

Inspiring Apprentices

A step-by-step guide to help teachers run activities to inspire pathways in apprentices and traineeships using volunteers from the world of work.

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INTRODUCTION

About the Guide

This is one of a series of easy-to-follow guides to help teachers prepare and run Inspiring the Future (ITF) activities at their school. They include suggestions for designing and running an activity, tips for inviting volunteers and encouraging them to accept requests and in some instances, sample activity tools and templates are provided for teachers to use or modify as needed.

About the Inspiring the Future Campaign

Inspiring the Future (ITF) Australia is a national campaign to give every school student the opportunity to be inspired and motivated by volunteers from a wide range of occupations and industries at all levels. Workplace volunteers sign up on the ITF online platform where they create a personal profile including school regions they are willing to travel to on invitation. Teachers sign up online for free to search for and invite registered volunteers into their school to share their career story or help in other ways. ITF challenges gender stereotyping, broadens students' career horizons and helps to illustrate the relevance of their classroom studies to workplace applications. The more connections that school students have with people from the workplace, the better equipped they are to make informed decisions about their future study and career options and to gain meaningful employment. ITF expands the number of those connections, especially for students with limited role models, living in families experiencing intergenerational unemployment and other types of entrenched social disadvantage.

Who are we

The Inspiring the Future Australia campaign is run by School Industry Partnership (SIP), an Australian not-for-profit organisation whose ultimate aim is to inspire young people to reach their full potential. The UK based Education & Employers charity licenses SIP to roll out ITF across Australia. SIP currently works with local delivery partners, NASSSA in Adelaide and AusSIP in Western Sydney. We're always looking for additional champions, recruiters, organisers, or other individuals who can help roll out ITF in their local region or help out behind the scenes! If you or your organisation has an interest in supporting or enhancing ITF we'd really love to hear from you.



Child Protection Requirements

Student safety is paramount, so we ask that all volunteers agree to comply with any child protection requirements in their State or as asked by the school. This most commonly entails showing photo ID, filling out a simple form or getting a free volunteer working with children check. You can learn more about the requirements in your state at our FAQ page. ITF volunteers must be supervised by a teacher at all times while on school premises.



Get involved as a teacher

Sign up as a teacher on the secure online platform www.inspiringthefuture.org.au to connect with volunteers from a range of sectors, professions and experience who have indicated their willingness to visit schools in your region. Volunteers have signed up to share their knowledge, experience and enthusiasm about their jobs and experiences with your students.

You can invite them via the ITF platform come to your school to broaden your students' awareness of career options, engage their interest in the practical applications of their classroom learning and to generally enable them to make informed study and career decisions.

Although volunteers have indicated their willingness to take part in specific ITF activities, you are free to request their assistance with any other activity relevant to your students' learning needs. When you are inviting volunteers to take part in an activity at your school, it's advisable to provide them with at least three weeks' notice and to invite at least double the number of people you need. Volunteers often have busy schedules and may not always be available when you need them.

Easy Steps for Inspiring Apprentices

This model is based on a three-hour pilot event run in Sydney in 2017 involving 80 students and their teachers from several secondary schools and 10 industry presenters with their apprentices

Purpose

- To promote awareness of Apprenticeship and Traineeship opportunities and benefits to young people in order to inspire them and encourage commencements. (Including SBATs)
- To address gender imbalances in apprenticeship & traineeship roles.

Getting Started

Time required: Three hours (suggested)

Venue: A space large enough to have 10 tables of eight students & 1-2 volunteer presenters per table

Materials/equipment needed:

- 10 tables and 100 chairs (unless you use 10 circles of chairs)
- Numbered table stands (1-10)
- Ten tables along the side or back wall of the room for presenters to set up their information stands and banners
- A small bell with a ring that can be heard across the room
- 80 Student question cards (See appendix A)

Tip: Think outside the box when it comes to what volunteers to invite, don't forget about trades like floristry or sign writing in addition to more obvious trades like construction and plumbing.

How It Works

Secure industry volunteer guest speakers:

- Use your own network or sign up as a teacher to use the ITF website to find and invite registered volunteers (preferably employers seeking apprentices) representing the industry sectors your students are interested in finding out more about. Group Training Organisations can be approached

Speed Career Networking Activity:

- Students are seated around 10 tables each having a different volunteer guest speaker and their apprentice sitting with them. The tables are labeled 1-10 (use restaurant table stands if you have them).
- The students are given double sided prompt cards with suggested questions they could ask each volunteer (See appendix A). They can find out about their industry, their job role and why they enjoy it, their career pathway, current & future career opportunities and how they can access Apprenticeships and Traineeships.
- Each volunteer engages in conversation with the students for 10-15 minutes and then moves to the next numbered table when a bell is rung by the teacher.



Mini careers fair: (If time permits)

- The students then are free to visit the volunteers' display stands to ask further questions, collect literature and perhaps register their interest in an apprenticeship position.

Activity follow-up

Let us know how it went – send us any pictures, videos and feedback to online@inspiringthefuture.org.au so we can help to showcase and celebrate your success. You can also tag us on Twitter @ITF_Australia and Facebook @InspiringtheFutureAU.

Sample event schedule

9.00 am Volunteer speakers arrive and set up stands for mini-careers fair (optional)

9:30 am Students arrive with teachers

9:45 am Speed Career Networking Activity

11.30 am Mini Careers Fair (Students & teachers visit industry stands & collect further information)

12.30 pm Close & students and presenters complete brief event feedback survey form

Possible industries to be covered by speakers

- Automotive
- Hospitality
- Construction
- Printing & Graphic Design
- Engineering
- Electrical
- Plumbing
- Painting & Decorating
- Hairdressing
- School Based Apprenticeships (SBAT's)

The goal is to have a mixture of speakers including young apprenticeship champions, employers, industry representatives, females in male dominated apprenticeships & traineeships and at least one student undertaking a school based apprenticeship/traineeship.

Possible Activity Partners

- Apprentice Employment Network
- Group Training Organisations
- TAFE Colleges
- Visual Connections, Printing Industry Association of Australia & JDA Print Recruitment
- SALT –Supporting & linking Tradeswomen (Fiona Schrewing)
- SBAT promoters

Costs

- Refreshments if provided
- A small gift for each presenter to show appreciation

Inspiring Apprentices Resources

Appendix A: Student Questions

Students will most likely have some questions in mind themselves but teachers can help prepare them in advance with practice runs. The following questions could be provided to students either prior to the activity or on the day itself.

Sample Questions

- Have you done different kinds of jobs before or is this the only sector in which you have worked?
- Have you found hobbies or activities outside of school teach you any useful skills for work?
- Do you manage other people/are you managed by someone else? What do you think makes a good manager?
- Is there anything you would do differently in your education/career path to this point?
- What are the biggest challenges for you at work?
- How does your job affect the rest of your daily life?
- What do you enjoy most about your job?
- Do you have to work with other people or do you mainly work alone?
- What advice would you give if you had a daughter my age?
- What can I do now to prepare myself for this kind of career?
- What do you do?
- What skills/qualities do you need to do your job?
- What does a typical day/week look like at work?
- Is the job what you expected when you entered this industry?
- Why did you choose this career?
- What was your education/training route into this career?
- What did you learn in school that you find useful at work?
- Do you use languages/maths/science in your job at all?
- What is the salary range for this kind of work? Are there any other benefits?

Appendix B: Speed Career Networking questions

Event Date: _____

1. Are you? (Circle) Male Female Prefer not to say

2. What school do you go to? _____

3. What school year are you currently in? (Circle) Year 7 8 9 10 11 12 Left school

4. On a scale of 1 to 10 (10 being most certain), how certain were you before today about what you want to do in the future?

1 2 3 4 5 6 7 8 9 10

5. How certain are you now, as a result of today's session?

1 2 3 4 5 6 7 8 9 10

6. Which speakers were the most helpful for you today in helping you think about your future? (Circle)

Automotive Hospitality Construction Printing & Graphics Metals & Engineering

Electrical Plumbing Hair & Beauty Business Services

School Based Apprenticeships/Traineeships

7. Please provide a response to each of these statements.

Today's event has motivated me to study harder

Strongly agree Agree Disagree Not sure

Today's event made me more confident about what I want to do in the future

Strongly agree Agree Disagree Not sure

Today's event has given me more information to decide my next steps after I leave school

Strongly agree Agree Disagree Not sure

As a result of talking/listening to the volunteers today I changed my mind about a particular job

Strongly agree Agree Disagree Not sure

As a result of talking/listening to the volunteers today I changed my mind about subjects I might study

Strongly agree Agree Disagree Not sure

8. How valuable overall did you find the event today? (10 being very valuable)

1 2 3 4 5 6 7 8 9 10

9. Did the session today meet your overall expectations? Yes Sort of No Unsure

10. How could future sessions like this be improved to meet your expectations?

This guide has been prepared by



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