



Office of Equal
Employment Opportunity
Government of Western Australia

Western Australian Public Sector

Recruitment and Retention of Youth



Showing the way!

O E E O

Youth in the Public Sector

The Youth category in the public sector covers people between 16 and 24 years of age. In Western Australia there is:

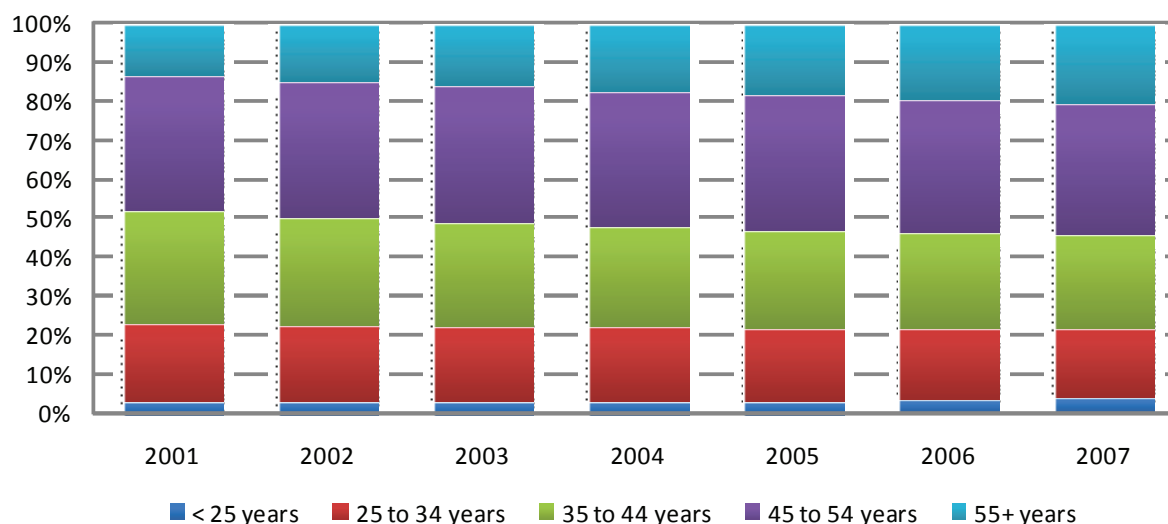
- An ageing population
- An ageing workforce in the public sector
- A tight labour market
- A buoyant private sector that can pay higher salaries than the public sector

The proportion of people under 25 in the public sector dropped significantly in the period 1995-2001 but has improved under the first two Equity and Diversity Plans for the Public Sector Workforce from 3.5% in 2001 to 5.9% in 2007. This progress, and Government objectives for the second Equity and Diversity Plan are shown below.

Public sector workforce participation rates for youth %	1995	2001	2006	2007	2008	2009
Government objective			6.5	7	7.5	8
Actual	9	3.5	5.7	5.9		

Public Sector by age group (June 2001 to June 2007)

The following chart illustrates the age profile of the public sector with its ageing workforce and low recruitment numbers in the under 25 age group.



The number of full-time permanent employees in each age group as a proportion of all full-time permanent employees over the period 2001 to 2007.

Source: HR MOIR 2001-2007

The Public Sector needs to use innovative recruitment and retention strategies for Youth

What do young people want?

- To use skills acquired during tertiary studies
- A variety of challenging work
- A reasonable level of autonomy
- Flexible work arrangements
- Access to on-going learning
- Recognition and appreciation
- Part-time employment opportunities

Planning strategies

- Identify positions in your agency that are suitable for young candidates
- Analyse your workforce and labour market data when designing your recruitment and retention strategies
- Undertake long-term strategic planning to identify the skills and expertise requirements for your agency
- Identify skill gaps within your agency
- Plan for succession management into the future

Recruitment strategies

Recruit young people through:

- school based or full-time traineeship (School, TAFE, Department of the Premier and Cabinet)
- apprenticeships (Department of Education and Training)
- graduate employment (University and TAFE)
- cadetships
- entry-level employment program (Department of the Premier and Cabinet)
- structured work experience (University, TAFE and school)
- Establish links with Universities, TAFE and other training institutions
- Market your graduate positions in Industry publications and at career expos, community events and agency career nights
- Use a shortened application process to attract younger candidates

Retention strategies

- Provide flexible working conditions
- Introduce a mentoring scheme
- Provide professional development opportunities, in-house training programs and career path opportunities
- Have job rotations for graduate staff across the agency (or with the private sector where possible)
- Increase the minimum standard to be acquired during a traineeship to ensure that the experience helps increase competitiveness for substantive positions
- Include youth-related issues in induction programs
- Encourage young people to undertake further study at the completion of their traineeship and assist with flexible work practices and support

Useful contacts

- Explore traineeships at <http://www.det.wa.edu.au/apprenticentre/ccm/portal/>
- Go to the Career Development Centre at www.det.wa.edu.au/training/cdc
- Check out the state government website by going to www.gettingajob.dpc.wa.gov.au and click on Business Traineeships and Graduate Portal
- The youth skills initiative is about helping to skill 15-24 year olds in the workplace who don't have a formal qualification. Details are available at www.australianapprenticeships.gov.au/default.asp

Government can show the way in employing young people and the Office of Equal Employment Opportunity can help you do it

For more details on strategies on employing and retaining young people in the workplace, visit the Office of Equal Employment Opportunity website at

<http://www.oeeo.wa.gov.au/publications/guides/index.htm>

Office of Equal Employment Opportunity

Level 21, Governor Stirling Tower, 197 St Georges Terrace Perth WA 6000

Telephone 08 9219 6414 Fax 08 9219 6040

Email deope@opssc.wa.gov.au Web www.oeeo.wa.gov.au