

Chisholm

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# Youth Pathways Strategy

## 2023–2025



TAFE VICTORIA

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## Integrity

We always do the right thing, guided by our Values and ethical principles even when faced with difficult decisions.



## Respect

We respect our organisation, its people and its guiding principles in all our interactions.



## Accountability

We take responsibility for our work, focusing on the best outcomes for the student, customer, Chisholm and its people.



## Collaboration

We are one united team, working together with each other and our partners to meet the needs of our students, customers and government.

# Wominjeka, Welcome to Chisholm

Chisholm Institute respectfully acknowledges the Traditional Custodians of this land. We pay respect to Elders past, present, and future, for they hold the memories, the traditions, the culture and hopes of our nation's First Peoples.

Chisholm is committed to supporting and empowering our Aboriginal and Torres Strait Islander staff, students and their communities through providing quality teaching and learning opportunities.



# Youth pathways strategy

## Guiding principles

The Youth Pathways Strategy primarily takes direction from the following guiding principles of the Chisholm Strategic Plan 2021–2024:

### Retain a broad education offer

We will preserve a broad education offer to provide students with choices and pathways between different types and levels of education. We will consider our offer across Vocational Education delivered to secondary schools VETDSS, foundation, VET and higher education courses, and ensure seamless integration to provide pathways for continuous learning.

### Focus on the south east

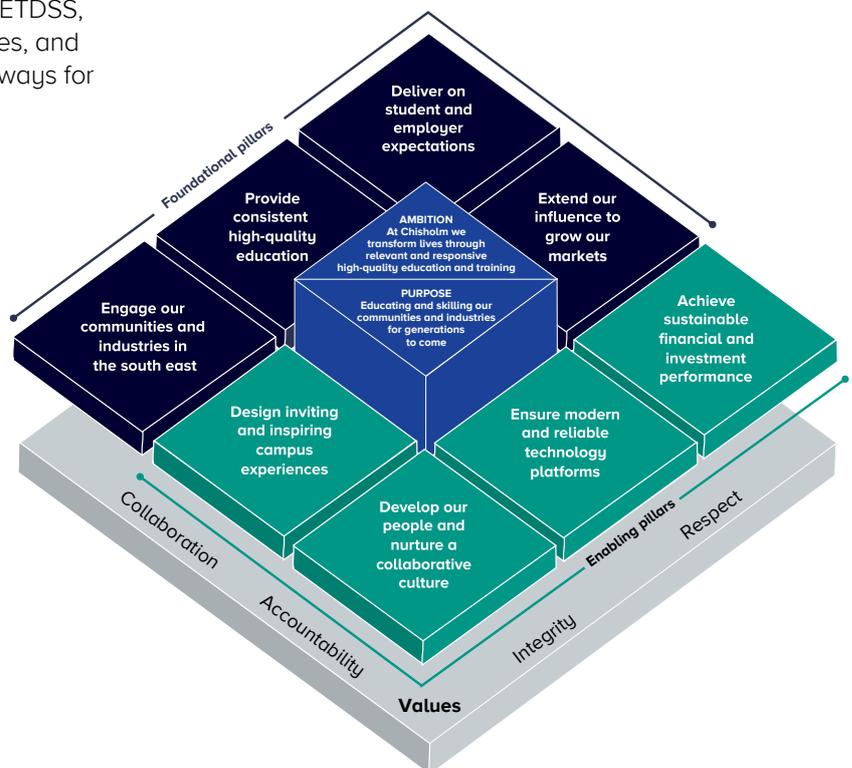
Our primary focus is and will always be the South East. We will focus on improving and broadening our relevance to student groups, communities, employers and industries across the region, and improve access to education for all members of the community.

### Deliver a responsive and reliable experience

We will provide a responsive and reliable end-to-end experience regardless of location, channel, area of study or needs. This will provide consistency in student and employer experiences and ensure that all interaction and engagement with Chisholm is consistently to the highest standard.

Chisholm’s Strategic Plan 2021–2024 outlines our commitment to providing consistent, high-quality education and student experiences.

## Strategic Plan 2021–2024



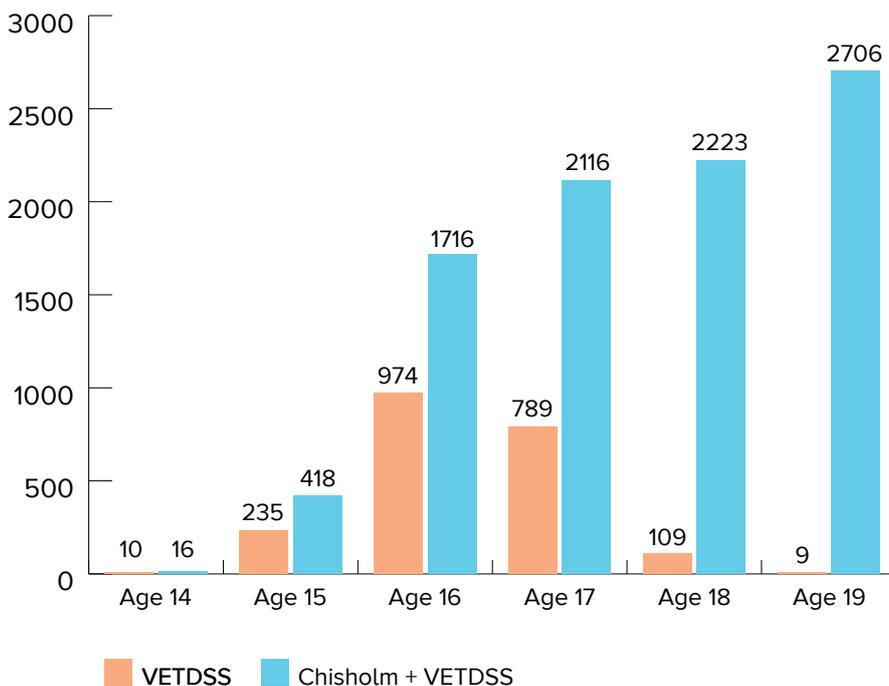
# Purpose

The purpose of the Youth Pathways Strategy is to provide a suite of recommendations to guide Chisholm's focus on education pathways for youth.

Youth Pathways Strategy recommendations are aligned to the themes of:

- > Educational Products
- > Services
- > Education Operations (delivery)
- > Marketing and Recruitment.

**Approximately 1/3 of Chisholm students are 'youth' (aged 16–19 years). Appropriate study pathways, quality education products and an excellent student experience for our youth cohorts support their educational aspirations and help Chisholm to maintain strong enrolment pipelines to benefit our future community and industry needs.**



(Source: Education Plan, 2021, p.6; Student and Employer Experience Plan, 2021, p.15)

# Context – Youth wellbeing, education and career pathways

**Chisholm’s youth cohorts appear disproportionately affected by previous educational disengagement, low levels of wellbeing and socio-economic vulnerability.**



The Royal Commission into Victoria’s Mental Health System (2021) recognised the important role schools and non-school providers such as TAFE play in providing universal support for the mental health and wellbeing of young Victorians.



Headspace’s National Youth Mental Health & Wellbeing Survey (2020) identified that rates of psychological distress remain high among Australian young people (aged 12-25yrs), with one in three reporting high or very high levels of distress (34%). Relatedly, this Headspace survey suggests only 57% of all 15-21 year olds suggest they are capably dealing or coping with life. These are comparable to the rates seen in 2018.

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**Chisholm is committed to increasing educational outcomes in Melbourne’s South East, such that Victorian Government priorities for youth career pathways can be realised.**



The Victorian Government’s Youth Strategy (2022–2027) demands that our youth have better access to hands-on learning opportunities to increase their ability to get the job they want.

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**As one of Victoria’s largest TAFEs, Chisholm has a critical role to play in increasing youth participation in education that can create positive outcomes for our local community and industry. This includes providing access and opportunity to high priority study and career pathways for our youth cohorts studying in Foundation College, Non School Senior Secondary Provider (NSSSP), Apprenticeships/Traineeships, and VETDSS.**



The Victorian Skills Plan (2023) which provides a ‘roadmap’ for the future skills and jobs needed across Victoria, clearly emphasises the powerful influence of an education institution serving local industry and community by offering a full range of pathways and supports.

# Value proposition for youth

**The core value proposition that Chisholm provides for youth cohorts is the range of educational pathways we provide that lead to real employment outcomes or further study, including higher education opportunities.**

Our 'value-add' or points of difference from other education and training providers are:

- > our breadth of educational pathway offerings
- > our quality and expertise in senior secondary, vocational education and training and higher education
- > our enhanced support of youth throughout their pathway with Chisholm.



# Strategy recommendations

## Educational Products

### Senior secondary, VETDSS, study and career pathway planning

**The educational products Chisholm provides are inherently appealing to young people planning their future study and career pathways. Improved strategy, commitment and coordination of these products will greatly benefit the student youth in our SE Melbourne region.**

- > To capitalise on the recent Victorian Certificate of Education (VCE) reforms, Chisholm's Senior Secondary College provides a core suite of thematic vocational VCE course pathways (products) aligned to Chisholm strategic priorities  
  
e.g.: VCE Construction, VCE Healthcare, VCE Business, VCE Sport, VCE Early childhood education (ECE)
- > Chisholm supports the Victorian Government's strategic priority for Vocational Education Training (VET) delivered to secondary students (VDSS) through provision of specified priority courses at a delivery capacity and viability commensurate with Chisholm's footprint in SE Melbourne
- > As per Government directives, Chisholm VDSS delivery operations will be based on a revenue and course viability model aligned to DET Student Resource Package (SRP) + VET Band funding provision to schools
- > All new VDSS offerings must follow Chisholm protocols for suitability via Course Advisory Committee and Course Viability modelling
- > All core VDSS courses (year-long) have articulating pathway courses/products to support continuing (post-secondary) student enrolments
- > Multiple-year enrolment pathways (to Higher Education level) are planned, documented and implemented for all youth (16–19 yrs) commencements as part of the pre-training review (PTR) process  
  
e.g.: Foundation, Senior Secondary, Apprentices, Trainees, etc.
- > Chisholm's pathway products are designed to foster future study with Chisholm as the natural pathway or first choice to careers
- > A refreshed focus is applied to our regional campuses that prioritises youth enrolment pathways in delivery operations
- > Chisholm Delivery Business Areas with qualifications and course content in Science, Technology, Engineering and Mathematics (STEM) fields should support Chisholm's Tech Schools (Casey, Frankston, Dandenong) with the co-design, promotion and co-delivery of pre-senior (non-accredited) vocational and applied learning pathway programs.

# Services

## Student support services, facilities, wellbeing workforce

**We offer free, confidential services including personal counselling, career advisory, disability support, Koorie services, financial guidance and study and academic support, to help students stay on track, achieve their educational goals, engage in student life and get career ready. Enhancing these services with a strategic focus on the youth experience, will even better set our young people up for long-term educational success!**

- > A new model of Chisholm youth archetypes is developed for enhancing understanding of the end-to-end pathway experience of Youth, including their utilisation of Chisholm Student Support services.
- > Learning and wellbeing support for youth cohorts are enhanced across all campuses (and online)
- > Chisholm maintains a highly trained workforce for specialist wellbeing and careers counselling for Youth cohorts
- > Each youth enrolment (16–19 yrs) has scheduled annual touchpoints for career pathways guidance (provided by Student Support and Engagement/ Services (SSE); 'opt-in' model)
- > Campus and online learning facilities to support vulnerable youth cohorts, maintain Child Safety and Learner Diversity
- > Youth focused Campus facilities and learning environments are refreshed with furniture, IT and aesthetics
- > Chisholm investigates potential for co-location of external wellbeing services onsite in partnership with Chisholm SSE (eg: Headspace)
- > The Foundation College and Senior Secondary College workforces include provision for low-level wellbeing services to support youth cohorts and compliment the higher-level specialist counselling services provided by Chisholm SSE.



# Education Operations (delivery)

## Teaching and learning, child safe, data metrics, finance

**A young person's experience of our educational operations is crucial to their enjoyment of learning and their achievement of career qualifications. These recommendations to aspects of our program delivery are key to helping youth to succeed in our adult-learning, TAFE environment.**

- > Senior Secondary will develop a new vision and framework for teaching, learning and wellbeing at Chisholm that complements our Non-School Senior Secondary provider (NSSSP) registration. This should take lead from the DE's Framework for Improving School Outcomes.
- > Targeted professional learning should be provided for youth-focused teachers. Eg: Professional Education College (PEC) programs in youth pedagogies, High Impact Teaching Strategies (HITS), child safety, behaviour management, CALD, disability, gender equity, etc.
- > Delivery BA's assume a greater role over promoting career 'Pathway' conversations with existing youth students
- > Chisholm aspires to exceed the new 11 Child Safety Standards across all physical or online environments of each Delivery BA and Campus services.
- > All Delivery BA leaders & teachers demonstrate commitment to supporting Child Safe Standards for youth cohorts.
- > Youth-focused education facilities at Chisholm are prioritised for Child Safe operational compliance
- > Chisholm's Student Management System provides capability for internal data collection and pathway tracking for youth
- > Enhanced pathway data is used for tracking, reporting on and explaining pathways and emergent patterns in youth enrolments and student outcomes.
- > All Foundation, NSSSP (VCE) and core VDSS courses have performance data metrics within Delivery BA Business Plans to promote more students continuing into post-completion study pathways with Chisholm
- > Course viability finance modelling considers youth-pathway focused courses with alternative profit margins – as commensurate with the available funding revenues and the longer-term educational outcomes for students.

# Marketing and Recruitment

## Resources, communications, facilities

**Young people, parents and schools sometimes find tertiary institutions difficult to understand and engage with. Improving the focus of our marketing and recruitment resources to support youth can help to improve their planning of future study pathways with Chisholm.**

- > A cross-department workforce of Youth Pathways Coordinators is created within appropriate Service and Delivery BAs.
- > These Youth Pathway Coordinator (YPCs) will have aligned/overlapping duties and better coordinated internal relationships.
- > Youth Pathway Coordinators will focus on activating internal student pathway enrolments for existing students and external youth recruitment activities (new students)

- > Chisholm will continue to develop/refresh digital and print resources (marketing assets) for youth that map/illustrate Chisholm priority (sequential) course pathways to employment careers
- > Chisholm should support greater application of youth-focused marketing and communications within Delivery BAs, using appropriate media channels for engaging young people, their parents and their schools
- > Targeted marketing assets are developed to raise the public profile of Chisholm's youth-focused facilities – for prospective students

eg: Frankston Redevelopment, Dandenong Regional Education Alliance Model trade training centre (DREAM TTC), Schools Trade Alliance for Regional Training Centre (START TTC), SP TTC, Tech Schools (Casey, Frankston, Dandenong).



# Measures of success

## Across the journey of this Youth Pathways Strategy, we will measure our success through:

- > Enhanced student satisfaction across youth cohorts
- > Increased student enrolments from a strengthened 'pathways' pipeline
- > Greater data intelligence about our youth cohorts to inform educational strategy and operations
- > Enhanced collaboration between Service Areas and Delivery Areas to better support youth cohorts
- > Deeper engagement with external partners including government, community and industry.



# 2023 Student demographics – all students

**31,266**

Total students 2023

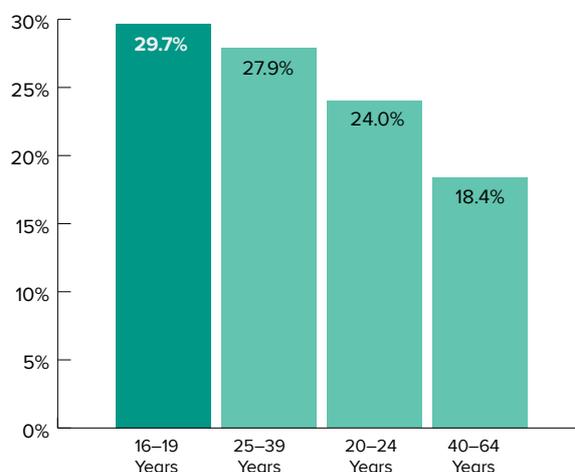
**46.6%** Government funded

**53.4%** Fee for service

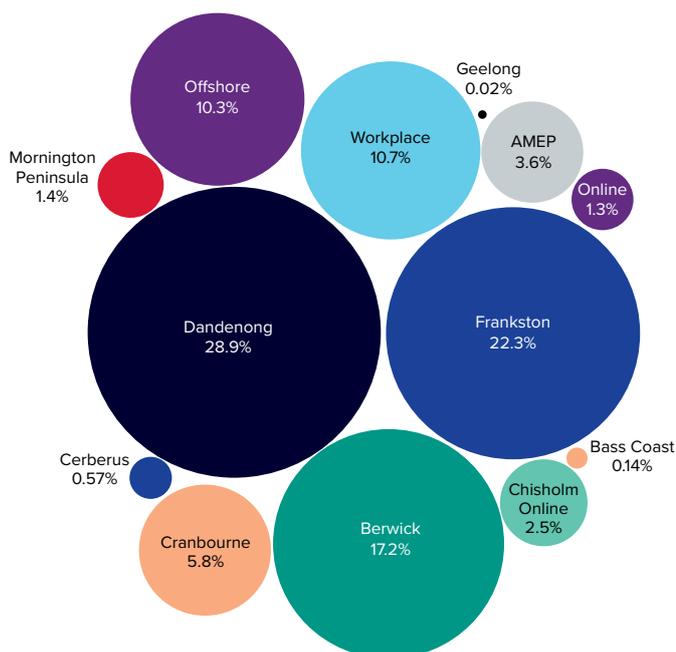
**20%** Free TAFE

**22%** Apprenticeships

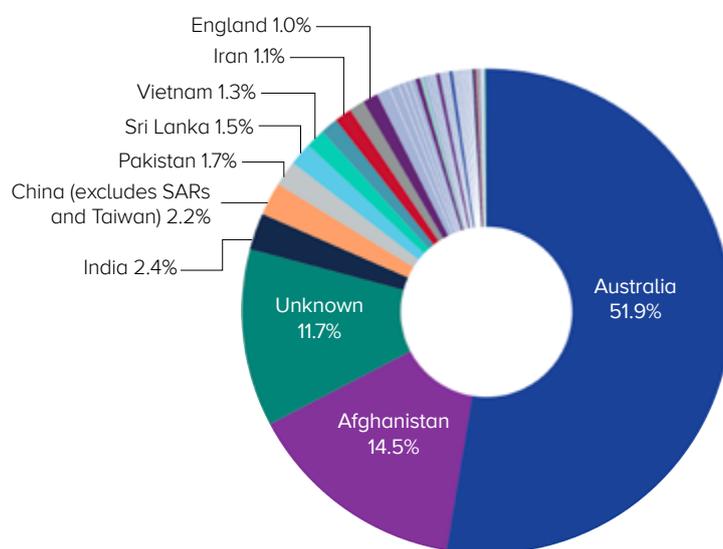
## Age group (top 4)



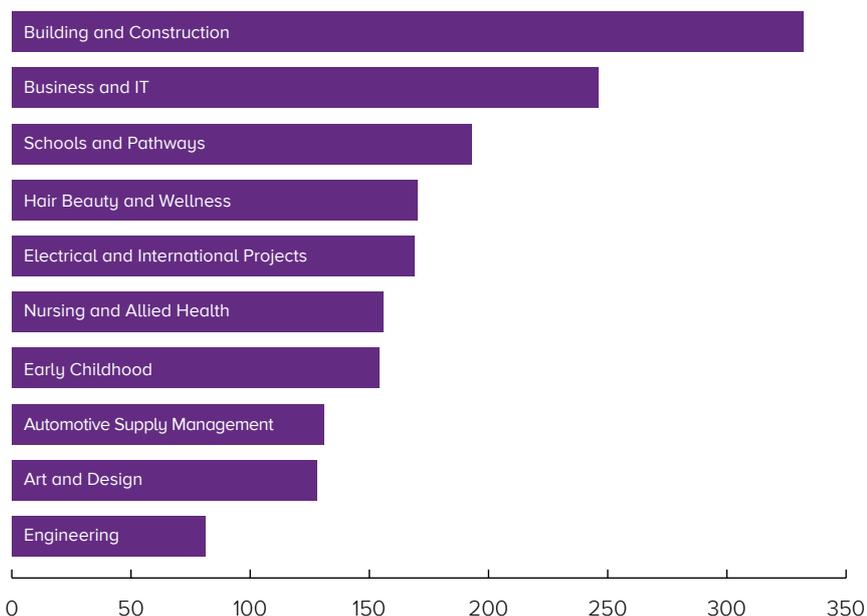
## Campuses



## Country of birth (top 10)



## VETDSS Business Areas (top 10)



Enrolments as at Feb 2023

# Our locations

As one of the largest TAFE institutes in Melbourne's south east we offer you many locations to study from, including on campus, online and in the workplace.

Whether you want to study near the beautiful beaches of Frankston, in the multicultural hub of Dandenong, in Berwick's health precinct or in the comfort of your own home, we've got you covered.

## Campus locations

### Berwick

25 Kangan Drive, Berwick, 3806

### Cranbourne

New Holland Drive, Cranbourne, 3911

### Dandenong

121 Stud Road, Dandenong, 3175

### Frankston

Fletcher Road, Frankston, 3199

### Rosebud

Boneo Road, Rosebud, 3939

### Springvale

Corner Boulton Street and Springvale Road, Springvale, 3171

Visit [chisholm.edu.au/locations](https://chisholm.edu.au/locations).

## Contact us

[YouthPathways@chisholm.edu.au](mailto:YouthPathways@chisholm.edu.au)



# Terminology

**BA's** – Business Areas

**CAC** – Course Advisory Committee

**CALD** – Child Safety and Learning Diversity

**DE** – Department of Education

**DREAM** – Dandenong Regional Education Alliance Model (TTC)

**FR2** – Frankston redevelopment – Stage 2

**HE** – Higher Education

**HITS** – High Impact Teaching Strategies

**NSSSP** – Non-School Senior Secondary Provider

**OTCD** – Office of TAFE Coordination and Delivery

**PEC** – Professional Education College

**PTR** – Pre-training review

**SLU** – School Liaison Unit

**SRP** – Student Resource Package

**SSE/SSS** – Student Support and Engagement/Services

**START** – Schools Trade Alliance for Regional Training (TTC)

**STEM** – Science Technology Engineering and Mathematics

**TTC** – Trade Training Centre

**VCE** – Victorian Certificate of Education

**VET** – Vocational Education Training

**VETDSS SLU** – VETDSS School Liaison Unit

**VETDSS/VDSS** – Vocational Education Training delivered to secondary schools

**YPC** – Youth Pathway Coordinator

*Chisholm*