

Employment

Young people bring needed skills and a unique perspective to many workplaces and young people deserve, and are entitled to, stable employment and to a range of employment opportunities within their communities. Due to economic instability, young people are in need of assistance and support in gaining knowledge and skills that will better enable them to gain employment. Support services are needed to assist young people in navigating their way through the employment market and maintaining employment. Lack of work skills and experience often pose barriers for young people in gaining employment. Therefore, gaining work skills and experience via work experience or similar opportunities is needed. Vulnerable young people face additional barriers in securing suitable employment, and without employment these young people become increasingly likely to experience long term disadvantage. A large portion of the employment that is available to young people is casual or part time work particularly as university graduate positions in Tasmania are declining. Young people entering the workforce at any time can experience many difficulties and may need additional assistance in gaining and keeping work.

While casual and part time employment may be available to young people in some areas, there are some inequalities. Casual work is often associated with limited training and qualifications, with few opportunities to undertake on the job training, less pay protection and no access to paid leave if it is needed. This type of employment is needed as it often gives employers the incentive to hire young people; however it would be most beneficial if used as a training opportunity to increase future employment opportunities for young people. Young people can find it difficult to navigate the workplace and many are unaware of Child Labour Laws. Monitoring the way in which young people are engaging in the workplace is needed in Tasmania and employers and supervisors need to be able to manage young people in the workplace. Gaining work skills is crucial for young people's future in Tasmania; however, it is also vital that young people are safe and treated well in the workplace.

YNOT is committed to:

ynot is the peak body representing the voice of Tasmanian youth



- Seeing young people have access to employment opportunities.
- Advocating for the provision of adequate and appropriate labour market programs to better address unemployment and underemployment among young people.
- Advocating for additional pathway planners to be employed in schools to assist young people plan for their futures and address stresses associated with employment and unemployment i.e. job-seeking and work-education balance.
- Acknowledging that many young people have insecure workplace participation with casual employment, and may need support to access long term and secure employment.
- Seeing the provision and maintenance of paid traineeship and apprenticeship opportunities for young people.
- Industrial relations legislation that provide proper protection of rights of young workers.
- Advocating for education program for young people regarding their rights in the workplace, and how to access support with rights based workplace issues.
- Seeing pressure placed on employment agencies to support young people seeking employment.

Future Vision

A Tasmania in which young people have the opportunity to gain substantial and useful skills for the workplace while engaged in education via additional work placements, internships and mentoring opportunities. Additionally, a State where young people are aware of their rights in the workplace and have the opportunity to access sustainable employment in desired sectors.

References

Foundation for Young People (2004), *Profile of young Australians: facts, figures and issues*, Sydney.