



Who we are

The Managed Individual Pathways Program is brokered and housed at the Northern Central Local Learning and Employment Network (NCLLEN). LLENs are geographically focused, incorporated non-government associations, made up of education and training providers, business, industry, community agencies, and parent and family organisations. They create strategic partnerships that identify young people at risk of disengagement, address the reasons for that risk, and create better education and transition pathways.

Visit our website www.ncllen.org.au or contact us on 03 5491 1144.

Why it works

Our program works because ...

... by joining up, schools can fund a regional pathways management specialist that individual rural schools could not. This brings in expertise that teachers may not have – around the labour market, pathways, and specific options for young people with a disability or other needs.

"We value our MIPs model. Our young people get much more in the way of pathways support through this model than they would if we had to deliver something independent of the partnership"

(Executive Principal Charlton P-12 College and Trade Training Centre)

... young people appreciate having a trusted person from outside their schools and families to talk to about their futures and careers. Having an external champion who builds relationships with young people is critical to our success.

"It was good to have someone different to talk with."

... the Pathways Coordinator works out of the Local Learning and Employment Network – a Victoria wide network of organisations – which allows them to link students and schools to a broad range of opportunities, including support services, personal development opportunities, work experience, further education opportunities, and community and leadership programs.

"MIPs was very helpful as I had no idea what I wanted to do. It helped a lot."



Are you a young person?

Jump online and start exploring at these great careers sites. The first is made by young people <https://year13.com.au/>. The second links to real time jobs you can explore <https://myfuture.edu.au/>.

Like us on Facebook to stay in touch www.facebook.com/north.llen.



Preparing our young people for the world of work after school.

CAREERS EDUCATION THAT WORKS

For further information please contact:

North Central Local Learning and Employment Network

Phone: 03 5491 1144

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PO Box 12 (9c High St)

Charlton 3525



The Managed Individual Pathways Program in rural Victoria

Joint funded by North Central Local Learning and Employment Network, **Charlton College**, Wycheproof P-12 College, St Arnaud Secondary College, Donald High School, Birchip P-12 School, Boort District P-12 School, Pyramid Hill College, East Loddon P-12 College and Wedderburn College





Young people are moving into a rapidly changing world of work

Automation is transforming work, and making jobs more flexible than ever before. Technology will automate around 40% of all jobs, including 60% in regional areas and 70% of entry level jobs, over the coming decades. New jobs will be created – more than half our current preschool students will work in jobs that don't exist yet¹. But change is making the transition from school to work more difficult for young people and it is now taking young Australians an average of 4.7 years to move from full time education to fulltime work – up from 1 year for their parents (in 1985)². We need to help young people prepare for change.

What do they need?

A good education and skills they can take across jobs - even ones that don't exist yet.

New work is increasingly high-skilled and finishing school is still related to better and higher paid work. Increasingly employers are looking for a set of generic skills on top of those related to a specific field. These include digital skills, communication, project management, creativity, critical thinking, and interpersonal skills³.

Job search skills, work experience, and networks with the world of work.

While at school young people need to work out what they enjoy and might be good at, and the pathways that could get them to jobs that suit them. They do not need to know exactly what they want to do. But they need practical job search skills and work experience. These resources exist in our communities – but are not always visible and available to help young people out.

Our individual plans help young people plan for success

We give students career planning support over their final three years of school.

We provide every Year 10 student with a careers specialist – a Pathways Coordinator – to help them develop a pathways plan, select subjects, get involved in activities outside school, and make a positive transition from school to further education, training or employment up to 24 months after leaving school.

¹ World Economic Forum (2016) webpage: <http://reports.weforum.org/future-of-jobs-2016/>.

² Foundation for Young Australians (2015) New Work Order: Ensuring young Australians have skills and experience for jobs of the future, not the past. FYA: Melbourne.

³ Deloitte Access Economics (2017) Soft Skills for Business Success. DeakinCo: Sydney.

What we do



1

In Year 10 we meet students one-on-one and do a “get to know yourself” exercise to start an individualised plan.

Planning involves helping young people develop exploration skills so they can know “how would I learn about/become/experience this career”. Plans can involve:

- examining career possibilities and the skills required
- subject and VCAL/VCE selection from Year 10
- job search skills such as resume writing and mock interviews
- work experience or community contribution such as volunteering or coaching, and
- personal development assistance, including getting a license for transport.

At this stage, we extend an invitation to parents to become involved in discussions too.

“MIPs was fantastic, as I was very unsure about my options. I kept changing my mind so MIPs was very beneficial.”

“MIPs helps students see the wide world around them.”



2

We then discuss opportunities for young people with school staff and link students to other programs.

These can include structured programs, SWL, or support services for students at risk of leaving early or who need extra support. It might also involve work experience, or anything a young person is interested in that will help them in life and work.

“It was good to talk about a homework schedule for my apprenticeship.”

“MIPs helped me think about back up plans.”

3

Closer to the end of school, we facilitate and support education and training information sessions and VET selections.

We bring universities into our area to talk to students, provide information on scholarships, support parent information nights, support accommodation options for students going to tertiary institution open days, help write applications, and support students with preference changes.

“MIPs was really great for talking with Universities and about courses.”

“MIPs was a fantastic help. It was difficult to work things out. I wouldn't have been bothered filling out the forms if I had to do it on my own.”



4

We maintain a Facebook page to keep in touch with all our students, families and schools.

We keep in touch with young people and post relevant information on education and careers both during and beyond their final years of schooling.

We are making a difference

Our program is highly valued.

For the more than ten years the program has been in place, it has consistently been rated ‘high value’ by principals. They report the model is effective and delivers positive outcomes for students. Students also report the program helps them determine options and pathways.

More young people are completing school and transitioning into further education or work.

Between 2006 and 2011 the rural areas we cover had some of the biggest increases in Year 12 completion across Victoria: 1st (Northern Grampians), 6th (Loddon) and 13th (Buloke). For rural areas with no TAFE/university and declining employment, we also have high rates of students going on to further study or training or employment.

