School Engagement

Transactional or Transformational?
Challenges

Why is This Acceptable

“6 out of 7 students - Uni. pathway”

“43% No career direction”

“45% don’t complete degree”

“50% complete degree – never use it in their job”

“65 - 70% rely on Vocational Education Job/Promotion.”

Quality Training = Jobs; Satisfaction; Prosperity
WHY TAFE QUEENSLAND?

TAFE Queensland is the largest, most experienced training provider in the state. With more than 500 nationally-recognised qualifications to choose from across 50 Queensland locations and a variety of study modes available, you’ll be able to pursue your dreams your way.

tafeqld.edu.au
OUR FACILITIES
THEIR LEARNING SPACE
INDUSTRY COLLABORATION
STUDENTS READY TO SUCCEED
### TRADE TASTER COURSES, VETiS COURSES

**YEAR 10 STUDENTS GET TO EXPERIMENT**
- Try a range of Trades
- Attend TAFE Campus 1 day per week for 9 weeks
- Gain credits for units completed
- Students rotate weekly
- Training is fully funded by DESBT
- Awareness of career options

**YEAR 11 & 12 ARE ELIGIBLE FOR ONE VETiS FUNDED CERT II**
- 90 Courses available
- Attend TAFE Campus 1 day per week the year
- Get QCE credits
- Also achieve points toward ATAR
- Cert II VETiS are funded by DESBT
- Head start on a career
- **3RD PARTY AGREEMENT**

### SCHOOL-BASED APPRENTICESHIPS & TRAINEESHIPS

**GET A HEAD START FOR THEIR CAREER**
- Fits into existing school studies as most of the training occurs during the school holidays
- Work a minimum of 1 day per week with an employer and get paid for it
- Get QCE credits for working and training
- Training is fully funded during and after school for most qualifications
- When students finish year 12 they work full time and get paid while completing an apprenticeship
- Finish apprenticeship sooner

---

**TABLE:**

<table>
<thead>
<tr>
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<th>VETiS Program</th>
<th>School-Based Agreements</th>
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<td>Head start on a career</td>
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[tafeqld.edu.au](http://tafeqld.edu.au)
LILI LEANEY
Certificate I in Construction
Alexandra Hills TAFE Queensland Campus
WHAT IF WE TOLD YOU YOUR ATAR DOESN’T MATTER?

PATHWAY TO UNIVERSITY

NO MATTER THEIR SITUATION, THEY CAN STILL GET INTO UNIVERSITY.

✓ Complete a TAFE at School course then a TAFE Queensland diploma and get guaranteed entry into a related uni course with one of our higher education partners.

✓ In most cases students enter a university course straight into second year.

✓ This means starting university with a full qualification under their belt so they can start working and earning in the chosen industry and get a head start.

Graduate from university at the same time as other students who got a high OP or ATAR. But they will have two qualifications instead of one, and a lot more hands-on experience to back up their job search.

tafeqld.edu.au
AGREED PATHWAY TO UNIVERSITIES
With world-class facilities, teachers with industry expertise, and practical training, TAFE Queensland harnesses your inner greatness, to turn your something into something incredible.

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<th>Agriculture and horticulture</th>
<th>Animal care</th>
<th>Automotive</th>
</tr>
</thead>
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<td>Beauty and hairdressing</td>
<td>Building and construction</td>
<td>Business, justice and management</td>
</tr>
<tr>
<td>Child care</td>
<td>Community services</td>
<td>Creative</td>
</tr>
<tr>
<td>Electrotechnology and utilities</td>
<td>Engineering</td>
<td>General education and training</td>
</tr>
<tr>
<td>Hospitality and cookery</td>
<td>Manufacturing and design</td>
<td>Maritime</td>
</tr>
<tr>
<td>Meat processing</td>
<td>Nursing and health</td>
<td>Resources and mining</td>
</tr>
<tr>
<td>Sports and fitness</td>
<td>ICT, information and networking</td>
<td>Tourism and events</td>
</tr>
<tr>
<td>Transport, logistics and aviation</td>
<td></td>
<td></td>
</tr>
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</table>
Grattan Report

Challenges Parents to reconsider their focus on Uni as a guaranteed pathway to provide a secure future for their children.

Risks and rewards: when is vocational education a good alternative to higher education?
- Magnificent; Unique; Amazing; Deceptive; Driven by forces unseen
The CHALLENGE is they are ALL Unique

- 90% is Hidden – Just like the average Teenager

Magnificent; Unique; Amazing; Deceptive; Driven by forces unseen
Career Navigation

Need to **realise** your personal aspirations, interests, traits, qualifications, and **connects** them to career options and planning.

- Motivation
- Personality balances
- Interests
- Work environment preferences
- Task preferences
- Leadership potential
- Interpersonal skills
- Decision making styles

What **DRIVES YOU**

What you want to **ACHIEVE**

What are you **PASSIONATE ABOUT**

CAREER ADVICE –

**is there time in a busy curriculum to consider career options?**

tafeqld.edu.au
Background

Discover My Career By Harrison

Harrison Assessment Staff & Solution Partners are located in 46 countries around the world.

- Developed in Perth
- 3+ million users
- 40 languages
- [Questionnaire]
- 18 languages [Report]
- 30 years of research
Corporate and Education, NGO & Government Clients

Corporate

FMCG & Retailers
- Danone
- Marks & Spencer
- Tesco
- Kroger
- Goupe Carrefour
- Whole Foods Market
- Coca Cola
- Amway
- Unilever
- Nestle
- Domino’s Pizza
- McDonald’s

Consumer Electronics
- Sony
- Samsung
- Panasonic
- Canon
- Saeco
- LG
- Epson

Banking, Financial Services & Insurance
- ABN-AMRO
- American Express
- ANZ Bank
- Aviva
- Morgan Keegan
- RSA
- Bank Indonesia Northwest Mutual Financial Network
- Bank BRI
- Cigna

Telecom Operators
- Globe
- Maxis
- Orange
- PLDT
- United
- Airtel

Petroleum/Power
- Total
- Elf
- Shell
- British Petroleum
- Hyundai Oilbank
- Petronas

Aviation & Hospitality
- InterContinental
- Accor
- Hilton
- Renaissance Hotels and Resorts
- Swisshotel
- Cathay Pacific
- Qantas
- Marco Polo Hotels
- Jermyns

Automotive & Engineering
- BMW
- Volvo
- Caterpillar
- Volkswagen
- Skoda
- Rolls-Royce
- Alstom
- General Electric
- Boeing
- Toyota

Pharma, Bio-sciences, Chemicals & Materials
- Sanofi-Aventis
- Pfizer
- Merck
- Johnson & Johnson
- Merck
- AstraZeneca
- Bayer
- Bristol-Myers Squibb
- DuPont
- Roche
- Novartis
- Kabi
- Elkaid Effect Digits
- Lightho
- Stellacis
- Sanofi
- Nucor
- Hoffm

Information Technology
- Oracle
- Cisco
- Microsoft
- IBM
- Ericsson
- Alcatel
- Huawei
- HP
- SAP
- Cognizant
- Infosys

Education, NGO & Government

AEMBA-kliao Tong University, China
British Council
Chamber of Commerce and Industry, Western Australia
Federal Communications Commission
Fidelity National Information Services (FNIS)
German Swiss International School, Hong Kong
Hong Kong Police Force
Indus International School, India
INSEAD
INTERI School Of Executive Coaching, India
ITM University, India

Los Angeles Unified School District, United States
Malaysian Institute of Management, Malaysia
Management Development Institute of Singapore (MDIS Campus), Singapore
Memorial University Medical Centre
Nanyang Technological University
NTU - Nanyang Business School, Singapore
Prasetya Mulya Business School, Indonesia
Rotary International
Seoul National University
Shanghai University, Business School

Singapore Institute of Management, Singapore
South Queensland and Strathclyde College, United Kingdom
Swinburne University, Australia
TALE Queensland
TALE South Australia
TALE Western Sydney Institute, Australia
Thailand Management Association, Thailand
The City of Perum, Indonesia
The University of Adelaide, Australia
The University of Hong Kong
The University of Notre Dame, United States

The World Food Programme
Tribal University
Universitas Indonesia
Universiti Kuala Lumpur, Malaysia
University of Malaya Terengganu, Malaysia
Universiti Sains Islam Malaysia, Malaysia
University of Washington
UNO’s Careers, University of Western Sydney, Australia
Vanderbilt University, United States
Yale University School of Traditional Chinese Medicine

tafeqld.edu.au
WHY is identifying SOFT SKILLS so important for Career Satisfaction?

Eligibility **CAN** the person perform?

Suitability **WILL** the person perform?

Eligibility is approximately 50% of the factors needed to succeed in a job.

Suitability is approximately 50% of the factors needed to succeed in a job.
Enjoyment Theory

The Harrison is partially based upon a classic psychological theory called Enjoyment Performance Theory.

People who enjoy at least 75% of their work are four times more likely to succeed and remain engaged.

- The level of enjoyment that an individual has while performing a particular activity is directly related to the level of their performance relative to that activity.
Why is this Questionnaire so effective?

**************

175 Work Related Behaviours

**************

40 Languages

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Sample groupings from the actual questionnaire

<table>
<thead>
<tr>
<th>Group 1</th>
<th>Group 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>I would enjoy working outdoors</td>
<td>I enjoy being the person that makes decisions</td>
</tr>
<tr>
<td>I am quite certain my ideas are right</td>
<td>I enjoy projects that require close teamwork with others</td>
</tr>
<tr>
<td>most of the time</td>
<td>I enjoy asking other people's opinions before I make important decisions</td>
</tr>
<tr>
<td>I enjoy thinking about different</td>
<td>I enjoy work which involves having to overcome many different obstacles</td>
</tr>
<tr>
<td>ideas and points of view</td>
<td>I enjoy trying new ways of doing things or improving things</td>
</tr>
<tr>
<td>I enjoy meeting and talking with</td>
<td>I enjoy taking significant risks to benefit from opportunities</td>
</tr>
<tr>
<td>many new people</td>
<td>I enjoy building or making things</td>
</tr>
<tr>
<td>I believe that my future will be good</td>
<td>I enjoy doing work which requires working quickly</td>
</tr>
<tr>
<td>I enjoy analyzing problems and</td>
<td></td>
</tr>
<tr>
<td>decisions</td>
<td></td>
</tr>
<tr>
<td>I enjoy using hunches or &quot;gut</td>
<td></td>
</tr>
<tr>
<td>feelings to help make decisions</td>
<td></td>
</tr>
<tr>
<td>I don't mind having to perform</td>
<td></td>
</tr>
<tr>
<td>repetitive tasks</td>
<td></td>
</tr>
</tbody>
</table>

| Group 3                                |                                                                         |
|----------------------------------------|                                                                         |
| I like to say what I really think      |                                                                         |
| I enjoy trying to say things in ways   |                                                                         |
| that people can easily accept and     |                                                                         |
| feel happy about                       |                                                                         |
| I don't mind having to work under     |                                                                         |
| time pressure                          |                                                                         |
| I enjoy persuading or convincing      |                                                                         |
| others                                 |                                                                         |
| I would enjoy using computers in my   |                                                                         |
| work                                   |                                                                         |
| I enjoy tasks such as typing or       |                                                                         |
| organizing information                 |                                                                         |
| I want others to be considerate and   |                                                                         |
| careful of my feelings                 |                                                                         |
| I enjoy telling people what I want    |                                                                         |
| and need                               |                                                                         |
What is Harrison Career Navigator? The most advanced technology for helping students, graduates and working adults find and succeed at a career they will love.

Sorts more than 600 careers according to which you would love most - and achieve greatest success
• See exactly what you would like or dislike about each career
• Explore various "what if" options for different education levels
• See descriptions and general requirements for each career
• All in real time online using your Career Navigator

Measures 175 factors including your interests, task preferences, motivations, work values, work environment preferences and interpersonal preferences. This enables you to see the careers you would love and how you can best succeed.

Used by top universities, Fortune 100 and Fortune 500 companies.
Based on our unique Paradox Theory and Enjoyment-Performance Theory.
Extensive studies have shown 85-90% accuracy in predicting job success.
Career Navigation System

Do Career Options Make a Difference?

Search for a specific career
Search by Education level

Careers in order of enjoyment

- Certificate
- Diploma
- Traineeship/Vocational
- Apprenticeship/Trade
- Bachelor's Degree
- Master's Degree
- Doctorate Degree

Harrison Career Navigator

Return to HATS

Account/Support

Search for career list above
Search for specific career
Clear Search

tafeqld.edu.au
Show an Employer your suitability.

Career Enjoyment Analysis

Welcome to Career Enjoyment Analysis

This report comprises your preferences and interests to the tasks and interests related to work satisfaction and success for typical jobs with the career called Media/Communication Specialist. Keep in mind that while there is a good general reflection of the career, there may be specific jobs under the career name which emphasize different tasks and interests, and this score is not an exhaustive reflection of all jobs within this career title.

This report is divided into three sections: Key factors related to your enjoyment, Other factors that could hinder your enjoyment, and Potential deterrents.

Overall percentage of enjoyment: 88.3%

Key factors related to your enjoyment

These factors indicate areas where you may enjoy performance in a particular job and are based on your top three career clusters.

1. Positive Spacing
2. Career Awareness
3. Conformity

Potential details

- Model: This individual is self-disciplined and enjoys being organized in their work.
- Natural: You probably do not have a significant degree of being organized. Your level of being observed will support job satisfaction and will not hinder performance.
- Social: The individual is not very social and enjoys being independent.
- Career: You probably do not have a significant degree of being career-driven. Your level of being observed will support job satisfaction and will not hinder performance.
- Behavioral: The individual is not very behavioral and enjoys being independent.
- Grades: You probably do not have a significant degree of being academic. Your level of being observed will support job satisfaction and will not hinder performance.
- Duties: The individual is not very duty-oriented and enjoys being independent.
- Wrinkle: You probably do not have a significant degree of being organized. Your level of being observed will support job satisfaction and will not hinder performance.

Additional feedback:

- The individual is self-disciplined and enjoys being organized in their work.
- The individual is not very social and enjoys being independent.
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Summary of this career

- Marketing/Advertising
- Government
- Education

Competencies

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Thank You

School Engagement

Transactional or Transformational?

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