



Cabra-Vale Diggers Club collaborating with SWC to support 10,500 students to improve their employability skills & career options

(Cabra-Vale Ex-Active Servicemen's Club Limited)

VET workplacement student at Cabra-Vale Diggers Club

Overview | Background | Challenges

South West Connect (SWC) is part of a uniquely diverse, vibrant and compassionate community spanning across Fairfield, Liverpool and Cumberland City Councils (Region E).

Government data indicates that many of the young people in our community are from low socioeconomic, CALD, refugee and migrant backgrounds facing challenges of disengagement, generational unemployment and welfare dependency.

SWC aims to ensure young people vulnerable to these challenges are supported and have a strong foundation to build their futures to gain meaningful employment aligned to their interests and skills.

We do this by creating innovative initiatives that address social and wellbeing barriers, and obstacles impeding on education and employment outcomes. For specific and further details, please visit <https://www.swconnect.org.au/youth-collective-impact/programs/>

This case study explores one of SWC's strongest and most impactful partnership over the past 15 years, with Cabra-Vale Digger's Club. The club is known by locals as a trusted, generous, caring and forward thinking organisation and the place to socially connect, dine and be entertained and they apply this philosophy when working to support our schools and young people in Region E.

“Cabra-Vale Diggers play an active role in the community and appreciate the opportunity to serve people who live locally and those who are proud members of the Club. Serving the community for over 90 years. To date over one million dollars has been donated to a diverse range of community organisations and groups. From aged care, education, health services and ethnic groups. Cabra-Vale Diggers is proud to support and give back to its community. Cabra-Vale Diggers Club”



To see other case studies by SWC please visit:
www.swconnect.org.au/case_study/



About Us

Kitchen Operations and Food & Beverage VET students gaining real life experience during a workplacement at Cabra-Vale Diggers Club

South West Connect

www.swconnect.org.au

SWC is a local not for profit organisation and a registered charity. We have a proven track record of empowering over 86,000 young people in Region E to discover pathways to a better future for themselves and their families. SWC works with businesses, government agencies, community organisations, parents and schools to create initiatives that connect young people (5 -25 years of age) and their families to opportunities to enhance their life options beyond school.

SWC achieves this through our dedicated and specialist staff across two teams:

1. Structured Workplace Learning (SWL)

Organises a one week placement in businesses for Year 11 and 12 Vocational Education and Training (VET) students to enhance the skills learned in the classroom

2. Youth Collective Impact Team (YCIT)

Creates and delivers initiatives and projects to inspire, develop and empower young people to achieve their potential, includes primary and high school students

Cabra-Vale Diggers Club

www.cabravale.com.au

Located conveniently nearby both Canley Vale and Cabramatta stations in South Western Sydney, Cabra-Vale Diggers Club has a rich history and a culturally diverse membership which contributes to their dynamic Club experience. They stand by their slogan of “**food, fun & entertainment**” and continue to reinvent and redevelop a quality facility and high standard of service that their members and local community can be proud of. They are honoured to be the preferred local venue for people to catch up with family, friends and workmates offering a wide selection of restaurants, function rooms, live entertainment, gaming rooms and lawn bowling greens.

Cabra-Vale Diggers club are currently undergoing major upgrades, once their masterplan is complete, they will add a 1,000-seat theatre, a cinema and an Accor Novotel hotel which will include a pool and business centre. This will add to the local economy through employment and increased tourism.



Solution | Approach

Recognising the importance for students to gain real life work practices in order to build their employability skills and improve their employment prospects, SWC engaged Cabra-Vale Diggers Club as a Host Employer.

Workplacement is a one week placement with businesses, to enhance students skills learned in the classroom. It is a mandatory component of industry based VET courses for the NSW HSC and involves 70 hours of workplace learning. (35 hours in Year 11 and another 35 hours in Year 12).

Based on exceptional feedback from students and teachers, about the positive learning experience at Cabra-Vale Diggers Club during workplacements, the Club has received the "Employer of the Term" and "Employer of the Year" awards from SWC for their outstanding contribution.

The partnership with Cabra-Vale Diggers has developed over the years through a variety of initiatives funded through the NSW ClubGRANTS program that has allowed them to support and empower thousands of young people from Primary and High School. The benefits of the programs has been far reaching, with participants ranging from young Aboriginal future leaders through to senior residents at aged care facilities.

Methodology | Stakeholder Process (Workplacement)

SWC has been the Workplacement Service Provider for Cabra-Vale Diggers Club for the past 15 years.

SWC follows a proven methodology and a reliable process when engaging with current and prospective workplacement host employers.



Host Employers are assigned an Employer Liaison Consultant who provides assistance with every aspect of the workplacement process. Dedicated **Workplacement Officers** contact the host employer before, during and after the placement. They also are a main point of contact for any issues arising during the placement.



Students are supported throughout their 2-year VET course and can access a range of resources on SWC's website. SWC assists schools with **Work Ready presentations** and **mock interviews** prior to the placement. SWC ensures students settle in well at the workplace and gain a meaningful experience relevant to their course.



Teachers are supported throughout the year by SWC including VET Advisory Panel (Workplacement Reference Group) meetings held each term. SWC sources and administers workplacements on behalf of the school. VET teachers have a dedicated Workplacement Officer who is the conduit between the school and the host employers, providing prompt and effective support throughout the student's workplacement.



Parents and Carers can access the Parents & Carers Guide to Workplace Learning before their child attends workplacement. This contains important information about preparing for a positive and realistic workplacement experience.

Methodology | Stakeholder Process (YCIT)

The Youth Collective Impact Team applies the methodologies determined by the **Evidenced Based Programs that we deliver**. Our approach involves creating initiatives that are tailored, based on consultation and research. To ensure an inclusive and robust process, we set up a Steering Committee comprising of stakeholders from the education, government and business sectors for our large scale projects.

For all other projects, SWC consults with Principals and the executive team, including classroom teachers, Year Advisors or Faculty Head Teachers to agree on common shared goals/objectives, decision making and evaluation process to measure impact of the project. Outcomes are reported back to key stakeholders in detailed impact reports and communication with other stakeholders and the broader community is made available through our newsletters, annual operational reports and video summaries on our website.

SWC do what we can with limited resources and manage to get value for money results due to our dedicated staff who consistently look for ways to improve processes, procedures and outcomes. We focus on maximising the impact of our programs as is evidenced by evaluation feedback and high demand for our programs.

Workplacement

- Develop knowledge, skills and attitudes through real workplace experience
- Learn work ethics, teamwork and the meaning of responsibility
- Gain maturity and confidence through involvement in an adult work setting
- Make informed decisions in assessing future career choices

Youth Collective Impact

(these objectives complement and add value to the workplacement program and benefit the community in Region E)

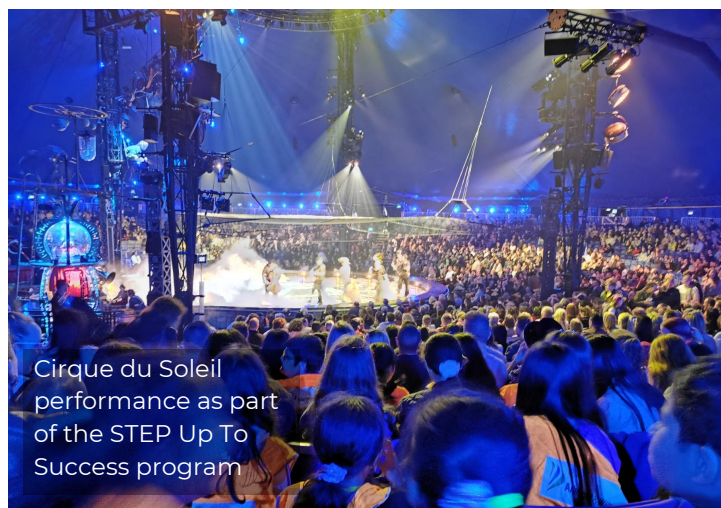
- Empower young people to achieve their educational, social and employment potential
- Engage communities and employers, around the needs of young people transitioning into the workforce
- Engage with and build relationships with schools and career advisers across our region to promote the importance of career education and workplace learning
- Improve community connectedness and social inclusion (bridging generational and cultural gaps)
- Break the cycle for young people who have experienced disadvantage (reduce generational unemployment and welfare dependency)
- Connect young people to networks and resources that enable them to become active and valuable contributors in the community, through increased volunteering and employment
- Teach SEL skills for success to assist young people to better cope with stressful or challenging situations
- Promote resilience and empathy through positive Mental Health and Wellbeing initiatives
- Encourage young people to lift their aspirations, set goals and take actions to achieve goals
- Improve leadership skills, self-esteem, self-awareness and self-belief to create a better future
- Support students to be work ready by experiencing a real workplace, leading to improved career pathway exploration, career decision making and transition from primary/high school to employment
- Develop employability skills that are relevant and beneficial in school and beyond
- Strengthen links between what is learned at school and what is needed in the workplace
- Increase the rate of successful transition from primary to high school by improving resilience, problem solving, communication and responsible decision making (this builds employability skills like perseverance, collaboration and self-control) which leads to improved physical and mental health, academic achievement, career success and happiness in life



Primary School students Aspirational Future Links Tour at Cabra-Vale Diggers Club learning about hospitality / restaurants and the live entertainment industry before they went to the Sydney Theatre Company to do a backstage tour and watched a live Shakespeare performance



Dare to Dream students at Sydney Tower Restaurant 100 floors above the City



Cirque du Soleil performance as part of the STEP Up To Success program



Primary Industries workplacement students maintaining the Cabra-Vale Diggers Club landscaping and greens



STEPS to a Brighter Future students completing group activities and building SEL and employability skills



High School students interacting with aged residents in the future FUSION program at a local aged care facility



Primary School students experience being a 'uni student' at Sydney University as part of many of SWC's Aspirational Future Links Tours including Mini Career Pals, Dream Big For a Better Future

Results | Outcomes Achieved

The projects were completed within the agreed timeframes and the original objectives were achieved.

Total of 1,500 workplacement students hosted by Cabra-Vale Diggers Club (15-year period):



Food & Beverage



Kitchen Operations



Primary Industries

Cabra-Vale Diggers Club fund many of SWC's value add programs through the ClubGRANTS program that benefit thousands of people in Region E, these programs include:



Future Links, Future Ready (breaking the cycle of generational unemployment and welfare dependency) a unique & innovative approach to navigating careers and connecting with employers. The program includes a series of interactive sessions and tours to improve career and employability skills, help students gain the skills and resources to help them overcome common barriers. SWC Partners with Local Employers like Cabra-Vale Diggers Club to deliver the Career Explorer Industry Tours component, a guided, interactive excursion where students (aged 11-19) visit and meet future employers onsite to learn about the different skills, attributes and other requirements for the role / industry. **These Work Immersion / Inspiration style sessions include workshops, team activities and mentoring by staff to gain work related experiences.** This leaves a lasting impression on the students and increases engagement, helping them to link what is learned in the classroom and how it can be applied in the world of work. Students who do not have positive work role models noticeably benefit from these tours. The Speed Networking component allows up to 200 students to meet role models in a variety of career sectors and ask questions in small groups. Students can meet up to 30 professionals, where they can gain mentoring opportunities and build on the Skills Journal provided to assist them map their career journey.



Early intervention programs that provide employability skills for successful transition from primary to high school include Dare to Dream, STEPs to a Brighter Future and Dream Big for a Better Future. 950 students have participated in 338 sessions gaining skills to improve resilience, problem solving, communication and responsible decision making, which enhance employability skills.



Mini Career Pals The program involves a class of Year 5/6 students from different schools exchanging letters throughout the school year with adult volunteers from different vocations and professions to improve literacy and inspire their learning through the art of letter writing. At the conclusion of the year, students had an opportunity to meet their career pals during a group excursion to the CBD where they had lunch at the iconic Sydney Tower restaurants and had a behind the scenes tour of the Sydney Opera House and ABC television and radio studios. SWC hosted a breakfast training session to share the resources and tools to allow schools to replicate the program within their own schools. Building the capacity of the teachers allowed the program to be self-sustaining leading to over 1,600 students exchanging over 12,000 letters with hundreds of adult 'Career Pen Pals'.

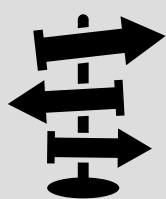


STEP up to Success (Empowering Aboriginal Future Leaders) This program works with young Aboriginal leaders and their peers to train them to build resilience and life skills in raising their aspirations and financial literacy skills which empowers them with the confidence to excel in class and in life. The program comprises of multiple layers of activities and programs that lift the aspirations of the students and encourage them to dream about their futures.



FUSION, (Fun Unite Smile Ignite Older New, an Aged and Youth Partnership) is a program that bridges the cultural and generational gap, promotes careers and volunteering in the aged and health care sectors and is based at an aged care facility. 384 high school students have participated in 187 sessions gaining 6,295 hours of voluntary work experience.

Cabra-Vale Diggers Club and SWC Collaboration Impact



100%

of participants discovered new skills, resources and career and education pathway options

95%

of participants were inspired to set goals and make plans to achieve them

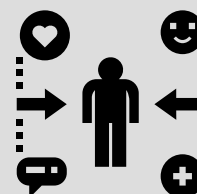


100%

of Teachers reported positive impact of program

98%

of students reported positive impact of program (these include increased engagement at school, improved problem solving and better decision making skills leading to reduced conflict and incidents at school)



Workplacement
1,500 students



hosted by Cabra-Vale Diggers Club over the past 15 years (in 3 vocational frameworks : Food & Beverage, Kitchen Operations and Primary Industries)



Future Links, Future Ready
3,800

participants (includes students that completed workshops, Career Explorer Industry Tours & Expos)

FECAP (Fairfield Emerging Communities Action Group)
Pathways to Employment Expo

2,700 participants

participants from CALD, migrant and refugee backgrounds attended (supported by Cabra-Vale Diggers Club since 2015)



STEP Up to Success
330 students

participated in workshops and Aspirational Future Links Tours, including a Cirque du Soleil tour

Mini Career Pals

1,600 students



12,800 letters exchanged

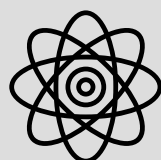
36,400 questions answered

Aspirational career exploration and mentoring program for primary school students through letter writing



Early Intervention Programs
950 students

in 338 sessions across Dare to Dream, STEPs to a Brighter future and Dream Big for a better Future.



FUSION (Work Immersion and Volunteering in Aged & Health Care)

384 students **187** sessions **6,295** hours of voluntary work experience

(Reducing generational and cultural barriers, increasing social cohesion and connectedness)



Moving Forward

Once their masterplan is complete, Cabra-Vale Diggers Club will add a 1,000-seat theater, a cinema and an Accor Novotel hotel. In addition to boosting the local economy through employment and increased tourism, many more students will be able to gain best practice work immersion opportunities in this world class facility, easily accessible to the students in Region E.



Through our collaboration and established networks across the education, business and community sectors, SWC have created sustainable initiatives that address health and wellbeing, youth unemployment, employability skills, transition and pathway options that will allow young people to become economic, social and civic contributors in their community.

When young people feel empowered, inspired and motivated to achieve their goals, and are provided with appropriate skills and resources, they will focus their time and energy on achieving their goals regardless of their background or the adversity they previously faced as evidenced by the many success stories within our community over the years.

Valuable partnerships with community minded organisations like Cabra-Vale Diggers Club allows SWC to continue to improve learning and employment outcomes for young people and make a sustainable, positive impact in Region E.

“These exciting transformations will see the floor space of the existing club increased by over 40 percent and will provide a diversity of income streams to secure the clubs future for generations to come, allowing Cabra Vale Diggers to continue to support our members and the wider community.”

Cabra-Vale Diggers Club

For additional information,
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