

Workforce for the future

Attract, Train & Retain skilled workers.



Our region



YARRA RANGES

LARGEST INDUSTRIES BY EMPLOYMENT (2021):

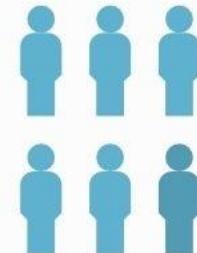
- 14.9 %** Construction
- 13.1 %** Health Care & Social Assistance
- 9.5 %** Education & Training
- 9.0 %** Retail Trade
- 8.4 %** Manufacturing

LARGEST AREA,
SMALLEST
POPULATION DENSITY

Our regions Youth population is
growing.
By 2036 there will be:

26% more 18-25 year-olds

20% more 10-17 year-olds



46% of employed 15-17-year-old's in the OELLEN region work in the Accommodation and Food Services industry



Only 12.7% of 18-25-year-olds in the OELLEN region work in Accommodation and Food Services roles with many moving to retail & construction

WHY ARE THEY SWITCHING?



PROUD
LEGACY

20.5% Of OELLEN residents
have a vocational qualification
compared to
14.8% in greater Melbourne



13.5 % of 18-25 year olds in our region report experiencing a mental health condition

Our region

PROJECTED EMPLOYMENT GROWTH BY INDUSTRY, NOVEMBER 2021 – NOVEMBER 2026

Four industries are projected to provide almost two-thirds (65.4%) of the total projected employment growth:

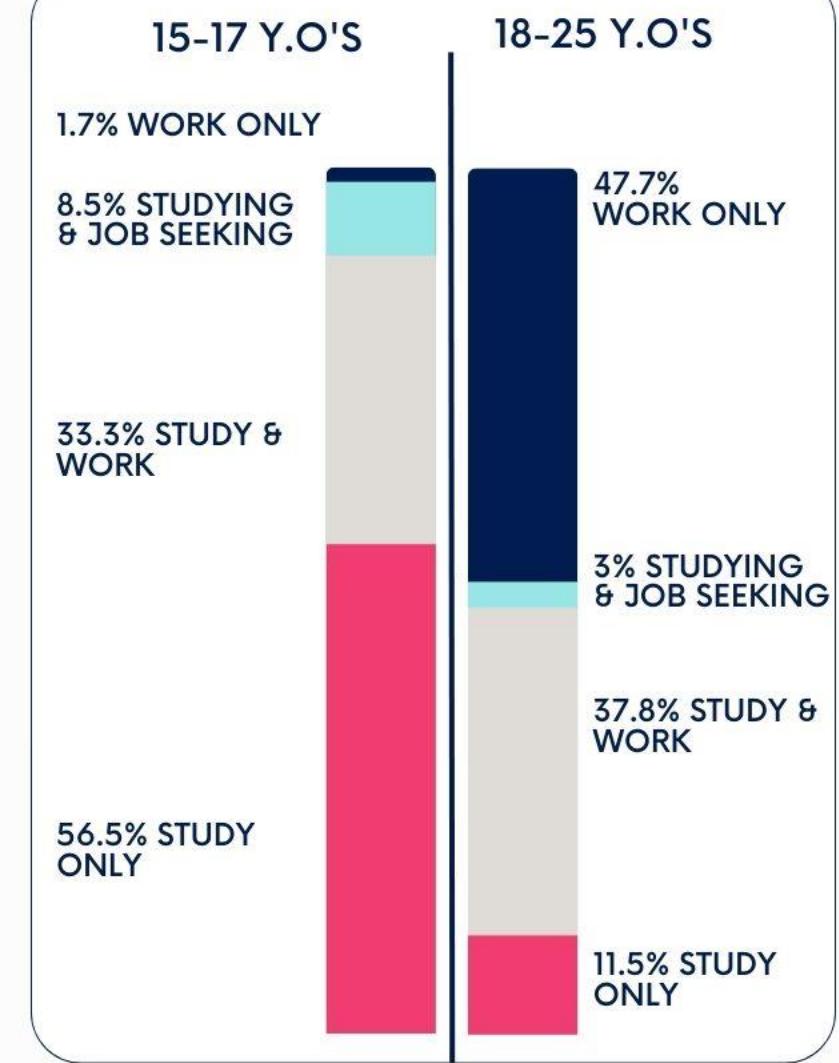
HEALTH CARE AND SOCIAL ASSISTANCE



[HTTPS://WWW.NATIONALSILLSCOMMISSION.GOV.AU/TO
PICS/EMPLOYMENT-PROJECTIONS](https://www.nationalskillsccommission.gov.au/topic/employment-projections)



OELLEN REGION What are our young people doing?



Local Challenges

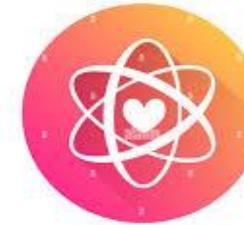
- What are the biggest issues you are facing in your businesses related to staff?
- What have you tried?

Hiring practices for young people

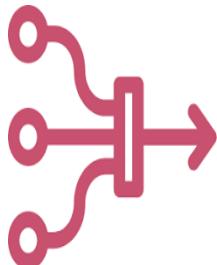
Good hiring practices for today's young people involve adapting to their preferences, needs, and expectations. Here are some key practices to consider:



Establish an online presence & leverage social media and digital recruitment channels



Emphasise company culture and values



Streamline the application process



Offer internships and apprenticeships:

Hiring practices for young people



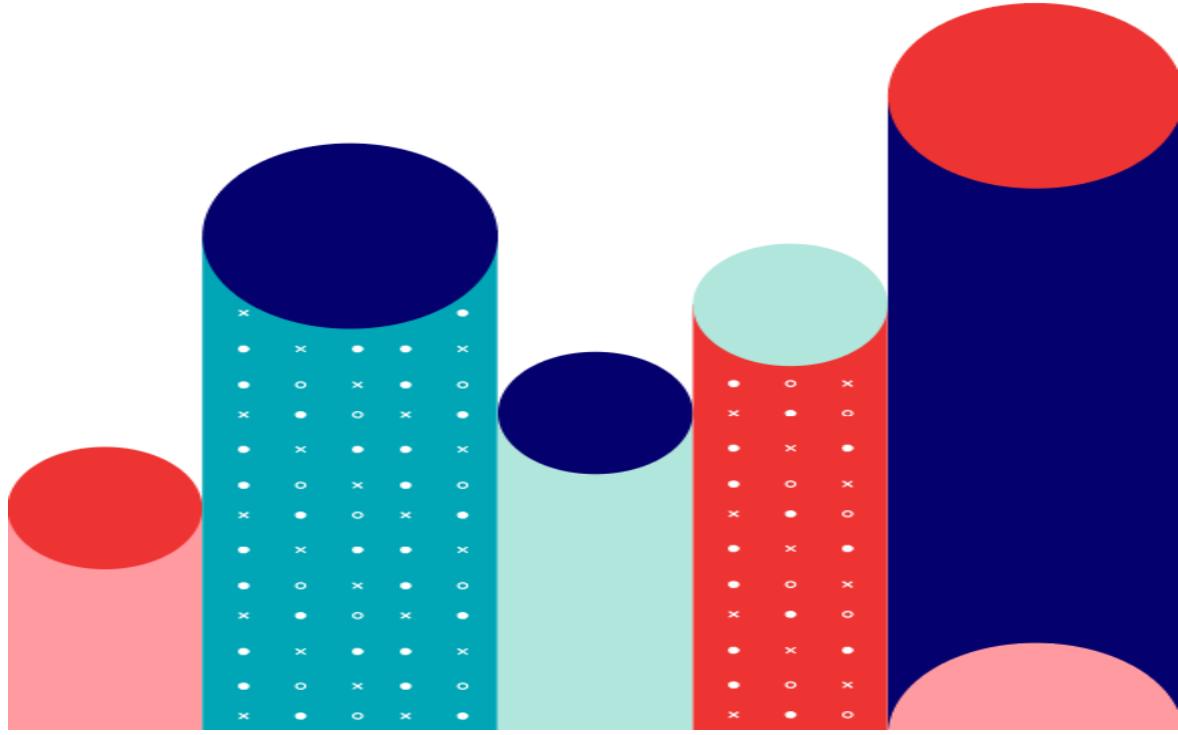
Provide mentorship and professional development opportunities



Flexible work arrangements



Showcase career progression opportunities



Hiring practices for older staff



Age-inclusive job advertisements



Tap into senior-focused job boards and organizations

<https://olderworkers.com.au/>



Leverage their experience and skills



Offer flexibility and work-life balance

<news.com.au/finance/work/at-work/queenscliff-restaurant-360q-sees-huge-response-after-inviting-oldies-to-come-and-work/news-story/7e08f752c17bc86dd109581ef602b4c5>

Hiring practices for older staff



Review and revise job requirements



Conduct age-neutral interviews

Older worker support

- **Workforce Australia offers wage subsidies of up to \$10,000 for eligible businesses that hire or retain employees aged 50 years and over.** - <https://www.dewr.gov.au/wage-subsidies>
- **Job board** - <https://olderworkers.com.au/>
- **Subsidies for training older Australians** - <https://www.dewr.gov.au/skills-and-training-incentive>
- **Gov advice on recruitment of older Australians** - <https://www.dewr.gov.au/mature-age-hub/employing-mature-age-workers> - **includes training videos**

Additional Resources

Business advice and support – 45 min session that can include guidance on employing staff and marketing your business-

<https://business.vic.gov.au/grants-and-programs/business-advice>

Marketing and promotion assistance -

<https://business.vic.gov.au/business-information/marketing-and-sales>

Local Skills and Jobs Centres can assist with identifying local staff -

<https://www.skills.vic.gov.au/s/visit-a-skills-and-jobs-centre>

YARRA RANGES YOUTH CAREER EXPO**Tuesday 18 July****Chirnside Park Community Hub****33 Kimberley Drive****Chirnside Park****5.30pm - 7.30pm****Book here****KNOX YOUTH CAREER EXPO****Thursday 24 August****KIOSC Swinburne****369 Stud Road****Wantirna South****5.30pm - 7.30pm****Book here****MAROONDAH YOUTH CAREER EXPO****Thursday 7 September****Central Ringwood Community Centre****Bedford Park****Rosewarne Lane****Ringwood****5.30pm - 7.30pm****Book here****APPRENTICESHIPS & TRAINEESHIP NIGHT****Thursday 19 October****Swinburne Croydon****Building CG101 (Auditorium)****12-50 Norton Road****Croydon****5.30pm - 7.30pm****Book here****OUTER EAST YOUTH
CAREER EXPOS 2023****OELLEN**



Structured workplace learning (SWL) placements provide students with the opportunity to integrate on-the-job experience with secondary study. It is delivered as part of a students' secondary schooling certificates and subjects, such as Vocational Education and Training (VET), the VCE Vocational Major, VCE Industry and Enterprise or the Victorian Pathways Certificate. Host employers will need to provide supervision and direct instruction to students as they practice and extend the industry skills they have learned in their vocational programs at school. The minimum student age for SWL is 15 years.

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Group discussion

What can you do differently in your business in the next week? Month?