

Career Pathways for Women and Girls: Emergent and Non-traditional Occupations and Industries (Viable Work) *Advice for Career Advisors*

ENGAGING GIRLS IN A BROADER RANGE OF CAREERS

Widen your resources pool to include information on gender and occupations

- ❖ Encourage girls to investigate & consider a broader range of jobs where reported vacancies exist or are projected to occur, including emerging fields of employment e.g. via *Job Outlook - Make Your Career a Reality* (Australian Government) www.joboutlook.gov.au.
- ❖ All occupations need to be examined by workplace gender participation patterns [e.g. casualisation], promotional opportunities & by pay rates to encourage future sustainable work experiences for girls and women.

Undertake new engagement practices to build the inclusion of girls

- ❖ Demonstrate your school's commitment to equal opportunity & ensure all your staff are involved.
- ❖ Consult amongst parents, businesses, tradespeople, industry networks & school staff as to how girls can be included in a wide range of work experience and career options.
- ❖ Utilise action-learning methods to build girls' confidence with technology & tools first hand, to address social & cultural barriers resulting in past limited exposure.
- ❖ Seek out entry-level women's training programs & build a relationship with these training providers e.g. TAFE Colleges.
- ❖ Investigate sponsored training awards & scholarships for a wide range of industries.

Market your commitments to girls

- ❖ Emphasise career pathways with accurate information about current and future employment opportunities available for girls' consideration.
- ❖ Make training pathways, career pathways, pay scales & job description criteria available.
- ❖ Market to girls – include publications & sites with graphics of women; make a point of stating 'girls are welcome' to broaden their career aspirations & possibilities.
- ❖ Broadcast opportunities & vacancies – inform girls 'women are invited to apply'; identify businesses where commitments to EO, EEO & affirmative action apply.
- ❖ Let the community know your school recognises the benefits of including girls in broader job markets & career pathways.

Build and utilise workplace networks

- ❖ Meet with & invite women from industry & trade areas to form a relationship with your school.
- ❖ Design a hands-on experience days at your school or in partnership with your local TAFE College.
- ❖ Promote work experience & work shadowing opportunities, apprenticeships, women's industry associations, support networks &/or mentoring programs to girls

Further advice and resources are available from the Australian Government My Future Australia's Career Information Service <http://www.myfuture.edu.au/>