

**Queensland Youth Industry Links Inc.
(QYIL)**

**Moreton Region Youth Alliance
(MRYA)**

Forum Report

21st July 2011

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Moreton Region Youth Alliance (MRYA)

The Moreton Region Youth Alliance (MRYA) is an established governance model that effectively fosters a strategic and whole-of-community approach to supporting young people's learning and development - optimising the potential to influence leaders, facilitate stakeholder engagement and to build capacity within the region.

Purpose and terms of reference for the MRYA are:

Share information from own organisations, identifying future directions, priorities, policy, initiatives and programs

Identify where synergies present opportunities or duplication creates challenges for young people and program providers operating at the local level

Identify where systemic change may improve outcomes and cooperatively work towards a seamless, integrated system of provision and support for young people

Develop a shared vision for improved education and transition outcomes for young people

Respond to issues raised by the Strategic Group

Influence industry & business to share responsibility for young people's preparation, capacity and transition outcomes

Grow the capacity of own organisations to contribute effectively to the Federal Government's education reform and social inclusion agendas

Influence partners and stakeholders within "sphere of influence" to contribute to the PB's goals

QYIL's mission is to improve community and business engagement with schools to extend learning beyond the classroom, increase student engagement, deepen learning experiences, raise attainment levels and improve educational outcomes for all youth across the Moreton Bay Region.

Quarterly Partnership Activity Report

Tom McCue

Deputy Chair, Partnership Broker Program State Network
Senior Partnership Broker, Moreton Bay
Queensland Youth Industry Links Inc

Rationale

In April 2011, David Hardy, (National Partnership Broker Manager DEEWR) informed the National PB network of a case study that he considered to be a great partnership and could be used as a national benchmark in terms of devising strategic, regional partnerships. The partnership he identified as the exemplar was **the Moreton Region Youth Alliance**.

The Moreton Region Youth Alliance (MRYA) is an established governance model that effectively fosters a strategic and whole-of-community approach to supporting young people's learning and development - optimising the potential to influence leaders, facilitate stakeholder engagement and to build capacity within the region.

The **MRYA** membership, and partner engagement is growing all the time and an acknowledgement of the attendance demonstrates an indication of interest and support for our important initiative.

This MYRA Forum is a celebration of our Partnerships and Partners and the achievements to date:

- MYRA achieved National recognition through the National Partnership Broker Network
- Number of partnerships region wide = **24**
- Number of standalone sustainable partnerships = **3**
- Number of partner organisations involved in the 24 partnerships = **124**
- Positive impact on the quality of VET delivery to more than **2000** students within and around our region

A number of partnerships were showcased by the leading stakeholders, and the presentations were as follows.

Building Community Capacity Partnership at Burpengary.com

Stephen Wanmer

Principal
ActionCOACH

Rationale:

The Burpengary.com partnership is structured around two large former Expo 88 buildings, located on the Burpengary Baptist Church property in Pitt Road. The church has identified many organisations that, if they partnered together, could create an effective coalition that would build, and support community capacity. Already there has been much progress and engagement and some of the initiatives are described in this document.

The partnership has set out to harness the 'whole of community' in Burpengary and is attempting to provide family and community support facilities and activities that do not presently exist in the Burpengary area.

Partners:

- Arethusa College for Shekinah alternative education
- Regional Development Aust
- Moreton Bay Regional Council
- Department of Employment, Economic Development & Innovation
- Department of Education, Employment & Workplace Relations
- Construction Skills Qld
- Local elected members
- Reclink (Sport & Recreation)
- Bridgeworks Personnel Pty Ltd
- Moreton Region Community Gardens
- Baptist Union of Qld
- BapCare
- Burpengary Baptist Community Church
- Service clubs
- ActionCOACH Business Coaching
- Local groups and individuals

Steve spoke at length about the following areas and the potential for the positive impact of all of these mountains within the community.

The 7 Mountains of Influence

- Finance & Business
- Education
- Arts & Entertainment
- Media
- Family
- Spiritual / Church
- Government



Making a Difference

Brian Peacock

Moreton Bay Regional Council Indigenous Co-ordinator

Moreton Bay Region Aboriginal and Torres Strait Islander Employment and Training Expo

'Find Your Mob A Job' – 2011

23rd September 2011

Lawnton Showgrounds

Gympie Rd. Lawnton



Outline:

The expo is designed to provide opportunities for Aboriginal and Torres Strait Islander persons seeking employment and career information including further education opportunities. Businesses, employment services providers, education access providers and job seeker support services are coming together for this important day to 'Find Your Mob a Job'.

Background:

Elders and The Murri Network have worked alongside Moreton Bay Regional Council and Federal and State levels of Government around advancing the economic and social wellbeing of the growing Aboriginal and Torres Strait Islander population in this region. The first 2010 expo saw real jobs and links to future work and training opportunities, with over 300 jobseekers attending and over 100 jobs on the jobs boards on the day. This outcome saw real jobs and links to future work and training opportunities.

The aims of the Expo for 2011 are:

- To inform employers on the available support and benefits of employing Aboriginal and Torres Strait Islanders.
- To increase access to employment opportunities for Aboriginal and Torres Strait Islanders.
- To provide an opportunity to profile your organisation.
- To provide an opportunity for organisations to network and promote their services.

Steering Committee:

- | | |
|---------------------------------------|----------------------|
| • Australian Indigenous Youth Academy | • KYC |
| • Buranga Widjung justice Group | • MBRC |
| • DEEDI | • Qld Police Service |
| • Murrijabree | • RDA |
| • Moreton Bay Elders | • DET |
| • DEEWR | |

Sponsors:

- | | |
|----------------------------|----------------------------------|
| • Dept of Communities ATSI | • Moreton Bay Regional Council |
| • Bridgeworks Employment | • Regional Development Australia |
| • Max Employment | • QUT Oodgeroo Unit |

Senior Phase Network

To develop a Regional network of stakeholders (Schools, Industry etc) that will create pathways to improve and influence attainment and outcomes for students. The network will facilitate professional development capacity building opportunities for its members.

The partnership decided to divide the Senior Phase Network into 3 Working Group Allocations:

Sub-Group A

Careers Development and Education, Work Education and Workplace Practices, Pathways and transition opportunities for students, National Curriculum, Set Planning, QSA Initiatives – QCE Courses etc

Sub-Group B:

Industry Needs, SAT's, Skill shortages, Commonwealth and state initiatives

Sub-Group C

Latest in AQTF compliance, Cert III – Exploring Potential, Vet Validation

Sub-Group A and Sub-Group C - presented their achievements.

Strengthening VET Training Skills

Lyn McDonald

Senior HOD of Business Studies
Narangba Valley State High School

Lyn is an active and supportive leader of the **Senior Phase Network** Sub-Group C of senior school teachers.

Narangba Valley State High School hosted a day for the network which dealt with VET issues and a Validation day, collaborating with industry and business to quality assure vet subject delivery and assessment

The feedback received as a result of the day was all exceedingly positive and indicated that the event should be held again next year

Purpose:

To develop a regional network that will facilitate the provision of opportunities for VET professional development, capacity building, curriculum change and other development opportunities for teachers and schools involved with the senior phase of learning

Partners:

- 52 Education providers in our Region
- VET Network
- 15 Industry representatives
- Narangba Valley SHS Hospitality & Catering Team

Sharing Professional Knowledge

Sherryl Gregory

Senior HOD Business Studies
St Columbans College

Sherryl is an active and supportive member of the **Senior Phase Network** Sub-Group A of senior school teachers and presented on behalf of Kate Ruddy.

St Columbans College hosted an afternoon for the network which dealt with indigenous issues and school based traineeship information from the Department of Education and Training as well as linking with the Redcliffe hospital to learn about its workforce planning strategies and policies for encouraging schools to become involved.

Again, the feedback received as a result of the day was all exceedingly positive and indicated that the event should be held again next year

1. Career Development Practitioner Qualifications for teachers of vocational education:

- Discussion around minimum requirement for CDAA registration is a Cert IV in Career Counseling and Development
- Staff providing **Career Advice** are strongly advised to have the qualification (including SET Planning)
- Worklinks have offered regional teaching staff access to the qualification for a reduced fee.
- Jason Carr spoke about indigenous pathway and engagement opportunities
- Discussion of a Moreton Region camp for young indigenous students focusing on leadership and capacity-building
- Jason is focused on the process of engaging with work/training post Year 12 for Indigenous students with a region extending from Pine Rivers to Bundaberg
- David Liddy (Redcliffe Hospital), spoke about engagement opportunities with Health careers in the region
- Focus on Redcliffe and Caboolture Hospitals
- Aim to create a 'Re-energised and Youthful' workforce.
- Increases in SBT and Work Experience
- Careers Expos and Career Days will be advertised to promote industry and training opportunities

Partners:

- Most secondary education providers in the Moreton Region
- Brisbane North Institute of TAFE
- Queensland University of Technology
- Department of Education & Training
- Redcliffe Community Hospital
- Education Qld, Indigenous Unit

Aligning Vocational Curriculum with Industry Needs

Ken Simpson

HOD Senior School

Morayfield State High School

Vehicle Technology has been created for 2012 to cater for the burgeoning Recreational Vehicle industry within the Sunshine Coast region, especially the Caboolture district. Employers are seeking local students to build their industry and fill positions being left by an ageing workforce.

Vehicle Technology has the full support of the local RV industry and also that of Caravanning Queensland. Morayfield State High School is the only high school in Australia linked directly with the RV industry. The course has a variety of content, meaning any employer from a variety of industries will appreciate the skills learned.

Content likely to include:

- Fibre glassing
- Mechanical
- Metal fabrication
- Furnishing
- Problem solving
- Welding (Aluminium and steel)
- Electrical
- Structured Workplace Learning

Purpose:

To create opportunities for students in the Moreton Region interested in manufacturing and who wish to enter the RV construction and repair industry. Students have direct pathway to earn & learn in this industry. The industry certification is being conducted by SCIT

Important factors are:

- Sustainability generated by certification levels,
- Certification level agreed to by local industry
- Schools provide what industry needs in established and agreed pathways
- Industry values what is being provided so employers accept trainees from the TTC.

Partners:

- Morayfield State High School
- Manufacturing Skills Qld
- Caravanning Australia
- Sunshine Coast Institute of TAFE
- Local Recreation Vehicle manufacturers.

Tertiary Attainment & Transition

Associate Professor **Nasir Butrous**
Head of Business
Australian Catholic University

Increasingly across our region we are seeing industry, business and education coming together, to set the training curriculum agenda to meet local needs.

As well as creating vocational pathways to business and industry, our attention has been focussed on establishing clear and enduring relationships between secondary schools and higher education providers. One such partnership exists between Clontarf Beach State High School and Australian Catholic University. It involves 2 classes of business students enrolled in the Australian Catholic University's STEP UP program, an indigenous group gaining first hand tertiary experience, forward planning for the STEP UP program in 2012 and clear connections and OP support for the school's health program

Partners:

- Australian Catholic University
- Clontarf Beach State High School

Purpose:

The purpose of this partnership is to establish a mentor process to enable direct access to ACU's tertiary courses for first generation University attendees, low SES students and students in postcodes within proximity to ACU in Banyo

Alternative Pathways to ACU Programs:

- Bonus entry scheme.
- Early achievers program.
- University experience.
- Elite Athletes' program

Bonus entry scheme to ensure equitable access to higher education

- Subject bonus relevant to ACU courses.
- Geographical region (local or relevant to campus)
- Special access (social or educational disadvantages)

University experience

- Is a free program which gives students the opportunity to sample the degree of their choice
- Get a test of life at ACU by meeting academic staff and current students and trying out the course you are interested in studying.

Elite Athletes' Program

- Caters for students who are pursuing athletic goals alongside their academic studies.
- ACU understands that elite athletes must satisfy both their training and competition commitments and academic course requirements
- ACU will help members of the program with flexible study options in order to meet these competing needs.

Regional Skill Needs Report Launch

Kevin O'Sullivan

*Employment Project Officer
DEEWR*

Joe Proctor

*Senior Field Officer
Training Queensland
DET North Coast*

<http://www.qyil.com.au/assets/files/Skills%20Needs%20Moreton%20Bay%20Region%202011.pdf>

Background to this report:

- Regional Skill need KAG was formed from first MYRA
- Identified need for a comprehensive report on the area's skill needs
- Aim: To assist people to make informed decisions about opportunities for our youth
- Report has been developed by drawing on members' expertise and from a wide range of available online information
- Federal, State and Local Governments, RDA and Industry all working together for a common objective!

Andrew Quain

Executive Officer

Regional Development Australia

Build partnerships between governments, regional development organisations, local businesses, community groups and key regional stakeholders to provide strategic and targeted responses to economic, environmental and social issues affecting the regions of Australia.

<http://rdamoretonbay.org.au>

Erik Salonen

General Manager

Manufacturing Skill Queensland (MSQ)

MSQ mission is to lead the manufacturing industry in the development of Skill to meet its future needs.

<http://www.msq.org.au>

Glen Carey

Industry Support Officer

Construction Skill Queensland

Construction Skill Queensland is committed to assisting the Queensland building and construction industry by providing industry-wide help with training, up skilling and funding.

<http://www.csq.org.au>

Joe Proctor

*Senior Field Officer
Training Queensland
DET North Coast*

Department Education and Training (DET)

DET is committed to providing Queenslanders with the knowledge, Skill and confidence to maximise their potential, contribute productively to the economy and build a better Queensland

www.det.qld.gov.au

Kevin O'Sullivan

Employment Project Officer

Department Education Employment & Workplace Relations

Keep Australia Working Initiative - developing local solutions to labour market problems and strengthening local employment

www.keeaustraliaworking.gov.au

Sophie Head

*Coordinator Economic
Development*

Moreton Bay Regional Council

The Economic Development unit supports local business, attracts investment to our region and implements council's business development strategies.

www.moretonbay.qld.gov.au/business.aspx

Steve Hogan

Local Employment Coordinator

Department Education Employment & Workplace Relations

Keep Australia Working Initiative - developing local solutions to labour market problems by facilitating partnerships that generate job opportunities and strengthen employment outcomes

www.keeaustraliaworking.gov.au

Purpose of the Skill Needs Report

- Seeks to provide a guide for organisations to understanding skill needs in Moreton Bay Region
- Assist in future development of workforce planning
- Intended to be a resource to inform curriculum development, career choices, recruitment needs, funding submissions etc
- Format of the Report
- Tried to utilise “hotlinks” where possible to better ensure currency of information
- Focus on the 6 Industry Sectors based on employment numbers and need
- Section for each Industry Sector – Manufacturing, Construction, Health & Community, Education & Training, Accommodation & Food Services, Retail
- VET in Schools, Apprenticeship & Traineeship Pathway Info and other industry/regional/labour market data also incorporated
- In putting this resource together we have included a lot of links to websites that are sources of data. No one website gives you a complete picture of the current need - you need to be aware of how to use the data.

Employers in the Caboolture-Sunshine Coast region were asked when recruiting, whether they placed more importance on the applicant’s personal traits and qualities or on their technical skills and experience. As you can see personal traits and qualities influence 78% of decisions. Technical skills are irrelevant in more than ¼ of decisions. The personal traits and qualities wanted were:

Most importance placed on:

- 22% technical skills only
- 26% personal traits and qualities only
- 52% both equally important

Personal traits and qualities wanted:

- Positivity; Enthusiasm & Motivation; Reliability
- Communication; Teamwork skills

Employability Skills Package

These things broadly fall into what we call Employability Skills. Because of this type of feedback DEEWR funded the development of an Employability Skills package. That package includes most of those elements as well as personal initiative, ability to analyse information, plan and organise. If you are only able to invest effort in one area then the development of generic Employability Skills should be given serious consideration as those skills influence 78% of recruitment decisions.

So in summary when using this document to assist you in making decisions about skills development as well as looking at lists of what is classified as being in shortage think about the size of an industry or occupational group, the impact of economic fluctuations, staff turnover and whether broader employability skills are appropriate.



Annual Review of MRYA

Partnership Brokers conduct reviews on the Partnerships under the Government requirements. MYRA annual Partnership Review indicates how we are doing a partnership Brokers and where we can improve on our Continuous Improvement Matrix. (see appendix)

The questions we asked:

Do you believe that the MRYA's achievements so far this year have:

Had a positive effect on outcomes for young people 15-25?

Had a positive effect on your understanding of the potential of a successful partnership?

Been a worthwhile investment of your time over the past 12 months?

In administering the MRYA, have QYIL partnership broker staff...

Successfully and clearly explained the roles and functions of partnership brokers

Brokered partnerships that, in your opinion, meet our regional needs?

Been accessible and responsive to your needs?

Maintained clear and effective communication and information sharing processes with you and your organization?

Have QYIL Partnership Broker staff been effective in the role of partnership broker in terms of

Assisting partners to achieve a Shared Goal?

Creating an inclusive Decision Making Process between potential partners?

Facilitating effective Communication Processes?

Engagement

During the initial stages of Partnership development did the broker encourage the engagement of each member?

MRYA had 40 people attend with 23 responses to the Annual Review

Of the 23 responses **20** answered **YES** to all above questions with **3** answering **NO** to:

- *Had a positive effect on outcomes for young people 15-25?*
- *Did the broker engage appropriate stakeholders for partnerships?*
- *Successfully and clearly explained the roles and functions of partnership brokers*
- *Been a worthwhile investment of your time over the past 12 months?*
- *Been accessible and responsive to your needs?*

QYIL

Have you and/or your organization been involved with a QYIL partnership (including the MRYA partnership)

If YES, please rate your perception of the quality and effectiveness of the partnership using the scale 1=poor, 5= excellent

1	2	3	4	5
		3%	43%	27%

27% responded without Rating

Sample of written responses:

Have a mid point for question not just YES & NO

Unfortunately the group we became involved with did not take off. We could however join another group but we didn't feel these fit our core objectives. We are however pleased with what MYRA have achieved and would like to received feedback/updates as MYRA progresses.

Absolutely excellent, one of the most productive organisations I am involved with – very valuable for school personnel for building capacity for young people.

3 Rating is not reflective on QYIL but on the committee which is very difficult to bring together

MYRA Attendees

Ashley McLean	Youth Network Foundation
Brian Peacock	Moreton Bay Regional Council
Brian Smith	Busy @ Work
Bronwyn Dickinson	Busy @ Work
Cat Kalms	Narangba Valley State High School
Celeste Grice	Brisbane North Institute of TAFE
Chris Gater	Mueller College
Chris Hudson	BIGA Training
Dan McKennarley	Redcliffe State High School
David Liddy	Queensland Health
Jan Fedrick	DET
Jan Robinson	Worklinks
Jason Carr	DET
Jess Graham	The Salvation Army - YOS
Jim Box	Caboolture State High School
Joe Proctor	DET Training
John Colegate	QMI Solutions - Manufacturing Skills Qld
Julie Bruynius	Regional Development Australia
Ken Simpson	Morayfield State High School
Kevin O'Sullivan	DEEWR
Lance Lewis	North Coast Region ~ Indigenous Education Unit
Lyn McDonald	Narangba Valley State High School
Nasir Butrous	Australian Catholic University
Rae Frawley	Moreton Bay Regional Council
Shane Hagan	XLT Industrial Training
Sharon Smith	Construction Skills Queensland
Sharon Wernowski	Busy @ Work
Sherryl Gregory	St Columban's College
Sophie Head	Moreton Bay Regional Council
Stephen Wanmer	Action Coach
Steve Hogan	DEEWR
Sue Linde	Redcliffe State High School
Terri Tonkin	DEEWR
Vicki Adams	Hopwood Integrated Training
Wayne Delaforce	Regional Partnership broker QYIL

Appendixes

AGENDA

"LINKING OUR COMMUNITY"

Queensland Youth Industry Links Inc.

School Business Community Partnership Brokers Program

Moreton Regional Youth Alliance Meeting

Thursday July 21st 2011.

- 6.45 ARRIVAL
- 7.00 Breakfast served
- 7.10 **Official Welcome** - Tom McCue Senior Partnership Broker, Queensland Youth Industry Links
Welcome to Country: Jason Carr, Regional Indigenous Coordinator DETA.
- 7.15 **Quarterly Partnership Activity Report**– Tom McCue and Annette Homann
'Building Community Capacity': Stephen Wanmer Principal, 'Action Coach' Strathpine.
'Making a Difference': Brian Peacock, Indigenous Coordinator, Moreton Bay Regional Council
'Strengthening Vocational Training Skills': Lyn McDonald, Senior School and Business Studies HOD Narangba Valley High School.
'Sharing Professional Knowledge': Kate Ruddy, Head of Senior School, St. Columbans College.
'Aligning Vocational Curriculum with Industry Needs:' Janelle Amos, Principal, Morayfield High School.
'Tertiary Attainment & Transition': Associate Professor Nasir Butrous, Australian Catholic University
- 8.15 **Skills Needs Resource document launch:** Annette Homann, (QYIL) Kevin O'Sullivan, (DEEWR)
and Joe Proctor (DETA)
- 8.25 **Demonstration and discussion of 'Skills Needs Resource'**
- Questions from the floor
 - Completion of 'Partnership Review Document' and 'annual review of MRYA' document
 - Discussions around 'what I need to strengthen or commence my partnership'
- 8.45 **Informal networking and identification of partnering opportunities**
- 8.55 **Next Meeting Date and Venue: October 2011, North's Leagues Club, Kallangur**
Close

Moreton Region Youth Alliance (MRYA)
Annual Review of MRYA Operations July 2011

Within our reporting process to DEEWR, we are *obliged* to instigate a review of our partnerships as a part of our member feedback process.

QYIL would be obliged if you could fill in this form and either leave on the table or give it to one our brokers at the conclusion of the forum. (Please circle the appropriate response)

Do you believe that the MRYA’s achievements so far this year have:

Had a positive effect on outcomes for young people 15-25?	Yes	No
Had a positive effect on your understanding of the potential of a successful partnership?	Yes	No
Been a worthwhile investment of your time over the past 12 months?	Yes	No

In administering the MRYA, have QYIL partnership broker staff....

Successfully and clearly explained the roles and functions of partnership brokers?	Yes	No
Brokered partnerships that, in your opinion, meet our regional needs?	Yes	No
Been accessible and responsive to your needs?	Yes	No
Maintained clear and effective communication and information sharing processes with you and your organization?	Yes	No

Have QYIL Partnership Broker staff been effective in the role of partnership broker in terms of

Assisting partners to achieve a Shared Goal?	Yes	No
Creating an inclusive Decision Making Process between potential partners?	Yes	No
Facilitating effective Communication Processes?	Yes	No

Engagement

During the initial stages of Partnership development did the broker encourage the engagement of each member	Yes	No
Did the broker engage appropriate stakeholders for partnerships	Yes	No

QYIL

Have you and/or your organization been involved with a QYIL partnership (including the MRYA partnership)	Yes	No
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If YES, please rate your perception of the quality and effectiveness of the partnership using the scale 1-5, 1=poor, 5= excellent.

1. 2. 3. 4. 5.

Other comments you might like to make

The results will be published in our MRYA report.
 Thank you for your time

MORETON REGION YOUTH ALLIANCE (MRYA)

Partnership enquiry form

If you have an idea for a partnership that would be relevant to the attainment and transition of young people, and you believe it could become sustainable over the medium term (say 2 years), Please give us your details on this form and we will call you next week to arrange a meeting to discuss the partnership potential with you.

What is your name, your organization's name and your position within the organization?

Name _____ Job Title _____

Company _____ Contact Details _____

Please briefly outline your idea regarding the potential partnership.

Idea 1

Partnership Proposal:

Potential Partners:

Brief Description of what the outcomes might be

Idea 2

Partnership Proposal:

Potential Partners:

Brief Description of what the outcomes might be:

Please be assured that this information will remain confidential, and will not be acted upon until one of our brokers has had a full consultation with you.