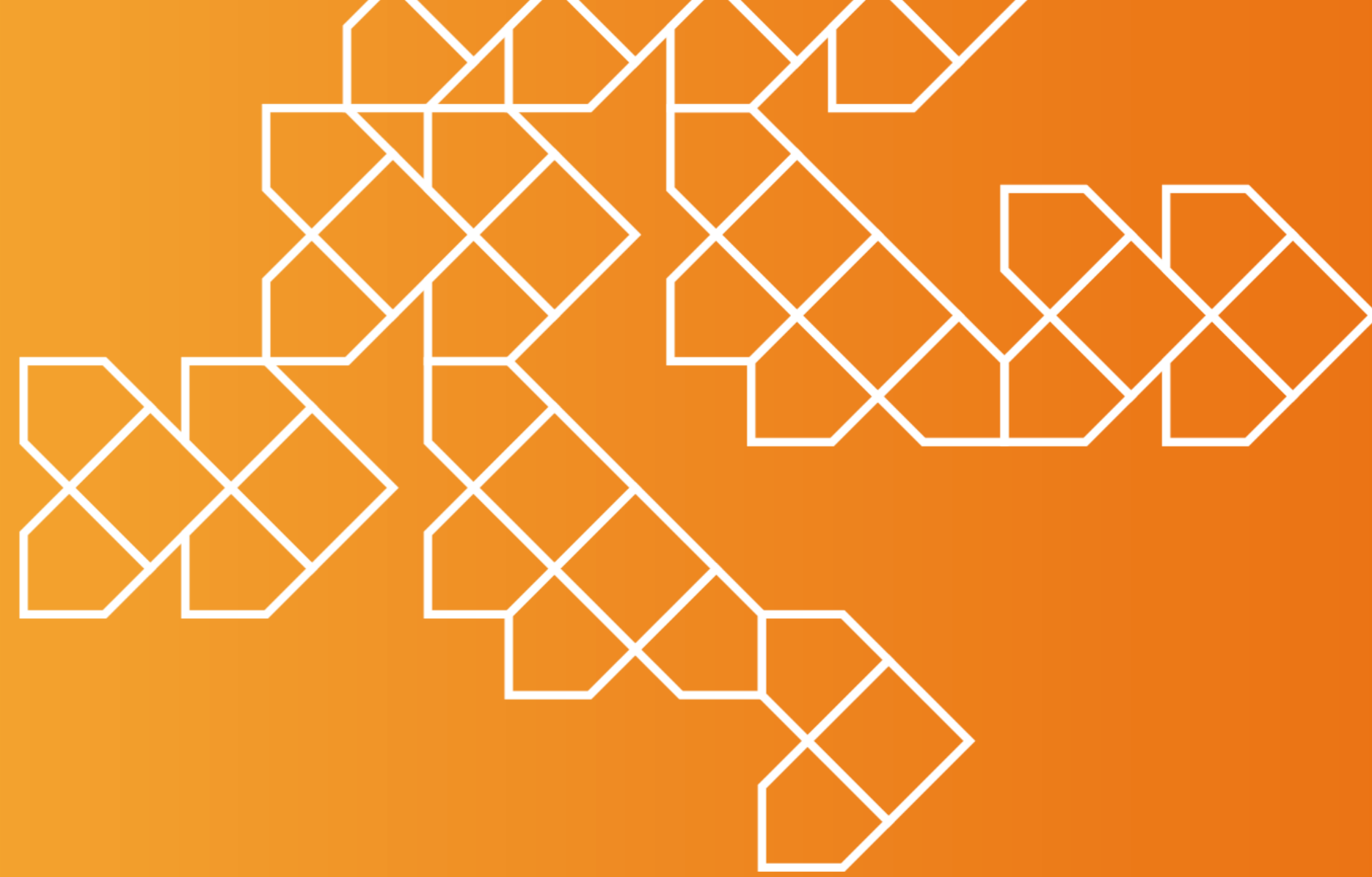




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Understanding Young Workers

Amanda Gailiss

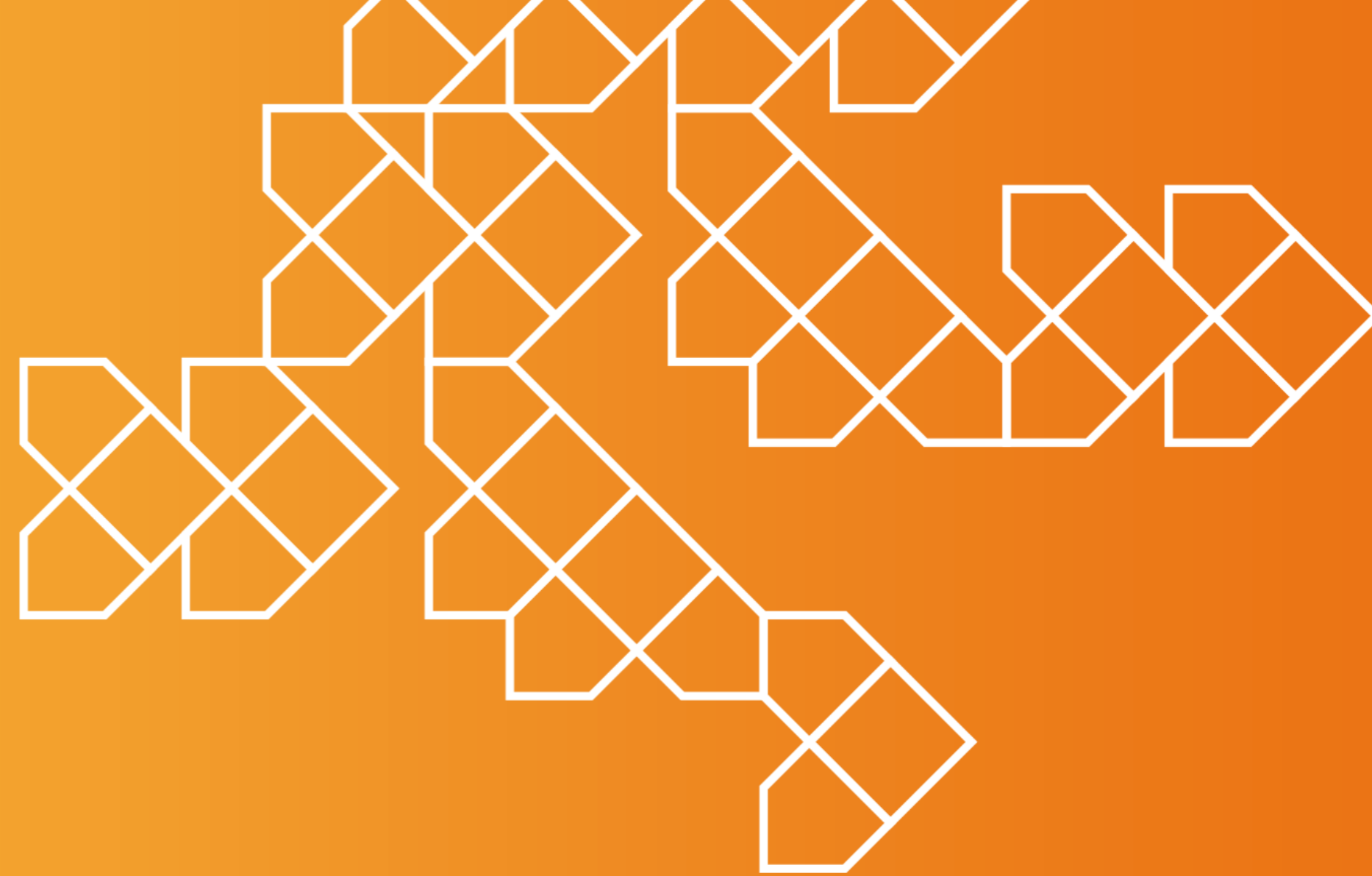
Former Youth Governor of Victoria



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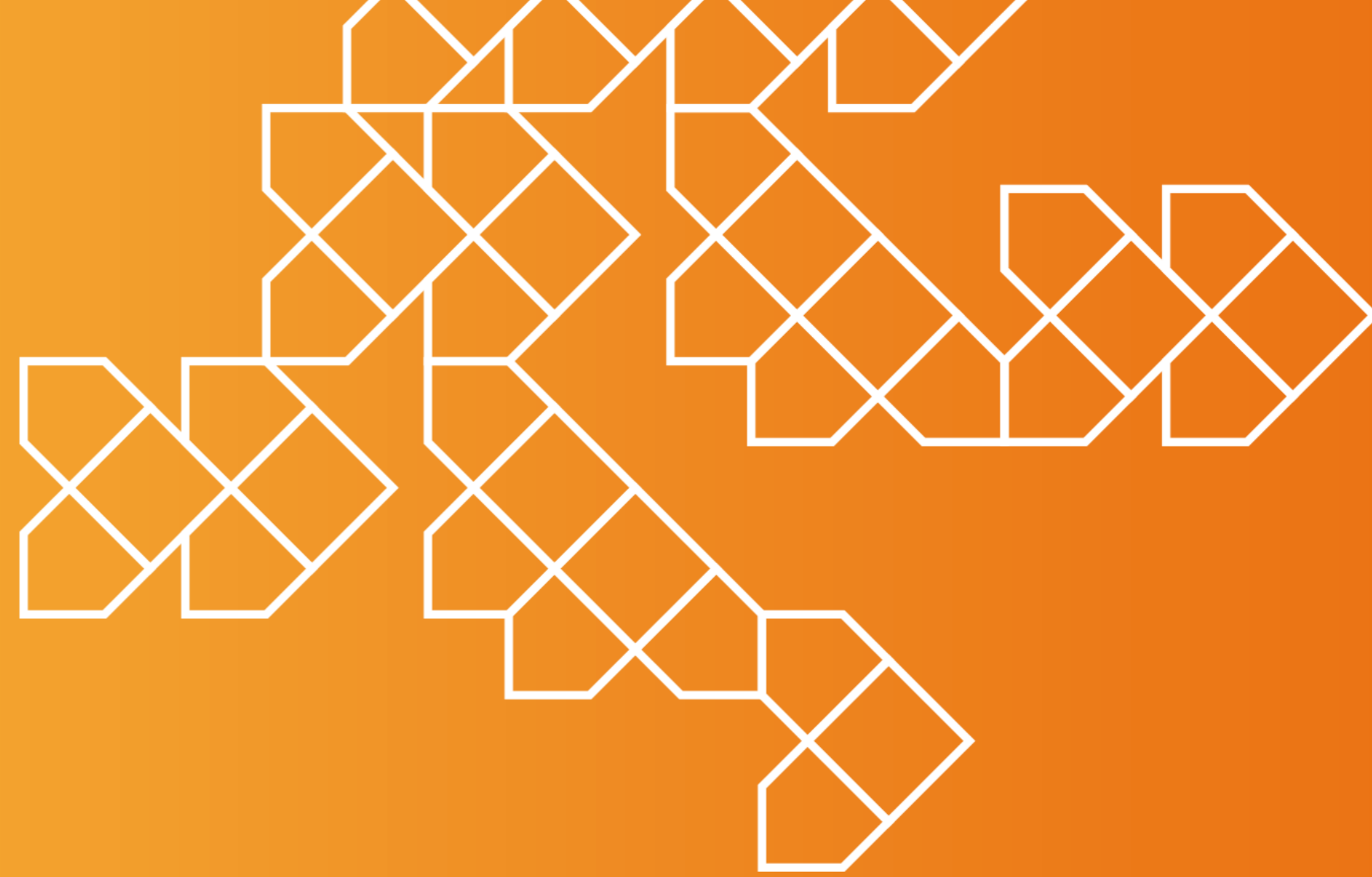
ONE WAY



You can be part of the online conversation by using the event hashtag in any tweets or Instagram pics.

#hsmmonth





Understanding Young Workers

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Who are we talking about when we say 'young people'?



Internationally: anyone aged up to 30

Nationally: up to 25

Today's focus will be on 15-30 years of age

Represented in the media as:

- Entitled
- Lazy
- Apathetic

What life looks like for a young person today



- First generation that will be worse off than their parents
- Seen our parents experience the global recession
- Digital world and rise of tech industries
- Expectations from society, family and friends
- Delays in significant milestones

What issues do young people face?



Consistent key issues across the world for young people

One Million Voices Research (international)

The top four issues identified were:

1. Employment
2. Mental Health
3. Human Rights
4. Environment

Youth issues in Victoria



Victorian Government and YACVic ran forums across the state in 2016

Four key issues were identified:

1. Mental Health
2. Education and Training
3. Housing and Homelessness
4. Employment

Mission Australia conducts an annual survey which reinforces these ideas

How do young people view employment?



Employment looks very different to young people with an underutilisation rate upwards of 30%

What do young people save for?

- 32% of young people save for travel
- 24% save for a home

What are some of their barriers to employment?

- Transport
- Family responsibilities
- Study requirements
- Relevant skills

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Important factors for employers to consider



Ways that employers can create a safe space for young people:

- Mental health training and mental health initiatives- EAP and mental health days
- Equality and visibility of equality campaigns
- Further education and learning opportunities
- Flexibility

Helping everyone to enjoy their job



The casual job

Someone who is working while studying, volunteering, planning a gap year etc.

- Flexibility around study periods/ stressful times
- Understanding of other commitments such as volunteering work
- Reliability and consistency of work

The career job

Someone who is interested in either the industry or occupation and is committed to staying in the field long term.

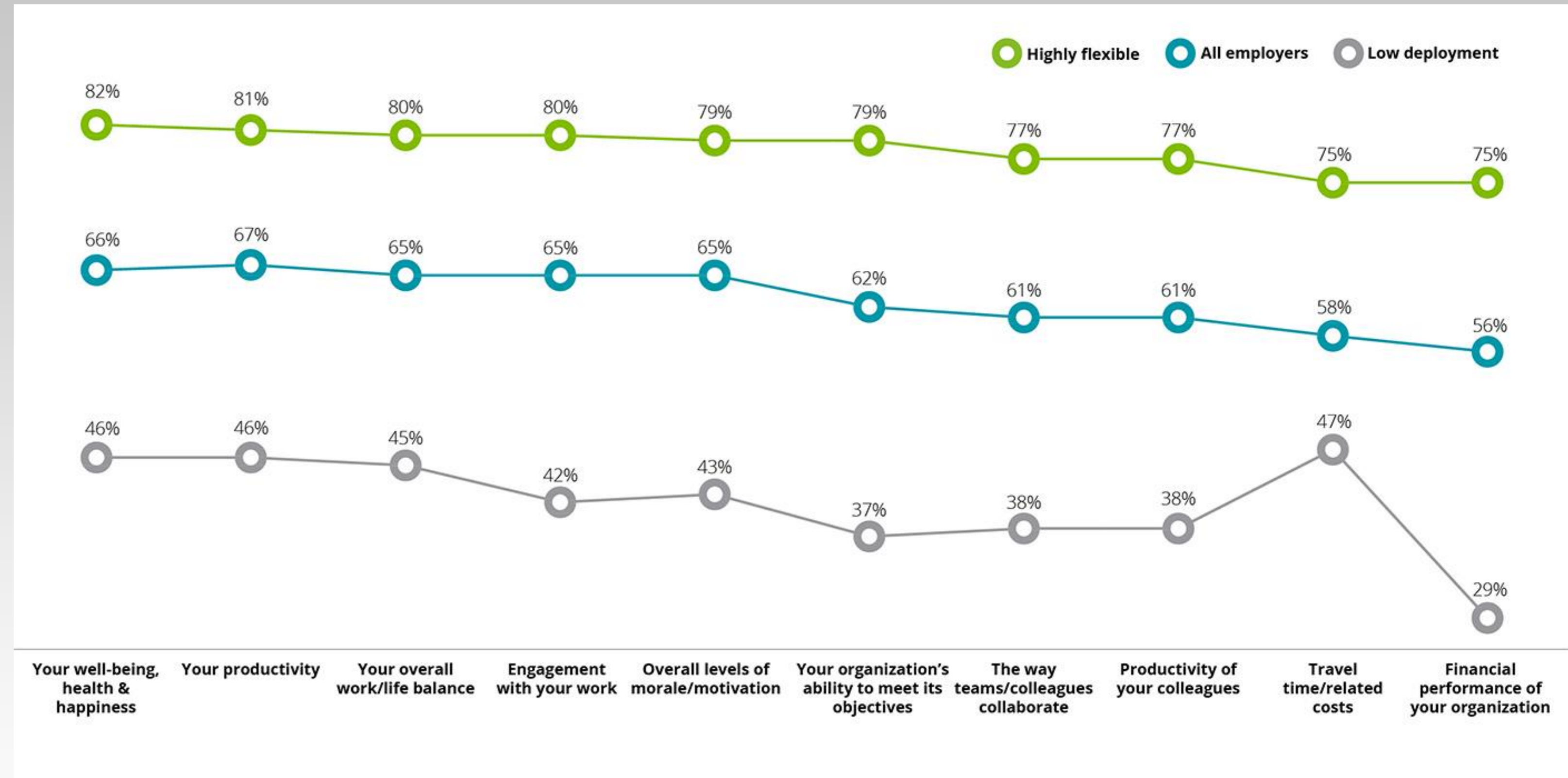
- Flexible working arrangements (location, start time)
- Time off for volunteering/ causes
- Ongoing work

How flexible working arrangements impact business



Flexible working arrangements have a positive impact on performance and employee retention.

(Deloitte Millennial Survey 2017)

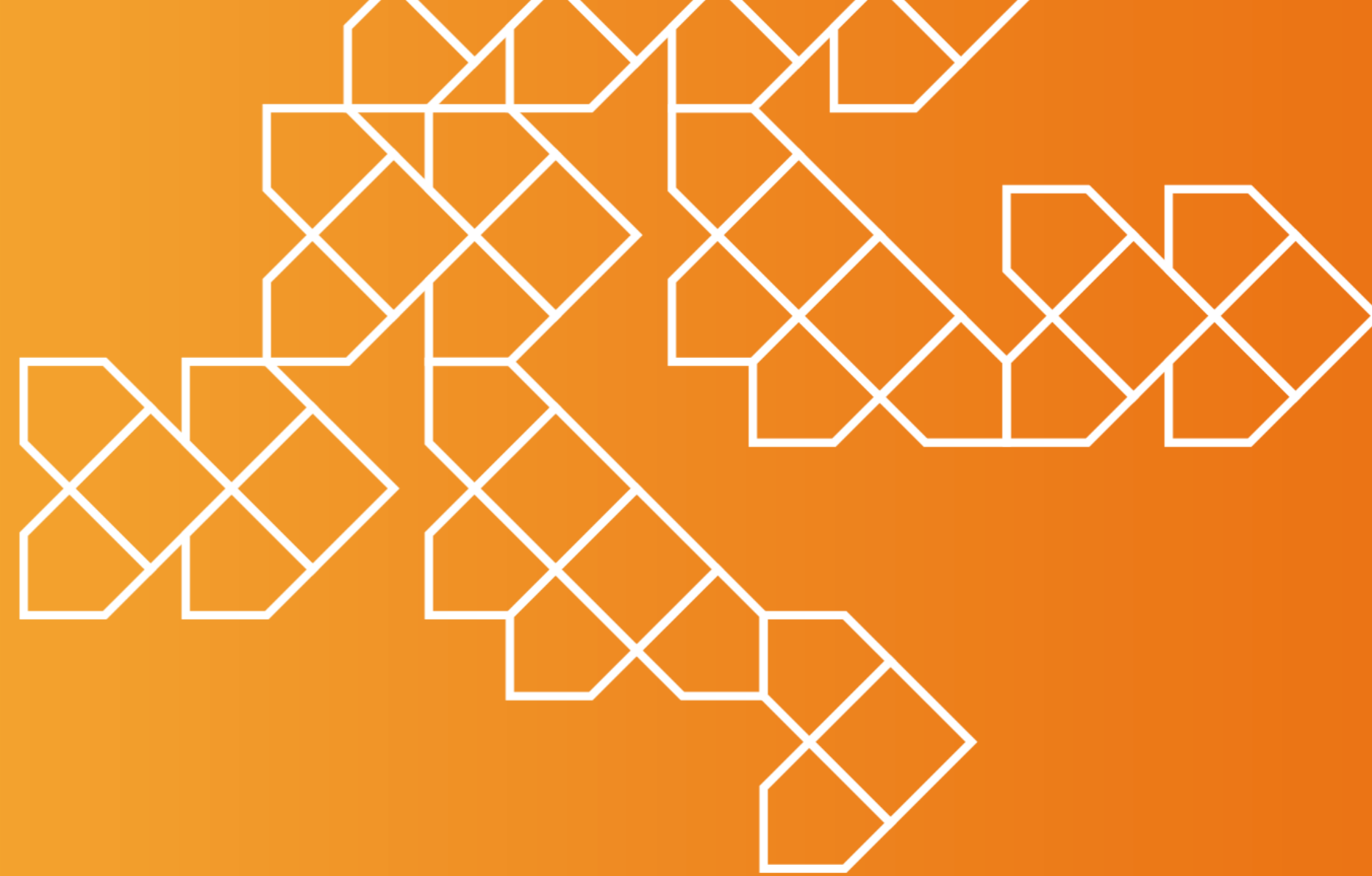


Health and Safety?



1. Learn more about issues young people face
2. Understand values and motivations of young people
3. ???????
4. Profit

- By understanding the issues your employees face, you will be able to better communicate with them
- The values and the influences on your employees are important motivators which can help you to better engage them in the workplace



Thank you.



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Join the team - currently recruiting Inspectors

We are specifically looking for people with Construction industry experience, however we do value broad based experience for our multi-disciplinary positions.

- **Be a safety leader – the face of WorkSafe**
- **Great benefits including gym and discounted health insurance**
- **Workplace flexibility and leave options**
- **Learning & development opportunities**
- **Study support**



If you share our passion and vision for all workers to return home to their loved ones at the end of the day, then please apply within two weeks, by 29 October 2017.

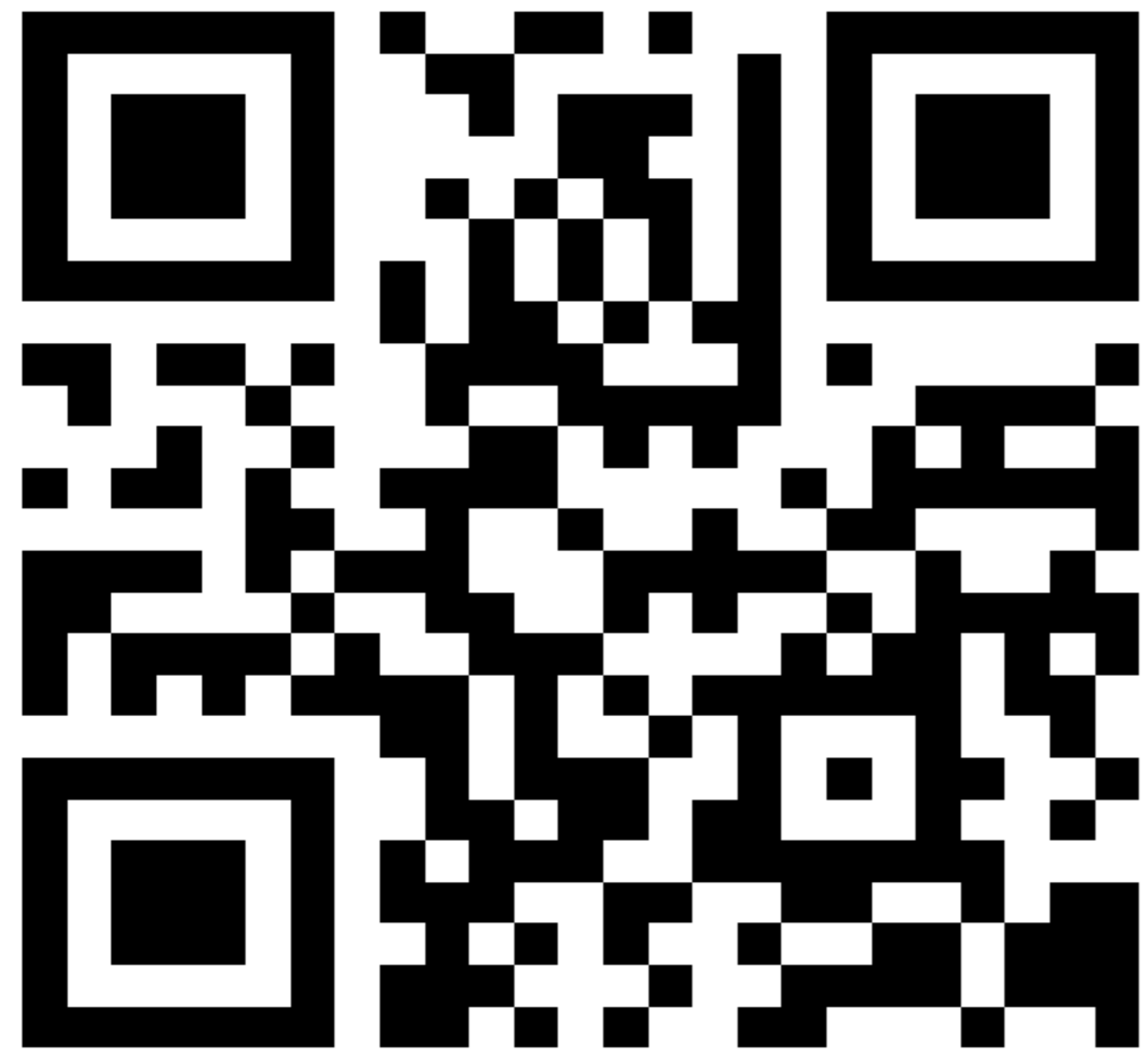
For more information about Inspector positions and other roles available in Melbourne and Geelong, refer to the career section on our website: www.worksafe.vic.gov.au/about/careers



How did we do?

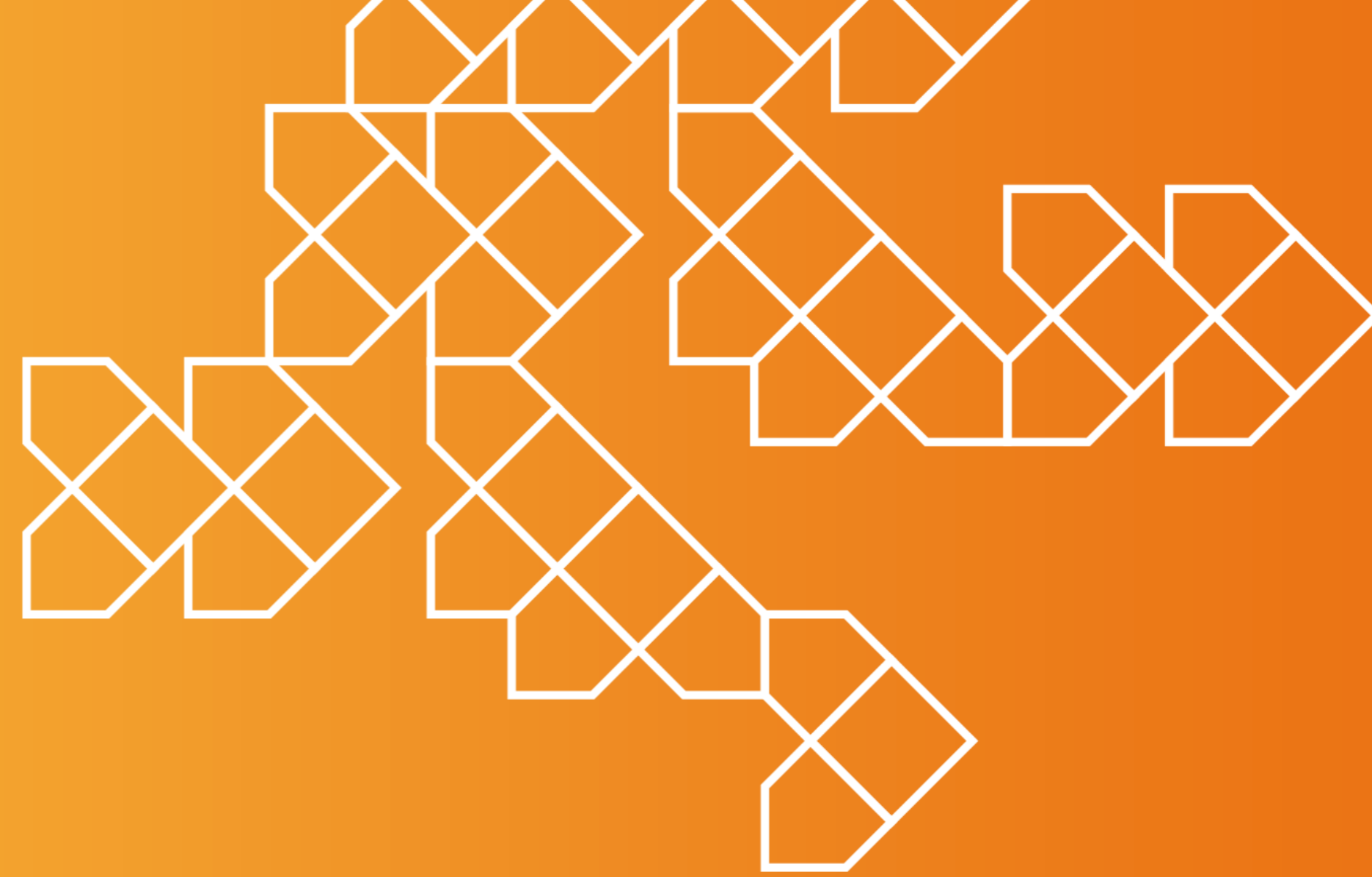
Please take a minute to answer some quick questions about this talk. You could win one of five \$100 Visa gift cards*

Go to <http://go.srnet.com.au/WHSM>



...or scan this QR code with your phone. You should be able to do it from there!

*one entry for each session evaluated





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