CAROLINE KRIX: Without further ado, because we are running a little bit late, I might introduce you to our first presenters, Pam Anderson and Kirsty Runciman, who are my fellow NDCO colleagues, and they're going to be speaking with us about the TAFE Specialist Employment Partnerships or TSEP. Please feel free to access the captioning on the Zoom ribbon below or the link is in the box. Thank you.

PAM ANDERSON: Thank you, Caroline. I assume we're right to go. Welcome, everyone. Hello. Welcome to the TAFE Specialist Employment Partnerships, TSEP, information session. Once again, before I begin, I also would like to acknowledge the traditional custodians of these lands we walk upon and pay my respects to Elders past, present and emerging, including any who are present with us during this session. My name is Pam Anderson and I am the National Disability Coordination Officer for Western Victoria. We also have along with us today, as Caroline mentioned, Kirsty, Kirsty Runciman from Western Australia who is the National NDCO Coordination Officer based in Subiaco. Thank you. Moving on to the next slide. There we go. Sorry about that. Just taking a pause for our interpreters. What is TSEP? So, TSEP, our TAFE Specialist Employment Partnerships, is a specialist employment program. It's based on site at a TAFE campus and it addresses specific needs of graduating or graduate students with disability seeking employment and it's available for students identified with a disability and/or access support due to the impact of their disability. Moving, next slide. Why TSEP? So, according to the National Centre for Vocational Education Research, over 4.1 million students are enrolled in vocational training in Australia. This includes approximately 33,000 people with disability compared to 457,000 people without. Many people living with disability are in some form of study in order to achieve their employment goals, as we know. Unfortunately, at this time, employment success is considerably lower for graduates with disability and that is a percentage of 52.6 per cent with a disability compared to employment rates of 78.8 per cent of people not living with a disability, and that leaves a gap of 26.2 per cent. So, with the TSEP program, we hope to improve and lessen that gap for people with disability. Next slide. And there's some other reasons as well. Many TAFE students living with disability are not supported with their job search until they have completed their studies. Evidence indicates there's a significant positive impact on achieving career goals if a person is seeking or taking steps before they finish their studies. Expert assistance to access the labour market is a key support that is currently lacking or missing. TSEP aims to provide this expert advice prior to and post-graduation to ensure students enter employment with their preferred industry sector and one which aligns along with their TAFE qualification. So, that's what we're trying to achieve with the TSEP program. Next. Okay. How does it work? So, TSEP brings a disability employment service into a TAFE environment. It allows students living with a disability to access a specialist disability recruitment consultant to help achieve their career goals. The consultant works closely with disability services, TAFE Careers, Jobs and Skills or Skills and Jobs, depending upon whether you're from Victoria or Western Australia. The consultant will target employers suitable to each individual student's qualification for employment when they complete their studies. So, we get them in, you know, close to the ending of their course, that way they can start to prepare and plan. Next slide. So, who is involved? Our partners for the TSEP program include TAFE, the NDCO Program Officer and Disability Employment Services or DES for short. TSEP is only successful if all partners are working closely together to market and promote the program to students with disability, including staff located within TAFE, whether that be Skills and Jobs centres, careers teams, disability access and equity services, TAFE teachers and anyone else who may be working with students located at a campus. Another important factor to consider, and an important partner with TSEP, is the industry and business sector, those that are willing to employ a qualified student after graduating from their course. Next slide. TSEP process. So, first off, the NDCO will liaise with their local TAFE. Once discussions have taken place and processes have been defined, there is a partnership or memorandum of understanding or it could be an agreement or a letter and site establishment plan created to implement TSEP on campus. Expressions of interest may be sent out to all of the Disability Employment Service providers in the region and NDCO then meets with TAFE to consider all of the expressions of interest from each DES provider and they may hold interviews with each to establish the most suited provider for the TSEP program. From here, a partnership group meeting with all partners will be held to finalise agreements and discuss implementation of the program. A TSEP consultant will be recruited by the DES provider. It may be one of their current staff but it really needs to be someone who understands the VET sector and also, you know, is familiar with what happens within a TAFE campus. Marketing and referral process will be sent through to students and that will be from, obviously, the disability service located within a TAFE, Skills and Jobs centres or Jobs and Skills centre staff that may be involved in the program. And then the TSEP consultant commences at the TAFE campus. Usually, within the agreement, there is an available space agreed upon for the TSEP consultant to be located on the campus. But also, that may include meeting students off campus or, you know, certainly, virtually, as we have been doing during COVID. So, now, from the next slide I would like to introduce Kirsty Runciman from Western Australia NDCO. Kirsty, would you like to jump on board now? Thank you.

KIRSTY RUNCIMAN: Thank you, Pam. So, I would now like to introduce Debbie Teh from South Metro TAFE in Western Australia who will talk about the initial set-up of the TSEP program.

DEBBIE TEH: We started discussions for the TSEP pilot in late 2019 after hearing about the USEP program with WA's NDCO Kirsty. She presented all the available detail and met with us on a number of occasions to discuss different design delivery concepts. So, once we had an idea of what TAFE wanted the TSEP pilot to look like, Kirsty set about having discussions with DES providers that may be interested in being our TSEP partner and at that time, two DES providers submitted four more EOIs. We met with both the interested providers and ultimately decided on BIZLINK Employment Services to be our partner in TCEP. The EOI provided a choice process, which was really quite simple and easy for TAFE as Kirsty - NDCO Kirsty was really great at setting everything up. We entered into an MOU with BIZLINK, which gave clarity on roles of each party, the expectations of each partner and the timeline. SMT have 12 campuses but we decided to run the pilot out of one campus as a starting point. Our TSEP pilot officially started in March this year, so March 2020 as a 12-month pilot running out of the Jobs and Skills Centre in our Thornlie campus. So, this service was made available to all TAFE students, JSC clients and also general members of the community. The initial promotion of TSEP was through printed banners around campuses, postcards and flyers. Our marketing department also assisted with EDMs to students and social media coverage. The Student Support Disability Team also shared the pilot information with our registered students and, obviously, the JSC with their clients as well. It's on an ongoing basis, the partner, so the TSEP consultant, TAFE and NDCO have a six to eight weekly catch-up meeting, just to discuss what's been occurring, any improvements to service delivery, suggestions and where to next.

PAM ANDERSON: Thank you, Kirsty. Sorry, I will just jump in just to give Nicole a bit of a breather because Debbie was speaking quite quickly.

CAROLINE KRIX: Yes, and then we will move to the next slide. Thank you, Pam. So, I would now like to introduce Andrew West from Maxima Employment at Gippsland who will talk about his experience from a Disability Employment Service point of view.

ANDREW WEST: (Reading from slide) “I believe the key ingredients to making a successful partnership are to ensure that all partners are aligned with the same visions and values. The aligned vision is the glue that holds the partnership together. Being able to improve employment outcomes for students with disability by helping them connect with local employers and supporting them throughout their employment journey is what has motivated Maxima to be part of this program.” The current COVID situation has obviously been a major challenge as it will stop us from being able to deliver the program on campus but we've still managed to commit five students into the program. Hearing positive stories from other programs around the country indicates that once we - - -

KIRSTY RUNCIMAN: Are you all right, Pam? That stopped.

PAM ANDERSON: Sorry.

ANDREW WEST: I believe the key ingredient to making a successful - - -

PAM ANDERSON: Anyway, we might move on.

KIRSTY RUNCIMAN: We will move on to the next one.

PAM ANDERSON: Sorry about that. There is a transcript of that audio too. It wasn't very good quality. Apologies for that.

KIRSTY RUNCIMAN: We will just move on to the next slide, Pam. So, a Disability Employment Service commitment, what does that look like? So, initially, a Disability Employment Service might be based out of jobs or skills or a TAFE campus one day a week or as required. They would attend partnership meetings with the TAFE and the NDCO on a regular basis. They would engage with the students and actively promote TSEP students and teachers at events, to teachers and at events, and would promote students with disability to potential employers. They would also attend TSEP disability community practice meetings that the NDCOs hold every six to eight weeks. Next slide, please, Pam. “How TSEP has helped me.” This is a photo of Liz and her experience with TSEP as a participant. After 15 years as a baker, Liz decided a career change would be in order. The late nights and early mornings took its toll after so many years and, “I wanted something completely different. I am passionate about helping people.” She enrolled in Cert 4 in mental health and has also completed a Cert 4 in Community Services and Cert 4 in Youth Work. “I was talking to my student support adviser and mentioned that I would be looking for work now that my Cert 4 in youth work was completed and she referred me to the TSEP program.” Liz met with the TSEP consultant several times in the Murdoch campus and decided to register with BIZLINK to receive ongoing assistance outside of TAFE. “I've been with mainstream employment providers before and didn't receive the one-on-one support that I need. Since registering with BIZLINK, I've been working with my consultant on employment options and sprucing up my résumé.” Things have moved quickly for Liz since. Her previous lecturer, Simon, sent through a job vacancy to Liz, which she sent on to BIZLINK. With her new résumé and support from BIZLINK, Liz applied for a role and got a call for an interview 10 minutes later. “I was nervous because I hadn't been for an interview for years. When I got there, it was a panel of three, but my interview prep paid off and I was successful at securing a job.” Liz is starting her role as a community services officer with Work Power in two weeks, supporting people with disability in recreational settings and providing in-home support. “I've had such a good experience with TSEP program and it's great to see TAFE provide this employment transition support. I'm especially thankful, as being in my 40s, it can be difficult to make a career change but I'm proof that this works.”

CAROLINE KRIX: We've got about 20 seconds left.

KIRSTY RUNCIMAN: Okay. We'll just move to the next slide. This one is about Israel and his great story working in the TSEP partnership. Then I will get you to move to the next slide, Pam.

PAM ANDERSON: Okay. So, these are a current list - thank you, Kirsty - a list of our partners. I won't run through them all. We were initially going to, but, yeah, it is being run successfully across all of these different areas of Australia and TAFEs. Our National NDCO TSEP teams, these are all the NDCOs that are currently working on TSEP. And, you know, they meet monthly to discuss new partnerships and develop quality processes and resources for the program. So, start the TSEP conversation. Contact your local NDCO and you can find us on the ADCET website or you can contact myself or Kirsty and jump on the TSEP website as well. Thank you for your time today and I hope you enjoyed this little presentation. I would also like to thank just all our NDCOs who assisted putting this together. So, if we have any time for questions - thank you, Caroline.

CAROLINE KRIX: Unfortunately, we don't have time for questions. However, we are saving the chat box. So, if you do have questions, please put them in the chat box and we will make sure to get back to you. For me, it is very exciting to think that by putting supports and collaborative efforts towards planning employment outcomes early, you can actually achieve really great employment outcomes in line with people's aspirations and more quickly. So, it's an excellent program. Please do make contact. Before we move on, I just want to remind you all that we have the chat box. Please make sure that you put any questions in there. We have captioning available, so you can either click on the closed caption on the ribbon or you can click on the link that is in the chat box. We also would like to thank our sponsors, which will also go in the chat box now, who have made this possible.