



ATEND  
Monday, 30 November -  
Friday, 4 December 2020

# TAFE SPECIALIST EMPLOYMENT PARTNERSHIPS (TSEP)

## Information Session



Welcome to the TAFE Specialist Employment Partnerships (TSEP for short) information session. Before we begin I would like to acknowledge the traditional custodians of these lands we walk upon and pay my respect to elders past, present and emerging including any who may be present with us during this session. My name is Pam Anderson and I am the National Disability Coordination Officer for Western Victoria.

## What is TSEP?

- a **specialist** employment program
- based **onsite** at a TAFE campus
- specific **needs** of graduating or graduate students with disability
- for students **identified** with a disability
- access **support** due to the impact of their disability



### Ready for work?

Design your pathway with an experienced employment consultant.



Pam Anderson NDCO Western Victoria:

- What is TSEP?
- TAFE Specialist Employment Partnerships is a specialist employment program
- based onsite at a TAFE campus
- specific needs of graduating or graduate students with disability seeking employment
- available for students identified with a disability
- access support due to the impact of their disability

## Why TSEP?

People living with disability **study** in order to achieve their employment goals

- 4.1 million students enrolled nationally
- 32,880 with disability
- 456,970 without disability

Employment success is **considerably lower** for graduates with disability

- With Disability : **52.6%**
- Not living with Disability : **78.8%**
- Gap = **26.2%**

Source: NCVET data 2019

Pam Anderson – NDCO Western Victoria: Why TSEP? According to the National Centre for Vocational Education Research, over 4.1 million students are enrolled in Vocational Training in Australia. This includes approximately 33,000 people with disability compared to 457,000 people without. Many people living with disability are in some form of study in order to achieve their employment goals. Unfortunately at this current time, employment success is considerably lower for graduates with disability (52.6%) in comparison to graduates without disability (78.8%). This leaves a gap of 26.2% which we hope to improve with new initiatives like the TSEP program.

## Why TSEP?



- Many TAFE students living with disability are not supported with their job search until they have completed their studies
- Evidence indicates there is **significant positive impact** on achieving career goals
- Expert assistance to **access** the labour market
- TSEP aims to provide expert employment advice **prior to** and **post** graduation

Pam Anderson – NDCO Western Victoria – Other reasons: Many TAFE students living with disability are not supported with their job search until they have completed their studies. Evidence indicates there is significant positive impact on achieving career goals if an individual is taking steps before they finish their studies . Expert assistance to access the labour market is a key support that is currently missing. TSEP aims to provide this expert advice prior to and post graduation to ensure students enter employment within their preferred industry sector and one which aligns with their TAFE qualification.

## How does it work?



### Qualified and now looking for work?

How do you talk with employers about your disability?



### Looking for work?

Find the job or trade to match your qualification.

- TSEP brings a Disability Employment Service into a TAFE environment
- Allows students living with a disability to access a **specialist** disability recruitment consultant to help achieve career goals
- The consultant works closely with TAFE Careers & Disability Services

Pam Anderson - NDCO Western Victoria: How does it work? TSEP brings a DES Provider into the TAFE environment. Allows students living with a disability to access a specialist disability recruitment consultant to help achieve career goals.

The consultant works closely with TAFE Careers & Disability Services, Jobs and Skills or Skills and Jobs Centres in both Victoria and WA. The consultant will target employers suitable to each individual student's qualification for employment when they complete their studies.



Pam Anderson – NDCO Western Victoria - Who is involved? Partners include TAFE, the NDCO program officer and Disability Employment Services (DES for short). TSEP is only successful if all partners are working closely together to market and promote the program to students with disability including staff located within TAFE, whether that be Skills and Jobs centres, careers teams, disability, ACCESS AND equity services, TAFE teachers and anyone else who may be working with students located at a campus. Another important partner with TSEP is the industry and business sector willing to employ a qualified student after graduating from their course.

## TSEP Process

- NDCO liaises with local TAFE campus
- Partnership MOU/Agreement/Letter & Site Establishment Plan created
- Disability Employment Service Provider selected (Expression of Interest)
- Partnership Group Meeting to finalise agreements
- TSEP Consultant recruited via DES provider
- Marketing & referral process to students through TAFE Campus & Staff
- TSEP commences at TAFE Campus

Pam Anderson – NDCO Western Victoria - How to set it up – The TSEP process. First off the NDCO will liaise with their local TAFE. Once discussions have taken place and processes have been defined, there is a Partnership MOU/Agreement or Letter developed along with a Site Establishment Plan to implement TSEP on campus. Expression of interests may be sent out to Disability Employment Service providers in the local area. NDCO with TAFE will consider all expression of interests from the DES providers and interviews may be held with each to establish the most suited provider for the TSEP program. From here a partnership group meeting will be held to finalise agreements and discuss implementation

A TSEP consultant will be recruited via the DES Provider (may be one of their current staff). Marketing and referral process to students through TAFE disability services and Skills and Jobs Centres or in WA – Jobs and Skills Centres TSEP commences at the campus. (An available space will be agreed upon and may also include meeting students off campus).

INTRODUCE KIRSTY RUNCIMAN NDCO  
WESTERN AUSTRALIA



**A TAFE Experience**  
Debbie Teh South Metro TAFE, WA

Kirsty (NDCO WA): I would like to introduce Debbie Teh from South Metro TAFE in WA who will talk about how the initial set up of their TSEP program.

**TAFE  
GIPPSLAND**

**maxima**  
JOB LINK



“I believe the key ingredients to making a successful partnership are to ensure that all partners are aligned with the same vision and values. The aligned vision is the glue that holds the partnership together.”

“Being able to improve employment outcomes for students with disability by helping them to connect with local employers and supporting them throughout their employment journey is what has motivated Maxima to be part of this program.”

**Andrew West, Maxima Employment**

Kirsty NDCO WA:

I would now like to introduce Andrew West from Maxima Employment in Gippsland who will talk about his experience from a Disability employment service point of view.

## DES commitment?

- Initially one day per week or as required
- Partnership Group Meetings
- Active engagement with students
- Active promotion of:
  - TSEP to students and teachers at events, and
  - students with disabilities to potential employers
- TSEP DES Community of Practice Meetings



Kirsty NDCO WA:

What is the DES commitment?

- Initially one day per week or as required
- - Regular updates – monthly Partnership Group Meetings
- - Active engagement with students
- - Active promotion of:
  - - TSEP to students and teachers at appropriate events, and
  - - students with disabilities to potential employers
- - Participation in national TSEP DES Community of Practice Meetings



## Liz's story

# How TSEP helped me...

"I've had such a good experience with the TSEP program and it's great to see TAFE provide this employment transition support."



Being in my 40s, it can be difficult to make a career change but I'm proof that this works!

Kirsty NDCO WA

How TSEP helped me..... This is a Photo of Liz and her experience with TSEP as a participant.

After 15 years as a baker, Liz decided a career change was in order. "The late nights and early mornings took its toll after so many years and I wanted something completely different and I am passionate about helping people." She enrolled in Cert IV Mental Health and has since also completed a Cert IV Community Services and Cert IV Youth Work. "I was talking to my Student Support Advisor and mentioned that I would be looking for work now that my Cert IV Youth Work was completed, and she referred me to the TSEP program." Liz met with the TSEP consultant Telka

several times in the Murdoch campus and decided to register with BIZLINK to receive ongoing assistance outside of TAFE. “I’ve been with mainstream employment providers before and didn’t receive the one on one support that I need. Since registering with BIZLINK, I’ve been working with my consultant Les on employment options and sprucing up my resume.” Things have moved quickly for Liz since. Her previous lecturer Simon sent through a job vacancy to Liz which she sent onto BIZLINK promptly. With her new resume and support from BIZLINK, Liz applied for the role and got a call to interview 10 minutes later. “I was nervous as I hadn’t been to an interview in years! And when I got there, it was with a panel of 3. But my interview prep paid off and I successfully secured the job!” Liz is starting her role as Community Services Officer with Workpower in 2 weeks supporting people with disability in recreation settings and providing in home support. “I’ve had such a good experience with the TSEP program and its great to see TAFE provide this employment transition support. I’m especially thankful as being in my 40s, it can be difficult to make a career change but I’m proof that this works!”



## Israel's story

## How TSEP helped me...

"You don't know what supports are out there if you don't ask the questions. I received so much advice and now I have long term support with employment even when I finish TAFE."



"It's great to know I don't have to do it all alone!"

Kirsty NDCO WA:

This is a Photo of Israel and his experience as a TSEP participant.

Israel is a 22-year-old who is currently completing a Cert IV Prep for Health & Nursing at Murdoch campus. "I have been struggling to find work and mentioned this to Student Support Advisor Jane, who told me about the TSEP program". Israel did not have a positive experience with the part-time job he had for a short while. "Unfortunately, I didn't get any support that I needed so the job ended."

Israel reached out to the Trevor, TSEP consultant from BIZLINK in July 2020 to explore what support he could receive. "When I met Trevor, he was amazing! He's respectful and on his game and

listened to the challenges I am facing” Israel’s goal is to get a job in a hospital when he completes his qualification. “Trevor has so much knowledge on how to get from Point A to B and gave me advice on work and how to navigate Centrelink. I also found out that BIZLINK has some connections to the hospitals I want to work in!” BIZLINK provides on-the-job support when employment is found, support that Israel identifies that he needs in new settings. When asked if he would encourage other students to explore TSEP, Israel is a strong advocate. “Yes, go for it! You don’t know what supports are out there if you don’t ask the questions. I received so much advice and now I have long term support with employment even when I finish TAFE. It’s great to know I don’t have to do it all alone!”



Pam NDCO Western Victoria: Here are our current TSEP partners who have commenced the program in 2020 include: TAFE Queensland (Ipswich and Toowoomba), The Gordon (Geelong City, East Geelong and Werribee), North Metropolitan TAFE and South Metropolitan TAFE in WA, TAFE Gippsland (across seven campuses). Our DES partners include Mylestones Employment, Westgate Community Initiatives Group, Bizlink Employment Services and Maxima Job link. Jobs and Skills in WA and Skills and Jobs Centres in Victoria are also integral partners to the program.



## National TSEP Team

Pam Anderson - VIC  
Andrea Evans McCall - VIC  
Mark Cottee - VIC  
Sally Bailey - VIC  
Theresa Madson – QLD  
Debbie Rooskov – QLD  
Isabel Osana-Gatty - SA  
Susan Beard – SA  
Gary Kerridge – SA  
Tracey Hetheron - ACT/NSW

Audrey Housbey – NSW  
Devan Nathan – NSW  
Kay Dean – NSW  
Cynthia Fitzpatrick – NSW  
Kirsty Runciman – WA  
Wilton Kerr – WA  
Bernard Tarbotton – WA



Pam Anderson – NDCO Western Victoria: TSEP is overseen by a National TSEP NDCO team from most states in Australia. This team meets monthly to discuss new partnerships and develop quality processes and resources for the program.



Pathways15 Online  
Advancing Inclusion in 2020 and  
Beyond  
Monday, 30 November -  
Friday, 4 December 2020



**Start the TSEP Conversation...  
contact your local NDCO visit:**

[www.adcet.edu.au/students-with-disability/ndco](http://www.adcet.edu.au/students-with-disability/ndco)

**or contact:**

Pam Anderson (TSEP Project Lead)

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Pam Anderson – NDCO Western Victoria: If you would like to find out more or to discuss TSEP contact your local NDCO via the ADCET website listed here or contact me directly and I will put you in touch with your local NDCO. The TSEP website page is hosted on the USEP website and you can access it via [www.tsep.com.au](http://www.tsep.com.au). Thank you for your time today and I hope you enjoyed this presentation. I WOULD ALSO LIKE TO THANK ALL NDCO'S WHO ASSISTED WITH THIS PRESENTATION TODAY. Any questions?