

# EMPLOY DIFFERENT IN EARLY CHILDHOOD EDUCATION



## ABOUT Y CAREERS

Y Careers is an innovative not for profit social enterprise set up by parent company Y Australia. It is committed to creating 30,000 job placements for up to 15,000 young Australians nationally in the education and care industry, over the next 5 years.

Supported by the Australian Government Department of Employment and Workplace Relations through a \$15.2 million grant, 'Supporting the setup of Y Careers and its operations'.

Y Careers will help thousands of young people to gain skills that will enable them to find meaningful work across the education and care sector.

Through employer partnerships, Y Careers will help build long-term, sustainable, and meaningful careers for younger Australians by changing the way workers in the largely casualised education and care industry are supported to be successful.

## OUR VISION

Reimagining a world of work for young people, where everyone can access meaningful employment.

## OUR MISSION

Delivering innovative training and employment pathways with and for young people.



## OUR VALUES



### **BOLD**

We like to stand out from the crowd



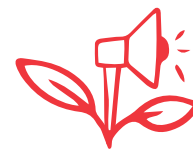
### **INNOVATIVE**

We come up with new ideas to support young people



### **INCLUSIVE**

We make sure everyone feels welcome and valued



### **REAL**

We do what we say we'll do

# WHAT WE ARE TRYING TO ACHIEVE

Y Careers will work with young people and support them with employment and training opportunities to help them pursue meaningful careers pathways.

## Supply side:

Support young people to build their work ready skills, capabilities and experiences



Young people will be provided with a dedicated Career Coach and single employer, which helps to deliver access to meaningful employment, ongoing scaffolding and wraparound support to empower young people to explore their future career portfolios.

## LINK SUPPLY AND DEMAND

## Demand side:

Engage employers to make meaningful employment opportunities available



Employers will be provided with access to a pool of engaged, ready-to-work young people, who are supported to be successful in their roles.

This approach will help the large and growing cohort of young people who are not able to access the training, supports and experiences required to build meaningful careers.

# HOW DOES THE PROGRAM WORK

The traineeship program provides a solution for organisations looking to invest in the development of young people while meeting their operational needs.



## MATCHED FOR SUCCESS

Y Careers employs the young person and matches them with Employer Partners to deliver on-the-job training and supervision.



## EARN & LEARN

Trainees receive a competitive hourly wage while studying a nationally recognised qualification and participating in the workplace.



## YOUR ALL-IN-ONE SOLUTION

The recruitment, selection, induction, onboarding, payroll, and regulatory compliance is all managed by Y Careers.



## WRAP AROUND SUPPORT

Employer partners will benefit from a dedicated career coach, providing holistic support to both the supervisor and trainee maximising program success.

With a flexible partnership approach, organisations can join at any time during the year with rolling intakes to meet staffing needs.

# OUR TRAINEESHIP OPTIONS

## EARLY CHILDHOOD EDUCATION & CARE (ECEC) TRAINEESHIP

### Full-Time Traineeship:

On average 38 hours per week, including dedicated study time per week

**Duration:** 18 months

**Qualification:** Cert III in Early Childhood Education & Care

### Paid Study Time:

- A minimum of 3 hours off-the-floor study time per week (averaged over 4 weeks)
- Monthly 3-hour online webinar
- Trainer assessment every 2-3 months (1-2 hours per assessment)

## TRAINEESHIP TASKS

 <b>CLASSROOM SET UP</b>	 <b>ASSISTING EDUCATORS</b>
 <b>CHILD SUPERVISION</b>	 <b>INTERACTIVE PLAY</b>
 <b>HEALTH &amp; SAFETY</b>	 <b>SPECIAL NEEDS SUPPORT</b>

## OUT OF SCHOOL HOURS CARE (OSHC) TRAINEESHIP

### Part-Time Traineeship:

Minimum hours vary per state + dedicated study time per week

*Trainee to be rostered before school, after school and/or during school holidays.*

**Duration:** 12 months

**Qualification:** Cert III in Community Services (or an equivalent qualification as nominated)

### Paid Study Time:

- 6 hours of training per month
- 1 x 3-hour workshop each month
- 30 minutes of study time per week (which can be scheduled before, or after a rostered shift)

## TRAINEESHIP TASKS

 <b>SCHOOL HOLIDAY PROGRAM</b>	 <b>SNACK &amp; MEAL PREPARATION</b>
 <b>SUPERVISION &amp; SAFETY</b>	 <b>ACTIVITY PLANNING</b>
 <b>ADMINISTRATION</b>	 <b>OUTDOOR ACTIVITIES</b>

## STATE MINIMUM PART TIME HOURS

SA	VIC	QLD	WA	NSW
13 Hours	13 Hours	15 Hours	15 Hours	21 Hours

# WORK DIFFERENT WITH OUR TRAINEESHIP SUPPORT SERVICES

## 1. Y CAREER COACHES

As an Employer Partner, you'll have access to a dedicated Career Coach who offers personalised support for both you and your trainee/s.

Our Career Coaches focus on empowering trainees in several key areas:



**CONFIDENCE & SELF-ESTEEM BUILDING**



**SKILLS BASED TRAINING**



**PERSONAL DEVELOPMENT**



**GOAL SETTING & ACHIEVEMENT**



**STUDY METHODS & TIME MANAGEMENT**



**SUPPORT FOR NON-WORK CHALLENGES**



**CAREER PATHWAY PLANNING**

## 2. CENTRALISED SUPPORT TEAM

Our dedicated support team takes care of everything—from recruitment, selection, induction, onboarding, payroll, and regulatory compliance. It's all managed by Y Careers ensuring the traineeship program runs smoothly and efficiently.

## 3. EDUCATION

We manage all the training and work with the Registered Training Organisation (RTO) to deliver the nationally recognised qualification and provide essential training in health and safety.

Our comprehensive microcredentialing program focuses on developing transferrable skills for both personal and professional growth.

## 4. SAFEGUARDING

Safeguarding is at the heart of everything we do. We adhere to the highest standards of child safety and protection, ensuring that our young people are well-prepared to create safe and nurturing environments for the children in their care.

## 5. DIGITAL CARE PLATFORM – SONDER

Safety and wellbeing are our top priorities. All Y Careers trainees have unlimited access to the Sonder safety and wellbeing app, connecting them with safety, medical, and mental health professionals whenever needed.



# RECRUITMENT SERVICE FOR YOUNG PEOPLE

## CONNECTING EMPLOYERS WITH QUALIFIED YOUNG PEOPLE

We provide practical recruitment solutions to help organisations connect with motivated, job-ready candidates for permanent full-time and part-time roles across the Education and Care Industry.



## RECRUITMENT SERVICES

Targeted advertising and promotion of roles  
Comprehensive candidate screening and eligibility assessment  
Coordination and facilitation of interviews  
Career Coaching support for 6 months

## INDUSTRIES

Early Childhood Education & Care  
Outside of School Hours Care  
Disability support  
Aged Care

## BENEFITS OF EMPLOYING YOUNG PEOPLE



Young employees bring enthusiasm, creativity, and connect easily with children and families.



They're quick learners, tech-savvy, and committed to building long-term careers in the industry.



Young talent provides a sustainable solution to workforce shortages in the Education and Care sector.



Hiring young people supports diversity, inclusion, and reduces youth unemployment.

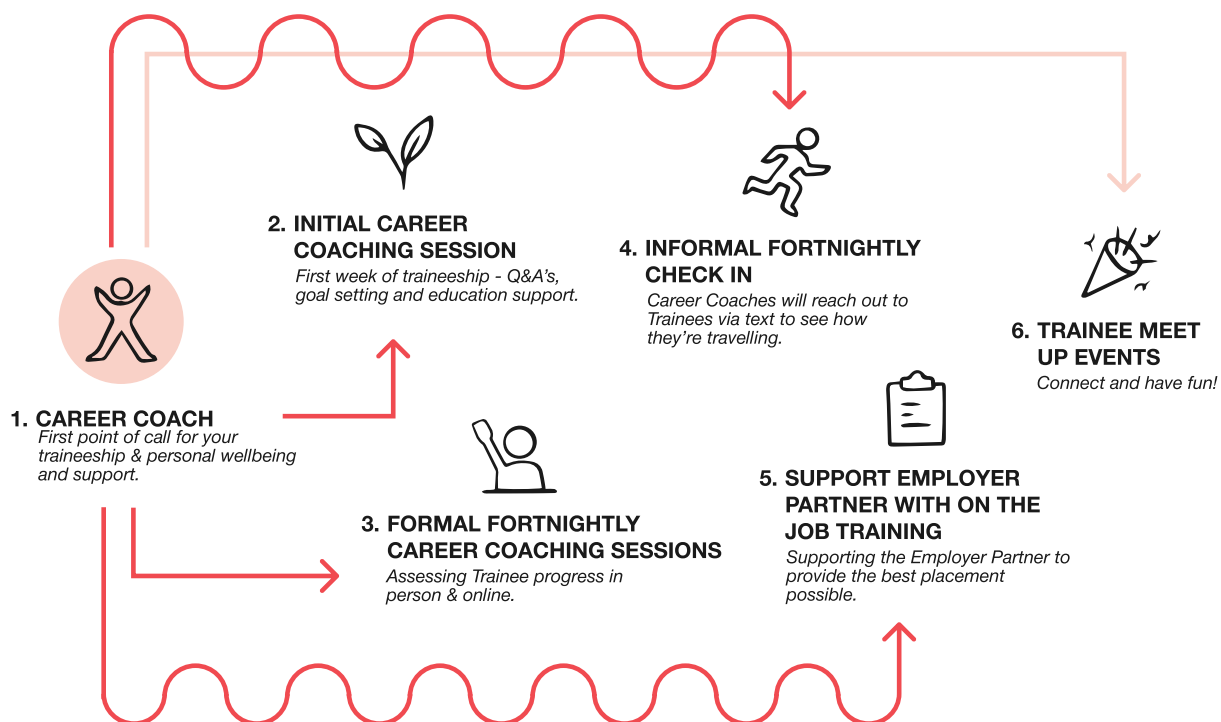


# CAREER COACH SUPPORT FOR YOUNG PEOPLE

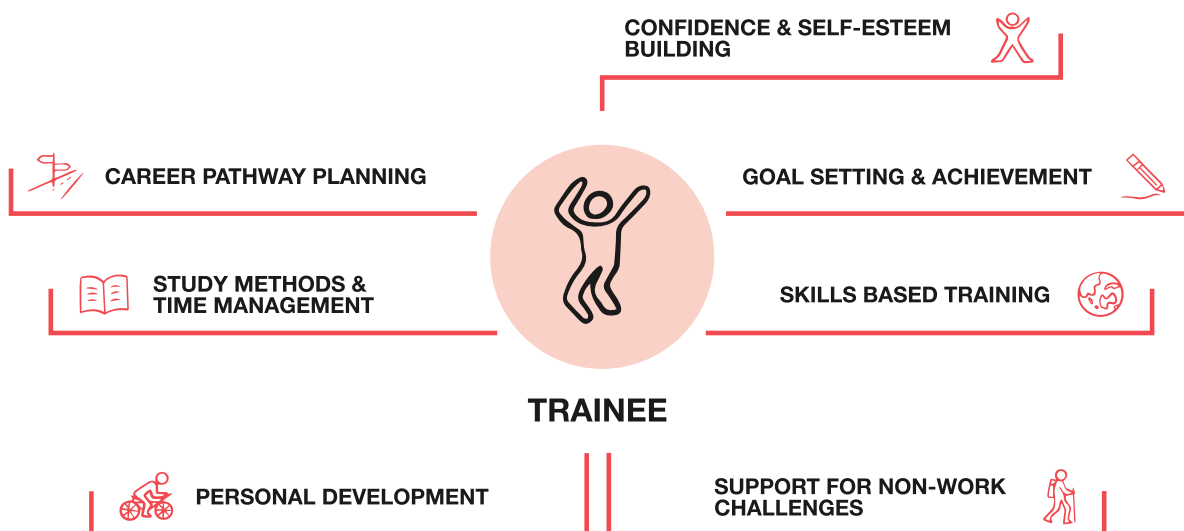
Career Coaches will support Trainees across an agreed geographic region. This support will include a blend of face-to-face visits, online sessions, and digital resources.

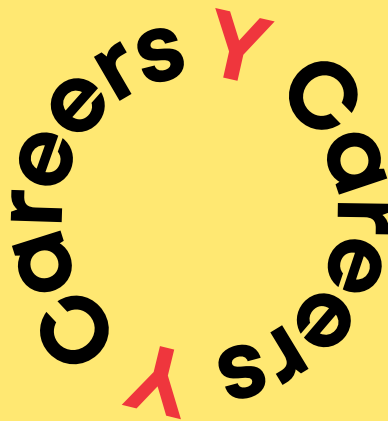
## Y CAREER COACHING

Employer Partners will benefit from a dedicated Career Coach who provides tailored support for both the Employer Partner and trainees.



## HOW DO OUR CAREER COACHES SUPPORT TRAINEES?





[YCAREERS.ORG.AU](https://ycareers.org.au)

## GET IN TOUCH

[partnerships@ycareers.org.au](mailto:partnerships@ycareers.org.au)

*Commercial in Confidence - This document is confidential and intended solely for the recipient. It contains proprietary information belonging to Y Careers.*

Y Careers is an initiative of Y Australia and is supported by the Australian Government Department of Employment and Workplace Relations through the Supporting the setup of Y Careers and its operations grant.

