risk of not making a successful school to work transition ¹ - Occupational health and safety including the achievement of competencies relevant to employment and/or vocational training and studies undertaken at either school or within the work environment	Policies reviewed by December 2007	Teaching Learning and Standards, Employment and Training, NT WorkSafe	Core budget Teaching Learning and Standards, Employment and Training, NT WorkSafe
	Review roles and composition of Vocational Education and Training in Schools Strategic Planning Committee and Portfolio Principals	Reviews completed by December 2007	Employment and Training	Core budget Employment and Training
	Develop frameworks for working with Careers Advice Australia ² and Australian Technical College	Frameworks developed within six months of establishment	Teaching Learning and Standards, Employment and Training	Core budget Teaching Learning and Standards, Employment and Training
	Develop guidelines for schools to work with industry and registered training organisations	Guidelines developed by December 2007	Teaching Learning and Standards	Building Better Schools Project

¹ Includes Indigenous students, students with disabilities and/or early school leavers or students who may need to be re-engaged with learning or training.

² Career Advice Australia is a Commonwealth Government initiative that includes Structured Workplace Learning, Career and Transition Support and Adopt a School Programs.

DEPARTMENT OF EMPLOYMENT, EDUCATION AND TRAINING

ACTION STRATEGIES	KEY TASKS	PERFORMANCE TARGETS	KEY DRIVER	FUNDING SOURCE
	Work with People and Learning Division and Australian Education Union to provide more flexibility in school staffing	Discussions commence 2007	Deputy Chief Executive Planning and Resources	Core budget Department of Employment, Education and Training
Develop flexible structures and processes to allow for expanded learning pathways	Conduct school timetabling summit with Principals, Assistant Principals and business/industry representatives	Summit conducted by September 2007	Employment and Training, Teaching Learning and Standards	Building Better Schools Projects
	Provide models and incentives for more flexible timetables	Models developed by December 2007	Teaching Learning and Standards, Employment and Training	Building Better Schools Projects
	Work with schools to expand the number and type of subjects on offer to achieve an equal balance between vocational education and training and higher education choices	Expanded range of subject choices by June 2009	Teaching Learning and Standards	Core budget Teaching Learning and Standards
Allocate resources to reflect student, industry, community and NT Government priorities	Revise funding allocation model for vocational education and training in schools to allow for: <ul style="list-style-type: none"> - greater continuity of programs - meet skill shortages and labour demand at community and NT level - achievement of work related occupational health and safety competencies - provide access to a wider range of training opportunities, including training relevant to employment opportunities in remote communities - access and support for students at risk of not making a successful school to work transition 	New funding allocation model by June 2007	Employment and Training, NT WorkSafe, Vocational Education and Training Portfolio Principals	Core budget Employment and Training

DEPARTMENT OF EMPLOYMENT, EDUCATION AND TRAINING

ACTION STRATEGIES	KEY TASKS	PERFORMANCE TARGETS	KEY DRIVER	FUNDING SOURCE
	Require schools to supplement vocational education and training in schools funding with core funding in accordance with vocational education and training student participation rates	Increased % of school core funding committed to vocational education and training by December 2008	Schools	Core budget Schools
	Schools to allocate increased staff resources and professional learning support for delivery of vocational education and training programs (within existing budgets)	Increased staff resources to vocational education and training and support for professional learning by December 2008	Schools	Core budget Schools

CRITICAL SUCCESS FACTOR: Access to and provision of a range of high quality and flexible learning, training, career and employment opportunities				
ACTION STRATEGIES	KEY TASKS	PERFORMANCE TARGETS	KEY DRIVER	FUNDING SOURCE
Expand the range of learning pathways	Promote Senior Secondary Assessment Board of South Australia vocational education and training to schools, teachers, students and community	Increased uptake of Senior Secondary Assessment Board of South Australia vocational education and training approved courses annually	Teaching Learning and Standards, Senior Years Team	Core budget Teaching Learning and Standards
	Expand enterprise education in schools	Enterprise grants programs developed and implemented by December 2006	Teaching Learning and Standards	Building Better Schools Projects
	Increase vocational and hands-on learning opportunities in middle years	Greater range of vocational and hands-on learning by June 2009	Career Advisers, Teaching Learning and Standards, Middle Years Team	Building Better Schools Projects
	Develop assessment frameworks for literacy and numeracy to support vocational learning	Frameworks developed and available by January 2008	Teaching Learning and Standards	Core budget Teaching Learning and Standards
	Prioritise vocational education and training funding for employability skills programs and other targeted vocational education and training courses for students at risk of leaving school	Increased participation in vocational education and training by students at risk by January 2009	Employment and Training	Core budget Employment and Training
	Provide increased support for students with disabilities to participate in vocational education and training in school programs	Increased participation in vocational education and training by students with a disability by June 2009.	Student Services, Schools	Schools budget, Literacy Numeracy and Special Needs Support funding
	Develop and implement strategies to promote vocational education and training as a valued learning pathway	Increased number of vocational education and training enrolments in senior years	Employment and Training	Core budget Employment and Training

DEPARTMENT OF EMPLOYMENT, EDUCATION AND TRAINING

ACTION STRATEGIES	KEY TASKS	PERFORMANCE TARGETS	KEY DRIVER	FUNDING SOURCE
Improve access to vocational education and training, vocational and enterprise learning in Community Education Centres and collaborative trial sites	Develop and implement literacy and numeracy mainstream programs to support student participation in vocational education and training	Programs developed by December 2008	Senior Years Project Managers, Teaching Learning and Standards	Core budget Teaching Learning and Standards
	Increase the use of distance learning methodology in the delivery of vocational education and training, vocational and enterprise learning to remote schools.	Ongoing	Schools, Employment and Training	Core budget Schools, Registered Training Organisations
	Prioritise funding for enterprise learning grants in remote communities	Grants allocated by December 2006	Teaching Learning and Standards	Building Better Schools Projects
	Examine feasibility of community-based Workready programs	Feasibility study completed by June 2008	Employment and Training	Building Better Schools Projects
	Redesign the Training for Remote Youth program to meet increased demand for vocational education and training in remote schools	Redesigned Training for Remote Youth program by December 2007	Employment and Training	Training for Remote Youth funding
	Utilise the range of existing funding sources to allow for increased flexibility, viability and continuity of vocational education and training programs	Develop and fund programs that provide continuity by February 2008	Employment and Training	Core program budgets Employment and Training
	Link pre-employment programs to community needs	Ongoing as needs identified	Employment and Training	Building Better Schools Projects
Improve access to School-Based Apprenticeships and Traineeships	Encourage greater focus of current group training providers on School-Based Apprenticeships and Traineeships	Increased number of School-Based Apprenticeship and Traineeship placements annually	Employment and Training	Core budget Employment and Training
Improve access to work related Occupational Health and Safety competencies	Review and update Occupational Health and Safety vocational education and training programs for school aged students to encourage improved occupational safety skills, attitudes and improved performance as part of vocational preparation	Audit and assist rewriting of OHS modules to be undertaken in NT Board of Studies approved VET courses available to Years 10—12 students	Employment and Training, NT WorkSafe	Core budget Employment and Training, NT WorkSafe

DEPARTMENT OF EMPLOYMENT, EDUCATION AND TRAINING

ACTION STRATEGIES	KEY TASKS	PERFORMANCE TARGETS	KEY DRIVER	FUNDING SOURCE
	Expand the Workready ³ program into more high schools	Program expanded to two additional schools in 2007, 2008 and 2009	Employment and Training, Schools	Workready funding
	Target industry and business groups to increase participation in School-Based Apprenticeship and Traineeship program (employer placements)	Industry focused communication strategy developed for implementation in January 2008	Employment and Training, Group Training Companies	Core budget Employment and Training
Access to quality career advice and support	Establish professional career advice service in all schools	Establish professional learning program in 2007	Teaching Learning and Standards	Core budget Teaching Learning and Standards
	Provide opportunities for business/industry involvement in professional development for career advisers	Conduct regular school/industry forums	Teaching Learning and Standards	Core budget Teaching Learning and Standards
	Establish industry networks for careers advisers to enable them to maintain relevant industry knowledge	Commence 2007 and ongoing	Employment and Training, Teaching Learning and Standards	Core budget Employment and Training, Teaching Learning and Standards
	Develop and implement project to provide mentorship to students: - identify career and learning pathway - support the development of individual transition plans	Project commenced June 2006	Teaching Learning and Standards	Building Better Schools Pathways Mentorship Project

³ Work ready Program: formerly known as the Pathways Program

CRITICAL SUCCESS FACTOR: Skill shortages and labour demand are a priority				
ACTION STRATEGIES	KEY TASKS	PERFORMANCE TARGETS	KEY DRIVER	FUNDING SOURCE
Focus activity on areas of skill shortage and labour demand	Utilise <i>Workforce NT</i> reports to inform on skill shortages and labour demand	Release 2006 report, reports provided annually	Employment and Training	Core budget Employment and Training
	Utilise existing networks to gather and disseminate advice on areas of skill shortages and labour demand	Disseminate advice annually	Employment and Training	Core budget Employment and Training
	Use Careers Expo, Worldskills and Try-a-Trade to promote career pathways in areas of skill shortage and labour demand	Increased attendance by students at Career Expos, Worldskills and Try-a-Trade	Career Advisers	Core budget Schools
	Promote career pathways in schools to address skill shortages and labour demand	Greater awareness of skill shortage career opportunities by career advisers	Career Advisers, Teaching Learning and Standards	Core budgets Teaching Learning and Standards, Schools
	Promote closer focus on occupational health and safety programs to address a workplace culture that pays inadequate attention to improving workplace related safety and injury prevention skills acquisition	Greater awareness of need to reduce incidence and severity of work related injury, disease and fatalities	Career Advisers, Teaching Learning and Standards, NT WorkSafe	Core budgets Teaching Learning and Standards, Schools, NT WorkSafe
	Link Department of Education, Science and Training ⁴ and Department of Employment and Workplace Relations initiatives to target areas of skills shortage and labour demand	Discussions commence 2007 to develop strategies for 2008	Employment and Training, Teaching Learning and Standards	Core budget Employment and Training, Teaching Learning and Standards

⁴ Includes Regional Industry Career Advisers, National Industry Career Specialists, the Local Community Partnerships and other Careers Advice Australia initiatives.

DEPARTMENT OF EMPLOYMENT, EDUCATION AND TRAINING

ACTION STRATEGIES	KEY TASKS	PERFORMANCE TARGETS	KEY DRIVER	FUNDING SOURCE
Industry and business take an active role in attracting young people to areas of skill shortage and labour demand	Investigate expansion of Try-a-Trade to include remote areas, based on local need	Commence investigation 2007	Employment and Training	Core budget Employment and Training
	Encourage industry and Training Advisory Councils to participate in Try-a-Trade, Worldskills and Careers Expos to highlight potential employment opportunities	Annually, as events occur	Employment and Training	Core budget Employment and Training
	Hold targeted meetings with industry organisations to advise on and address issues regarding skills shortages (including training options) and occupational licensing	Schedule of meetings developed and implementation commenced by June 2007	Employment and Training, NT WorkSafe	Core budget Employment and Training, NT WorkSafe
Work with stakeholders to provide an expanded range of learning pathways	Work with Senior Secondary Assessment Board of South Australia to expand pathways (including implementing any changes from the South Australia Certificate of Education Review)	Expanded and more flexible learning pathways by 2008	Teaching Learning and Standards	Core budget Teaching Learning and Standards
	Expand and strengthen partnerships between schools, NT WorkSafe, industry and not-for-profit organisations	Increased partnerships between schools, NT WorkSafe, industry and not-for-profit organisations	Teaching Learning and Standards, Schools, NT WorkSafe	Building Better Schools Projects
	Collaborate with key Department of Education, Science and Training personnel to drive key Department of Education, Science and Training initiatives	Commence discussions by June 2007	Employment and Training, Teaching Learning and Standards, Schools	Core budget Employment and Training, Teaching Learning and Standards
	Collaborate with key Department of Employment and Workplace Relations personnel to drive key Department of Employment and Workplace Relations initiatives	Commence discussions by June 2007	Employment and Training, Teaching Learning and Standards, Schools	Core budget Employment and Training, Teaching Learning and Standards
Develop partnerships between local business, industry and schools in remote areas	Employment and Training and Teaching Learning and Standards Divisions work collaboratively with schools, town councils, not-for-profit organisations and CDEP to identify and build local partnerships	Local partnerships established in Community Education Centres with secondary provision and collaborative trial sites by 2008	Employment and Training, Teaching Learning and Standards	Building Better Schools Projects
	Develop strategies to support and assist Indigenous school leavers in obtaining employment or to undertake further education and training	Strategies developed by December 2007	Remote Schools Policy and Services, Employment and Training	Core budget Remote Schools Policy and Services, Employment and Training

CRITICAL SUCCESS FACTORS: Active engagement and involvement of all client stakeholder groups; clients and stakeholders accept and implement change

ACTION STRATEGIES	KEY TASKS	PERFORMANCE TARGETS	KEY DRIVER	FUNDING SOURCE
Students select, design, track and reflect on their career and learning pathways	Expand career education programs in the middle years	Expanded programs by 2008	Teaching Learning and Standards	Core budget Teaching Learning and Standards
	Students work with mentors to develop a transition plan	Develop and implement pathways mentorship project by December 2008	Teaching Learning and Standards	Building Better Schools Project
	Work with stakeholders to identify and introduce training, higher education, employment and career pathways and options for Indigenous students (Indigenous Education Strategic Plan 2006-2009)	Ongoing	Remote Schools Policy and Services, Employment and Training, Teaching Learning and Standards	Core budgets Remote Schools Policy and Services, Employment and Training, Teaching Learning and Standards
	Students access and participate in Careers Expo, Worldskills and Try-a-Trade	Increase student participation in annual promotion activities	Career Advisers	Core budget Schools
	Establish specific career education programs for indigenous students, Community Education Centres and collaborative trial sites	Programs established by December 2007	Teaching Learning and Standards, Career Advisers	Core budget Teaching Learning and Standards, Schools
Build the capacity of Department of Employment, Education and Training school and office based-staff and Registered Training Organisations to provide a range of learning opportunities and professional support	Provide professional learning to Registered Training Organisations on strategies for: <ul style="list-style-type: none"> - teaching young people - meeting literacy and numeracy demands of their students - improving focus on work related occupational health and safety and related occupational licensing requirements - meeting additional/specialist learning needs 	Workshops conducted by December 2007	Teaching Learning and Standards, Senior Years Team, NT WorkSafe	Building Better Schools Projects

DEPARTMENT OF EMPLOYMENT, EDUCATION AND TRAINING

ACTION STRATEGIES	KEY TASKS	PERFORMANCE TARGETS	KEY DRIVER	FUNDING SOURCE
	Implement professional learning sessions on industry and business for Career Advisers and vocational education and training coordinators	Sessions commenced June 2006 and ongoing	Teaching Learning and Standards	Building Better School Projects, Core budget Teaching Learning and Standards
	Prepare paper for Department of Employment, Education and Training Executives on re-introduction of teacher in industry program	Paper presented by June 2007	Employment and Training, Teaching Learning and Standards	Core budget Employment and Training, Teaching Learning and Standards
	Negotiate with Charles Darwin University to incorporate elements of career development, occupational health and safety and vocational education and training into pre-service teacher training	Commence negotiations at Teachers Education Forum in 2006	Teaching Learning and Standards, NT WorkSafe	Core budget Teaching Learning and Standards
Increase parental support	Expand promotion of vocational education and training at system and school level through targeted campaigns and strategies for greater recognition	Targeted campaign aimed at parents to educate about career pathway options.	Employment and Training, NT WorkSafe	Building Better Schools Project
Expand recognition of success	Prepare paper for NT Board of Studies recommending inclusion of vocational education and training in NT Board of Studies annual awards presentation	Paper completed by December 2006	Teaching Learning and Standards	Core budget Teaching Learning and Standards
Increase industry and business involvement in school to work transition	Conduct professional learning on Generation Y for industry associations, career advisers and other stakeholders	Workshops conducted 2007 and then annually	Teaching Learning and Standards, NT Chamber of Commerce and Industry	Building Better Schools Project

DEPARTMENT OF EMPLOYMENT, EDUCATION AND TRAINING

ACTION STRATEGIES	KEY TASKS	PERFORMANCE TARGETS	KEY DRIVER	FUNDING SOURCE
	Conduct information sessions and/or develop information packages for Generation Y on industry and business expectations in the workplace	Information sessions and/or packages developed in 2007 then annually	Employment and Training, Teaching Learning and Standards	Core budget Employment and Training, Teaching Learning and Standards, external funding sourced

CRITICAL SUCCESS FACTOR: Evidence base for our work				
ACTION STRATEGIES	KEY TASKS	PERFORMANCE TARGETS	KEY DRIVER	FUNDING SOURCE
Monitor and evaluate progress	Identify or establish data sets and collect base-line data to use in measurement and evaluation	Data identified and established by December 2007	Business Planning and Information Division, Teaching Learning and Standards, Employment and Training	Core budgets Teaching Learning and Standards, Employment and Training, Business Planning and Information
	Expand student destination survey to include all government and non-government schools for Year 10, 11 and 12 school leavers	First survey completed by December 2007 then annually thereafter	Business Planning and Information Division, Employment and Training, Teaching Learning and Standards	TBA
	Utilise data from destination surveys to inform school improvements and Department of Employment, Education and Training policy development and resource allocation	Commence 2008 onwards	Teaching Learning and Standards, Employment and Training, Schools, Schools Division	Core budgets Teaching Learning and Standards, Employment and Training, Schools Division
	Hold regular meetings between business, industry and Department of Employment, Education and Training to review progress on initiatives	Employment and Training and Teaching Learning and Standards Divisions conduct stakeholder meetings annually to review progress	Employment and Training, Teaching Learning and Standards	Core budgets Employment and Training, Teaching Learning and Standards
	Quarterly Building Better Schools Projects (Schedule B) reporting on performance targets	Reports commenced January 2006 and ongoing	Business Planning and Information Division	Core budget Business Planning and Information Division