

Journal of the Careers Advisers Association of NSW & ACT Inc

# Prospects



April 2016

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**Greg Baird**  
Communications  
Officer

**As our association enters its fifth decade we have a lot to be proud of. We have a strong membership; a collegial spirit evident in the vitality of our networks; and a proud heritage that guides our resolve as we provide guidance and wisdom to the youth, who are our future.**

As indicated in the last edition of Prospects there is a continuation of the historical homage to early editions of this journal. The focus for March is the issue of youth unemployment, as it was in 1977, and as it persists today. I trust that this will be of interest and perhaps inspire awareness of the plight of those most vulnerable in our society.

The strength of our Association was never more evident than in the way we celebrated our 40th Year. I hope we can all enjoy reminiscing on the conference through the photographs and reports on Conference 2015.

I have had the pleasure of accompanying Lynne Graham to the Dubbo Conference. This was the first leg of her road trip as she represents the CAA by visiting networks and meetings throughout the course of the year.

This edition also has notice of the research program on the perceptions of VET programs as perceived in a longitudinal study. VET aspirations are of topical interest in the media as there is increasing demand for tradespeople in the job market. We will follow this study, sponsored by Newcastle University, with interest as it emerges over the next twelve months.

We are truly in a solid place moving forward. Our shared expertise can be seen in the professional learning experiences facilitated by the Network PD grants in 2015. The recipients of the Remote Area Conference Grants are testament to the solidarity and concern that our association has in providing opportunity and equity.

It is with confidence that we embark on the next cautious step into our fifth decade, secure in the knowledge that we will go from strength to strength as we do so together.

**Greg Baird**  
Communications Officer

# PRESIDENT'S REPORT



**Sue Sundstrom**  
President CAA NSW & ACT 2016

**As you read this edition of Prospects we will be well into first term 2016. It will be difficult to top the successes of 2015.**

We celebrated an exciting milestone of 40 years in operation and marked the occasion with a special anniversary dinner at our Annual Conference in October. We were delighted to have so many of our life members in attendance.

In 2016, CAA is funding two professional development events which will be offered free to our members.

The first is on **"Communication, Leadership and Diversity."** It is being held on **27th June 2016 9.30am to 2.30pm at S P Jain School of Global Management, 5 Figtree Drive Sydney Olympic Park.** This is a members only event.

To register, go to [http://www.caa.nsw.edu.au/event\\_view.php?event\\_id=2198](http://www.caa.nsw.edu.au/event_view.php?event_id=2198) and click on the button to "Register Your Interest To Attend This Event".

The second is on **"Future Proofing the Profession and Diversity"** and is on **25th July 2016 at 9am to 12pm at Chartered Accountants ANZ, L9 (Burke & Wills Rooms) 33 Erskine Street Sydney.** This is a members only event. To register, please go to [http://www.caa.nsw.edu.au/event\\_view.php?event\\_id=2820](http://www.caa.nsw.edu.au/event_view.php?event_id=2820) and click on the button to "Register Your Interest To Attend This Event".

**Our annual information day for new Careers Advisers in NSW high schools only** (or those who have recently finished a tertiary qualification in Careers education seeking a role in a NSW high school) is being held on **Friday 20 May 2016.**

This course is \$80 + GST for members of CAA and you must register your interest by going to [http://www.caa.nsw.edu.au/event\\_view.php?event\\_id=1571](http://www.caa.nsw.edu.au/event_view.php?event_id=1571) and clicking on the button in the top right hand corner to register. Our new Careers Advisers always find this a valuable day assisting to highlight the main components of their role.

2016 marks **CAA's 40th Annual Conference** and we have a great program planned. Being held on **Friday 21 October 2016 at Dockside, Sydney,** registrations are now open and early bird rates apply. Places are limited and we

do book out every year so please register and pay early to secure your place. Your place is not secure until payment is received. To register, go to [www.caa.nsw.edu.au](http://www.caa.nsw.edu.au) and click on the button on the home page to "Register for Conference". Please also note that our Conference is BOSTES accredited.

Applications have now closed for the 2016 CAA Conference Grant for Remote Area Members. The types of expenses that may be covered by this grant are flights, accommodation, and train transfers. It should be noted that expenses such as meals and the CAA Conference Registration Fee are not expenses covered by this remote grant opportunity. A number of your colleagues were able to access this grant to attend conference for the first time last year. We look forward to being able to support some of our remote members to attend Conference once again this year.

**CAA is again offering a professional development grant for Careers Adviser Networks in 2016.** This is up to \$2,000 for your network to utilise for a professional development activity. Please contact your network convener with your ideas prior to the **application close date of 4 April 2016** so that your network doesn't miss out.

I look forward to meeting many of you in 2016.

Yours in Careers  
**Sue Sundstrom**  
President



# 2016 EXECUTIVE COMMITTEE

The following professional members have been elected to the Executive Committee:



Sue Sundstrom

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## **President**

### **Sue Sundstrom**

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Sue Sundstrom became a Careers Adviser in 1986, retraining the same year through the Department of Education Retraining Course. Sue completed a Bachelor of Arts and Diploma of Education at the University of NSW. She joined the CAA Executive in 1992, and has been President since 2009.



Liri Latimore

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## **Vice President**

### **Government Schools**

#### **Liri Latimore**

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Liri has represented her various networks on the CAA Executive since 1978. Over recent years, Liri has also held the positions of Membership Officer and Minutes Secretary and is currently the Professional Development Officer. Liri retrained as a Careers Adviser in 1979 and has been a professional member of CAA ever since. Liri has represented the association at many functions over the years and is a valued member of our Executive Committee. Liri is currently the Careers Adviser at Macarthur Girls High School.



Susan Stewart

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## **Vice President**

### **Non-Government Schools**

#### **Susan Stewart**

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Susan Stewart has held the position of Career Adviser at Bethlehem College, Ashfield since 2005. Susan completed the Post Graduate Certificate of Career Education at the Australian Catholic University

in 2005, a Master of Education at the University of Sydney in 1992 and a Diploma of Counselling from Unifam Education in 2004. Susan is an experienced teacher of VET Hospitality and VET Coordinator with a Certificate IV in Assessment and Workplace Training.

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## **Secretary**

### **Jenine Smith**

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Having graduated as an Economic Geographer in 1981 Jenine came to the Teaching profession in 1999. In 2001 Jenine took on the role of Careers Advisor at Marist Sisters' College Woolwich and completed her professional training with a Masters OF Education (Career Development) in 2007. She has also been teaching and co-ordinating the Vocational Education and Training at the College since then and recently updated her Certificate IV in Workplace Training and Assessment.

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## **Assistant Secretary**

### **John Olovich**

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John has been a Careers Advisor since his first permanent appointment with the Department of Education in the Riverina during the late 80's. Having benefited from the services of CAA over his career, he wants to help contribute to the organisation that enhances our profession. Currently working in a large comprehensive high school, becoming involved also assists in keeping up with changes to the opportunities available to students.



Jenine Smith



John Olovich



Glenys Lawson

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**Treasurer**
**Glenys Lawson**


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Glenys Lawson has been a Careers Advisor for 12 years at Murwillumbah HS. Her career has included time in Special Education and Student Welfare consultancy which she sees as a valuable background to her current role. Glenys studied with the Department to gain her career qualification and holds a Ma Education from ACU.



Lynne Graham

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**Professional Development Officer**  
**Lynne Graham**


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After a previous life as a French/English teacher and during several years as a casual, I discovered the great satisfaction of being a careers adviser. So I obtained a careers qualification and gained a permanent appointment at Belmore Boys High School, where I stayed 7 fruitful years, before transferring to my current position at Caringbah High School.



Tracy Ryan

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**Membership & Awards Officer**
**Tracy Ryan**


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Tracy Ryan has been a Careers Adviser since 2008 and retrained with the DEC through RMIT. Since then she has been a Careers and Transition Adviser in Western Sydney, South Western Sydney and Hunter Central Coast. She has also Chaired the Nepean Careers Forum and been the School Based Apprenticeships and Traineeships Co-Ordinator for Northern Sydney Region. After a series of temporary positions Tracy has worked as Careers Adviser at Hoxton Park and is currently working at Wilcannia High School.



Greg Baird

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**Communications Officer**
**Greg Baird**


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I have long admired and benefited from the work done by the CAA and decided it was time I gave something back by getting more involved myself.

Greg Baird has held the position of Careers Adviser at Redfield College 2008-2015 concurrently with the HOD English position. Completed the Graduate Certificate and Diploma in Careers Education and Development through RMIT as well as Certificate IV in Workplace Training. He completed Bachelor of Arts Diploma of Education (University of Sydney), 1987 and Masters of Education in Curriculum Studies (University of Sydney) 1991. He is currently studying for his PhD in Careers Education. Greg has taught in private and Catholic schools for twenty-eight years with extensive experience in middle management.

## 2015 CAREERS ADVISER AWARDS

### CAREERS ADVISER OF THE YEAR 2015

**Mandy  
McConnell**



**Mandy has been the Careers Adviser at Barham High School on the NSW-Victorian border in south-west Riverina for twenty three years.**

Besides the 'normal' Careers Adviser duties, Mandy also leads the Outback Riverina Careers Advisers Association (ORCAA) Network and co-leads the focus group that initiated the Riverina Careers Advisers Association (RIVCAA) in 2008. The strength of RIVCAA lies in overcoming geographic isolation for rural and remote Careers Advisers by providing biannual conferences, professional learning and a collegial supportive network whilst forging links with higher education providers, widening participation units, TAFE and employers.

After several funding attempts, Mandy also gained a unique opportunity to research tertiary access, equity and transition issues for rural and remote students in 2014, when she was funded by NSW DE Senior Pathways to pursue her locally developed project to research and visit higher education institutions to enable rural and remote students better access to 'getting in' and 'staying in' university. The project supported the recent Department's Rural and Remote Education Blueprint for Action (Nov 2013). The project involved; research in the areas of rural and remote education, visiting seven universities and 12 campuses in NSW and Victoria, attending HEPPP workshops in seven schools and at six on-campus school programs, and attending the 17th FYHE Conference.

Outcomes of the project include; a Report 'Tipping Points to Higher Education for NSW Rural and Remote Students' (available on the NSW DE Senior Pathways website), an 'invited panel' of Careers Adviser's and Higher Education personnel at the inaugural STARS (Student Transitions Achievement Retention & Success) Conference (formerly FYHE) in July 2015, a recommendation & successful funding bid to support three more rural and remote Careers Adviser's to attend STARS, a collection of tips and resources for students and parents, ideas for schools and practical tips for students gleaned from the research. An "Application Writing Workshop" was also developed and is continually evolving. The 2015 RIVCAA biannual Conference 'Rising Above Remoteness' (26-27 March 2015 in Wagga Wagga), was based on contacts made during the 2014 research project and included UNSW ASPIRE, USYD COMPASS, ACU, CSU MOOC, UC ASPIRE and an initial presentation of Mandy's report.

The project also resulted in two 'ground breaking' excursions for Year 8/9 Barham High school students to LaTrobe University and CSU in 2014/2015 - Barham High is not a HEPPP partnered school and the project uncovered inequities and hurdles that make access difficult for younger students to attend tailored on-campus programs to broaden aspirations. The Year 8 and Year 9 excursions had an overwhelming positive impact on the students'.



Mandy's 2014 Research Project has also made an impact in classroom lessons. The knowledge gained from her research is invaluable in conveying to students the potential issues/hurdles faced when accessing higher education for rural and remote students and the current strategies that may support them.

A parent/student Information night was also held based on a 'Q & A Panel of Ex-students and Parents of Ex-students' focusing on transition & "Making the Move" away from home.

Mandy is also the Duke of Edinburgh coordinator and strongly believes that providing this opportunity helps develop employment related skills, a sense of purpose and resilience, which undoubtedly helps students overcome the hurdles of rural isolation including inevitable relocation, financial issues and border anomalies.

In achieving the 2015 NSW Careers Adviser of the Year Award, Mandy has demonstrated in practice to her school community that your postcode does not limit your ability to make a difference.

## CAREERS ADVISER OF THE YEAR 2015 FINALISTS

### Glen Bowman



**Overcoming early disadvantage (I was born in Queensland), and progressing from a "progressing soundly" education at Tweed River High School, I entered into an Art Teaching Degree at the Newcastle College of Advanced Education in 1982.** Along the way I picked up, reluctant but financially necessary skills in builders labouring, grocery packing, trolley collecting and indoor cricket umpiring.

Upon graduating, I headed back "up north" to chase employment and began work as an Art Teacher at Sarina State High School, near Mackay, as I was fluent in the local language and idioms.

Seeking to head back to NSW, my wife and I accepted teaching positions at Bourke High School in 1988. After quite a difficult three years of teaching I left the Department for a much needed career change.

I had decided to undertake and invest in becoming a Travel Consultant with the very well renowned Jetset Travel Training College in North Sydney. Unfortunately the day I started coincided with the outbreak of

the first Gulf War and employment prospects looked bleak in travel and tourism. Fortunately this was not the case down the track, and armed with a bright and shiny Certificate III in Travel Agency Operations, I began work at Parramatta Flight Centre.

I spent a happy but exceptionally hard working seven years with FCI in Sydney, Newcastle and Taree before moving brands to the Harvey World Group in 1998, for another couple of years. Outsiders, often look on being a travel consultant, as an "easy" "cushy" job where you just swan around the world for fun. Realistically, besides the sales pressure, it requires intense concentration and attention to detail, then you have the people to deal with and after all that, then you swan around the world for fun. Except for the latter, travel consulting was outstanding preparation for being a Careers Adviser.

I stumbled into careers advising, after taking a year or two off being in retail sales and took a temporary role in being a Careers Adviser at Camden Haven Distance Education High School at Laurieton and this progressed sometime later in the permanent role which I have now at Taree High School.

After ten years at Taree High School, some very kind people, whom I work closely with and respect greatly and who don't really have the spare time took it upon themselves to write some nice things about me and submit the application, without my knowledge to the CAA. I know there are many Careers Advisers in NSW who do outstanding work in the complex nature of careers and senior school that may not have the opportunity I have enjoyed and if I can through this award and recognition, acknowledge their roles in this job that requires, intense concentration, attention to detail and those outstanding people skills.

## CAREERS ADVISER OF THE YEAR 2015 FINALISTS

### **Kathryn Henson**

**Rouse Hill High School**



**Kathryn has been a Careers Adviser for 12 1/2 years, 4 of those at Rouse Hill High School.** Rouse Hill High school opened as a new school in 2009. Kathryn is the school's first full time Careers Adviser appointed in 2011. She is part of the Learning support and Senior Team and is the Year 10 Year Co-ordinator/Adviser. She is a motivated, passionate Careers Adviser with an active and organised approach contributing to school life.

Kathryn's roles include; VET, TVET, SBAT and School to Work Co-ordinator for years 7-12. As the first co-ordinator of these developing roles since the opening of Rouse Hill High School in 2009 Kathryn has resourced, implemented procedures, worked with students, staff, parents and the community, building business and supportive employer networks to develop Career Education in the school.

Kathryn's work as a Careers Adviser prior to her appointment at Rouse Hill High School has taken her to various areas in NSW in pursuit of the job that she loves. These have included: Kempsey High School on the Mid North Coast, Raymond Terrace High School (Hunter River High School) in Newcastle and the Hunter region, Macquarie Boys near Parramatta and Belmore Boys in South Western Sydney.

The opportunity to work with schools, parents, tertiary institutions, communities and industries encompassing rural, regional and city settings with students from all backgrounds including indigenous and language backgrounds other than English has proven to be a very valuable experience in her role as a Careers Adviser.

During this time Kathryn has had the privilege of working with Careers Advisers in local and regional networks in all of these areas of NSW. This has been a wonderful privilege and opportunity to gain knowledge from other fantastic, supportive, professional Careers Advisers.

Kathryn has facilitated in Career Adviser network meetings, regional student programmes such as Eye on My Future, CAA Pre-Conference Round Table Discussion Topics and has participated



on VET panels. She has made links with the local Rouse Hill Rotary club Vinegar Hill to support students at Rypen camps and was awarded a Pride of Workmanship Award as an Outstanding Educator by this club this year.

Careers lessons are supported by new initiatives, innovative technology such as Google Career classrooms providing a launching pad for employment, training and tertiary education in both a full and part-time capacity. Knowledge is shared in a manner motivating to students with a future focus while supporting individual student needs.

Kathryn keeps current and evaluates her career practices regularly and is open to change. She has applied for School to Work targeted grants to support whole school career initiatives in DARE Week linking student leadership to local businesses at Rouse Hill High School.

**Some of Kathryn's other responsibilities include:**

- Organising / Running Parent Information Evenings;
- Conducts regular interviews and counselling sessions with students;
- Arranges a guest speaker program;
- Assists with references and Referees through emails and phone contacts)
- Involved in Years 10 and 11 Subject Selection;
- Completes a destination survey of all Year 12;
- Utilises ICT technologies in Careers Education;
- Conducts regular careers lessons for 3 hours per week;
- Prepares and distributes regular careers news and information;
- Assists students with applications for scholarships;
- Assists students with applications for employment;
- Maintains a Careers Centre;
- Involved in Year 8 to Year 9 Subject Selection;

- Advises students on early entry schemes, the early offer program, early achiever's program and special entry schemes such as the flexible entry scheme, entry bonus schemes, including geographic region bonus points and subject points, bonus point schemes, HSC plus, academic advantage and triple advantage;
- Assisted students with ACCESS schemes, the Broadway scheme, the Lighthouse scheme, the Elite Athlete and Performers scheme or rural student entry scheme;
- Assisted students with scholarship practice interviews such as Co-op, Academic Excellence, Faculty, Leadership, Dean's, Vice-Chancellor, High Academic Achievement, Merit, Equity, Science Schools Recommendation, Accommodation, Costs, Disadvantage scholarships;
- Assisted students with additional selection criteria and university entrance interviews including medicine, music and visual arts;
- Assisted students with indigenous admissions schemes such as the Nura Gili Scheme, The Cadigal Program, UTS Jumbunna Indigenous house of learning, and the Yana Muru Pathway program Utilised group training companies and employment companies assisting students to source and apply for apprenticeships and traineeships;
- Assisted students with an understanding of the costs of study, university services and accommodation services, and possible financial support options available.

In the words of her Principal "Kathryn has a strong work ethic and knowledge base. She has built a high level of trust within the school community with her actions to support students."

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**"It is my aim for students to use all their abilities and talents and find a job that they are as passionate about and love as much as I do."**

**Kathy Henson CA**

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## HILARY BOLIN AWARD 2015 **Christina Fisher**



**I graduated from the Australian Catholic University with a Bachelor of Education Degree in Visual Arts and Career Education as one of five graduates.**

In 1992, I retrained in the Department of Education Training course and later completed a Master in Education and Work at Macquarie University (1998), after receiving the DEEWR Career's Advisers scholarship I updated my skills with a Graduate Certificate in Career Education at ACU (2007) and a Graduate Diploma at RMIT (2008). In 1991 I began my professional career as a Careers Adviser at Dunheved HS and for the last 11 years I have been the Careers Adviser at Crestwood High School.

During my time as a Careers Adviser I have been able to do a variety of roles within each school I have been in and also at District and State levels. My roles and experiences as a Careers Adviser has developed with each opportunity and I hope this will continue for the rest of my career. I enjoy the challenges of these roles which continually renew and refresh, but I equally enjoy the classroom and the interaction of being a Careers Adviser in a school environment and developing programs for the students in my school.

At Crestwood High School I have a variety of roles and responsibilities including Careers Adviser, VET Coordinator (including EVET and SBAT's, Girls Coordinator, STW Coordinator and recently 2IC Secondary Studies. I am part of the Learning support Committee (LST), Curriculum and timetable committee, Careers & transition committee, I teach Year 10 classes, run a Careers Guest Seminar program for Year 12, conduct regular interviews with students and parents, two block release work experience programs for Year 10 and a continuous program for Years 9 - 12. I am involved with subject

selection and assist students with all their career and post school needs.

At Crestwood High School I have developed and introduced a number of programs including:

- Crestwood HS Community Mentoring Program (began in 2009) for Year 11 students which now has been adopted by a number of schools including - Cherrybrook THS, Cumberland HS, Glenwood HS, Greystanes HS, Muirfield HS, Narrabeen HS, William Clark College.

Crestwood HS continues to mentor these schools as they implement and maintain the community mentoring program in their schools. Each year we see more schools adopting this program and implementing it for their students.

- JOOST – Juice Bar – A girls program for Year 10 students, started in 2007. This program sells fresh juices from the canteen to staff and students. Very similar to any juice franchise. A community program where an employer trained the girls in the art of ‘juice making’ enabling the girls to get accreditation for the workplace.

Cherrybrook THS has also adopted the program in 2015.

- Café Safari – A Hospitality program for students who are unable to do their work placement in Hospitality (Food and Beverage) due to a variety of reasons. A program that has also been adopted by a number of schools who have similar students.

At a district level I was a founding member of the Cumberland Careers Forum and the Western Sydney Careers Expo holding numerous positions including Chairperson for both and have been an active member

holding a number of positions within the Cumberland Careers Forum for many years.

At State level I help develop the School to Work program back at the inception in 1999 of the STW logbooks and subjects booklets and for a few of years was one of the seconded staff involved in state wide training for the implementation of the program and the development of the material for it. My training also included becoming a Master Trainer in the ‘Real Game’ series allowing me to visit a number of districts to train school coordinators in the Real Game series.

I have been actively involved in the Careers Advisory Service since 1992 - 2008 from when it was run at different locations before its current location at Oxford Street.

I have also presented at the CAA NSW Annual Conferences & New Careers Advisers Conference over the years on topics from implementing the Australian Careers Blueprint, my mentoring program and programs for school leavers. As result it has allowed other schools to see what I do at Crestwood HS with many schools asking for a copy of my workbook, Careers program and Careers Management Plan.

Over the years I have mentored a number of new Careers Advisers which has always been an honour as I love what I do. I truly believe that I was born to be a teacher and Careers Adviser and I enjoy the diversity and constant changes that this job brings, enabling me to develop and grow. At the same time, it gives me the satisfaction and joy to work with young adults, provide them with guidance and giving them tools to help them make choices for their futures and achieve what they want to achieve. It is the best job in the world.



## MARGARET GAMBLEY AWARD 2015



### Wendy Byrne

**Extensive VET and Vocational Learning expertise in South Western Sydney schools and Educational Services Offices as VET consultant.**

State wide responsibilities include;  
School to Work on line reporting-472 secondary/central schools reported in 2014, Careers Advisory Service website, resources and staffing for December service annually, Annual review and production of the Department's mandatory Workplace Learning resources, consulting with many arms of the department, including WHS Directorate, Legal Branch, P&C Association, Disability and TAFE.

Delivery of Workplace Learning training-to over 1000 staff in 2014 and 2015.

Lifetime member of Officers, Consultants and Adviser Association (OCAA), NSW Teachers Federation, advocating rights of teachers and students in public schools.



### Cheryl Burling

**Before becoming a Careers Adviser Cheryl was accepted into the first cohort of teachers to be trained as Transition Advisers (TA). As TA at Albion Park High School she implemented a STW initiative, The STAR program for disengaged Yr 9 students, which was identified by the Vocational Education in Schools Directorate (VEiS) as a positive case study at the State STW conference in meeting the career and transition needs of young people, using a whole school and teams approach.**

After receiving a School Career Adviser Study Scholarship and gaining her Career Adviser qualifications through RMIT, Cheryl was appointed Career Adviser at Albion Park High School. She held that position for nine years and was on the executive staff as Head Teacher VET for seven years until her retirement in May 2015. She implemented a cross curriculum, teams approach Career Education program and coordinated a regionally recognised School to Work program. As Head Teacher VET, Cheryl also managed the Vet Faculty at her school which comprises twelve staff delivering seven frameworks and operating four simulated workplaces. She implemented and coordinates REVS, an alternate HSC program, and Stage 5 initiatives for disengaged students. Cheryl also coordinated the delivery of the Work Studies and Work Education courses. In 2011 Year 10 Work Education students

successfully participated in a pilot STW Enterprise Learning initiative: Career Search, designed to enable students in self-managed teams develop enterprise skills.

As Careers Adviser Cheryl has maximised student-learning outcomes through a cross curriculum Careers Education Program to ensure students receive challenging, relevant and enjoyable programs that engage and support them in self-managing their career and transition planning. She designed and implemented a 'Post School Certificate Career Education Program' after recognising the need for a more engaging curriculum to follow the School Certificate exams, specifically, a quality program with career education and welfare initiatives for students. This program takes students out of the normal timetable and incorporates senior school readiness, vocational and welfare initiatives with the development of individual career and transition plans. The value of this program was recognised by the Federal Government through a Lighthouse Career Education Grant for the program to continue in partnership with Corrimal High School. The grant resulted in continued implementation and consolidation of the program at both schools and the creation of a resource booklet, "Is There a HSC for Me?" for Year 10 students and parents, to raise understanding of the variety of study pathways available for the HSC.

As the School to Work Coordinator Cheryl was responsible for the delivery of an integrated cross curriculum program by the STW

team which delivered program initiatives involving all Key Learning Areas. The development of a STW Teacher Resource Kit for all Year 10 teachers assisted in this process and ensured students were given opportunities to identify and articulate their employment related skills. Cheryl was a member of the Regional STW Working Party Committee and has presented workshops at schools in our region and at Career Adviser conferences on how to implement STW across whole school.

As VET Head Teacher, Cheryl successfully managed the VET faculty comprised of twelve trained staff delivering seven frameworks: Business Services, Construction, Hospitality, Information Technology, Metals and Engineering, Retail Services and Sports Coaching. Four simulated workplaces: Café 11 (Hospitality), Bellafiori Practice Firm (Business Services), Megabyte Helpdesk (IT) and On Track (Sport Coaching) which facilitates holistic delivery and develops on the job skills necessary for students to confidently participate in mandatory work placement in industry components. Hospitality and Retail Services are offered for students with disabilities. She implemented the Business Mentor initiative which gives delivering teachers access to industry expertise and currency through business mentors and promotes local industry and business partnerships. At the 2014 Illawarra Schools Excellence in Vocational Education & Training Awards, Cheryl was the recipient of the Excellence in VET Coordination award.

Cheryl's innovative management of the school's Career and STW Programs, VET faculty and the implementation of innovative initiatives saw APhS receive the Director General's Award for Outstanding Achievement in Vocational Education and Training and Workplace Learning in 2011.

As Chairperson of the Illawarra Careers Advisers Network (ICAN) from 2012 – 2015 Cheryl brought professionalism and structure to the group and their meetings. The network includes Careers Advisers from all education sectors, with Cheryl being instrumental in developing a strong sense of collegiality and respect. Members of ICAN have also benefited from Cheryl's leadership in creating a working party to map careers activities in local schools against the Australian Blueprint for Career Development. This has developed a more professional and structured approach to the delivery of careers education and provided professional development for all members of ICAN. As the ICAN representative for the Illawarra TVET Evaluation committee, Cheryl attended meetings with all stakeholders and worked tirelessly to improve course availability for students and develop an administrative structure of TVET delivery that suited the needs of TAFE, schools and students.

Cheryl was a member of the Illawarra Coal Careers Expo Organising Committee for nine years and undertook an extensive evaluation of the Expo's structure and operation in 2013. She collaborated with personnel from schools, universities,

## MARGARET GAMBLEY AWARD 2015

local industry and employers to develop an Expo that provided variety in career options and information for students and their parents. This process involved consideration of WH&S requirements and sound financial management to ensure the sustainability of the Expo which sees over 5,000 students attend annually.

Cheryl's time as a Careers Adviser has been driven by an overriding desire to provide students at Albion Park High School with the opportunity to become successful young people and engagement of students has always been paramount. As a result, she was successful in securing an Innovative New School Leaving Age grant to implement an alternate HSC program. The REVS (Retention Engagement Vocation Skills) program aims to re-engage students with their education and provide the opportunity to develop employability and workplace skills to improve post school options. To make learning more authentic, relevant and engaging, an enterprise learning initiative was integrated into the REVS program and the students run their own business, REVS Maintenance. This initiative has been showcased across the region and Cheryl has assisted other schools through mentoring and implementation of similar programs.

In 2012 Cheryl was awarded the NSW Premier's VET in Schools Teacher's Scholarship to travel to the United Kingdom to undertake research to explore innovative enterprise and workplace learning education initiatives and sustainable business partnerships and has presented her findings across the region. Albion Park High School was selected to be involved in the pilot program as a result of Cheryl's work with the 'Work Inspiration' program in the United Kingdom, which she visited on her study tour in 2013. This is now a sustainable work experience initiative at Albion Park High with business partners Stocklands.

Cheryl has spoken at school, regional and state conferences actively promoting the role of the Career Adviser, career education initiatives, career and transition teams, STW and vocational education initiatives. She has showcased Albion Park High's cross curriculum teams approach to Career education, STW program, Transition Adviser STAR initiative, Lighthouse school's 'Next Step' program and 'Is There a HSC for Me' resource, alternate HSC pathway program (REVS) and results of her Premier's Teaching scholarship research. In 2014 and 2015 Cheryl organised and coordinated the Combined Network Illawarra (CNI) professional development days for Illawarra Career Advisers. She was invited to attend the Girls in Trades Ambassador Workshop and became an ambassador for the Illawarra.

Cheryl has been an innovator in the delivery of Careers Education, with her influence reaching far beyond the bounds of her own school and out to the entire Illawarra region. She has strong connections with the local community and has been a well-respected member of both the staff and executive at Albion Park High School. She has mentored many young or new Careers Advisers in the region and has always been willing to provide advice and assistance.

Cheryl's time as a Careers Adviser has been driven by an overriding desire to provide students at Albion Park High School with the opportunity to become successful young people and to enable their successful transition from school to post school options and pathways of education, training and employment.



## MARGARET GAMBLEY AWARD 2015



### **Neil Locker**

**Neil Locker has been a long-standing Careers Adviser in his region and was nominated for this award by his peers.**

In addition to the usual tasks as a Careers Adviser, Neil has also:

- run the Taree Careers Expo for 13 years;
- organised many professional development trips/activities for Careers Advisers;
- represented on the North Coast Regional Reference Group;
- become a myfuture “master trainer”;
- held most positions on the Lower North Coast Careers Advisers Association including president for many years;
- organised Business Week at Chatham High for 13 years.

He is a well-respected and well-liked leader among his peers.



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**RISHABH TANDON CA**  
Senior Associate at KPMG  
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*Conference topics may change prior to  
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THE FUTURE  
OF CAREERS  
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TECHNOLOGY

SUPPORTING  
STUDY AND  
CAREER DECISION  
MAKING OF  
YOUNG PEOPLE

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Wednesday 19 & Thursday 20 October

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TAFE Sydney Institute Ultimo



## CAREERS ADVISERS ASSOCIATION OF NSW AND ACT (CAA)

# 39<sup>th</sup> Annual Conference

### Pre Conference Activities Thursday 22nd October 2015

**We had record attendance numbers on both days of our 2015 Conference, and we definitely had 2 very busy days planned!**

We started the pre-conference activities day at the Actuaries Institute, followed by tours at TAFE Enmore and TAFE Randwick. The University of New South Wales hosted the group for a lovely lunch before heading out for an afternoon of activities. Some delegates continued on with College tours, visiting Karl Von Busse Institute of Design, Billy Blue College of Design and the CATC Design School, while others attended the Careers Advisers Round Table. At the end of the day, we visited Macleay College's premises in Ultimo, where delegates were able to network and wind down after a busy day. Delegates were engaged by Macleay College graduates who shared their positive learning experiences at Macleay College.

### Conference Friday 23rd October 2015

**We kicked off the day with the keynote speaker, Jackie Furey, what a fantastic presentation it was!**

We also had some fantastic workshops throughout the day, covering a range of content including:

Hiring Trends & Industry Changes Presented by Kathryn Taylor, Turning Point Consulting.

Programming - Putting the Australian Blueprint for Career Development (ABCD) into Practice Presented by Tina Fisher, Careers Adviser at Crestwood High School.

Overseas Scholarships - What You Need To Know Presented by Teresa Bubear, Careers Adviser at Kambala.

Changing Employment Environments - Growth Industries, Latest Statistics, Changing Job Roles Presented by Ivan Neville, Commonwealth Department of Employment.

What's new, what's changed - Future Careers in Advertising, Media, Marketing and Public Relations Presented by Ian Thomson, Glen Fraser and Amy Miller.

"Tipping Points" to Higher Education Access for Rural & Remote Students Presented by Mandy McConnell, Careers Adviser, Barham High School.

Careers by Design and What Motivates Career Choice Presented by Peter Seligman, Counsellor and Psychologist, TAFE NSW.

Careers in Nuclear Engineering and Science - Opportunities for Students





In This Industry Presented by Rod Dowler, Australian Nuclear Science and Technology Organisation (ANSTO).

Career Search Presented by Sue Beamer.

UAC: The Year in Review, 2014 HSC Trends, Schools Recommendation Scheme, What's New Presented by Donna Munro, UAC.

Careers in Health Care: What's Hot, What's Not! Presented by Carrie Alvaro, Educator, Westmead Hospital.

Careers Adviser of the Year – Programs & Initiatives Presented by Mark Nicholl, Careers Adviser, Five Islands Secondary College.

Employer Expectations for Work Readiness - Industry Skills Students Need Presented by Kathryn Taylor, Turning Point Consulting.

### Thank You 2015 Conference Sponsors

We would like to say a big thank you to our 2015 sponsors. The CAA is able to provide more affordable services to our members as a result of the support we receive from sponsors.

### Thank you to:

#### Diamond Sponsor TAFE NSW



**Platinum Sponsors** Australian Institute of Professional Education, Macleay College



**Gold Sponsors** Academy of Interactive Entertainment, JMC Academy, Career Avenues, Sydney Film School, UOW College, Western Sydney University.



# 2015 Remote Area Conference Grant

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In 2015, the CAA Executive Committee trialled, for the first time, a professional development grant for CAA members in remote areas to assist them with their flights, accommodation and other travel costs to attend the CAA Annual Conference.

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The response to this grant was overwhelmingly positive and a financial grant was provided to twelve CAA members from areas such as: Coleambally; Leeton; Wilcannia; Bombala; Moree; Cobar; Glen Innes and Moruya.

Here's what some of them had to say:

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**“Receiving the CAA Remote Area Conference Grant was such a blessing! I had been wanting to attend the CAA Conference for many years and to receive the grant was such an encouragement. It covered the flight and most of the accommodation costs.**

Many presentations, workshops and courses are delivered in Sydney and it is not possible for Careers Advisers from rural and remote areas to attend due to the time and costs associated with travel and accommodation. To be able to attend the CAA Conference and pre-conference activities was really worthwhile. I was able to visit the education and training organisations and businesses first hand and to hear about the courses and what is offered there and I can better inform students of these organisations.

The conference presentations were extremely insightful and valuable. I have been able to share this information with relevant KLA faculties and staff as well as students. The networking with colleagues and representatives from the organisations is very important too. I encourage CAA to continue the Remote Area Conference Grant not only for the financial assistance but because it encourages Careers Advisers from rural and remote areas to attend the conference and provides them with a sense of being valued. While our student numbers may be small each student is just as valuable as any other student and deserves to have current information from informed Careers Advisers.

I would like to sincerely thank CAA for their generosity and encouragement of remote area Careers Advisers and of the extraordinary effort and work that went into making such a successful conference.”

Regards,

**Sheree Cayirylys**  
**Careers Adviser,**  
**Moree Secondary College**

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**“I recently attended the CAA conference. It has been a number of years since I have been to a conference and really enjoyed the experience.** The CAA were very generous in awarding me a Remote Area Conference Grant to assist with costs. The visits on the 1st day of the conference were all good but I particularly enjoyed the opportunity to see the facilities at the Enmore TAFE and to see first-hand the facilities and to talk to the heads of Departments.

All of the speakers on the Friday were entertaining, interesting and, best of all, thought-provoking. The organising committee had obviously done their homework when putting the program together.

And finally, the conference dinner provided a chance to catch up with old friends and enjoy the company of new ones. An outstanding conference.”

**Ian Ryan**  
**Careers Adviser**  
**Macintyre High School**

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**“I would like to thank the CAA NSW for granting me the funds to attend the annual Careers Advisers Conference in Cockle Bay, Sydney, on 22nd and 23rd October this year.** Without this funding I would not have been able to attend and would have missed the very best Careers event I have ever participated in. It was a great privilege to be present when Mandy McConnell received her well deserved Careers Adviser of the Year Award and to be able to cheer for her. The workshops I attended were very professional, illuminating and engaging. I, like all the audience, was blown away by Jacqui Furey and her excellent keynote speech. So much of what she said resonated with me and I find I frequently reflect on her words of wisdom, enough to sustain the end-of-year-world-weary Careers Adviser into another burst of enthusiasm for the task.”

**Trish Papalkar**  
**Careers Adviser**  
**Leeton High School**

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**“The Remote Area Conference Grant enabled myself and other members of our RIVCAA Network to attend the 2015 40th Anniversary CAA NSW & ACT Conference together.** This increases our ability to participate in professional learning, network with other NSW colleagues as well as collaboratively share our knowledge with other network members on our return. My journey to Sydney entailed a 660km round trip (drive) to Albury, the nearest airport, as well as flights to and from Sydney. I also required three nights of accommodation and was absent from school for two and a half days. Finally I arrived home at 7pm on Saturday night.

Being rural and remote means equity of opportunity is often limited. If rural and remote Careers Advisers cannot easily access such valuable professional learning our currency suffers and our ability to fully support our students also suffers. I would like to thank CAA NSW & ACT for providing great support with this grant initiative.”

**Mandy McConnell**  
**Careers Adviser**  
**Barham High School**

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**“As Bombala High School is rural and has a relatively small student population (141), it is often difficult to find professional development funds.** The scholarship enabled me to attend the conference as the school was unable to. The benefits of being able to attend included networking with my city counterparts and the quality presentations that CAA always organise.

The up-to-date research presented, as well as the variety of exhibitors to talk to, has allowed me to present our isolated students with some very effective alternative pathways. I attended the Careers Advisor Round Table session and found this a very useful discussion with my colleagues.

Thank you CAA for the opportunity to attend the conference and celebrate 40 years of the association.”

**Donna Shelley**  
**Careers**  
**Bombala High School**

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# MEDICAL AND ALLIED HEALTH PROGRAMS AT CQUNIVERSITY SYDNEY



CQUniversity Australia is home to a suite of innovative health programs in diagnostic health, imaging, chiropractic and psychology, at our Sydney CBD campus.

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# CAA's 2016 FREE Professional Development Days

CAA has organised some Professional Development courses for our members in 2016. These are Professional Development courses funded by CAA and offered free to CAA members. Details are below for each of the free courses. Places are limited and registrations are essential. Members may register by using the links below. Please note that fees may apply for late cancellations and no-shows on the day.

**Date** 27 June 2016

**Time** 9.30am to 2.30pm

**Venue** S P Jain School of  
Global Management,  
5 Figtree Drive Sydney Olympic Park

## Agenda

**9:30am – 10:00am:** Arrival, registration, networking and morning tea.

**10:00am – 10:45am:** Seminar - the labour market, career pathways, new careers, changing career fields

**10:45am – 12:15pm:** Panel Discussion (including Q&A from Career Advisors to panel members) – assisting minority groups, working with people with disabilities, encouraging female participation in STEM, indigenous participation, low SES, refugees and first in family university students.

**12:15pm – 12:45pm:** Lunch

**12:45pm – 2:30pm:** Communication and Leadership Skills (computer-based simulation conducted in teams) (Facilitator: Professor of Leadership at S P Jain School of Global Management).

**To register for this activity, go to**

[http://www.caa.nsw.edu.au/event\\_view.php?event\\_id=2198](http://www.caa.nsw.edu.au/event_view.php?event_id=2198) and click on the button to “Register Your Interest to Attend This Event”

**Date** 25 July 2016

**Time** 9am to 12pm + Lunch

**Venue** Chartered Accountants ANZ,  
L9 (Burke & Wills Rooms)  
33 Erskine Street Sydney

## Agenda

**TOPIC: DIVERSITY:** To understand the issues associated with diversity in the workplace and business environment and their effects on the graduates of the future;

**OUTCOMES:** Learning the traits of an inclusive leader and the foundational shifts which are changing the business landscape; ability to advise students on what the workplace is like; and changes as a result of diversity.

**TOPIC: FUTURE PROOFING THE PROFESSION:** Understand what trends will be affecting our future business leaders to prepare students for their future challenges in the work environment; looking forward to what the accounting profession is likely to expect of its professionals in 2025.

**OUTCOMES:** Understanding the main drivers for change including digital disruption, out-sourcing and other mega-trends; Ability to advise students on what the workplace is likely to look like when they start their careers and identify the key trends which will affect change.

**To register for this activity, go to**

[http://www.caa.nsw.edu.au/event\\_view.php?event\\_id=2820](http://www.caa.nsw.edu.au/event_view.php?event_id=2820) and click on the button to “Register Your Interest to Attend This Event”

# CAA's 2016 New Careers Advisers Day

CAA has organised some Professional Development courses for our members in 2016. These are Professional Development courses funded by CAA and offered free to CAA members.

The following details are for each of the free courses. Places are limited and registrations are essential. Members may register by using the links at the bottom of the page. Please note that fees may apply for late cancellations and no-shows on the day.

## Are you a Careers Adviser new to the Careers Advising role?

In the Sydney CBD on **Friday 20 May 2016** we will cover the following topics:

- // **The Role & Responsibilities** of the Career Adviser
- // **Framework** for Career Education in High Schools
- // **The Year in Brief** - When things happen throughout the year and what you need to know about them
- // **Programming** for Careers Advisers
- // **Professional Development** for Careers Advisers
- // **Subject Selection, Scaling and the ATAR** - Understanding it all and explaining the system to parents and students
- // **Work Experience** - methods for implementing a program
- // **Resources for Careers Advisers** - some resources available to assist you in your Careers Advising role
- // **Australian Professional Standards** for Careers Advisers

Following the conclusion of the day at **5.00pm, drinks and canapes** will be available for those available to stay and network with peers and the CAA Executive (numbers permitting).

Attendance at this day achieves 7 hours of category A Professional Development hours under the CAA Professional Development Policy and the Australian Standards for Career Development Practitioners.

**The cost of the course is \$90.**

You must be a Member of the Careers Adviser Association (CAA NSW & ACT) to be eligible to attend. Registration is necessary for this event.

**To register your interest for this event click on the following link:**

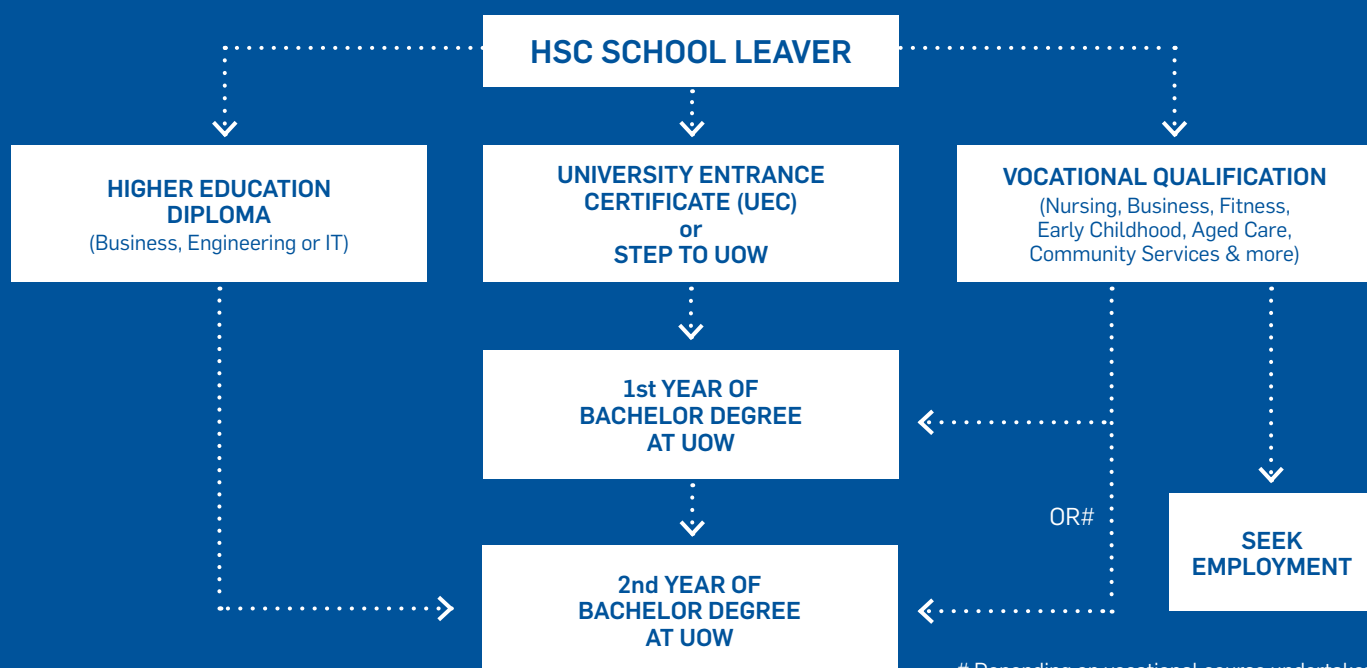
[http://www.caa.nsw.edu.au/event\\_view.php?event\\_id=1571](http://www.caa.nsw.edu.au/event_view.php?event_id=1571)



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# BMIHMS hosts 2015 Career Advisors Conference

**More than 100 careers advisors from all over NSW arrived in Leura last November for an action packed two days at the Blue Mountains International Hotel Management School (BMIHMS) Career Advisors Conference for 2015.**

The first event of its magnitude to be hosted by the School, attendees were invited along to experience firsthand what life is like for the students who choose to study at BMIHMS. The event was held at BMIHMS' Applied Learning Centre in Leura, where guests participated in a variety of activities throughout the day, including a housekeeping workshop, cocktail making, wine-tasting and campus tours.

They also enjoyed engaging presentations from the School's Academic and Career Development teams, and learned about the multitude of study abroad options available for BMIHMS students.

Guests were later treated to an outdoor evening soiree, enjoying cocktails and canapés before sitting down for a lavish three course meal prepared by BMIHMS Chef Andrew Neale and his team, including a number of current BMIHMS students.

During the dinner, BMIHMS Alumni Ambassador Val Cook hosted a lively Q&A with some of BMIHMS' most successful alumni. Wine mogul James Robson, best known for his work with the critically revered and family run Ross Hill Vineyard in Orange, and Sonya Brown, Group Director of Human

Resources for the prestigious Minor Hotel Group in Thailand, answered questions about their time at BMIHMS and how it helped shape their respective careers.

BMIHMS General Manager, Jerome Casteigt, said:

**"The event was designed to give careers advisors real insight into the types of students who may be suited to studying at BMIHMS.**

**"The event also provided a forum for our guests to rub shoulders with industry professionals and to discuss the opportunities that a degree in hotel management can provide both locally and internationally.**

**"Our guests have an incredibly important role to play in the decisions young people make about study and careers, so it was wonderful to be able to showcase to them everything that BMIHMS has to offer its students," he said.**

Susan Sundstrom, President CAA NSW & ACT, said of the event:

**"I thoroughly enjoyed the experience of visiting BMIHMS for the Career Advisors Conference. The students gave freely of their time to share their experience of studying at the School. Their passion for the industry shone and as a careers adviser, the hands on activities gave a great insight into hospitality training. A huge thank you to the organisers of the event and the hospitality careers advisers received."**

**For more information about BMIHMS courses, visit [www.bluemountains.edu.au](http://www.bluemountains.edu.au)**

## BMIHMS hosts 2015 Career Advisors Conference

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 Historical Feature Series: Second edition
 

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## FOCUS:

# 'Prospects 1977- Implications for Youth Unemployment Today'

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Greg Baird

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**Winding the clock back to 1977, an editorial by J. Pengley in the Prospects that highlights the concern in Australia at the time with unemployment, but particularly in the area of youth unemployment. Fast forward to February 2015 there is a similarly disturbing rate of youth unemployment today. In fact rates of youth unemployment have remained consistently disturbing since the GFC.**

The editor, J. Pengley, writes... *I write at a time of increasing public awareness surrounding the plight of the unemployed school leavers. We, as a professional body of Career Advisers, have fought long and hard for the right to introduce vocational exploration models, through the venues of career education and work experience, in the school's overall curriculum... a new spectre has emerged, grimly reflected in the sad, faces of youngsters deprived of work. Unemployment, in the under 21 age group, is 4 to 5 times higher than the over 25 age group; and has risen from 15% of the total unemployed to approximately 45% since the mid-seventies.*<sup>1</sup>

Youth unemployment is clearly raised here as an issue that needs some action. It is a call to arms for action no less today than it was in 1977. Also in this edition,

of Prospects, can be found the comments of the current Minister for Education, Mr. Eric Bedford, who is likewise concerned with the issue of youth unemployment stating the issue is... *partly due to the economic situation and the grave dangers of unemployment facing school leavers. An enquiry by the Commonwealth Employment Service this year showed that 88% of jobs surveyed were for skilled people. From these figures, young people without a special skill face a far greater risk of unemployment. It is obvious that young people should make a decision on the special skills they should acquire before leaving school and this in turn throws a greater demand on the services of careers advisers. Our education system is also concerned with the increasing need for careers guidance. In 1974 the Australian Education Council set up a national working party to enquire into the transition from work to employment. The report stated amongst its recommendations that: the relevance of vocational preparation to the total education process should be recognised and practised by all educational bodies and that reliable and current information about occupations, employment prospects and trends should be available to students, career personnel, parents and teachers.*<sup>2</sup>



With such an important part of this journal being concerned with youth unemployment it is evident that this was a rising concern at the time. In fact it can be seen clearly in the graph on page 29 that there was a significant rise in youth unemployment during the mid-70s. This is reflected in the overall unemployment on the lower line graph, but it appears that these indicators have an exponential effect on youth unemployment. Whilst it is clear there is a spike overall unemployment between 1983 and 1986, rising from 6.6% to 10.3% the greatest tragedy was the disenfranchisement felt by the young that were hitting the job market at that time with rates peaking at 18%.

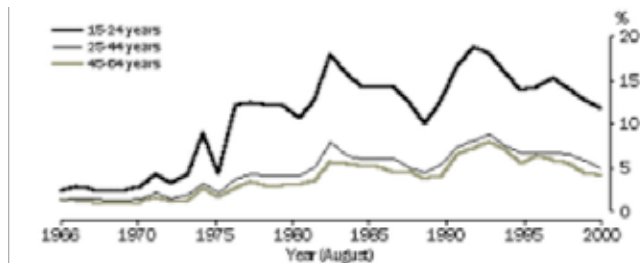
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<sup>1</sup> Pengley, J. Prospects, Journal of the NSW Careers Advisers Association, Term II 1977, editorial.

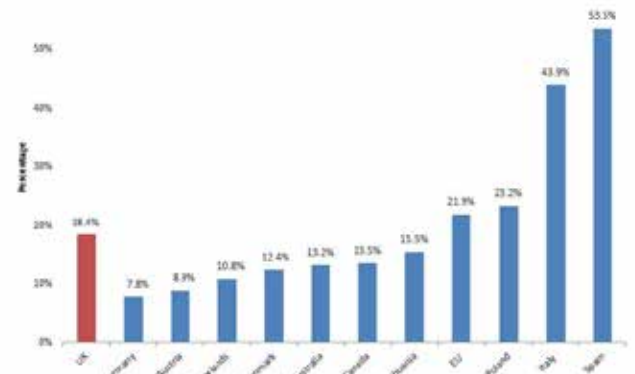
<sup>2</sup> Pengley, J. Prospects, Journal of the NSW Careers Advisers Association, Term II 1977. P.2-3



### Unemployment rate ( $\alpha$ ) by age



### Youth (15-24) unemployment rate by country



Whilst the youth unemployment today is not at this same level, and in fact is at a twelve month low at 12.93%. The reality is that during this twelve month period it was still peaking at 14.43%. In the scheme of things even the September rate of 12.93 should still be unacceptable to us. The reality is that the rate is very similar to when Pengley wrote his urgent editorial in 1977.

### Have we become complacent?

Have we come to accept that unemployed youths will always exist at such an alarming rate?

The Youth Unemployment Rate in Australia decreased to 12.93 percent in September from 13.68 percent in August of 2015. Youth Unemployment Rate in Australia averaged 13.50 percent from 1978 until 2015, reaching an all-time high of 20.22 percent in October of 1992. The reality is that the rate was just on, what has come to be, our average, when Pengley wrote his urgent editorial in 1977.

It seems we have come to accept that youth unemployment will always exist at such an alarming rate.

The good news is that in a media release from the Australian Bureau of Statistics Trend employment has

increased by 260,500 since October 2014, contributing to an increased employment to population ratio over the year from 60.6 per cent to 61.1 per cent. The participation rate is also steady at 65%.<sup>3</sup> The bad news is that statistically, if you are unemployed, you are almost three times more likely to be between the ages of 15 and 24 and this divide has been increasing since the GFC in 2008. In fact long-term unemployment has doubled since the GFC. Despite this alarming Statistic Australia has performed well in comparison with Europe and even the UK. See diagram above right.

In an article by James Langford and Damien Riley, Feb 2015 'Youth unemployment : an international perspective,' there is a focus on those countries that have performed better than the UK to isolate the measures that help to curtail youth unemployment and poor participation rates.<sup>4</sup>

### The German Example

In this article Germany is singled out for having a strong vocational education component and strong funding to facilitate transitions into employment. The support is for 340 different occupations and these are aligned with market demands.

This philosophy is very much part of the trait/factor school of thinking but clearly it has had economic and social benefits for Germany. Whilst trait/factor mentality is not the only way of looking at employment, and is certainly not in vogue in modern Careers thinking, focussing on youth unemployment has readily transferrable benefits.

Importantly Australia gets a mention here for the fact that those registered with a Job Services Australia provider for 12 months or more must participate in work experience activities including 'Work for the Dole', and 'Green Corps.' Participants have a degree of flexibility in the nature of the work experience they select, and are supported by Job Services Australia providers, and participants are linked to the 'back to work' Pathway Plan.

It seems systemic support measures for the unemployed, particularly youth unemployed is a vital measure to ensure increased participation rates moving forward and to avoid long-term unemployment issues. This is especially important as participation rates become increasingly affected by the retirement of baby boomers.

3 Australian Bureau of Statistics 'Australia's Trend employment increased by 260,500 over the year,' 12th November 2015

4 Riley, D. & Langford, J 'Youth unemployment: an international perspective' Public Sector Matters Blog, 20 February 2015

### Australia unemployment rate



### How Has Australia Performed Regarding Youth Unemployment?

In short, we have performed relatively well to European countries since the GFC, but there are still challenges ahead.

Whilst businessmen and politicians argue youth unemployment is high and rising because of high wages and economic factors, including the GFC, Rajaro Junankar<sup>5</sup> (Honorary Professor – Industrial Relations Research Centre UNSW) recognises that: ‘...youth unemployment rates have been rising even though youth wages have been falling relative to adult wages.’

The only conclusion is that unemployment rates of young people have tended to rise in line with, but more rapidly than, adult unemployment rates. Junankar notes that: ‘During a downturn young people often end up on the receiving end of the “last-in-first-out” rule. They are almost certainly recent employees and if they are casual or part time, employers do not have to pay them redundancy payments.’ What follows from this is that individuals will lack experience when the economy picks up and they may even fall into the long-term unemployed list.

<sup>5</sup> Thomas, Dr. Mathew. ‘Workforce Participation Measures,’ [http://www.aph.gov.au/About\\_Parliament/Parliamentary\\_Departments/Parliamentary\\_Library/pubs/rp/BudgetReview201516/Workforce](http://www.aph.gov.au/About_Parliament/Parliamentary_Departments/Parliamentary_Library/pubs/rp/BudgetReview201516/Workforce)

## Conclusion

So if we know that Youth unemployment has risen since 2008 and that British experts have recognised that government measures to support youth unemployment have worked in countries around the world to curb unemployment, what next?

The government has announced various measures for the 2015-16 budget Revision to specifically address youth unemployment. These include:

- \$212.0 million over four years for intensive support services to be provided by a network of community-based organisations to early school leavers aged 15 to 21 years
- \$13.5 million over four years to reinforce existing 'earn or learn' requirements, requiring early school leavers aged 15 to 21 years to study, actively look for work, or undertake a combination of the two.
- \$105.7 million over five years for intensive support for vulnerable young job seekers who are at risk of long-term unemployment, including people with mental illness, young refugees and migrants and young parents.

## The Budget also includes further, complementary measures:

- enabling access to the Youth Wage Subsidy for eligible job seekers aged 15 to 29 years after 6 months rather than after 12 months and
- \$18.3 million over five years to expand work experience opportunities for people aged 18 years and over and provide them with a supplement to assist with the costs of participating in work experience.<sup>5</sup>

Certainly these provide the funding for measures to deal with a burgeoning dilemma in Australia. Returning to the comments by the Minister for Education Mr. Bedford it is interesting that, in his address to the Careers Conference, he recognised the important role that face to face Careers Education and Advice played in educating and assisting students in their transitions into employment. In comparison to the UK this provides a secondary reason for their worse youth unemployment rates.<sup>6</sup>

If the Minister for Education, Mr Bedford, was right then, and Australia's rate is still unacceptable now, what more can be done? The government recognition and funding is a big part of this and will hopefully make a difference. More regulation with Careers Education could provide an additional improvement. To mandate a standard curriculum through BOSTES and staffing allowance would create an 'even playing field' for the many systems that exist in NSW schools. We need a shared vision for the future of our students. Perhaps this can only be achieved by greater control by education authorities. To join the debate feel free to comment on my twitter account: [@gregbairdca1](https://twitter.com/gregbairdca1)

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## CHOOSING VET:

### A new study focused on the early formation of vocational aspirations

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**The University of Newcastle's *Teachers and Teaching Research Program* is undertaking a new project to examine the reasons behind school aged students' Vocational Education and Training (VET) aspirations.**

The research team has been awarded one of seven research grants from the National Centre for Vocational and Education Research (NCVER) for the project *Choosing VET: investigating the formation of VET aspirations* (CVET). It comes at a time of particular relevance, with considerable flux in the Australian tertiary education sector and decreasing TAFE enrolments.

This study aims to provide insight into the early shaping of students' aspirations for pursuing or not pursuing VET options. Variables such as prior achievement, age, socio-economic status, Aboriginality, rurality, and gender will be examined to provide a fine-grained account of how these factors, individually and in various combinations, relate to students' VET choices.

The research aims to inform VET providers, policy makers and schools about how they can enrich available information and at the same time address current gaps in knowledge and misunderstandings about VET pathways.

The project will draw on existing data obtained from the *Aspirations Longitudinal Study*, which spanned four years (2012-2015). Participants were in Years 3, 5, 7, and 9 when the study commenced and were in Years 6, 8, 10 and 12 in 2015, at the end of the study. More than 6300 students participated. The Aspirations Longitudinal Study, is an Australian Research Council Linkage Project (LP120100013) where researchers, led by Professor Jenny Gore, partnered with the NSW Department of Education to examine the development of educational and career aspirations.

These students were from 86 public schools across the state with varying social, cultural and geographic features. This has resulted in rich and extensive linked qualitative and quantitative data sets, including data from teachers and parents.

Approximately 16 per cent of student participants indicated an interest in VET occupations and pathways.

Hywel Ellis, *Aspirations* project manager and research team member of CVET was instrumental in securing this NCVER grant. His own experience in and passion for VET saw him seize the opportunity to use the *Aspirations* dataset to further explore reasons for students' interest and disinterest in VET.

"From working with the Aspirations project data, I got the feeling that VET pathways tend to have low status and that many students don't understand the opportunities available through VET" said Mr. Ellis.


"One student for example said, 'I thought TAFE was like where you're older and like if you want to learn how to cook and you're like 50 and you have to go - instead of a university you go to TAFE.' The CVET study will enable a systematic examination of students' views and interests in VET."

An Advisory Group has been formed comprising of key VET stakeholders to ensure the project is carefully targeted to address current policy and practice issues. Mr Greg Baird is representing the Careers Advisers Association of NSW & ACT.

More information on the Choosing VET study and the Aspirations Study, can be found by searching the web for 'UoN Aspirations' or following this link <https://www.newcastle.edu.au/research-and-innovation/centre/education-arts/teachers-and-teaching/research/aspirations-study>.

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# THE EDUCATION EXPERTS IN GAMES, VFX & 3D ANIMATION

## VET in Schools

AIE offers Certificate II and III courses which are available for study by Year 11 & 12 students as part of their senior studies. Courses are nationally accredited through the Australian Qualifications Framework and give credit for units in the HSC, VCE and ACT Year 12 Certificate. These courses can be studied at an AIE campus in the school holidays, evenings or in your school delivered by AIE teachers.

 [aie.edu.au/vetis](http://aie.edu.au/vetis)

## Industry Experience Day

The Industry Experience Day is a great opportunity for students to learn about the local and international game development, 3D animation and visual effects industries. Students will learn about the different career pathways to get into the industry, what should be in a portfolio and get creative in practical workshops using industry-standard 3D animation and game development tools.

 [aie.edu.au/ied](http://aie.edu.au/ied)

## Pathway to Industry

AIE graduates have been working hard behind the scenes on some of the hottest games and films including GTA V, Bioshock Infinite, The Lego Movie, The Hobbit: The Desolation of Smaug and Captain America: Winter Solider to name just a few. Six AIE graduates worked on the production of The Lego Movie which was produced in Sydney by visual effects studio, Animal Logic.

 [aie.edu.au/grads](http://aie.edu.au/grads)

# Queanbeyan Network PD Grant Report

## Jenny Brunskill

On behalf of Queanbeyan  
and SE Careers Advisors Network

**2015 saw a new Career Advisors Network formed in the Queanbeyan and Southeast region of NSW. The network consists of Government and non-government schools from Goulburn, Crookwell, Yass, Queanbeyan, Braidwood, Young, Moruya, Batemans Bay, Cooma, Jindabyne, Bombala, Bega, Narooma and Eden. At the end of 2015 we had 19 members on our team.**

Due to the broad geographical location of our Careers Advisors, we initially plan to meet twice a year and utilise technology for further meetings by conducting Video Conferences (VCs).

We were fortunate enough to receive funding from CAA NSW & ACT to assist with our first Professional Development workshop which was held in August at Karabar High School. The following presenters provided excellent information in order to support Career Advisors : Sue Maclean, Senior Education Officer, Secondary Education – Senior Pathways, Kim Redmond, Career Tools, and Sueann Matthews from Karabar Distance Education Centre, Head teacher Single Subject course provision.

Sue Maclean covered information on the impact of the Australian Professional Standards on Careers Advisors. The main issue identified was that for many Careers Advisors to achieve accreditation at Professional Competence, they must teach

classes of students who are undertaking a Board of Studies Syllabus, (e.g. Work Education, Work Studies or Career Education Outcomes 7 -12 or other syllabuses) and be able to demonstrate achievement of the seven standards. This can be an issue for many Career Advisors who do not teach regular lessons from the syllabus. One possible solution was to conduct career lessons and base them on the Work Education or Work Studies syllabus.

Kim Redmond from Career Tools provided insight into how she can help raise the profile of the Career Advisor and careers programs in your school. The Careers website is tailored to the needs of your school and is designed to make the Career Advisor's everyday role easier.

Sue Maclean introduced the CICA Benchmarks as a quality improvement tool. The benchmarks are flexible and assist in developing process. It is useful in getting schools up to date to deliver career frameworks across the school. Attending Career Advisors found this to be a highly informative session in understanding their role and the role of faculty teachers in the shared responsibility of delivering Careers Education.

Karabar High School is also a Distance Education provider and many students from country regions access our facility due to individual circumstances or the limited resources available in regional schools. Sueanne was able to clarify the processes that need to be followed in order to enrol a student in Distance Education as a full-time or Single Subject student.

All attending Career Advisors found the sessions to be highly valuable in their teaching practices, supporting and facilitating a whole school approach to Careers Education, and understanding the implications of maintaining accreditation. The value of developing connections with other Careers Advisors for ongoing support is vital in our everyday practices.

## Jenny Brunskill

On behalf of Queanbeyan  
and SE Careers Advisors Network

# Far North Coast PD Grant Report

**Glenys Lawson**

**The Far North Coast collegiate were able to secure a grant for a member to attend the 2015 CAA Conference. Without the grant it would have been very difficult to attend. The conference was everything I had expected -excellent venue, inspirational speakers and a great opportunity to talk to colleagues from across so many varied environments.**

I was able then to utilise the CAA resources -Prospects and the website, to develop a presentation to my FNC colleagues at our December meeting. While I couldn't provide the excellent catering I shared in Sydney, the group were able to get a feel for the wealth of information available through the speakers and workshops and an understanding of the value and professional expertise made available through CAA for its members. Our thanks to the CAA for their financial support for our professional development, and for ongoing support to access professional development funds. I look forward to supporting my colleagues to fully participate in future professional development opportunities provided through this grant and through membership with the CAA.

**Glenys Lawson**

# ORCAA Network

## Professional Learning in Geelong and Melbourne



**Members of the Outback Riverina Careers Advisers Association in south-west Riverina travelled to Geelong and Melbourne in late November 2015 funded by the CAA NSW & ACT professional learning initiative. Our goal was to focus on the VET sector and experience the course opportunities and support services that large TAFE campuses offer.**

Gordon TAFE in Geelong provided a tour of both the City and East Geelong campuses including on-campus accommodation facilities. We also dined for lunch in the Davidson Restaurant hosted by hospitality students. The Gordon has popular fashion and design courses as well as an extensive range of trade courses at East Geelong.

The Melbourne Polytechnic Fairfield campus impressed ORCAA with its immaculate and serene landscaped gardens as well as the Yarra House accommodation facility. Rural students would be well catered for and transition to the city would be enabled by these excellent facilities so close to the CBD. We toured the music, design and photography areas and again were impressed by the standard of facilities and industry contacts available to students.

ORCAA also incorporated a four hour shift of volunteer work with FareShare in Abbotsford. FareShare is a not for profit food rescue organisation. With the help of volunteers, they prepare and cook 25,000 meals each week for charity organisations. FareShare also offer school students the opportunity of volunteering in small groups. Students are also educated on food rescue and the reality of hunger in our community, whilst contributing actively to support those in need.

Holmesglen TAFE located in Chadstone was the last campus we visited and the range of trade areas under one roof was quite impressive! From carpentry to stone masonry – ORCAA members were able to view the practical work areas with a bird's eye view from the second floor walkway. The Student Services team also provided an excellent overview and we were happy to learn that Holmesglen is on a par with higher education institutions providing medical facilities, recreation and clubs, social day trips, interstate excursions, counselling and careers support and many other services to enable transition and support for students.

ORCAA are very appreciative of the financial support from CAA NSW & ACT that enables us to overcome our geographic isolation and improve our knowledge of post-school options for our students.



The Careers Advisers  
Association of NSW & ACT

# ACT Network Meeting Careers & Life Choice/Careers By Design

Dianne Bradford

**On Friday 13 November, 2015, twenty Careers Advisers from the ACT and regional NSW gathered at Canberra Grammar School for a professional learning opportunity delivered by Peter Seligman, Senior Counsellor, TAFE NSW, Western.**

The meeting was divided into two sessions: Careers and Life Choices and Careers by Design. The content of each session enabled those attending to cover many of the professional standards set down for teachers and career development professionals.

In the first session topics ranged across many aspects of careers and life choices, such as: career management; employability and career resilience. Topics included: whether a career any longer exists; the longevity of careers; what a career involves and how to build a career. Underpinning these themes were questions and observations on how to assist clients in making career decisions through: being self-aware; recognizing what their interests, skills and abilities are; identifying their values and personal attributes; and understanding how these factors impact on their employability and their ability to maintain currency of skills in a changing employment market.



In the second session, 'Careers by Design,' the clients' career health was examined as a predictor of career success. Career health encompasses: intent (personal characteristics); behaviour (actions); and outcomes (personal performance). Strategies for measuring and identifying indicators of clients' likelihood for success of acquiring career development skills included such things as: self-worth; levels of education; sense of purpose and levels of support. The importance of having a holistic view of the client and considering all relevant factors, both positive and negative, was stressed. Information regarding Motivational Interviewing, (Rollnick and Miller), was given as a context for a successful way to conduct interviews, therefore giving clients optimum opportunities to recognize their career potential.

After the meeting the participants networked over drinks and nibbles and all agreed that the event had been most informative and presented a valuable opportunity for personal skills development.

Dianne Bradford

# St George Network Report Goulburn Police Academy

Julie Blatchford

**On Friday 11 September, 2015 CAA members from the St George District Careers Adviser network set out for Goulburn Police Academy to learn first hand the recruitment process, details of the Associate Degree in Policing Practice (ADPP), and the learning facilities for recruits.**

Inspector Nick Hallett was our guide for the day and provided us with a clear understanding of the recruitment process, dispelling a few myths about certain university courses being a direct pathway into the ADPP. The only way into the ADPP is through the recruitment process that has stand-alone criteria identifying prior learning, a physical examination, and psychological testing. This testing results in a ranking process of the most suitable applicants.

The only way to become a police officer in the New South Wales Police Force is through successful completion of the ADPP a guaranteed employment pathway. The degree is made up of two sessions totaling 8 months of foundational studies, applied studies, and knowledge. Once complete students are graduate officers juggling further study and practical policing duties.

The highlight of the day was the tour around the grounds and participation in recruit activities. We witnessed recruits engaging with pistol range practice, riot squad drills, and picket line strategies. After walking through the purpose built village we were fortunate enough to engage with the state of the art virtual reality training system (VirTra). This is a simulated/tactical options training system that uses a specially designed Glock 17T to mimic potential situations. We all had an opportunity to demonstrate our shooting prowess in some very intimidating scenarios.

Overall the tour of Goulburn Police Academy was an opportunity to engage in specific professional learning that has improved our practice. Engaging directly with the broader community has equipped us with authentic knowledge and understanding of pathways into the New South Wales Police Force, thus we are able to support our students with their career planning.

**Written by Julie Blatchford**



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## PAST PRESIDENTS

**1975-1976** Jo Howard

**1976-1978** Angela Glover

**1978-1979** Graeme McKenzie

**1979-1983** Beverley Bower

**1983-1986** Judy Sims

**1986-1987** Greg Hyde

**1987-1988** Narelle Caphy

**1988-1990** Sandra Cormack

**1990-1991** Robyn Graham

**1991-1995** Robyn Townsend

**1995-1996** Cherylle Stone

**1996-2000** Jill Lummis

**2000-2008** Mike Geeves

**2009-present** Sue Sundstrom

## LIFE MEMBERS

Beverley Bower

Lyn Camp

Sandra Cormack

Gwen Dennis (dec)

Margaret Gambley

Mike Geeves

Angela Glover

Robyn Graham

Alf Hinshaw

Jo Howard

John Kay

Jill Lummis

June Martinez

Gil Morris

Judy Sims

Judy Stinson

Robyn Townsend

Keith Underwood

Tania Burgmann

## MARGARET GAMBLEY MEDAL

**2011** Bill Goldie

Julie Tocchini

Jean Turnbull

Brian Freney

**2012** Lyn Camp

Ken Blake

Darrel Deigan

Robert Hardwood

**2013** Ron Stinson

Nina Lampe

**2014** Frank Walter

Robyn Elks

Russell Summerhayes

Bruce McCarthy

**2015** Wendy Byrne

Cheryl Burling

Neil Locker

## CAREERS ADVISERS OF THE YEAR

**2002** Lindy Widauer

**2003** Helen Fondas

**2004** Steve Ormond

**2005** Steve Heinecke

**2006** Adrianna Lynn

**2007** Christine Ferguson

**2008** Phil Williamson

**2009** Jeff Griffiths

**2010** Danielle Kedward

**2011** Maria Chubb

**2012** Caroline Wilson

**2013** Gigi Awadalla

**2014** Mark Nicholl

**2015** Mandy McConnell

## HILARY BOLIN AWARD

**1988** Ted Hyslop (dec)

**1989** Yvonne Hardy

**1990** Diedre Matthews

**1992** Bea Chandler (dec)

**1994** Gil Morris

**1995** John Kay/David Mitchell

**1996** June Martinez

**1997** Karen Pisk

**1998** Robyn Smythe

**1999** Bill Goldie

**2001** Barbara McCauley

**2002** Julianne Allan

**2003** Janet Kossy/Lee Osborne

**2004** Mike Robertson

**2005** Len Eagles

**2006** Anne Cheetham

**2007** Ken Blake

**2008** Sue Maclean

**2009** Amanda Hinde

**2010** Judy Dowdell

**2011** Cathy Browne

**2012** Gordon Doyle

**2013** Neil Locker

**2014** Russell Summerhayes

**2015** Christina Fisher