

We empower youth, strengthen families, and broker partnerships between education & industry.



ACHIEVING EMPLOYER GOALS WITH TAILORED RECRUITMENT SOLUTIONS

At VPG, we are youth employment specialists, working in partnership with local businesses to deliver tailored recruitment solutions that connect employers with young work ready talent.

With the events industry in recovery mode post COVID-19 restrictions, local Cairns company Underwood Party Hire found themselves in a position needing to recruit a number of staff quickly to accommodate the influx of business.

Working in partnership with Underwood Party Hire to achieve their recruitment goals, VPG facilitated a group interview with young people identified with the skill set required to fulfill the vacant positions.

The group interview provided an opportunity for the employer to assess the communication, teamwork and leadership skills demonstrated by the talent as they undertook practical tasks performed in the workplace.

Six VPG participants were selected by the employer and have transitioned smoothly into employment, demonstrating the skills, attitudes and behaviours required to succeed in the workplace.

VPG Partnerships Officer Jacinta Perry said, "working closely with employers, we can understand the recruitment needs and provide solutions to fulfill employment goals.

"Through our pre-employment programs young people receive skills development training relevant to employer needs and the local market conditions, allowing us to put forward the best candidates for the job.

"If you are looking to build your workforce and invest in young talent, we are here to help," said Ms. Perry.



GETTING YOUNG PEOPLE BEHIND THE WHEEL & INTO EMPLOYMENT

Having a drivers license is a milestone marker for a young person's path to independence, and more frequently than not, becoming a position requirement for employers.

Acknowledging the benefits of holding a drivers license, VPG in collaboration with Cairns Truck School, delivers the Learner Driver Program, providing young people access to supervised driving lessons to help them complete their logbook hours and achieve their provisional license.

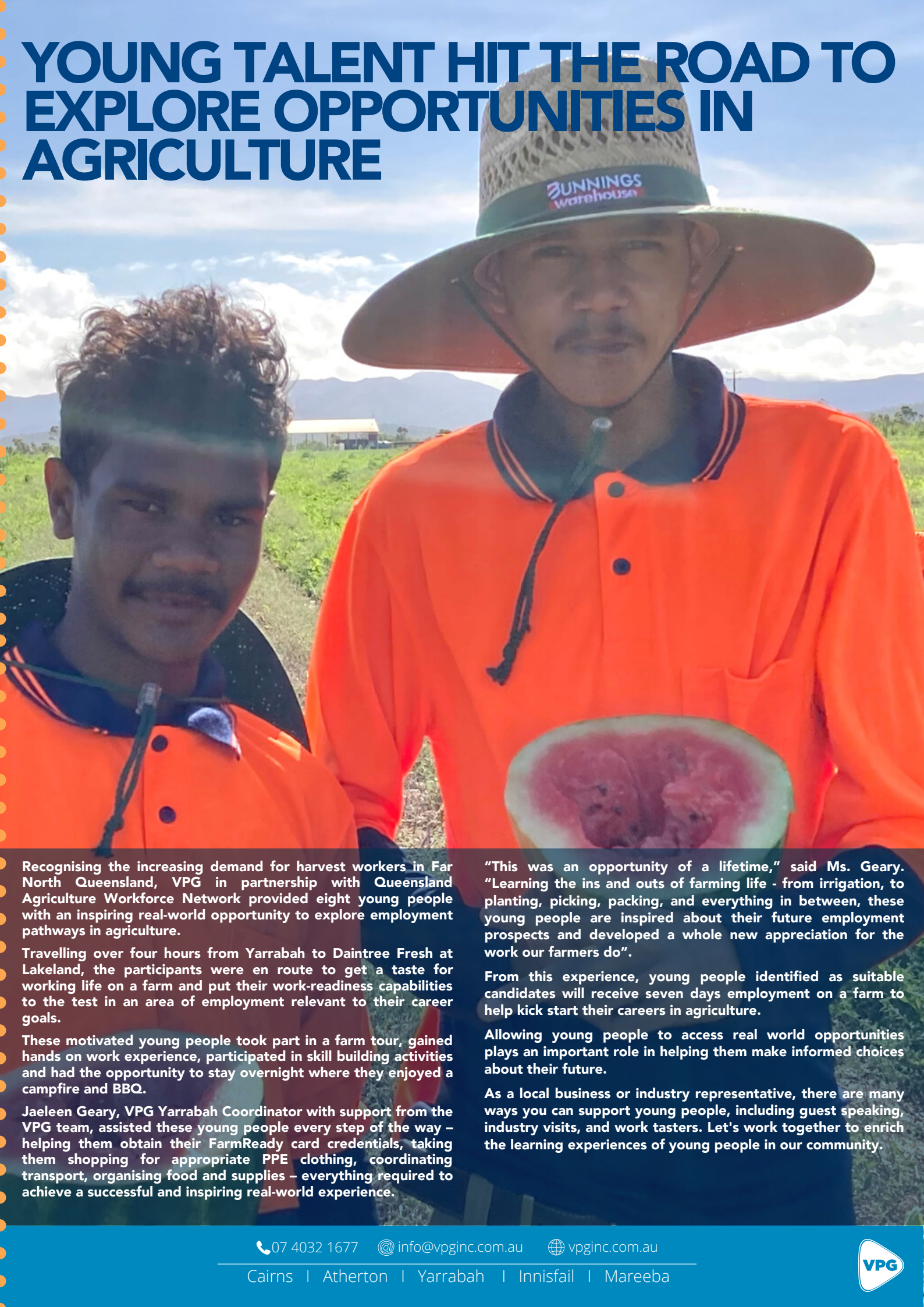
VPG CEO Maryanne Tranter said "recognising the benefits of a license for young people and employers, we have made the commitment to provide VPG participants with funded driving lessons to help them work towards achieving their license within six months of commencing work".

Local employers seeking young recruits with a license are encouraged to make contact with VPG.

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YOUNG TALENT HIT THE ROAD TO EXPLORE OPPORTUNITIES IN AGRICULTURE



Recognising the increasing demand for harvest workers in Far North Queensland, VPG in partnership with Queensland Agriculture Workforce Network provided eight young people with an inspiring real-world opportunity to explore employment pathways in agriculture.

Travelling over four hours from Yarrabah to Daintree Fresh at Lakeland, the participants were en route to get a taste for working life on a farm and put their work-readiness capabilities to the test in an area of employment relevant to their career goals.

These motivated young people took part in a farm tour, gained hands on work experience, participated in skill building activities and had the opportunity to stay overnight where they enjoyed a campfire and BBQ.

Jaeleen Geary, VPG Yarrabah Coordinator with support from the VPG team, assisted these young people every step of the way – helping them obtain their FarmReady card credentials, taking them shopping for appropriate PPE clothing, coordinating transport, organising food and supplies – everything required to achieve a successful and inspiring real-world experience.

“This was an opportunity of a lifetime,” said Ms. Geary. “Learning the ins and outs of farming life - from irrigation, to planting, picking, packing, and everything in between, these young people are inspired about their future employment prospects and developed a whole new appreciation for the work our farmers do”.

From this experience, young people identified as suitable candidates will receive seven days employment on a farm to help kick start their careers in agriculture.

Allowing young people to access real world opportunities plays an important role in helping them make informed choices about their future.

As a local business or industry representative, there are many ways you can support young people, including guest speaking, industry visits, and work tasters. Let's work together to enrich the learning experiences of young people in our community.



WORK EXPERIENCE WORKS

VPG's work experience program for 2021 is in full swing, seeing Year 10 students from St Mary's Catholic College, St Monica's College and St Augustine's College undertake their placements with great success.

Placing over 1,000 students across Cairns each year, VPG extends a big thank you to all Employer Champions for providing young people in FNQ an inspiring opportunity to explore career pathways, strengthen employability skills and get a taste for the working world.

Jared from St Mary's Catholic College undertook his placement at the Office of Warren Entsch where he developed employability skills in administration and gained valuable insight into a career in politics.

Sharing industry knowledge and expertise, the team at Warren Entsch's office provided this young man with an inspiring opportunity that has the potential to shape his future career aspirations and goals.

If you are a local employer who can offer a young person an opportunity within your organisation, we'd love to hear from you. Checkout the upcoming work experience schedule below.

- Trinity Bay State School: 21-25 June
- Cairns State High School: 19-23 July
- St Monica's College: 9-13 August



TRANSFORMING THE LIVES OF YOUNG PEOPLE

VPG participants, Murhula, Sanja and Kyarra-Lee, successfully secured a construction traineeship at Centacare FNQ, where they are participating in a 24-week paid employment program and will gain a nationally recognised qualification.

Through VPG's youth transitions program the successful participants underwent intensive pre-employment training to build on their strengths and talents in preparation for the world of work. Participating in career exploration activities to define their employment goals, the participants were motivated and encouraged to take the steps required to achieving their aspirations.

Identified by VPG as suitable candidates for a traineeship opportunity at Centacare FNQ, the participants were encouraged to apply. Strengthening their application prospects, the participants received support to tailor their resume and cover letter and underwent one-on-one interview preparation.

Successfully securing an interview, all three participants were acknowledged by the prospective employer as well-prepared and ideal candidates for the traineeship program, resulting in their employment success.

Through the program, the participants have the opportunity to gain valuable work experience, learn new skills and broaden future employment prospects.

VPG is committed to providing ongoing post-placement support to the participants to ensure a smooth transition into employment and maximise potential to lead successful, independent lives.

Recognising the importance of a driver's license for future employment opportunities within construction, VPG continues to provide the participants with ongoing driving lessons through the Learner Driver program, helping them to achieve their provisional driver's license.

All three participants are proud of their achievements and have been acknowledged by their employer as valued team members who are appreciated for the work they contribute.

To meet Murhula, Sanja & Kyarra-Lee and hear their story [click here](#).

CREATING SAFER COMMUNITIES

Adolescence is a crucial period in the formation of respectful, non-violent relationships with evidence showing that school violence prevention programs can produce lasting change in attitudes and behaviours.

Did you know VPG delivers RespectMe, a youth sexual violence prevention education program across school-sites and organisations in Far North Queensland, promoting a culture of respect, responsibility and support.

For more information, visit:

www.respectme.org.au

or send an enquiry to respectme@vpginc.com.au



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Cairns | Atherton | Yarrabah | Innisfail | Mareeba



YOUNG PEOPLE MAKE THEIR MARK ON ATHERTON

VPG in collaboration with Tablelands Regional Council and local artist Dan Wallwork aka 'Wally', provided young people an opportunity to create a public display in Atherton celebrating youth on the Tablelands.

The collaborative art piece was designed and produced by VPG participants with the support and guidance of Wally, allowing them to make their mark and leave a colourful snapshot of 'Atherton Now' through their eyes.

The mural celebrates the artistic talents and contribution young people make to our community and provided an opportunity for increased community connection.

"The positive community support and encouragement as the work was carried out was inspiring" said Alinta Burchell, VPG Customer Service Officer supporting the project delivery.

"Seeing our participants engage and connect with the community created a real sense of pride" said Ms. Burchell.

The mural was inspired by nature on the Tablelands from the lens of our youth and brings a flavour of 'Old School vs. New School' to the community.

If you are ever in Atherton, we encourage you to keep an eye out for it on the main street.



YOUTH EMPLOYER INCENTIVES

Your business could be eligible for **youth wage subsidies**. Speak with us to find out how you can build your workforce and invest in young people with a federal incentive and possible combination with a state incentive.

Transition to Work

TtW is a national, federally funded service targeted at 15–24 year olds seeking employment. Our service equips young people with personal, social and practical employability skills, along with opportunities to explore the world of work and build networks to provide your business with job ready candidates, free of charge.

Federal Youth Employer Incentives

\$10k

Youth Bonus up to \$10k

Youth Bonus offers financial support for employers, assisting with the cost of transitioning young employees, aged 15–24 into your business. The Youth Bonus is administered by Transition to Work. For further information, click [here](#).

50%

Boosting Apprenticeship Commencements up to 50% of wage costs

To assist with the economic recovery from COVID-19, the Australian Government is providing support to employers of any size who hire new apprentices and trainees until 31 March 2022. For further information, click [here](#).

\$200

JobMaker Hiring Credit up to \$200 per week

To support and encourage the employment of young people, your business may be eligible to claim \$200 a week for up to 12 months for new jobs created. For further information, click [here](#).

State Youth Employer Incentives

Either as stand alone subsidies, or to complement the Federal incentives, the following are available in Queensland. Speak with us to understand further the eligibilities and how they might be combined.

\$20k

Youth Boost up to \$20k

Youth Boost is designed to give businesses the confidence to employ Queenslanders who have experienced a period of 4 weeks or more of unemployment, directly prior to commencing work with them. For more information click [here](#).

Contact

To discover more about how Vocational Partnerships Group can support you to grow your future workforce, invest in young talent and navigate the red tape, contact us today for a free consultation.

Jacinta Perry

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facebook.com/VPGYouthTransitions

instagram.com/vpg_youth/



In focus

Wage subsidy offers financial support to provide training to new talent



Apple Tree Medical invested in a young person with a wage subsidy, allowing them to provide adequate training and mentoring from senior staff to ensure a smooth transition into the role. Read more about the young person's success at Apple Tree Medical [here](#).

Transition to Work National Community of Practice

Vocational Partnerships Group is a member of the TtW National Community of Practice, a group of 11 providers across 13 regions around Australia who are delivering a consistent and collaborative approach. We work to harness the community effort to address youth unemployment to build partnerships with business, government, community organisations, philanthropy and education providers to deliver the opportunities, networks and resources that young people need. In doing so, we value the expertise, knowledge, contributions and existing work of the community and build on, rather than duplicate, community assets. To find out more about TtW and hear from our Youth Employer Champions please visit our [website](#).

THE *National*
COMMUNITY
of PRACTICE

LET'S GET THE JOB DONE!



CREATING OPPORTUNITIES