



Check-in opportunity for employers: Young Victorians recommend these actions to support wellbeing at work

In a youth citizen's jury, 54 young people developed 11 asks for actions that will support them on their journey to purposeful work. Some employment practices, training and career advice to young people have not kept pace with the changing world of work. This means that young people face increasing stress, anxiety and depression when entering the workforce.¹ Here's how you can help.



1. IMPROVING INTERNSHIP OUTCOMES & RECOGNISING TIME FINANCIALLY

Do you pay people on internships or placements, or do you offer course credits?



2. DIVERSE & INCLUSIVE REPRESENTATION

Do you encourage a diverse range of young people to apply for positions, including culturally diverse people, people living with disabilities and also people who identify as LGBTIQ? e.g. through advertising on targeted job sites, including appropriate wording in job ads.



3. HIGH SCHOOL STUDENTS GAINING LIFE SKILLS & KNOWLEDGE THROUGH EXPERIENCE

Do you provide work experience opportunities for local young people?



4. CHANGING CAREER BUILDING CULTURE: FAMILIES, SCHOOLS, UNIVERSITIES

Does your business have a connection to a local secondary school or tertiary provider to offer 'in-service opportunities' or information about your sector or workforce issues?



5. EDUCATION & HARSHER PENALTIES FOR EMPLOYEE MISTREATMENT

Do you provide information to employees with respect to their workers' rights?



6. BUILD WORK READINESS

Does your recruitment process include exercises or tasks that mimic role requirements?



7. SUPPORTING CASUAL & PART-TIME WORKERS IN SECURE WORK

Do you offer a career pathway for your casual employees?



8. MENTORSHIP & PROGRAMS FOR HIGH SCHOOL & TERTIARY STUDENTS

Do you offer and support your staff with opportunities to mentor young people? e.g. through schools, tertiary providers, council or industry bodies?



9. INVESTIGATION INTO CURRENT & FUTURE PROFESSIONAL LANDSCAPE

Does your business or industry body offer 'future of work' insights?



10. LOCAL GOVERNMENT ENGAGEMENT OR SUPPORT

Does your business have links to a local council to inform their job seeking, upskilling programs or services or networking events?



11. WORKPLACE POLICIES TO SUPPORT MENTAL HEALTH

Do you help young people make the transition from education to work through periodic check-ins?

For more information and resources:

- Interns Australia (<http://internsaustralia.org.au/for-employers>)
- Industry Association or Local Learning and Employment Network (LLEN) (www.education.vic.gov.au/about/programs/Pages/llens.aspx)
- Young Worker's Centre (www.youngworkers.org.au)
- Victorian Chamber of Commerce and Industry (www.victorianchamber.com.au)

Staying on track
BRIGHT FUTURES



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¹ Mission Australia and Black Dog Institute. Youth mental health report: Youth Survey 2012-16. Mission Australia and Black Dog Institute; 2017.