

careerlinksannualreport2011



careerlinks
young people, bright futures



Contents

We are a community focused, not for profit organisation servicing Newcastle and Lake Macquarie. Operating since 2000, we manage and facilitate a range of programs and initiatives which connect young people with business, education, community and families. We help to create links and opportunities for young people to be their best.

Our Vision	3
What We Do	4
Who We Are	5
Message from the Chairperson	6
Message from the Manager	7
The Year In Review	9
2011 - The Highlights	10
School Business Community Partnership Brokerage Program	11
Partnerships	12
Structured Workplace Learning	16
School Based Apprenticeships & Traineeships	18
Newcastle Lake Macquarie Career & Training Expo 2011	20
Social Enterprise Hunter	22
Workplace Excellence Awards 2011	24

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Our Vision



We value

- passion
- integrity
- respect
- teamwork
- innovation
- compassion

"Young People, Bright Futures"

Our vision is to link young people with opportunities to be their best. We do this by providing services, programs and events through partnerships with

- education providers
- business
- community
- families



What We Do



School Business Community Partnership Brokers

Career Links facilitate partnerships with Education, Business, Community and Families; to enrich learning experiences for young people, leading to improved levels of participation, engagement and attainment. These partnerships harness resources and build infrastructure to share responsibility for young people's learning and development.

Structured Workplace Learning

Career Links provides opportunities to students, schools and employers for Vocational Education & Training work placement as part of the HSC. Career Links coordinates approximately 3,000 work placements annually in Automotive Trades, Building & Construction, Business Services, Electrical Trades, Entertainment, Hospitality, Information Technology, Metal/Engineering, Primary Industries, Retail Services and Tourism.

School Based Apprenticeships & Traineeships

Career Links promotes School Based Apprenticeships & Traineeships for students in Years 10, 11 and 12, combining paid part time employment with formal qualification training as part of their HSC. We provide information and promote these career pathways to young people and employers.

Newcastle Lake Macquarie Career & Training Expo

The annual Newcastle Lake Macquarie Career & Training Expo is an event managed by Career Links. It connects young people with employers, education and training providers to help make informed decisions about their future. The Expo provides employer and industry groups with an opportunity to work towards reducing skills shortages in a range of occupations. The 2011 event was held on 19 May at the Newcastle Jockey Club.

Social Enterprise

Social enterprise plays a pivotal role in addressing today's social challenges, specifically those relating to improved educational, employment and social outcomes for disadvantaged young people in our community. Career Links supports the sector by proudly presenting the annual Hunter Social Enterprise Forum and working with key stakeholders towards developing a centre of excellence in social enterprise in the Hunter.

Other Services:

Career Links also offer a range of additional services for the education, business, community and family sectors.

For more information and to find out how you can become involved in creating bright futures for young people, visit us at

www.careerlinks.nsw.edu.au





Who We Are

Board of Directors

The Board is responsible for developing our Strategic Plan, establishing goals, future direction and the monitoring of contracted and commercial service delivery. The Board is also responsible for governance, risk management, financial management and control.

Our Board of Directors for 2011:

Grant Black, Chairperson

Julie Johnston, Secretary

Peter Bradshaw, Treasurer

Brian Renie, Public Officer

John Purcell

Ian Wilson

Murray Christie

Liana Nadalin

Tom Anderson

Jason Eagleton

Glenda O'Brien

Ivan Gant

Staff

The Board would like to thank the Career Links' Staff for their achievements throughout 2011 and their ongoing commitment to the organisation's vision.

Steve Wait

Robert Penglaze

Karen Mavor

Rachel Currey

Stephen McLauchlan

Shashma Bonnet

Deborah Greentree

Kerrie Parkinson

Michele Kowalski

Rhonda Finlay

Jessica Kime

Emma Morgan

Helga Glas

Victoria Fairbrass

Lyn Falkiner

Averil Loades

Karen Williams

Ashlee Kelly

Violet Williams



Message from the Chairperson

2011 was another spectacular year for Career Links and our projects have gained further traction within the community. In addition we have some fantastic new developments that will undoubtedly help secure the long term future of Career Links.

Our Partnership Brokerage (PB) team continues to establish benchmarks as they develop strong partnerships that deliver tangible results for young people.

The Structured Workplace Learning (SWL) and School Based Apprenticeships and Traineeships (SBAT) team continued to build upon a decade of outstanding achievement in vocational education support. In 2011 the focus has been to introduce quality systems which enhance employer relationships.

Across all programs and initiatives Career Links is truly providing young people with opportunities for bright futures.

The Newcastle Lake Macquarie Career & Training Expo continues to be an outstanding event. This event is managed by Career Links and in 2011 was proudly sponsored by Hunter TAFE and The University of Southern Queensland, with supporting partner Defence Force Recruitment. Visitor participation and exhibitor numbers increase year upon year at this, the largest Career Expo outside metropolitan NSW.

The Hunter Social Enterprise Forum, a brand new initiative of Career Links, was extremely well received throughout the entire community. Media coverage and special guest Simon McKeon (2011 Australian of the Year) helped generate a buzz and a new way of thinking about business and social justice in the Hunter.

As I write my report I would just like to state how extremely proud I am to be associated with such a positive, hardworking and social minded group of people who work at Career Links.

The work of the team is often complex and the path is not always clear. However, it is through the efforts of General Manager Steve Wait and his dedicated team that we continue to offer local young people opportunities, information and support to make better decisions about their future.

I would also like to take this time to thank my fellow Board Members for their commitment. They dedicate time, skills, knowledge and business acumen to ensure that our organisation has the governance required to operate in today's competitive environment.

In finishing I would like to take the opportunity to pay tribute to a member of our Board, Mr. Peter Bradshaw who suddenly passed away on 28 December 2011.

Peter was a Career Links Board Member since 2008 and made an immediate impression on the business upon his arrival. Peter had a passion to help young people in our community and quickly made himself a part of the team. Not only was he a respected Board member, he also generously supported many Career Links' projects, especially the mentoring of young people.

On many occasions Peter shared with me his pride for what Career Links and all its supporters have achieved.

As a community we are a poorer for his loss, but those who knew him are so much richer for having him as a part of our lives.

Grant Black,
Chairperson – Board of Directors



Message from the Manager

As I write this message I pause to acknowledge our dedicated staff and supportive Board. In 2011 Career Links set out to achieve goals in three distinct areas:

Organisational Sustainability

In striving to improve business sustainability, Career Links aims to diversify and grow our service provision. We are delighted to have achieved this in relation to the Newcastle Lake Macquarie Career & Training Expo. The growth of the Expo has seen an expanded opportunity for event sponsors and an increase over the last 2 years in exhibitor and visitor numbers.

Another goal for Career Links under organisational sustainability was to build the capability of our staff to meet future needs. We continue to make progress towards meeting this goal through the introduction of improved business systems, policies and operations. In 2011, staff were trained in the use of Adobe Suite software, marketing and business communication techniques to improve our customer and market focus.

Society, Community & Environmental Responsibility

Career Links set a goal to employ five young people over a 3 year time frame. We are proud to confirm we have employed 3 young people (including 2 Business Services School Based Trainees) in 2011.

As an environmentally responsible organisation we have implemented an Environmental Policy with regular monitoring processes. We also purchase 25% accredited Green Power and hope to further improve our environmental conscience in 2012.

Business Performance

Career Links has worked hard to implement a business improvement system; the Business Excellence Framework (BEF). By using the seven categories of business performance we have initiated improvements in Strategy & Planning, Process Management and Improvement & Innovations. The BEF also allowed us to identify areas for increased effort including Customer & Market Focus and Information & Knowledge. Career Links have begun to address these latter areas by broadening the corporate knowledge of our staff and developing more focused customer service relationships.

The Partnership Brokerage program has achieved significant progress through the work of a dynamic team. These initiatives have helped to create great outcomes for young people and their communities.

In 2011 we were required to tender for the Structured Workplace Learning program for the first time. Thanks to the efforts of the outstanding team, Career Links were successful in securing the contract and continue to organise work placements for over 3,000 students each year.

Since 2003, we have successfully worked with young people, schools and business in the development of School Based Apprenticeships and Traineeships. Career Links will continue to work strategically with stakeholders to grow and improve these employment and training options in our region.

Our newest venture in 2011 is the formation of Social Enterprise Hunter. This initiative was publicly

launched at the Hunter Social Enterprise Forum on Friday 11 November 2011. We were honoured to have 2011 Australian of the Year, Simon McKeon, as keynote speaker. Local media personality, John Church, provided MC services for what proved to be an outstanding collective of business, community and government representatives. The event focused on social enterprise and how the community can work together to build the Hunter's social investment sector. According to Simon McKeon "....how we can strengthen people, community and business by giving them a hand up instead of a hand out". We encourage anyone wanting to invest in this program to watch for upcoming events and announcements 2012.

Finally, we rounded out the year by celebrating the success of our local young people, business and community sectors through our 5th Community and Work Placement Excellence Awards (supported by Belmont 16 Footers Sailing Club). Each year, this event celebrates the collaboration between business, community and Career Links to support young people and their career development.

On behalf of the Career Links' staff, our Board, and all of our sponsors and supporters, we say thank you for the honour of working for our community and once again look forward to providing young people with bright futures across Newcastle and Lake Macquarie in 2012.

Steve Wait

General Manager



2011

A Year in Review



The Highlights

2011

january

After much planning and hard work Career Links reveal a new logo and website

february

Career Links receives funding to expand our Parent and Community Engagement (PACE) Program

march

The PB Program launches the inaugural 'Opportunity Day' promoting employment and training opportunities for our migrant community

april

Career Links employs two School Based Trainees, welcome Ashlee and Violet

may

Career Links presents the Newcastle Lake Macquarie Career and Training Expo to over 4,000 students with plans to expand the event in 2012

june

Structured Workplace Learning present Work Readiness Training to year 10 and 11 students

july

Career Links staff train in Graphic Design Software

august

Career Links moves office. We are now located at 1/89 Mitchell Rd, Cardiff

september

Career Links conduct a regional Survey of School Based Apprentices and Trainees on behalf of Hunter TAFE

october

Career Links launches the Structured Workplace Learning 'Employer First' Program

november

Career Links presents the region's first Social Enterprise Forum, promoting awareness and development around the benefits and potential for SE in the Hunter

december

Career Links recognises student, employer and community achievements at the Career Links Community and Work Placement Awards

School Business Community Partnership Brokerage Program



Career Links is part of a national network of Partnership Brokers funded by the Department of Education, Employment and Workplace Relations (DEEWR) to improve education and transition outcomes for all young people.

As Partnership Brokers for Newcastle and Lake Macquarie, Career Links adopts a strategic, whole of community approach to improving education outcomes. The Partnership Brokerage team aims to enrich

the learning experience for young people by developing partnerships among four key stakeholder groups:

- Education and training providers
- Business and industry
- Parents and families
- Community groups

The program is designed to improve participation levels, student engagement and Year 12 attainment with a focus on those

groups experiencing a high level of disadvantage including young people from low socio-economic status, Humanitarian Refugees and Indigenous students.

Career Links works with key stakeholders to identify the needs of our region, help partners to agree on how they can work together towards a common purpose, and support partnerships to achieve their goals.

Partnership: A sustainable relationship between two or more parties that is mutually beneficial and contributes to improved education and transition outcomes for young people.



Narrative Film Group Partnership

FOCUS: Youth Mental Health, Students at Risk

The Narrative Film Group is a partnership which has been developed to provide an alternative learning activity for a group of at-risk students in a non-traditional learning area. This partnership creates a positive impact, through the processes of filmmaking and drama, on a student's physical, emotional, social and cognitive development. The partnership has enabled students to combine classroom theory about visual text, medium organisation, perspective, focus and camera angles, story construction and format with a practical outcome.

The Narrative Film Group Partnership links students with communication technologies in a series of hands-on applications that helps develop the self-esteem and personal confidence of those at-risk youth involved. It has resulted in 100% retention in school education for participating young people.



The REAL D Partnership

FOCUS: Humanitarian Refugee Youth – Language/ Literacy Development

This partnership aims to significantly improve employability through increased functional literacy skills for Humanitarian Refugee youth at risk of disengaging from education, training or employment pathways. Secondary to this outcome is an aim to improve the integration and communication channels between the migrant community and local education, training and employment service providers.

The REAL D (Refugee Education And Language Development partnership) has grown significantly in the last 12 months gaining investment from key stakeholders including the University of Newcastle's Equity and Diversity Unit.

An extension of this partnership is 'Opportunity Day'; a career and service provider, expo style event for the wider migrant community. This event was first held in March of 2011

at Newcastle PCYC and received tremendous support from over 40 education and training providers and many other organisations with a vested interest in improving their services to cater for the migrant community.

This event was attended by over 10 schools and many other community groups. In 2012 The REAL D committee will again host Opportunity Day and expand the attendance of community and organisation representatives.

The ultimate goal of the partnership is to establish an intensive learning centre for youth in the migrant community to more effectively achieve functional literacy. This improves opportunities to engage in the formal education and training system and employment.





Garden of Youth Partnership

FOCUS: Alternative Learning, Students at Risk

The Garden of Youth partnership is a hands-on project operating from the new Windale Community Garden.

It is an alternative learning opportunity and involves a combination of about 30 young people between the ages of 13 and 25. Participants come from Hunter Sports High School as well as other young people who have disengaged from school.

Projects the students work on include; building a pergola, creating a mud brick herb spiral, worm farms, planting seeds, etc.

As well as these practical skills, more importantly, the partnership aims to develop in these young people some of the important soft skills of communication, teamwork, tolerance and empathy that are essential to their future success.

Age of Technology Partnership

FOCUS: Intergenerational Technology Training

The Government initiative 'Broadband for Seniors' has provided internet kiosks to Anglican Care aged care facilities in the Newcastle/ Lake Macquarie region. These resources help senior citizens improve their everyday use of a variety of IT applications and the internet to minimise the isolation experienced by some residents.

This partnership links secondary school students from Newcastle and Lake Macquarie with Anglican Care residents located in Booragul, Mt Hutton, Carey Bay, Merewether Heights and Wallsend. Not only do the students provide training in the use of technology, they develop intergenerational relationships with residents, helping to break down the social isolation experienced by some residents and encouraging young people to learn from their elders.



In 2011, the Age of Technology partnership engaged 4 local high schools and over 30 students into 4 Anglican Care facilities. In 2012, the project will expand to 5 high schools and 5 primary schools across 5 facilities.

The ultimate aim of this partnership is to promote the Aged / Health Care industry (skill shortage area) and expose possible education and career pathways. Other skills such as mentoring, leadership, communication and socialisation are an additional outcome for the students participating in this partnership.

Employability Passport Partnership

FOCUS: Alternative Learning, Students at Risk

After a very successful pilot program in Semester 1, the Employability Passport Partnership (EPP) expanded between Cardiff, Glendale Technology, Lake Macquarie, Morisset, Toronto and West Wallsend High Schools. In Semester 2, 30 Year 10 and 11 students participated in a structured, alternative career awareness program. The 6 phase local initiative engages young people in information and skill sessions, combined with visits to industry and training environments. The partnership is supported by the business, community and education sectors, including Local Government, Group Training Companies, Registered Training Organisations, Australian Apprenticeship Centres,

NSW Police Force and large employers such as GPT/Charlestown Square, Westpac and Downer EDI Rail.

Based on the success of the pilot program, the NSW Department of Education and Communities (DEC) provided funding to employ a Project Officer. This role has been supported by the partners and Career Links to progress the sustainability of the program. In 2012 the EPP will form part of a comprehensive strategy to help young people focus on completing their HSC (or equivalent qualifications) and making the successful transition to employment or further training.

The success of the EPP, is largely due to the commitment of the steering committee, represented by the partner schools, DEC, Hunter TAFE, JobQuest (providers of the Youth Connection Program) and Career Links.

Mentors for our Schools Partnership

FOCUS: Closing the Gap, Students at Risk

This mentoring partnership involves a number of schools and students in East Lake Macquarie. Many of the participating students come from disadvantaged families and indigenous backgrounds.

The partnership is aimed at providing an alternative learning pathway that is not only educational, but fun and non-judgemental. Retention of young people at school and on a learning pathway is a major issue for many schools and this partnership offers students a different experience of school. These young people are mentored on a weekly basis by community members.

The partnership offers external vocational based activities, industry visits, excursions to training providers and workshops. Resume development and basic career pathway research is also included within the program.

The outcome of this partnership has resulted in 100% of participating students continuing in school education throughout 2011.





Eastlake's "Share the Pumpkin" Primary School Partnership

FOCUS: Closing the Gap, Engaging Parents

As part of our regional Environmental Scan, Career Links identified a significant number of students from local primary schools within the region of East Lake Macquarie, experiencing difficulty making a smooth transition from primary school to secondary school. To help address this a partnership has been established with JobQuest, Windale Men's Shed, Local A.E.C.G. and primary schools. These organisations work in close synergy to create opportunities for primary school students in this community, to participate in the annual Try a Trade event held at Windale (this event is normally for Year 9 and 10 students).

This partnership aims to expose very young people to learning and career options in the community and, by working with schools, develop practical engagement strategies that assist with transition from primary to secondary school. Furthermore, the partnership is working to establish a unique Try-A-Trade event designed for Year 5 and 6 primary school students. In 2012, this partnership will potentially include Belmont Public School, Windale Public School, Gateshead West Public School, Mount Hutton Public School and St Pius X Primary School.

Yarn UP and Yakka Days

FOCUS: Closing the Gap, Engaging Parents

It is well understood that a good education improves the opportunities in later life. Research suggests that when families join in the activities offered by the school community, children are more likely to enjoy school and participate eagerly. The Yarn Up and Yakka Day partnership was established in 2010 in response to concerns of the West Lake Macquarie Community and Schools, for the welfare of young Indigenous students. Yarn Up and Yakka Days assist Aboriginal and Torres Strait Islander families and community members to be involved in their child's school.

This is being achieved by assisting participating schools to provide opportunities for their Indigenous parents to participate in activities,

share their views and influence school decisions regarding their children.

In 2011 the Yarn Up and Yakka Day partnership focused on developing relationships with an increased number of schools, community organisations and parents, as well as providing a hands on employment skill taster. Yakka Day "try a skill" had 32 presenters providing hands on activities for parents, community members and students. The involvement of parents has proved to be an excellent strategy. It provides an excellent opportunity to listen, discover, ask questions and learn about how school subjects can lead to a particular career, e.g. being good at maths can help you if you want to be a builder. Yakka Days offer a holistic view of careers and ongoing study options and how application and attitude to school work can affect career outcomes. The day was attended by over 250 Indigenous students from both public and private schools, with many of these students bringing a parent, grandparent or caregiver along.



Structured Workplace Learning

Our Structured Workplace Learning (SWL) team liaise with schools and employers to provide work placements. Students studying a vocational subject as part of their HSC, must complete this mandatory component of the course in a relevant industry environment. Since 2000, the SWL team has successfully coordinated work placement for the NSW Department of Education and Communities, Catholic School's Office, Australian Independent Schools and Hunter Institute of TAFE. In this time Career Links has organised approximately 30,000 work placements for participating schools and TAFE.

This provides local students with skills that will increase their future employment opportunities.

This program also offers employers opportunities to:

- Preview potential new staff
- Identify and retain local talent and broaden the industry skills base
- Be promoted as an organisation supporting local young people
- Increase awareness of your business
- Create opportunities for staff to develop supervisory and leadership skills
- Develop communication skills and confidence building in young people
- Value add to school curriculum

In 2011 the SWL team delivered 2,800 work placements in Automotive, Metal & Engineering, Retail, Tourism, Construction, Electro Technology, Primary Industries, Hospitality, Business Services, Information Technology, Entertainment and Human Services. In 2012, students studying Financial Services will also complete work placement.



Here is a small sample of feedback from our employers about the the program in 2011:

"I enjoy being a supporter of Career Links and to do something for the young people and their futures. You never stop learning."

C & J Moon Electrical Services

"As a sole trader working in the building trade all my working life, I enjoy teaching the students and giving something back to the industry and community."

Ian Dawes, Carpenter Builder



Thankyou

Career Links values local employers and businesses of Newcastle and Lake Macquarie. This program would not be possible without the commitment of employers to support young people in the community. A big thank you to all who host students for work placement.

We would like to acknowledge the following businesses who have committed to our **Employer First Program**:

- 4J Constructions
- A L Murphy & Son Pty Ltd
- Academy Plumbing Services
- Advanced Careers College
- ADW Johnson Ptd Ltd
- AG Landscapes
- AJW Carpentry
- Ampcontrol Electronics
- Andor Systems
- Aromas @ Glendale
- Austedan Fabrications Pty Ltd
- AVE Technologies
- Bailey Constructions
- Baptist Community Services
- Belluno's
- Belmont 16 Foot Sailing Club
- Big W - Jesmond
- Big W - Marketown
- Blue Water Pizza Warners Bay
- Brown Sugar
- Buckton Building Pty Ltd
- C & J Moon Electrical Services
- Café Bon Oz
- Café Fresh
- Café Salt
- Carstens Building Electrical Services
- Civic Precinct Newcastle
- Civil Sydney
- Cowan Manufacturing
- Craig Marriot Building
- Creed Bathrooms and Kitchens
- Crowne Plaza Hotel Newcastle
- CSC Pty Ltd
- D & N Engineering Supplies
- Dak Wal Constructions
- Daracon Engineering
- Darryl Gibson & Sons
- Daszkewics Builders
- DDB Mechanical
- Di Prinzi Cossettni Concreting Contractors Pty Ltd
- DSI - Dywidag Systems International
- Euro Bar
- Fraser MRG
- GLD Constructions
- Growth Wise
- Hainesbuild
- Harvey Norman (Computers)
- Hawkins Mechanical
- Hippo Espresso
- Hunter Academy of Sport
- Hunter Life Education
- Hunter Wetlands Centre Australia
- I & S Electrical Contractors
- Innovative Computer Solutions
- Jason Brown Electrical
- Kent Rowe Digital Print
- KMart Glendale
- KMart Kotara
- KMart Waratah
- Lake Macquarie City Council - Civil Lake - Works
- LE Computers
- Little Bear Rock Café
- LMH Plumbing
- M W & R S Sinclair
- Mullane HL & Son Pty Limited
- Myer Charlestown
- National Personnel Group
- Newcastle Computer Wizards
- Newcastle Backpackers
- Newcastle Knights
- Newcastle Machine Shop
- Newcastle Sheetmetal
- Nourish Café at Hunter Wetlands
- Ollie's @ Toronto Diggers
- Peter Hayes Carpentry
- Pets World Glendale
- Pippi's At The Point
- Priceline Pharmacy Jesmond
- Quad Electrical
- Queens Wharf Brewery
- & Nor'East Restaurant
- R & D Technology
- R & M Curtis
- Scenic Tours
- Simpsons & Sons Pty Ltd
- Smiktech
- SullBuild
- Sulzer Dowding & Mills
- Tantrum Theatre
- Target - Charlestown
- Target - Glendale
- Target Kotara
- The Boulevard on Beaumont - Sabor Bar & Grill
- The Loft Youth Venue
- The Professionals - Morisset
- Tommirock Records
- Toronto Chamber of Commerce and Industry
- Toronto Private Hospital
- Trade Secret Glendale
- Tudor Homes Pty Ltd
- Walker Home Improvements
- Wallsend RSL Diggers- The Brasserie
- Wayne Roberts Concrete Constructions
- Webber TV Sons and daughters
- Wenham Builders
- Zinc on Darby

School Based Apprenticeships & Traineeships



School Based Apprenticeship and Traineeship (SBAT) students have a head start in their chosen career as they complete their HSC. This pathway combines paid work, training and school. As an SBAT, students gain an industry recognised national qualification and experience in industry leading to further employment and career development.

Career Links promotes these opportunities, matching positions with young people.

Career Links provides information, support and liaise directly with all stakeholders involved in the SBAT (students, parents, schools, Registered Training Organisations, Australian Apprenticeship Centres, NSW Department of Education and Communities and State Training Services).

Career Links has helped to develop some SBAT 'firsts' across the region and NSW; including Hairdressing, Animal Care, Nursing Assistance, Bakery, Jewellery and Local Government.

In 2011 Career Links employed two School Based Trainees. Violet and Ashlee are studying Business Services at school and work at Career Links one day per week.



Ashlee Kelly
St Francis Xavier College

How did you find out about School Based Apprenticeships and Traineeships?

I first found out about this pathway in year 10 at San Clemente High School. Through my Business Services course I saw the position for a SBT advertised with Career Links.

What's the best thing about this pathway?

One of the best things about being a School Based Trainee is that you gain on the job experience while learning lots of new skills. You also get to meet lots of great new people.

What is the best part of your job?

I have been involved in many great projects at Career Links. The highlight so far has been the Expo as it allowed me to see how the team works together as a whole organisation.

What are your strengths?

I can work independently or in a group situation.

What do you do in your spare time?

In between working at Career Links and my other job (GO-LO) I like to go to the beach and spend time with family and friends.



Violet Williams
Callaghan College

How did you find out about School Based Apprenticeships and Traineeships?

My school Career Adviser gave me the information about the position.

What's the best thing about this pathway?

Learning different skills and meeting new people.

What are your strengths?

I enjoy talking with people.

What do you do in your spare time?

I love going to Church.

Here are just a few comments from our employers this year on their experience with School Based Apprentices and Trainees:

"Our partnership with Career Links has allowed us to increase our support of young people working as School Based Apprentices or Trainees"

Donna Hallas, MIGAS

"Career Links provide support that facilitates real-world experiences for our students in the workplace. The assistance in coordinating the Careers Expo and SBAT opportunities is invaluable"

"Stephen Ley, Callaghan College Jesmond Campus



The Link Package

'The Link' Package has been developed by Career Links to provide schools with comprehensive and cost effective Career and Transition Support services. The package has been designed to meet the needs of both school staff and students, and to assist schools in meeting their Career and Transition objectives.

'The Link' Package can help Career and Transition Support teams in schools by providing:

- Relevant career and training opportunities emailed directly to students and their parents via our weekly Career & Training Opportunities Flyer, saving time and money!
- Direct access to over 140 exhibitors for all Year 10, 11 and 12 students and their parents at the annual Newcastle Lake Macquarie Career & Training Expo – includes priority access to side information events and guest speakers.
- Schools who subscribe to the 'The Link' Package are invited to attend our Hunter Social Enterprise Forum, providing opportunities to link with industry, community and other key groups.

In 2011, 15 schools and 1 support service subscribe to the "Career & Training Opportunities" flyer. Currently over 540 individuals receive this valuable resource each week.



Career Expo 2011



The Newcastle Lake Macquarie Career & Training Expo is an annual event managed by Career Links. It connects young people to career options, enabling them to make informed decisions about their future. The Expo brings together employers, employer groups, career services, apprenticeship centres, registered training providers, universities and youth support services at local, state and national levels.

The Career & Training Expo provides employer and industry groups with an opportunity to work towards reducing skills shortages in their industry, by providing them with a platform to promote diverse and exciting careers available to young people.

The event also provides an opportunity for education and training providers, businesses, career and youth services to support and encourage young people in their career development.

The 2011 Newcastle Lake Macquarie Career & Training Expo was held on 19 May, sponsored by Hunter TAFE and University of Southern Queensland (USQ). Minor partners included Defence Force Recruiting and the NSW Department of Education and Communities.

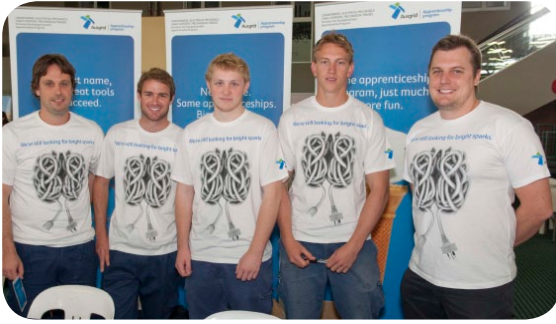
Almost 4,000 students and parents attended the event at the Newcastle Jockey Club to speak with 124 exhibitors from government, education, industry and community sectors.

The 2012 Newcastle Lake Macquarie Career & Training Expo will be held on Friday 18 and Saturday 19 May at the Newcastle Jockey Club. Friday's event will remain for school students only whilst Saturday will see the introduction of a day specifically for parents and the community. We are pleased to announce the 2012 major sponsors will be the University of Newcastle and Hunter TAFE. USQ will continue as an event partner.

Career Links is committed to ensuring the event continues to grow and support young people across the region at the largest Career Expo outside metropolitan NSW.

For more information visit www.newcastlecareerexpo.com.au







socialenterprisehunter

Supporting the future of social enterprise in our region

Social Enterprise Hunter forms part of the Career Links' Social Enterprise Partnership, aimed at creating opportunities for young people through the development and support of social enterprise in the Hunter. Career Links is working with stakeholders from business, education and the community to develop a regional network to share information and support new and existing social enterprises. Social Enterprise Hunter also strives to raise awareness and build capability in the sector by presenting the annual Hunter Social Enterprise Forum.

Social enterprises are organisations that:

- a) Are led by an economic, social, cultural, or environmental mission consistent with a public or community benefit;
- b) Trade to fulfil their mission;
- c) Derive a substantial portion of their income from trade; and
- d) Reinvest the majority of their profit/surplus in the fulfilment of their mission.

Hunter socialenterprise Forum 2011



In 2011 Career Links presented the inaugural Hunter Social Enterprise Forum featuring Simon McKeon, 2011 Australian of the Year and social entrepreneur. The event was held at Crowne Plaza Newcastle, 11 November and attracted over 130 guests from business, government and community to learn more about social enterprise and how it can benefit the Hunter region.

Guests at the Hunter Social Enterprise Forum heard from Social Traders, the leading organisation in the support and development of social enterprise in Australia; as well as a number of local social enterprises currently operating in the Hunter and surrounds. MC for the event was prominent Novocastrian John Church.

Social enterprises build a more just, sustainable world by applying market-based strategies to today's social challenges and they are already making a difference all over Australia and around the world. Social enterprises operate to meet social needs such as those surrounding economic, environmental and cultural challenges; service provision; employment opportunities and social inclusion.

The Hunter Social Enterprise Forum is part of Career Links' Social Enterprise Partnership which was launched in 2011 and will continue to develop in 2012. Career Links' vision is to engage and collaborate with education, business and community in the development of a social enterprise centre of excellence in the Hunter, which will:

- Raise awareness of social enterprise including delivery models and outcomes
- Attract ongoing funding from the community, the corporate sector and government
- Provide support and guidance for social enterprises to build capability in the sector
- Encourage the establishment of new social enterprises in the Hunter
- Provide start-up and support funding to social enterprises

We have formed an alliance with Melbourne-based Social Traders, the leading organisation in Australia in this sector. They are kindly assisting us to develop and realise this vision for the Hunter.

Social enterprise plays a pivotal role in addressing today's social challenges. Specifically, in supporting those relating to transition outcomes and quality participation in future employment for disadvantaged young people in the region. Our organisation is committed to supporting the growth and development of this sector and we are confident that social enterprise has a bright future in the Hunter.

For more information please visit www.socialenterprisehunter.com.au



2011 Community & Work Placement Awards

Career Links would like to thank Newcastle Master Builders Association and Nova Credit Union for sponsoring the School Based Apprentice & Trainee of the Year Award.

The Community & Work Placement Awards is an annual event now in its 5th year. The event recognises the workplace achievements of employers and school students involved in HSC VET courses and School Based Apprenticeships and Traineeships.

This year the awards were extended to include special acknowledgement of Community achievement as part of the Partnership Brokerage Program.

Congratulations to each of the winners in the following categories:

School Based Apprenticeship and Traineeship Award

- James McKewen

Community Partnership Awards

- Fiona Clark
- The REAL D Committee
- University of Newcastle Equity and Diversity Unit
- Advanced Careers College
- Anglican Care Lifestyle and Wellbeing Team
- Dussledorp Skills Forum

Employer Work Placement Awards

- Tantrum Theatre
- Innovative Computer Solutions
- Newcastle Knights
- Priceline Pharmacy Jesmond
- National Personnel Group
- Brown Sugar
- Club Macquarie
- D & N Mechanical
- Tudor Homes

Top Ten Student Excellence Awards

- Mathew Hababa
- Brittany Bailey
- Joshua Borthwick
- Jacob Reay
- Madeline Gray
- John Wallbank-Cupitt
- Molly Lloyd
- Chris Henderson
- Benjamin Dixon
- Nathan Barry



PLEASE NOTE:

As a not-for-profit community organisation, Career Links' believes in providing our stakeholders with clear and transparent reporting. The Career Links' Annual Financial Report will be available to view from May 2012 at www.careerlinks.nsw.edu.au on the Resources and Publications page.

Notes