



Commending the Tasmanian Government's Youth Jobs Strategy 2024-2030

The Career Industry Council of Australia commends the Tasmanian Government on the launch of the Youth Jobs Strategy 2024-2030. This forward-thinking strategy demonstrates a clear commitment to ensuring that young Tasmanians aged 15 to 25 have access to meaningful, sustainable employment and the skills necessary to thrive in a dynamic workforce. The emphasis on career guidance, education, and information highlights the government's recognition of the vital role structured support plays in shaping young people's futures across the state.

We especially recognise and applaud the inclusion of the new **Careers Guidance Framework and Practice Guide**, which aims to ensure that all young people, regardless of their personal or socioeconomic circumstances, have access to relevant, actionable, and meaningful career guidance. This framework is vital in helping young Tasmanians navigate the often-challenging transitions from education to employment, providing them with the information and support they need to make informed career decisions. It will significantly empower young people with the confidence and knowledge to pursue fulfilling employment opportunities aligned with the state's growing industries.

Career Education and Information: A Step Towards Success

By integrating career education into the broader education and training system, this framework will ensure that Tasmanian youth are better prepared for the future workforce. We particularly commend the strategy's emphasis on coordinating career guidance across secondary and post-secondary education, training, and employment ecosystems. The evidence is clear: when implemented early and consistently, career guidance increases the likelihood of students remaining engaged in education and successfully transitioning into the workforce.

However, while we wholeheartedly support the new Careers Guidance Framework for young people aged 15 to 25, we also recommend that the framework be extended into the primary years. Research strongly suggests that career development interventions that begin in early childhood help foster career awareness, broaden aspirations, and combat stereotypes related to gender, socioeconomic status, and culture that may limit career choices later in life. Establishing a foundation for career awareness and exploration in primary education would significantly impact future workforce readiness and life outcomes for all Tasmanian children.

The Importance of Professional Career Practitioners

Equally critical to the success of the Careers Guidance Framework is ensuring that qualified **professional career practitioners** who meet the **Professional Standards for Australian Career Development Practitioners** are responsible for delivering career guidance. These practitioners bring the necessary expertise in career development theory, labour market information, ethical practice, and the ability to address diversity and inclusion, ensuring that young Tasmanians receive high-quality, evidence-based career advice.

By putting career guidance in the hands of qualified professionals, the government can guarantee that young people will be supported by practitioners with the knowledge and skills to offer tailored, up-to-date advice that aligns with personal aspirations and the labour market's needs. This not only increases the likelihood of successful education and employment outcomes but also strengthens the overall impact of the Youth Jobs Strategy in building a skilled and confident workforce.

Extending Career Guidance into the Primary Years

While we fully support the Careers Guidance Framework for individuals aged 15 to 25, we recommend extending this initiative into the primary years. Research shows that early career development interventions are crucial to broadening young people's aspirations and combatting limiting stereotypes related to gender, socioeconomic status, and culture.

International evidence, such as that from the OECD, demonstrates that children begin to form ideas about their future careers at a young age. Providing career-related learning and awareness from the primary years will build a strong foundation, fostering lifelong engagement with career pathways and ensuring smoother transitions through education into employment.

By starting career guidance earlier, the Tasmanian Government can further enhance the framework's impact, allowing students to explore a broader range of career options and industries from an early age. This would be particularly valuable in Tasmania's regional and remote areas, where access to diverse role models and opportunities may be more limited.

Qualified Career Practitioners Across All Stages

It is vital that qualified professional career practitioners are embedded in secondary schools and accessible through post-school services up to age 25. Career decisions and transitions do not end at school, and young people benefit greatly from continuing career support as they navigate further study, training, or employment. Ensuring that career practitioners are available to guide during this period will help reduce youth disengagement and support Tasmania's broader workforce development goals.

Conclusion

In conclusion, the Youth Jobs Strategy 2024-2030 is a significant and commendable step forward in addressing youth employment in Tasmania. Including the Careers Guidance Framework and Practice Guide is essential in ensuring that young people have the support and resources they need to achieve meaningful employment. However, we strongly encourage extending this framework to the primary years and ensuring that all career guidance is delivered by qualified professional career practitioners who meet the Professional Standards for Australian Career Development Practitioners. These measures will further strengthen Tasmania's future workforce and improve career outcomes for all young people.

We look forward to supporting the implementation of this strategy and working alongside the Tasmanian Government to ensure that all young people have the opportunities and support they need to succeed.

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