

How workplace experiences while at school affect career pathways: Support document

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Appendix A

Telephone interview protocol

Telephone interview protocol

ID No:

First Name:

Introduction

1. Question specific to respondent (from questionnaire)

Section 1: Decisions at school

All [*Confirm that did do work experience*]

2. Could you tell me one positive thing and one negative thing about work experience at school?

Yellow (school-based New Apprenticeship)

3. Why did you decide to do a school-based new apprenticeship/traineeship?

4. At what point in your schooling did you decide to do it?

5. Were you encouraged by the school?

6. Who found you the job? [*did school help/self*]

7. Were you employed by a group training company or directly by an employer?

8. What choices of industry area were there? [*May depend on 6, whether found own job*]

9. Did doing the SBNA make you decide to complete schooling to the end of Year 12?

If yes, what exactly about it made you decide this?

10. If [*in original Q23*] you finished apprenticeship/traineeship later, when was this?

11. Can you tell me one positive thing and one negative thing about your experience with SBNA?

Blue (non SBNA)

[*Confirm that did not do SBNA/VET*]

12. Were you aware of SBNAs while you were at school, and if so, why didn't you choose to do a SBNA?

13. Why did/didn't you choose a VET option at school?

Section 2: Choices Made

14. We are interested in the effects of family members on choices you have made. Is there any job a family member holds that has influenced you to do something similar, or influenced you away from what they did?

15. When you were deciding what to do after school, who did you talk to for advice and ideas?
[Significant people/ Institutional advice]

16. When you were making career decisions, what would have been helpful that was not available, or that you chose not to access at the time?

17. Either at school or since, tell me about what has affected the choices you have made and plans you now have.

- ✧ critical incidents that made them change path
- ✧ opportunities that just arose
- ✧ barriers that stopped them doing what they wanted
- ✧ things that helped/positive experiences]

Section 3: Part-time work

If “yes” in original Q17

18. Can you tell me some more information about the part-time job you had at school:

- (a) What was it?
- (b) Why you did/didn't continue it after school? *[Still doing?]*
- (c) What capacity did you continue working in? *[Same/different position]*
- (d) Have you considered (or did you ever consider) this job as a career for you? Why/Why not?

If did have job in school but “no” in original Q17

19. You did have a part-time job in school, but it wasn't immediately prior to you finishing school.

- (a) What was the job?
- (b) Why did you leave?
- (c) Did you return to this job after leaving school? Why? *[Money, filling in time...]*

Section 4: University

20. What is the name of the course you are studying (or have completed)?

21. Are you happy with your decisions regarding

- (a) your university course?
- (b) part-time work? *[if working as well as studying]*

22. In your university course, is there a placement or other contact with workplaces related to your course?

If so, how does this professional contact compare with workplace experiences that you had at school? *[how is it different, do you see any link between the two?]*

Section 5: Conclusion

23. What differences would it have made if you hadn't had any contact at all with workplaces while you were at school? *[Would it have changed what you did, if never been in a workplace]*

24. What sort of advice would you give to somebody like you who is now in Year 10?
25. Looking ahead, would you say that you expect to have one career, or several? Why?

Appendix B: Mini case histories

Qualitative comments of the most forthcoming respondents that were not interviewed by telephone

Key:

Y=school-based New Apprenticeship, **B=** non-school-based New Apprenticeship. (refers to yellow and blue, the colours of the surveys)

U= Unproblematic post-school pathway; **D=** Diverse pathway

Respondent No: 014

Gender: F

State/Territory: SA

Year left School: 2002

Level left School: End Yr 12

Y/B: B

U/D: D

25. Further comments on enjoyment of workplace experiences

26. Further comments on effects of workplace experiences on career choice

28. Further comments on effects of workplace experiences on study choice

29. Other comments on effects of workplace experiences on career path

My work placement ultimately made me choose to undertake a job in the retail industry. However, after being involved in it for two years now, my career choice is changing.

30. Other things that affected career path

I did not choose the job I am currently in, I was offered it and stuck with it as I was offered a management position. But next year I plan to start studying again.

31. Summary of post-school activities

After leaving school I had a month-long break and was then offered the job I am currently in. After 5 weeks I was offered a managerial position and have been doing that ever since. I now work approx. 38 hours a week.

40. Future career plans

Next year I plan to start a four year Bachelor of Social Work at the University of SA with a different part-time job to the one I have now (I don't know what field). After the four year degree is complete I'll start my new career path.

43. Further comments on changes in career plans

On one hand I wish I had gone on to further full-time study straight after finishing Year 12 but on the other hand, my job has given me experiences I will never forget and I have saved money for my future.

44. Further comments on effects of workplace experiences while at school on plans or actions

Respondent No.: 032

Gender: F

State/Territory: SA

Year left School: 2002

Level left School: End Yr 12

Y/B: B

U/D: U

25. Further comments on enjoyment of workplace experiences

Work experience in a dentist clinic – I didn't dislike it but it wasn't overly exciting...

26. Further comments on effects of workplace experiences on career choice

However, it did make me think that I still wanted to consider other possible careers and not focus just on dentistry.

28. Further comments on effects of workplace experiences on study choice

I was always intending to go straight to uni after Year 12.

29. Other comments on effects of workplace experiences on career path

Seeing professionals in their careers communicating effectively with other people made me realise even more that I wanted to do something that involved working/communicating with people.

30. Other things that affected career path

31. Summary of post-school activities

1 year of a psychology degree, $\frac{3}{4}$ of a year of a physiotherapy degree, some musicals with amateur theatre companies, part-time work at a cinema and nut shop, some singing teaching and babysitting.

40. Future career plans

Finish my degree and become a qualified physiotherapist.

43. Further comments on changes in career plans

44. Further comments on effects of workplace experiences while at school on plans or actions

It didn't really do that much because when I went on work experience I didn't really know what I wanted to do, so it was just experience that gave me a taste of that career path.

Respondent No.: 033

Gender: F

State/Territory: SA

Year left School: 2002

Level left School: End Yr 12

Y/B: B

U/D: D

25. Further comments on enjoyment of workplace experiences

In my work experience I found it a great experience and enjoyed it, but realised that it may not be something I would definitely continue with in the future. Need to know more.

26. Further comments on effects of workplace experiences on career choice

28. Further comments on effects of workplace experiences on study choice

29. Other comments on effects of workplace experiences on career path

I did enjoy my work experience through the school program, and was considering to do a similar course outside school at uni. However in Year 12 I did graphic design (my work experience) and had problems with computers, so decided to do art instead at uni, in which I could still use my talents and skills, but without computers.

30. Other things that affected career path

What affected my career path and plans the most was the chance of doing Graphic Design in Year 12 which made me realise that I wanted to do something beyond this that did not involve computers. My part-time job allowed me to realise I like dealing with people so now I am doing primary teaching at uni, instead of Visual Arts that I did at uni the year before.

31. Summary of post-school activities

Since I have left school, I did a year of a 3 year course – Bachelor of Visual Arts. My intention was to do an education course after to be an art teacher. I realised Art wasn't what I wanted to do, and I wanted to teach younger children. So the year after I transferred to the Bachelor of Junior Primary and Primary Teaching, which I am in my first year of now and am loving the course and experiences.

40. Future career plans

My future career plans are to continue with my teaching degree at uni, while I work part-time at my job. Then when I finish my degree in 2007 I will apply for teaching jobs.

43. Further comments on changes in career plans

44. Further comments on effects of workplace experiences while at school on plans or actions

Respondent No.: 036

Gender: F

State/Territory: SA

Year left School: 2002

Level left school: End of Yr 12

Y/B: B

U/D: D

25. Further comments on enjoyment of workplace experiences

26. Further comments on effects of workplace experiences on career choice

28. Further comments on effects of workplace experiences on study choice

29. Other comments on effects of workplace experiences on career path

While at school I had several workplace experiences. Whilst in retail I learnt how badly some businesses can be run and the things to look out for. About how staff – fellow employees – should be treated and work with each other.

30. Other things that affected career path

Personal choices, how other parts of your life work with what you are doing at the time. What I feel ready for at this point in time.

31. Summary of post-school activities

Since the February following completion of Year 12 studies I have been employed in a full-time position in an accounting firm. I started in the position of Office Junior, but am now learning on the job to do taxation and financial work.

40. Future career plans

Deciding whether to continue what I am doing and study accounting and taxation or to study full-time in child studies, disability studies and early childhood teaching as well as part-time management.

43. Further comments on changes in career plans

44. Further comments on effects of workplace experiences while at school on plans or actions

Respondent No.: 056

Gender: F

State/Territory: SA

Year left School: 2002

Level left school: End Yr 12

Y/B: B

U/D: D

25. Further comments on enjoyment of workplace experiences

26. Further comments on effects of workplace experiences on career choice

Once having done work experience at OPSM it made me seriously think about pursuing this career path.

28. Further comments on effects of workplace experiences on study choice

With my OPSM work experience I always had the intention to finish year 12 and go to uni. In fact this was my intention with anything that I wanted to do.

29. Other comments on effects of workplace experiences on career path

I wanted to pursue a career in optometry, hence doing work experience at OPSM. However, my grades were not good enough as the course had a high TER ranking. Therefore I decided to do a Bachelor of Science.

30. Other things that affected career path

Since studying a Bachelor of Science I have been very interested in the field of Nutrition and Dietetics. My part-time job at the Adelaide Convention Centre has been a major influence in wanting to pursue this career path.

31. Summary of post-school activities

I basically went straight to university after going overseas in our two month break after year 12. Since then uni has taken up most of my time, however I am still actively involved in my church activities, singing, helping to organise various functions. Also, I am still working at the Adelaide Convention Centre

40. Future career plans

Hope to transfer into Nutrition and Dietetics next year. However, if this doesn't happen I will finish my science degree and apply for a Masters in Nutrition. I hope to end up working in this industry either for the government or hospitals.

43. Further comments on changes in career plans

Optometry was my first choice, however it did require leaving my home and studying in another state. The TER was also quite high. Nutrition was another area that I was interested in, the TER was also quite high however I have nearly completed the first two years of the degree in the science course

44. Further comments on effects of workplace experiences while at school on plans or actions

Respondent No.: 062

Gender: F

State/Territory: SA

Year left School: 2000

Level left school: End Yr 12

Y/B: B

U/D: U

25. Further comments on enjoyment of workplace experiences

26. Further comments on effects of workplace experiences on career choice

28. Further comments on effects of workplace experiences on study choice

29. Other comments on effects of workplace experiences on career path

Having my part-time job made me realise how much I would hate to be stuck in that lifestyle. I realised that I deserve to be treated better and that I am too smart to be wasting my time in these industries.

30. Other things that affected career path

My family environment and my school. I learnt that we have choices and opportunities in life and it is our responsibility to take advantage of them. Education is vital.

31. Summary of post-school activities

Took a year off on a Rotary cultural exchange; commenced a double degree and a diploma at Adelaide Uni, haven't finished yet.

40. Future career plans

I would like to work in international relations in a political role, using my language skills.

43. Further comments on changes in career plans

Medicine was in the back of my mind but the test was what stopped me. I had the marks (TER) but didn't get enough for the test.

44. Further comments on effects of workplace experiences while at school on plans or actions

Respondent No.: 065

Gender: M

State/Territory: SA

Year left School: 2002

Level left school: End Yr 12

Y/B: B

U/D: U

25. Further comments on enjoyment of workplace experiences

26. Further comments on effects of workplace experiences on career choice

28. Further comments on effects of workplace experiences on study choice

29. Other comments on effects of workplace experiences on career path

Did make me realise what a real workplace is like, but the chosen work placement area turned out to be an area in which I didn't really wish to pursue a career.

30. Other things that affected career path

My own personal interests.

31. Summary of post-school activities

Completed part of a university degree (am currently still studying).

40. Future career plans

I'd like to work in the robotics or renewable energy industries, as I find these areas interesting and relevant to my current studies.

43. Further comments on changes in career plans

44. Further comments on effects of workplace experiences while at school on plans or actions

Apart from highlighting an area I didn't really wish to work in, I didn't really feel that my work placement was very useful. However, this probably varies greatly from person to person, as I heard many people claim their work placement was very useful.

Respondent No.: 068

Gender: F

State/Territory: SA

Year left School: 2002

Level left school: End Yr 12

Y/B: B

U/D: D

25. Further comments on enjoyment of workplace experiences

Mostly at work experience I was doing menial tasks that were not stimulating, but the people were good!

26. Further comments on effects of workplace experiences on career choice

Doing weekend work and gaining a certificate in this industry encouraged me to continue on this path, but I also moved from front of house to the kitchen as my career choice.

28. Further comments on effects of workplace experiences on study choice

I had always intended to complete my HSC first and then go on to further study

29. Other comments on effects of workplace experiences on career path

I kind of fell into the hospitality industry due to work placement, found that I liked it but wasn't sure which side I wanted to be on - front or back of house. Therefore I have studied both which I have also found beneficial as I can multitask and can understand more about the industry itself.

30. Other things that affected career path

31. Summary of post-school activities

Completed Cert III in Hospitality Operations (TAFE), 6 months; worked as front of house on "Murray Princess" paddle steamer, 6 months; currently studying a Diploma of Hospitality Management through Commercial Cookery (TAFE), 8 months - 2005

40. Future career plans

Complete my course then work 2 years full-time in the industry as a chef to acquire my trade papers. Work on a cruise liner as a chef for a while. Perhaps studying a teaching degree and becoming a lecturer at TAFE in cookery.

43. Further comments on changes in career plans

44. Further comments on effects of workplace experiences while at school on plans or actions

I was lucky to find a passion for my career, some people don't ever find what they really want to do with the rest of their lives. I think work experience at least gives a glimpse into working and there are lots of different places that you can do it.

Respondent No.: 508

Gender: M

State/Territory: Qld

Year left School: 2001

Level left School: End Yr 12

Y/B: Y

U/D: D

25. Further comments on enjoyment of workplace experiences

26. Further comments on effects of workplace experiences on career choice

28. Further comments on effects of workplace experiences on study choice

29. Other comments on effects of workplace experiences on career path

30. Other things that affected career path

Pragmatism – I chose what I chose in order to have more options in later life and to give myself time to consider further study.

31. Summary of post-school activities

Worked as a Chef's Apprentice in various establishments.

40. Future career plans

Work as a chef, possibility of overseas work, gain wine-making qualifications.

43. Further comments on changes in career plans

44. Further comments on effects of workplace experiences while at school on plans or actions

I needed an option other than immediate full-time study – my experiences in industry and my enjoyment of the work made me choose my career path, as a back-up for later life.

Respondent No.: 522

Gender: F

State/Territory: Qld

Year left School: 2001

Level left School: End Yr 12

Y/B: Y

U/D: D

25. Further comments on enjoyment of workplace experiences

26. Further comments on effects of workplace experiences on career choice

28. Further comments on effects of workplace experiences on study choice

29. Other comments on effects of workplace experiences on career path

It made me realise that I didn't have to go to uni to get along in life. However, I did start a uni course two years after leaving school.

30. Other things that affected career path

I am confused about my career path. I am unsure of the course I am doing now but will hopefully stay in that position for a few years. I realise that it is part of my personality to want to try a variety of things.

31. Summary of post-school activities

I worked as a legal secretary for 2 months then moved to Brisbane. After returning to my home town I got my job back at a Bakery I had worked at during high school on a casual basis. I also worked at a discount store part-time for 6 months. I then worked in an office for 3 months then moved town to work in another office for 3 months then moved to Sydney and worked in a café then started uni this year.

40. Future career plans

To become an Early Childhood Teacher and earn enough money to start my own business in beauty or hospitality.

43. Further comments on changes in career plans

I developed clinical depression after leaving school. I lost my ambition for a while and just settled for anything that paid. A good learning experience though.

44. Further comments on effects of workplace experiences while at school on plans or actions

I got very confused. A lot of people gave me different advice about what path I should take at work.

Respondent No.: 528

Gender: M

State/Territory: Vic

Year left School: 2003

Level left School: End Yr 12

Y/B: Y

U/D: U

25. Further comments on enjoyment of workplace experiences

26. Further comments on effects of workplace experiences on career choice

28. Further comments on effects of workplace experiences on study choice

I had always planned to complete Year 12

29. Other comments on effects of workplace experiences on career path

Working for the school on some inter-school sport days such as coaching and organising other kids made me more interested in pursuing a career as a PE teacher.

30. Other things that affected career path

My high level of interest in sport and fitness, also my communication and organisational skills developed through work.

31. Summary of post-school activities

Obtained an extra job at a casual level, saving money for university next year. I've continued with my sport involvement.

40. Future career plans

To become a secondary school PE teacher with a second teaching method in science or mathematics.

43. Further comments on changes in career plans

44. Further comments on effects of workplace experiences while at school on plans or actions

Respondent No.: 536

Gender: F

State/Territory: Qld

Year left School: 2002

Level left school: End Yr 12

Y/B: Y

U/D: D

25. Further comments on enjoyment of workplace experiences

26. Further comments on effects of workplace experiences on career choice

Hospitality is good money but I would really like to do something else later in life, but I don't know what.

28. Further comments on effects of workplace experiences on study choice

29. Other comments on effects of workplace experiences on career path

I received an RSA certificate, I worked throughout an entire hotel including housekeeping, bar, and reception so all the experience has made me more valuable to the company I now work for.

30. Other things that affected career path

31. Summary of post-school activities

Moved into my own home, and continued working in hospitality.

40. Future career plans

Respondent No.: 545

Gender: M

State/Territory: QLD

Year left School: 2002

Level left school: End Yr 12

Y/B: Y

U/D: U

25. Further comments on enjoyment of workplace experiences

26. Further comments on effects of workplace experiences on career choice

As my traineeship was in an architectural firm upon completion I had realised that engineering was something I enjoyed more.

28. Further comments on effects of workplace experiences on study choice

29. Other comments on effects of workplace experiences on career path

I'm now employed in my second engineering firm since leaving school. The work experience was of great help as it guided me into the field of engineering. As for the reason I'm now in my second engineering firm is study related as my first job was in structural engineering and my new job is in civil engineering.

30. Other things that affected career path

Both work experience and the traineeship affected my career path and plans as they gave me a feeling for both engineering and architecture. After the experience during school I chose the path of engineering as it was something I enjoyed doing.

31. Summary of post-school activities

First year after leaving school I worked in a structural engineering firm. I enjoyed this job, which made me consider further study. Second year I enrolled in a Bachelor of Engineering through distance education. Also in my second year I changed from structural to civil which meant I had to leave where I was working. I now work in a civil engineering firm closer to home.

40. Future career plans

I am currently employed in a civil engineering firm where I enjoy working. The engineering degree will help me in this profession, my future career plans I would have to say since I enjoy what I'm doing, I will remain employed with this firm for years to come.

43. Further comments on changes in career plans

In my first year I was employed in a structural engineering firm. I enjoyed this area, but with the engineering degree I was wanting meant I would be doing more civil, so in my second year I changed firms. I am now employed within a civil engineering firm, I am really happy about my decision.

44. Further comments on effects of workplace experiences while at school on plans or actions

Both my work experience and school traineeship was of great guidance. In my opinion these two aspects head you towards your career. It also helps in deciding your career path. Although with work

Respondent No.: 549

Gender: M

State/Territory: QLD

Year left School: 2001

Level left school: End Yr 12

Y/B: Y

U/D: D

25. Further comments on enjoyment of workplace experiences

I'm currently fulltime 2IC in retail and like this a lot more than my apprenticeship because I was getting paid \$5.50 an hour and now I get paid \$13 an hour.

26. Further comments on effects of workplace experiences on career choice

28. Further comments on effects of workplace experiences on study choice

It hasn't really affected me wanting to do any other courses. If I find something I enjoy I probably will study again.

29. Other comments on effects of workplace experiences on career path

What I wanted as a career in school is totally different now. I did do a recreation subject at school and I would love a career in outdoor recreation.

30. Other things that affected career path

Experience in the real world. Knowing what is possible and what is not.

31. Summary of post-school activities

Worked as an apprentice chef for one year then travelled for a year. Worked retail for a year and about to travel to Canada-Europe for 3 years.

40. Future career plans

I have no idea, I'm off to travel the world and maybe I'll find something then.

43. Further comments on changes in career plans

I left the cheffing apprenticeship because there isn't much of a future in it because someone washing dishes gets paid more than a chef.

44. Further comments on effects of workplace experiences while at school on plans or actions

Respondent No.: 557

Gender: M

State/Territory: QLD

Year left School: 2002

Level left school: End Yr 12

Y/B: Y

U/D: U

25. Further comments on enjoyment of workplace experiences

The school based [apprenticeship] where I was at first became a bit boring at times when they were short of work, but when I moved to where I am now things changed with plenty of interesting work.

26. Further comments on effects of workplace experiences on career choice

28. Further comments on effects of workplace experiences on study choice

29. Other comments on effects of workplace experiences on career path

Everything I did has helped me in my career but I think I would have been a lot better off in a larger company for my school based apprenticeship.

30. Other things that affected career path

31. Summary of post-school activities

I am in my third year of Fabrication Boilermaking Cert III in Engineering.

40. Future career plans

To stay in boilermaking - gaining as much experience as I can. Might work for myself one day.

43. Further comments on changes in career plans

44. Further comments on effects of workplace experiences while at school on plans or actions

It was good and enabled me to finish year 12 but also do something I was interested in.

Appendix C: Sample telephone interviews

ID No: 537

First Name:XXX

Type: SBNA

Introduction

1. Question specific to respondent (from questionnaire)

Traineeship in hospitality

Section 1: Decisions at school

All [Confirm that did do work experience]

2. Could you tell me one positive thing and one negative thing about work experience at school?

It was a chance to get to know how different places and different kitchens run.

The negative would be that you get treated as though you know nothing, and given horrible jobs.

Yellow

3. Why did you decide to do a school-based new apprenticeship/traineeship?

Chefing was always something I wanted to try, and this seemed the best opportunity to get into it early.

4. At what point in your schooling did you decide to do it?

In year 9 I started looking, and got into it in year 10 and 11.

5. Were you encouraged by the school?

Yes, they did help, but I looked around for the place to work myself.

6. Who found you the job? [did school help/self]

I looked myself and then the school negotiated when I found a workplace that I wanted.

7. Were you employed by a group training company or directly by an employer?

Group Training Company.

8. What choices of industry area were there? [May depend on 6, whether found own job]

Because I was looking myself, it was specific to the hospitality area.

9. Did doing the SBNA make you decide to complete schooling to the end of Year 12?

If yes, what exactly about it made you decide this?

I would have stayed to do the Year 12 Certificate anyway, to save having to go back and finish it later in life.

10. If [in original Q23] you finished apprenticeship/traineeship later, when was this?

At school.

11. Can you tell me one positive thing and one negative thing about your experience with SBNA?

I learned a lot in the workplace, but also in the classroom training. That was where it was really jammed into your head, and it covered everything, including stuff that wasn't covered in the workplace.

The negative was having to travel to classes. Everything else was good.

Section 2: Choices Made

14. We are interested in the effects of family members on choices you have made. Is there any job a family member holds that has influenced you to do something similar, or influenced you away from what they did?

My cousin is a chef, but actually tried to discourage me before I started it. He's happy that I'm doing it now.

15. When you were deciding what to do after school, who did you talk to for advice and ideas? [Significant people/ Institutional advice]

I was doing the traineeship at school, and the traineeship people just asked me if I wanted to do an apprenticeship and transferred me to the apprenticeship board and organised it all for me.

16. When you were making career decisions, what would have been helpful that was not available, or that you chose not to access at the time?

No.

17. Either at school or since, tell me about what has affected the choices you have made and plans you now have.

- ✧ critical incidents that made them change path
- ✧ opportunities that just arose
- ✧ barriers that stopped them doing what they wanted
- ✧ things that helped/positive experiences

I've always wanted to work in fine dining, but they don't want to even look at bistro chefs, so I've found that to be a barrier in what I'm doing. There's nothing else I can think of really.

Section 3: Part-time work

N/A

Section 4: University

N/A

Section 5: Conclusion

23. What differences would it have made if you hadn't had any contact at all with workplaces while you were at school? [Would it have changed what you did, if never been in a workplace]

If I hadn't had a traineeship in hospitality I would have done childcare, and I wouldn't be happy with that now so am very glad I did the traineeship.

24. What sort of advice would you give to somebody like you who is now in Year 10?

Chefing is hard – don't do it unless you love it. If you like it, do it, but you have to be sure.

25. Looking ahead, would you say that you expect to have one career, or several? Why?

Several. I'm qualifying as a chef in January, and then I'm going to train in something completely different and fall back on my chef training later. I want to train in something else while I'm still young enough to learn, and being a chef is full-on, so I want something that gives me nights and weekends free.

ID No: 049

First Name: YYY

Type: Non-SBNA

Interviewer's note: YYY was a very upper class young lady

Introduction

1. Question specific to respondent (from questionnaire)

No involvement with workplaces while at school? No, none except work experience.

Section 1: Decisions at school

All [Confirm that did do work experience]

2. Could you tell me one positive thing and one negative thing about work experience at school?

Did it at three workplaces. The first was child care. The second was at physiotherapist but they could not give me enough days so I filled in at the office at the State Opera-my mother was chairman of the board.

With child care, I thought I might want to do that as a job-or teaching. It was good fun

Positive: a broad range of experiences

Negative: Some of it was a bit boring.

Yellow

N/A

Blue

[Confirm that did not do SBNA/VET]

12. Were you aware of SBNA's while you were at school, and if so, why didn't you choose to do a SBNA?

Never heard of it

13. Why did/didn't you choose a VET option at school?

They really only encouraged certain people to do it and it was mainly in hospitality and I didn't want to enter that industry. Also I'd have had to attend some classes outside school time and I played a lot of sport.

Section 2: Choices Made

14. We are interested in the effects of family members on choices you have made. Is there any job a family member holds that has influenced you to do something similar, or influenced you away from what they did?

Yes to both. I'm studying law and my father was a barrister and is a judge, and my mum is a member of the migration review tribunal. You have to practice law first to get a job like that and I think my mum's job is exceptionally stimulating. But I wouldn't consider practising law because of the hours and stress. I would prefer to have mum's job another way. I've had to live with Dad

so I know I wouldn't practise as a lawyer. I started the law course because I didn't know what else to do and just because I thought it would be interesting.

15. When you were deciding what to do after school, who did you talk to for advice and ideas? [Significant people/ Institutional advice]

The careers adviser-I didn't have a whole lot of time for her. She actively encouraged VET programs and didn't spend a lot of time with the rest of us.

I undertook testing-my mum sent me for it. It wasn't a lot of use. It told me not to be a secretary or a mechanic and I could have told myself that. It's more interesting now looking back on it.

I went to the Adelaide uni open day. It was good but they are obviously trying to sell a product.

I talked to family, friends, and friends that were already at uni.

As an adviser (rather than giving information) my godmother. She's my aunt but she's a lot younger than my mum. So she's more in touch and had known me for my entire life so she knew what I'd be good at.

16. When you were making career decisions, what would have been helpful that was not available, or that you chose not to access at the time?

I would have liked more info about other universities and how the courses would be taught. We weren't encourage to think about interstate or overseas. You have to chase that up yourself.

17. Either at school or since, tell me about what has affected the choices you have made and plans you now have.

- ✧ critical incidents that made them change path
- ✧ opportunities that just arose
- ✧ barriers that stopped them doing what they wanted
- ✧ things that helped/positive experiences]

Being in a higher education environment has opened my eyes to the phenomenal numbers of other opportunities out there. Things I was exposed to in the BA part of my degree-how the world works. At school they only told us about a limited range of occupations.

Section 3: Part-time work

N/A

Section 4: University

20. What is the name of the course you are studying (or have completed)?

It's a double degree-law and BA. I've finished the BA bit of it (international studies)

21. Are you happy with your decisions regarding

(a) your university course?

I passionately dislike the law school, I really liked the international studies. At school they only encouraged us to go to Adelaide uni. Since then I've found out more about law at Flinders and it is much better.

(b) part-time work? [if working as well as studying]

I've got an administrative job in my grandfather's pastoral company. I have been there for two and a half years. Before that I was at Bakers' Delight. That was OK but this is more flexible. And I've been doing coaching-rowing and hockey.

Good thing about my job-its flexibility in hours

Bad thing-can get monotonous for example days when I am just writing cheques.

But it's interesting as I can relate it to my degree. My grandfather was a lawyer and a parliamentary draughtsman. And he applies his legal mind to running the company. I enjoy looking at that.

22. In your university course, is there a placement or other contact with workplaces related to your course?

No but you have to do a Graduate Diploma in legal practice after that if you want to practise. That is mainly working in a lawyers. I might as well do that - it's only six months.

If so, how does this professional contact compare with workplace experiences that you had at school? [how is it different, do you see any link between the two?]

Section 5: Conclusion

23. What differences would it have made if you hadn't had any contact at all with workplaces while you were at school? [Would it have changed what you did, if never been in a workplace]

I think I would probably have studied physiotherapy. My work experience there was really interesting but not to me. I enjoyed the science but it had the potential to become very repetitive and I wouldn't have liked having to deal with whingeing whiney people who didn't really have much wrong with them. Maybe it was just the place I was at.

24. What sort of advice would you give to somebody like you who is now in Year 10?

That if they don't know what they want to do, then finish year 12 and go and do different things. I'd have done different working experiences and gone overseas and seen a few things. I've had experiences in different ways (presumably through trips with her parents) but lots of people haven't even left South Australia. But if they have a dream then pursue it.

25. Looking ahead, would you say that you expect to have one career, or several? Why?

You can explore so many other educational pathways. You don't' choose one thing for the rest of your life

I'm going to finish my arts/law degree then I want to do a degree at Cambridge in land and economy linked to social development. It relates to my work at the pastoral company. I found out about it by accident on the internet when I was looking up a video clip of the Oxford-Cambridge boat race for my grandfather, He went to Oxford. It's an attraction that it's not in South Australia. I need to escape elements of my life like the university boat club. I'd never get away from it if I stayed in Adelaide.

Other

It was very interesting doing this (research). I hadn't thought about any of this before.

Appendix D: Summary of telephone interviews

PATHWAY MODELLING

Pathways	School	Post school	Industry areas / jobs	Influence(s)	Future study
CASE 1 - Sophia	Independent	University - Full time			
Non SBNA		Completed Design studies degree			
Left + first option	2001	Starting Architecture course		Interest area outside school	
Part time jobs	PT Job - 6-10hrs (from Yr 10)	PT Job - more hrs	Fast food Gardener (long term pt time job) Ecology fieldwork RA	Parents = ecologists No longer wanted career in wild life park (However still helped sort plans) Claimed no work exp influenced career decisions Design = main interest Found part-time job more helpful	
Wk Exp	W Ex x 2 (Yr 10 & 11) (One lead to pt time job)		Wild life park assistant		Ecology area
CASE 2 - Maria	Independent	University	Finance / banking	Always planned Uni = (for good job)	
Non SBNA		Full time		Parents/friends	MBA Cert 11 Bus mgmt
Left + first option	2001	Commerce			
Part time jobs	PT Job - 11-15hrs (from Yr 10)	PT Job - more hrs & responsib	Fast food IT / Computing systems		
Wk Exp	W Exp - Yr 11 Non sch based traineeship		Fast food Operating small business in accounting	No longer wanted career in media No effect (never career choice)	
CASE 3 - Emma	Catholic	University		Moved to reg city for study (always planned)	
Non SBNA		Full time		W Exp thru CSU = others (nursing)	Masters in Nursing
Left + first option	2003	B Nursing		Confirmed decision re health area	Midwifery
Part time jobs	PT Job - 6-10hrs (from Yr 10)	PT job - same/ only for few months	Health & comm services (Pharmacy)	Positive feedback helped confirm decision re nursing	
Wk Exp	W Ex x 3 (Yr 10, 11 & 12)		Health & comm services		
CASE 4 - Daphne	Independent	University			

Non SBNA		Full time		As planned & family influences	
Left + first option	2000	BA / Law			B- Land Economy
Part time jobs	No jobs	PT work at Uni (variety) (admin job through family)	Health & comm services		
Wk Exp	W Ex x 2 (Yr 10 & 11)	(bakers delight)	Childcare/ physio	Found child care boring / changed mind re career in it (Sch exper = no relationship to current plans)	
CASE 5 -Donna					
Non SBNA	Independent	University		As planned = liked music	
Left + first option	2001	B Music Performance			Honours
Part time jobs	No jobs				
Wk Exp	W Ex x 2 (Yr 10 & 11)	PT work through W Exp -police band	Police band Cultural / music	Confirmed decision re music career	
CASE 6 - Amanda					
Non SBNA	Independent	Hated University (BA) Completed TAFE Dip Bus Mgmt		Not planned to leave - poor results meant not eligible for teaching	Wants to be teacher
Left + first option	2001	Currently in F/T Uni admin job			
Part time jobs	Pt Time job (1- 5 hrs)	Continued instead of Uni (Increased hours)	Food / waitress Retail		
Wk Exp	W Ex x 2 (Yr 10 & 11) VET IT/ Bus studies/ Multimedia	(credits from VETiS courses)	School / florist	No work placements but useful / influence	
CASE 7 - Marianne					
Non SBNA	Govt	University		Moved to reg city for study (planned) (Employment opportunities from study)	
Left + first option	2001	B Soc Science + B Teach			Ph D
Part time jobs	No jobs	PT work	Fast food Communications / media/IT	Made me consider graphic design for career for first time - did not do it though	
Wk Exp	W Exp Yr 10 VET Child care		Health / Community services	No effect	

CASE 8 - Will	Catholic	University	As planned (= wanted to be first in family - Uni)		
Non SBNA		Full time			
Left + first option	2002	B Envir Science	Outdoor ed quals		
Part time jobs	No jobs	Pt Jobs - 3 x casual at Uni	Cherry picking/pizza job/ Chicken farmhand		
Wk Exp	No W Exp				
CASE 9 -Oliver	Independent	Full time work	Automotive	As planned (ie working) Variety of jobs/ currently managing crash repair	Management (Looking to run own business)
Non SBNA					
Left + first option	2000				
Part time jobs	Pt Time job (16-20 hrs)	Pt Time job (more hrs)	Retail	No effect - not career plan (unsure of career path)	
Wk Exp	W Ex x 3 (Yr 10, 11 & 12)		Food / prep	Comment - 'what came along' he took	
CASE 10 - Hugh	Catholic	University	As planned + experiences in physio (as patient)		
Non SBNA		Full time			
Left + first option	2001	Physiotherapy (Hon)	Mast in Physio		
Part time jobs	No jobs	PT work	Fast food		
Wk Exp	W Ex x 2 (Yr 10 & 11)		Vet surgery	Made me consider this as career option	
CASE 11 - Ananti	Govt	Continuing apprenticeship (SBNA+)	Food / chef	As planned	Secondary teacher (Ed degree)
SBNA					
Left + first option	2002				
Part time jobs	Pt Time job (6-10 hrs)	Continued full-time	Food & retail		
Wk Exp	W Ex x 3 (Yr 10, 11 & 12)		Food		
CASE 12 - Jane	Catholic	Continuing apprenticeship (SBNA+)		As planned	Further 'beauty' courses + photogr
SBNA					
Left + first option	2001		Hairdressing	Family wanted her to stay at school - SBNA helped	

Part time jobs	Pt Time job (21+ hours)	Continued full-time @ jobs	Fast food		
Wk Exp	No W Exp				
CASE 13 - Emily SBNA	Govt	Full time TAFE Full time work in equestrian centre	Horse breeding course	Not planned - seized opportunity	
Left + first option	2002		Retail	Changed mind about job in retail	
Part time jobs	No jobs				
Wk Exp	W Ex x 3 (Yr 10, 11 & 12)		Photo studio		
CASE 14 - Tara SBNA	Govt	Continuing apprenticeship (SBNA+)	Food / chef	As planned	Massage therapy Interior design Mechanics
Left + first option	2001 (left during Yr 12)				
Part time jobs	No jobs	Part time after leaving	Fast food	Casual job helped decide to complete apprenticeship	
Wk Exp	W Ex x 3 (Yr 10, 11 & 12)		Food		
CASE 15 - Merpati SBNA	Independent	Looking for work	Variety of bits of work		Yr 12 Real Estate cert
Left + first option	2001 (left during Yr 11)	Did not complete	Office admin		
Part time jobs	Pt Time job (21+ hours)	Did not continue	Basketball refereee		
Wk Exp	W Ex x 2 (Yr 10 & 11)		Store- person + office		
CASE 16 - Darren SBNA	Govt	Continuing apprenticeship (SBNA+)		As planned	Diploma in Business Management
Left + first option	2001		Boat building company		
Part time jobs	Pt Time job (6-10 hrs)	Finished (apprenticeship too busy)	Retail - grocery packing		
Wk Exp	W Ex x 2 (Yr 10 & 11)		Building trade		
CASE 17 - Luke SBNA	Independent	Started new apprenticeship	Motor trimmer	Offered apprenticeship - not planned	Another trade - considering

Left + first option	2001		Timber fabrication		construction
Part time jobs	Pt Time job (11-15 hrs)	Same hours	Retail		
	Vet in Schools		Hospitality		
Wk Exp	W Exp				Construction - arranged own W Exp through contact
CASE 18 - Tim	Govt	University		As planned	Dip Ed; Marine engine drivers ticket
SBNA		Full time	Aquaculture	SBNA lead to Uni option	Cert IV
Left + first option	2001	Environmental science			Shipmaster
Part time jobs	Pt Time job (11-15 hrs)	Increased hours - same job	Fishing		
			Aquaculture centre		
Wk Exp	W Ex x 2 (Yr 11 & 12)				

Appendix E: Additional tables

Table 1: SBNA and non SBNA: Workplace experiences undertaken in Years 10, 11 and 12.

SBNA	Work experience		SBNA		Part time job		Work placement (VET)	
	No	%	No	%	No	%	No	%
Year 10	31	55.4	9	16.1	24	42.9	5	8.9
Year 11	17	30.4	48	85.7	26	46.4	10	17.9
Year 12	11	19.6	51	91.1	25	44.6	10	17.9

Non SBNA	Work experience		SBNA		Part time job		Work placement (VET)	
	No	%	No	%	No	%	No	%
Year 10	52	74.3	n/a	n/a	24	34.3	6	8.6
Year 11	52	74.3	n/a	n/a	31	44.3	12	17.1
Year 12	8	11.4	n/a	n/a	31	44.3	6	8.6

Table 2: SBNAs and non-SBNAs: Relationship between industry area of part-time job while at school and industry area of jobs after leaving school.

SBNAs	Full time apprenticeship/traineeship		Other full-time work		Part time apprenticeship/traineeship		Other part-time work	
	No	%	No	%	No	%	No	%
Same industry area as part-time job while at school	2	18.2	3	21.4	0	0.0	6	25.0
Different industry area than part-time job while at school	9	81.8	11	78.6	3	100.0	18	75.0
Total responses	11	100.0	14	100.0	3	100.0	24	100.0

Non-SBNAs	Full time apprenticeship/traineeship		Other full-time work		Part time apprenticeship/traineeship		Other part-time work	
	No	%	No	%	No	%	No	%
Same industry area as part-time job while at school	1	33.3	5	41.7	2	50.0	23	79.3
Different industry area than part-time job while at school	2	66.7	7	58.3	2	50.0	6	20.7
Total responses	3	100.0	12	100.0	4	100.0	29	100.0

Table 3: SBNA and non-SBNA: Workplace experiences at school and post-school employment across four main industry sectors.

SBNA	At school				Post school full-time work		Post school part-time work	
	Work Exp %	SBNA %	Part time job %	VET Placement %	App/Trnship %	Other work %	App/Trnship %	Other work %
Industry sector								
Retail and personal services	19.4	33.9	37.5	16.7	22.2	29.2	20.0	23.6
Fast food/restaurants	13.9	21.4	46.9	66.7	25.9	8.3	20.0	36.4
Primary/secondary industries	27.8	21.4	12.5	16.7	33.3	29.2	30.0	12.7
Financial, public and community services & others	38.9	23.2	3.1	0.0	18.5	33.3	30.0	27.3
Total of experience/ employment type	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Non-SBNA	At school			Post school full-time work		Post school part-time work	
	Work Exp %	Part time job %	VET placement %	App/Trnship %	Other work %	App/Trnship %	Other work %
Industry sector							
Retail and personal services	10.2	25.0	13.3	0.0	21.4	50.0	27.6
Fast food/restaurants	8.5	55.0	33.3	57.1	14.3	25.0	29.9
Primary/secondary industries	13.6	2.5	13.3	14.3	25.0	0.0	6.9
Financial, public and community services & others	67.8	17.5	40.0	28.6	39.3	25.0	35.6
Total of experience/ emp type	100.0	100.0	100.0	100.0	100.0	100.0	100.0

It needs to be remembered that while Table 2 in Appendix F and Table 3.9 refer clearly to *individuals'* links between jobs at school and jobs after school, this table consists of aggregated data and do not show individual pathways. Moreover, individual respondents are included only once in each of the activities undertaken while still at school, but in post-school activities may be included multiple times if the activity was undertaken more than once.

Appendix F: Questionnaire

School leavers' pathways survey

Section 1: About you and your background

We have asked a few questions about you and your background. Please be assured that these details will be kept confidential.

1. **What age are you now?**

- 18 19 20 21
 22 Other (please state) _____

2. **What gender are you?**

- Male Female

3. **Do any of the following apply? (Tick as many as are relevant)**

- You are Aboriginal or a Torres Strait Islander
 English is not the main language spoken in your parents' home
 English is the main language spoken in your parents' home but at least one of your parents was born in a non-English speaking country

4. **Do you have a physical disability that affects your ability to work or study?**

- Yes No

You may give brief details, if you wish _____

5. **Do you have a learning disability that affects your ability to work or study?**

- Yes No

You may give brief details, if you wish _____

6. **This question asks you to think about your family background and money. We are talking about the family that you grew up in (you may have your own family by now). Do you consider that your family's financial situation was: (Tick one only)**

- well above average? above average? about average? below average? well below average?

7. **Compared with others in your year, were your school marks generally: (Tick one only)**

- well above average? above average? about average? below average? well below average?

8. **Was the school that you last attended in a: (Tick one only)**

- capital city (eg Melbourne, Brisbane, Adelaide, Sydney)?
 regional city (more than 10,000 population)?
 small town (500-10,000 population)?
 remote area (in town less than 500, or outside town)?

9. **Was the school that you last attended: (Tick one only)**

- a government school? a Catholic school? an independent school?

10. In which State/Territory was this school located?

- New South Wales Victoria Australian Capital Territory South Australia
 Tasmania Western Australia Queensland Northern Territory

11. At what level did you leave school?

- During Year 10 End of Year 10 During Year 11 End of Year 11
 During Year 12 End of Year 12 During Year 13 (some states only)
 End of Year 13 (some states only)

If you left before the end of Year 12 (or 13 if applicable) please comment on reasons for leaving school at the time that you did

12. In what year did you leave school? (Tick one only)

- 2000 2001 2002 2003 2004

If you returned to school after a period away please give brief details

13. Where do you live now? (Tick one only)

- capital city (eg Melbourne, Brisbane, Adelaide) [same city where you lived during last year of school]
 capital city (eg Melbourne, Brisbane, Adelaide) [different city from where you lived in last year of school]
 regional city (more than 10,000 population) [same city where you lived during last year of school]
 regional city (more than 10,000 population) [different from where you lived during last year of school]
 small town (500-10,000 population) [same town where you lived during last year of school]
 small town (500-10,000 population) [different from where you lived during last year of school]
 remote area (in town less than 500, or outside town) [same area where you lived during last year of school]
 remote area (in town less than 500, or outside town) [different from where you lived during last year of school]

If you have moved to a different city, town or area from that which you indicated in question 8 (not just changed suburbs within a city or town), please say why:

- For a job (including apprenticeship or traineeship)
 To study (not including study associated with apprenticeship or traineeship)
 Personal/family reasons
 Other (please state) _____

Section 2: Your first experiences after school

14. **Six months** after leaving school, which **one** of the following were you doing as your major activity? (Tick one only).

- Full-time course at university
- Full-time course at a TAFE or other Registered Training Organisation (RTO)?
- Part-time course at university
- Part-time course at TAFE or other RTO that was not connected with a traineeship or apprenticeship?
- Continuing with an apprenticeship* you were enrolled in while at school?
- Started an apprenticeship* (not one you were enrolled in while at school)?
- Continuing with a traineeship* you were enrolled in while at school?
- Started a traineeship* (not one you were enrolled in while at school)?
- Full-time work but not in an apprenticeship* or traineeship*?
- New part-time work but not in an apprenticeship* or traineeship*?
- Continuing the part-time job you had at school, as your only activity
- Not working, but looking for work
- Other (please give details) _____

* An apprenticeship is a job for which you sign a formal contract of training and receive off the job training or in some cases on the job training monitored by TAFE or a Registered Training Organisation. It is normally three or four years full-time. A traineeship is similar but normally for one year. Apprenticeships and traineeships are sometimes known collectively as 'New Apprenticeships'.

15. For the activity above, was this what you had planned to do before you left school? (Tick one only)

- Didn't have a plan Yes it was what I'd planned No it wasn't what I'd planned

If you answered 'No it wasn't what I'd planned', what were the reasons for the change of plan?

- My results were better than I expected My results were worse than I expected
 Couldn't find employment Family or personal reasons
 Other (please give details) _____

16. What **most** influenced you to choose the activity that you told us about in question 14? (Tick one only)

- Example of a family member or friend (please give details) _____
- A person that gave you advice (please give details) _____
- A subject that you studied at school (please give details) _____
- Another experience that you had (please give details) _____
- Other (please give details) _____

17. Did you have a part-time job immediately prior to leaving school (within four weeks before you left school)? (If you were allowed to take a limited period of leave from your job to study for your final exams, please include yourself as a 'yes')

- Yes No (Go to question 22)

18. How many hours per week did you usually work while you were still at school?

- 1 – 5 hours 6 – 10 hours 11 – 15 hours 16 – 20 hours 21+ hours

The next few questions ask for more detail about some of your workplace experiences while you were at school. Because there are a series of questions, to make things easier for you we want you to choose only **ONE** experience of each type. For example if you had three ordinary part-time jobs we only want to know about **ONE** of them. Please choose the one that had **MOST IMPACT** on you.

24. Please tell us in which industry you undertook some of these workplace experiences. We are interested in the experience of each type that had the most impact on you. You will use these choices in questions 25 to 28 too.

(Tick only **one** box per column - You might not have any ticks in some columns)

	Types of workplace experiences while at school				
	Work experience (select one, see above)	School-based apprenticeship or traineeship (select one)	Other apprenticeship or traineeship (select one)	Other part-time job (ie 'ordinary job') (select one)	Work placement that was part of a VET course (select one)
Farming, forestry, fishing, mining					
Manufacturing, engineering					
Building trades including electrical and plumbing					
Retailing (shop work)					
Fast food, cafes or restaurants					
Cultural, recreational or sporting					
Banking/finance, real estate, insurance					
Public service (including education, police and defence)					
Health and community services (including child care)					
Communications, media, IT					
Office work, business administration					
Transport					
Personal services (including hairdressing & beauty)					
Other (please give details)					

25. Please tick up to one box in each column that applies, to tell us how much you enjoyed your workplace experiences. (Use your choices from Question 24).

	Types of workplace experiences while at school				
	Work experience (select one, see top of p 5)	School-based apprenticeship or traineeship (select one)	Other apprenticeship or traineeship (select one)	Other part-time job (ie 'ordinary job') (select one)	Work placement that was part of a VET course (select one)
A great deal					
A reasonable amount					
Neither enjoyed nor not enjoyed					
Somewhat disliked it					
Really disliked it					

If you want to comment further on your answers to this question, you may do so here:

Please tick up to one box in each column to tell us how workplace experiences have affected your view of the industries you worked in as possible areas of career choice. (Use your choices from Question 24).

	Types of workplace experiences while at school				
	Work experience (select one, see top of p 5)	School-based apprenticeship or traineeship (select one)	Other apprenticeship or traineeship (select one)	Other part-time job (ie 'ordinary job') (select one)	Work placement that was part of a VET course (select one)
Confirmed an existing decision to enter this industry area as a long-term career					
Made me think for the first time about this industry area as a possibility for a long-term career					
Changed my mind from thinking that this industry might be a possible career area to deciding not to enter it					
Had no effect on career plans as it wasn't meant to be a long-term career area					
Other.....					

If you want to comment further on your answers to this question, you may do so here:

26. Please tick up to one box in each column to tell us how much your workplace experiences helped you acquire and develop employability skills. (Use your choices from Question 24).

Employability skills are those which help people to find jobs and progress in employment. They comprise:

- communication skills for dealing with colleagues and customers
- team work
- problem solving
- taking the initiative and being enterprising
- planning and organising work
- taking responsibility and having goals
- managing your own learning
- using technology.

	Types of workplace experiences while at school				
	Work experience (select one, see top of p 5)	School-based apprenticeship or traineeship (select one)	Other apprenticeship or traineeship (select one)	Other part-time job (ie 'ordinary job') (select one)	Work placement that was part of a VET course (select one)
A great deal					
A fair amount					
A little bit					
Not at all					

Which experience helped the most in developing your employability skills and why?

Which **one** employability skill from the above list was best developed during that experience?

27. Please tell us how your workplace experiences affected your decisions about further study:

(Tick only one box in each column. Use your choices from Question 24).

	Types of workplace experiences				
	Work experience <i>(select one, see top of p 5)</i>	School-based apprenticeship or traineeship <i>(select one)</i>	Other apprenticeship or traineeship <i>(select one)</i>	Other part-time job (ie 'ordinary job') <i>(select one)</i>	Work placement that was part of a VET course <i>(select one)</i>
Made me decide to stay at school longer rather than leave before the end of year 12/13					
Made me decide to undertake further study after school rather than go straight into work					
Made me decide to leave school sooner than I had intended because I was offered a job or wanted to start work in this area					
Made me decide to leave school sooner than I had intended because it made me dissatisfied with school					
Made me decide not to undertake further study after school					
Didn't affect my study intentions					

If you want to comment further on your answers to this question, you may do so here:

28. In terms of your current career path and plans, please make any other comments about any effects (however small) of any of your workplace experiences (of any type) that you had while you were at school:

29. If none of your workplace experiences that you had while at school have affected your career path and plans, then say what has most affected your career path and plans:

Section 4: Your activities since leaving school

30. Briefly, summarise what you have done since you left school:

31. Please complete the following table to show your specific activities in the years since leaving school.

Tick as many boxes as apply. (You may have several ticks in each column).

We want you to start with the year beginning in the January **after** you left school. Please enter a tick for any activity that you undertook for **one month or more** full-time equivalent, in that year.

(Please don't consider TAFE and university vacation periods unless you had a job during the vacation. Please don't include informal work such as mowing a neighbour's lawn or doing jobs around your parents' home).

	First year after school	Second year after school	Third year after school	Fourth year after school
Full-time university course				
Part-time university course				
Full-time TAFE or other RTO course				
Part-time TAFE or other RTO course not attached to a traineeship or apprenticeship				
Full-time apprenticeship				
Full-time traineeship				
Part-time apprenticeship				
Part-time traineeship				
Other full-time work ('ordinary job')				
Other part-time work ('ordinary job')				
Volunteer work				
Caring responsibilities including parenting				
Unemployed (not studying) seeking work				
Unemployed (not studying) not seeking work eg ill health, travel				
Other (personal)				

32. Please tell us the industry area of each of your paid jobs since leaving school.

Please put a tick in all boxes that apply. You might have more than one tick in some columns.

	Full-Time Work			Part-Time Work		
	Apprentice-ship	Trainee-ship	Other paid work (ie 'ordinary job')	Apprentice-ship	Trainee-ship	Other paid work (ie 'ordinary job')
Farming, forestry, fishing, mining						
Manufacturing, engineering						
Building trades (including electrical and plumbing)						
Retailing (shop work)						
Fast food, cafes or restaurants						
Cultural, recreational or sporting						
Banking/finance, real estate, insurance						
Public service (including education, police and defence)						
Health and community services (including child care)						
Communications, media, IT						
Office work, business administration						
Transport						
Personal services (including beauty & hairdressing)						
Other (please give details)						

33. What qualifications have you completed and where did you gain them? (Tick as many as apply and write in the type of institution where you got them).

Qualification	Tick if you got this qualification	Write in the type of institution eg school, university, TAFE, RTO, on-the-job
Year 10 School Certificate (or your State equivalent)		
Year 12/13 HSC/SACE Stage 2/VCE or VCAL/Senior Certificate		
Certificate I		
Certificate II		
Certificate III		
Certificate IV		
Diploma		
Advanced Diploma		
Bachelor Degree		
Other (please specify)		
None		

34. What qualifications are you currently studying towards and at what type of institution?

Qualification	Tick if you got this qualification	Write in the type of institution eg school, university, TAFE, RTO, on-the-job
Year 10 School Certificate (or your State equivalent)		
Year 12/13 HSC/SACE Stage 2/VCE or VCAL/Senior Certificate		
Certificate I		
Certificate II		
Certificate III		
Certificate IV		
Diploma		
Advanced Diploma		
Bachelor Degree		
Other (please specify)		
None		

35. Please name any qualifications that you have ever enrolled in, but have not completed. Please say why you did not complete them.

36. Please state any qualifications that you are planning to study towards in the next ten years (you don't need to know the exact title):

37. Have you done an apprenticeship or traineeship (or are currently doing one) since leaving school, and if so how many?(Don't include apprenticeships and traineeships that you started at school)

None (go to question 38)
 one apprenticeship
 two apprenticeships
 one traineeship
 two traineeships
 Other (please give details) _____

Please comment on whether and how any apprenticeships or traineeships (that you started since school) were linked to your workplace experiences while at school.

Please note that workplace experiences while at school include all types, ie work experience, part-time jobs (including part-time apprenticeships and traineeships) and work placements that were part of a VET course .

38. Please comment on whether any of your other studies since you left school, or that you are planning, are linked to your workplace experiences while at school.

Please note that workplace experiences while at school include all types, ie work experience, part-time jobs (including part-time apprenticeships and traineeships) and work placements that were part of a VET course .

Section 5: Your career plans

This section is about your plans for your long term career (ie what you thought you would most like to do as a long term career). You might not have thought much about this – just answer as much as you feel comfortable with.

39. *In a few sentences, please say what your future career plans are.*

40. *We are interested in the development of your thinking about your long-term career. Your plans may have changed over time. Please put a tick in each column of the following table to tell us the industry area of the job that has been your major long-term career plan, over each of the past few years.*

(Note: the industry area of your career plans may differ from the industry area you have actually worked in – we asked you what you actually did in Section 4)

(Please tick only one box in each column, to represent the industry area that you thought most about)

	Final year of school	First year after school	Second year after school (if applicable)	Third year after school (if applicable)	Fourth year after school (if applicable)
Farming, forestry, fishing, mining					
Manufacturing, engineering					
Building trades (including electrical and plumbing)					
Retailing (shop work)					
Fast food, cafes or restaurants					
Cultural, recreational or sporting					
Banking/finance, real estate, insurance					
Public service (including education, police and defence)					
Health and community services (including child care)					
Communications, media, IT					
Office work, business administration					
Transport					
Personal services (including hairdressing & beauty)					
Other (please give details)					
No clear plan about industry area					

41. Please comment on what has most influenced your career plans since your final year at school. (Tick one only)

- You have always known what you wanted to do (please give details) _____
- A person that gave you advice (please give details) _____
- A subject that you studied at school (please give details) _____
- Another experience that you had (please give details) _____
- Other (please give details) _____

42. If you want to make any further comments about your changes in career plans (including any problems you may have encountered or career-related worries you might have) over the period represented in the table at Q40, you may do so here:

43. Do you have any further comments about how workplace experiences while at school affected what you planned and what you did after leaving school?

Please note that workplace experiences while at school includes all types, ie work experience, part-time jobs (including part-time apprenticeships and traineeships) and work placements that were part of a VET course .

Thanks for your help with the questionnaire

Your questionnaire should be returned to VET Research, School of Education, Charles Sturt University, Locked Bag 588, Wagga Wagga, NSW 2678 by 1st October 2004.

A reply-paid envelope is included.

If you would like to help further

A. Are you willing to take part in a more detailed telephone interview about this project? Yes No

If so please give your first name and your phone number (including area code)

First Name..... Phone (....) (Please say whether to phone daytime or evening. We will phone first to make a convenient appointment)

B. Are you willing to participate in a follow-up study to track your pathway further? Yes No

If 'yes' to this question please complete the **green form** with your full name and home address (this form will be separated from your questionnaire to keep your questionnaire response confidential)