



# TACKLING SKILL SHORTAGES AND YOUTH UNEMPLOYMENT

AUCKLAND CONVERSATIONS

# THREE ESSENTIAL INGREDIENTS



- Public Investment
- Employer Engagement
- Family/Community Support

“Swiss Case Study”

# OECD SKILLS STRATEGY (2012)

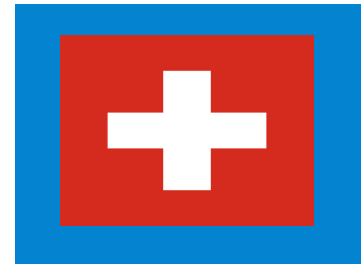


## Skills

- Education and employment together
- Foothold for the young
- Firms – Best Practice Management
- Quality Careers Guidance
- Entrepreneurial Skills



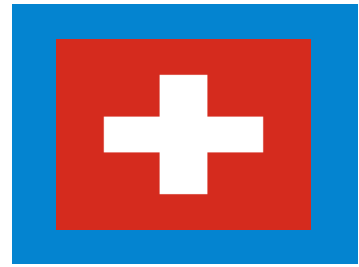
# The Swiss Approach



- Apprenticeships
- School – Employer Collaboration

“Sustained and Strategic Partnership”

# Switzerland



- Teenage Unemployment

3-5 %

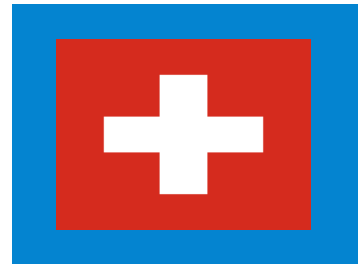
- Youth Unemployment

7-9 %

- Youth Unemployment Ratio

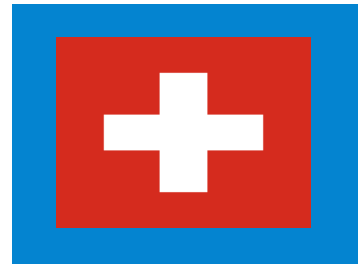
6 %

# In Switzerland



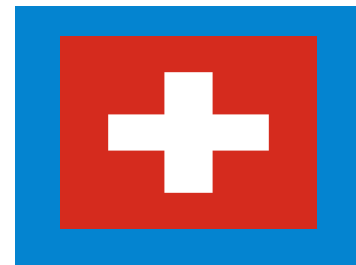
- 70% of Swiss mid-teenagers are Apprentices
- 3–4 days in workplace; 1–2 in classroom
- 91% complete
- 12-19 Strategy – before and within pathways

# What Swiss Young People Say?



- “It’s too early to party”
- Authentic roles and responsibilities
- Connected to employers – value of learning
- A pathway, before I leave school

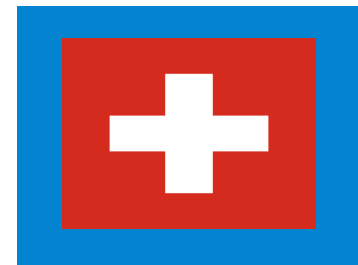




# What Makes it Work?

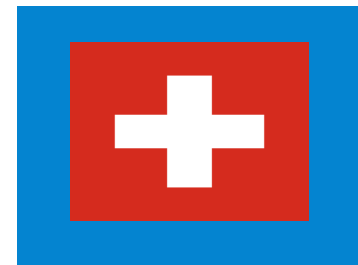
- Strategic Partnerships and sustainable
- Employer Commitment – productivity and the common good
- Quality of Work Based learning – “shame factor” is self regulation
- Reduce, almost eliminate the school-work gap
- Status – academic and vocational





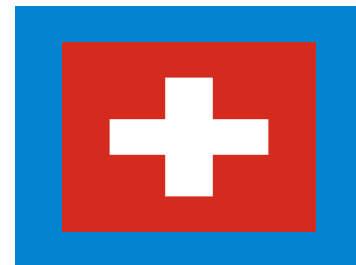
# THE ROLE OF EMPLOYERS

- Profound Employer Engagement
- Employ and Nurture – parental confidence
- Quality Learning
- Productivity monitored/measured
- Common Good
- Long Term



# Quality Measures

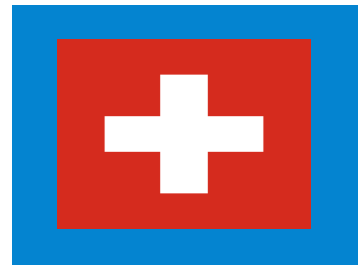
- Year 7-10 Career Development
- Parent – Student – Employer agreement
- The Vocational Trainer/Apprenticeship Mentor
- Canton Inspector and Career Counsellors
- Special Projects – Teams
- Employer peer moderation



# The Vocational Trainer

- Trained by State or Professional Association
- Induction, monitoring and support of Apprentices
- An advocate
- School partnering
- The “Master” tradesperson

# THE ROLE OF THE STATE AND COMMUNITY



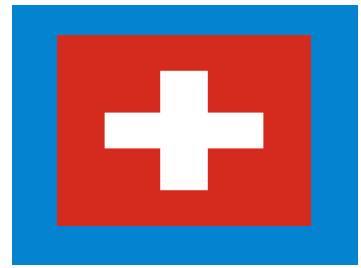
- Education open to Employers
- Parental support and confidence
- Learning > Income (first 2 years)
- Independent Career guidance
- Helpful Inspectors

# Sustainable - Multiple Funders



- The State
- Employers and Industry
- Families
- Young People

# THE SWISS EXPERIENCE PAPER AVAILABLE



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# MY LEARNINGS

## We Need to Start Early



**“12-19 Years”**

- Work Exposure
- Work Experience
- Pathways before they leave school

# MY LEARNINGS



## The 5 STEPS

- Acknowledge the Problem
- Partners – Commit
- Connecting the Young People
- Youth Friendly Pathways
- Seamless progression

Handout available

# SOME EXAMPLES

- Work Inspiration Aust.
- Career Academies (USA) – UTC's (UK)
- Intermediary Organisations (Remote)
  - Canada, Scotland



# Work Inspiration

## “UK / Aust”



- Re-imagining work experience
- 3 Insights
- Employer led design
- Potential for peer support

# Evidence for Employer Engagement in Education



“How important you really are?”

- It's who you meet ...
- Employment and Learning Outcomes
- Preferred source – Authentic

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