

## WHAT YOU CAN EXPECT FROM Y CAREERS

### PROVEN IMPACT, TRUSTED BY EMPLOYERS NATIONWIDE

Y Careers is a social enterprise of the Y (formerly YMCA) and supported by the Australian Government, enabling businesses to future proof their workforce by investing in young people. We partner with organisations to deliver a pipeline of job-ready, supported trainees, and qualified staff to take the complexity out of onboarding, compliance, and development, so you can stay focused on delivering quality education and care.

## A SMARTER WAY TO BUILD YOUR WORKFORCE

We take a fresh approach to workforce development, focused on four key pillars that support your business:



### 1. BUSINESS CONTINUITY

Minimise staffing gaps, service disruption, and compliance risks with better training, support, and retention

### 2. OPERATIONAL EFFICIENCY

Reduce recruitment costs, boost productivity, and get the right people in the right roles—faster.

### 3. REGULATORY COMPLIANCE

Navigate legal and safety requirements with ease, while maintaining trust and quality of care.

### 4. VALUES-LED WORKPLACE CULTURE

Grow a purpose-driven team that reflects your values and delivers meaningful, long-term support.

**THIS ISN'T JUST ABOUT FILLING ROLES. IT'S ABOUT BUILDING A FUTURE-READY WORKFORCE WITH REAL IMPACT AND RETURN.**

## OUR SERVICES

### TRAINEESHIPS

We'll find you passionate trainees to energise your team, supported by a dedicated Career Coach to help them (and you) succeed.

### MANAGED SERVICE

You employ, we manage the rest. That includes, admin, compliance, and support.

### RECRUIT, COACH AND RETAIN

Finding reliable, qualified entry-level staff is hard. Keeping them is even harder. Y Careers recruits, screens and supports new employees with six months of Career Coaching to help them settle in, build confidence and stay longer.

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# COMPLIANCE & SAFE GUARDING

We uphold the highest standards in safeguarding by ensuring every trainee and worker is thoroughly screened and trained before working in education and care settings. Our process includes:



## TRAINED RECRUITERS

All recruitment staff are trained in safe hiring practices to identify red flags and embed safeguarding at every stage.



## STRUCTURED INTERVIEWS

Mandatory child safety questions and clear discussions on employment history.



## REFERENCE CHECKS

Two professional referees, preferably from education and care roles, asked specific questions about child safety suitability.



## POLICE & WWCC CHECKS

National Police Checks plus Working with Children Checks (WWCC), verified and monitored regularly.



## SAFEGUARDING INDUCTION

Every trainee completes a full safeguarding induction before placement.



## ONGOING COMPLIANCE

We track sector reforms and review our policies to ensure up-to-date, compliant practices.

# DON'T JUST TAKE OUR WORD FOR IT

## HERE'S WHAT OUR EMPLOYER PARTNERS ARE SAYING ABOUT Y CAREERS

"We really, really appreciate how Y Careers supports our people and culture team with that wraparound support around some really terrific young people who are really active and excited about pursuing a career in early learning."

- TIM WATTS, CEO OF BPA CHILDREN'S SERVICES

"Y Careers future-proofs your talent acquisition pipeline. It reduces the administration of trainees, and you have the most wonderful opportunity to work with young people and for your staff to be supported, to do the same."

- MELINDA CROLE, CEO OF JUNIOR ADVENTURES GROUP AUSTRALIA

**WE ONLY PARTNER WITH ORGANISATIONS THAT ALIGN WITH OUR VALUES & LONG-TERM ETHICAL GOALS**

## CONTACT US

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for more information

