

Workforce for the future

Attract, Train & Retain skilled workers.



Our region



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

26% more 18-25 year-olds

20% more 10-17 year-olds



19.6% of 18-25 year olds who live in the Yarra Ranges stay here for work compared to **33.4%** of the employed 15-17 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?



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

PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES

EDUCATION AND TRAINING

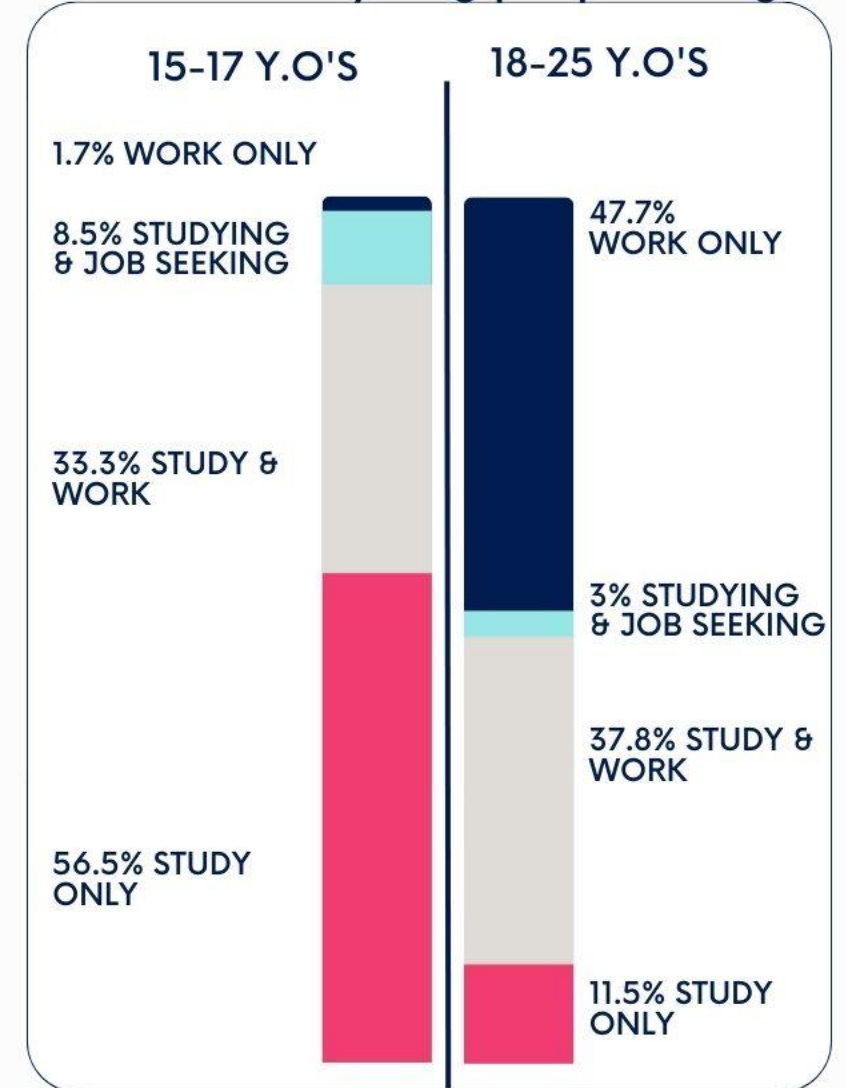
ACCOMMODATION AND FOOD SERVICES.



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

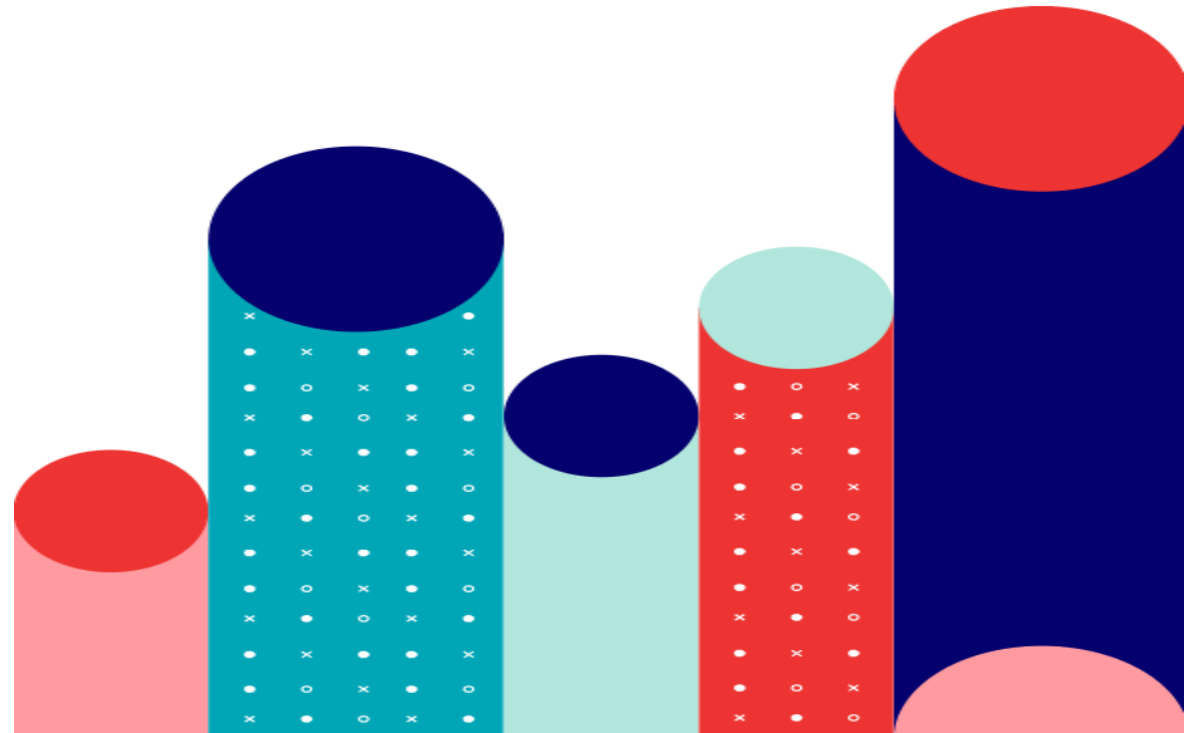
OELLEN REGION

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

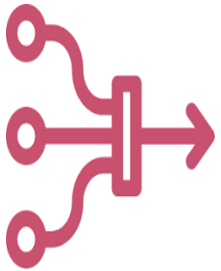
Good hiring practices for today's young people involve adapting to their preferences, needs, and expectations. Here are some key practices to consider:



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



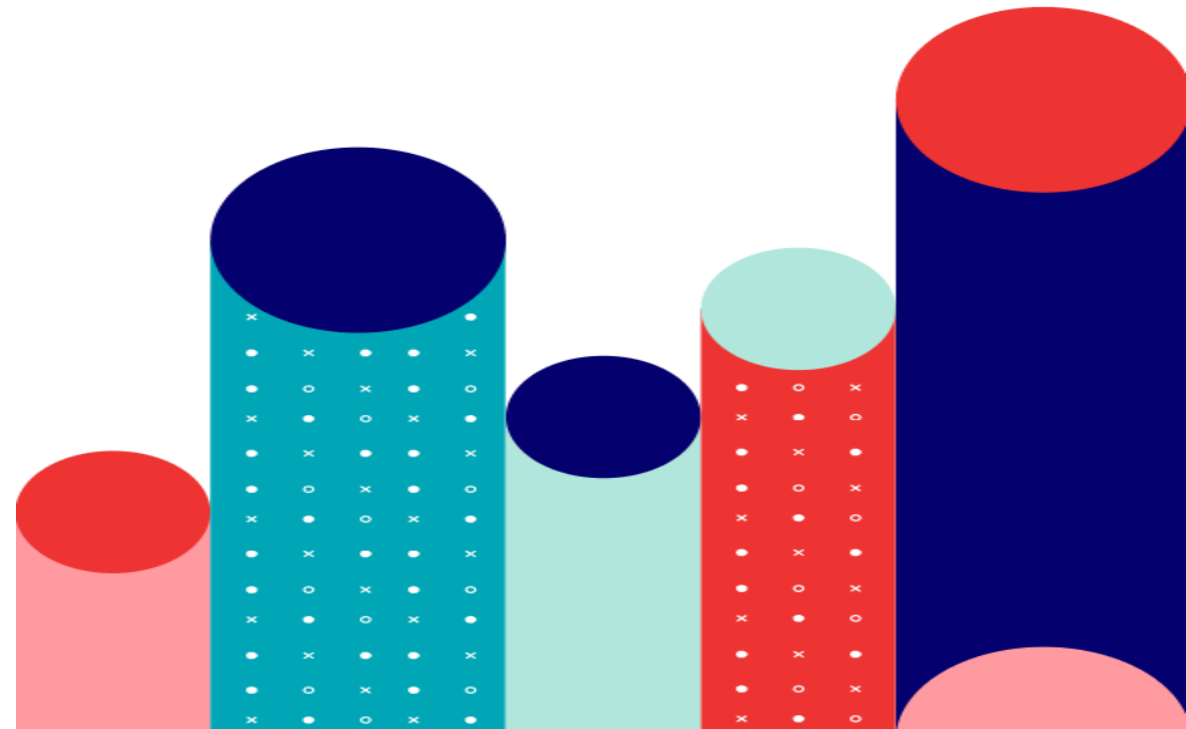
**Provide mentorship
and professional
development
opportunities**



**Flexible work
arrangements**



**Showcase career
progression
opportunities**



Hiring practices for older staff

OFFICIAL



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

OFFICIAL

Hiring practices for older staff

OFFICIAL

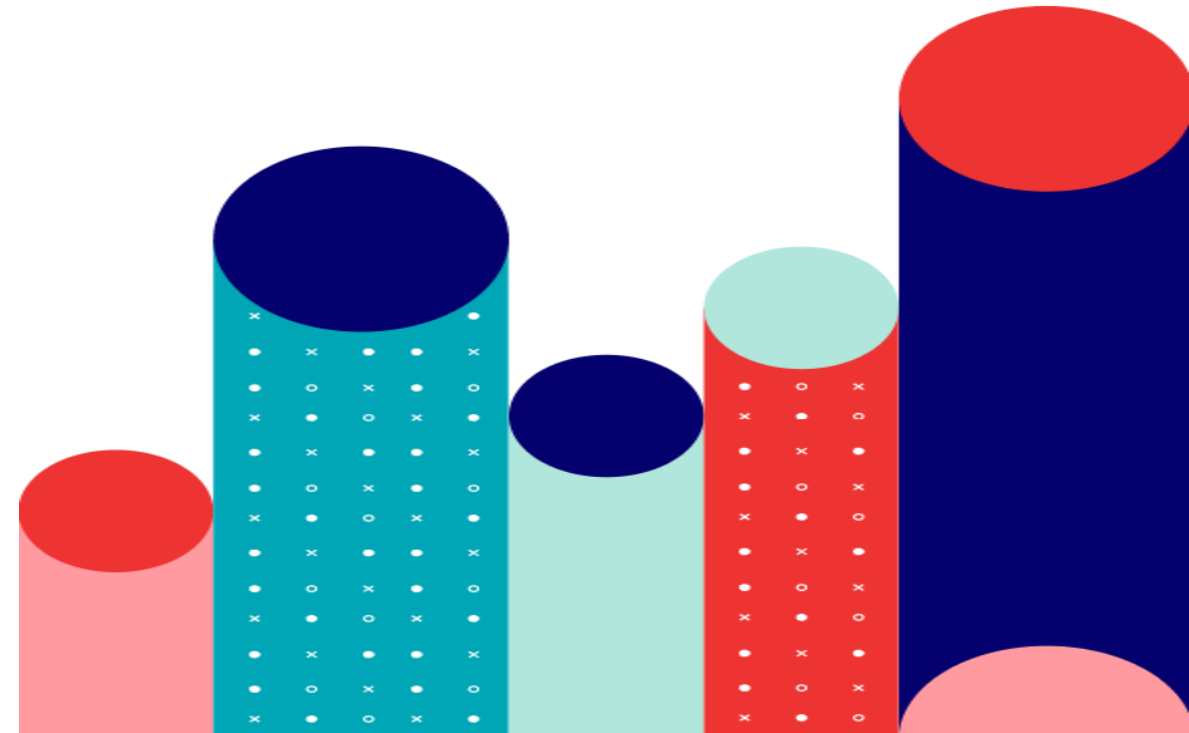


Review and revise job requirements



Conduct age-neutral interviews

OFFICIAL



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**



Department
of Education

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.

Info@oellen.org.au

Group discussion

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

