



CAREER AND TRANSITION HANDBOOK

















Table of Contents

Vision	3
Key Staff & Roles	3
Renae Newell - Head Teacher Careers / VET	4
Margaret Swanson – Careers Advisor	4
What does a Career Advisor do?	4
Kath Forster – Transition Advisor	6
What does a Transition Advisor do?	6
Career Pathways: My Career Pathway Plan (CPP)	7
Year 7-12 Career and Transition Overview	8
OVERVIEW: Year 7 to Year 12	8
Key Career and Transition Programs	10
Alternative Education Supports – please see our Career / Transadvice	·
Parent Engagement and Support	16
Glossary	17
Resources / Useful links	18



Wadalba Community School

Career and Transition Handbook

At Wadalba Community School, we are committed to supporting our students from Year 7 through to Year 12 as they prepare for their futures. This handbook outlines key staff within our Career and Transition Team and the key stages of career development, transitions, and pathways, ensuring every student is equipped with the tools and knowledge to succeed.

Vision

To empower every student with the skills, confidence, and opportunities to transition successfully from Wadalba Community School to further education, training, or employment.

Key Staff & Roles



Renae Newell - Head Teacher Careers / VET

What does the Head Teacher Careers/VET do?

The Head Teacher Careers and VET (Vocational Education and Training) is responsible for guiding students in career planning, work experience, and vocational pathways. They oversee VET courses, ensuring students gain industry-relevant skills and qualifications. This role involves liaising with employers, supporting students in transitioning to further education or

employment, and promoting career development opportunities within the school community.



Margaret Swanson – Careers Advisor

What does a Career Advisor do?

Careers advisors help students explore their education and career options. They liaise with parents, teachers, employers, community agencies, as well as education and training providers to deliver career education programs and activities for groups of students or individuals.



Careers advisors:

- guide students to decide on and develop career goals, explore career options and create effective career and transition strategies
- assist students identify abilities, skills and interests through a range of careers resources and learning opportunities
- work with other teachers to develop students' employability skills, expand their knowledge and experience of the workplace
- contribute to the school calendar to provide careers activities throughout the year to avoid burnout and avoid clashes with exams and assessments
- negotiate a careers space and timetabling to deliver career education
- help students, parents and carers understand how the curriculum, subject selection, HSC, further education and training, as well as employment impact on career decisions
- provide workplace learning opportunities for students
- provide opportunities for students to learn about careers and career pathways, working conditions, skills shortages and work/life roles including entrepreneurship
- support parents and carers to use tools and strategies to help search for a satisfying career path for students
- ensure students know how to get financial support for further study
- keep careful records of programs, careers counselling, work experience and workplace learning as required by the Retention and disposal legal and department obligations.
- update / share Part Time, Casual and or Full-Time employment opportunities to the school community via notice board and social media.

Careers advisors can also help with:

- year 10 career lessons
- growing great teacher programs
- eVET candidates with HT VET
- liasing with employers regarding casual work, work experience or SBAT opportunities
- liaise with EPP HT careers
- updating Careers Google Classrooms and Facebook with opportunities and assistance
- NRL S2W Program
- one-on-one interviews
- resume and cover letters
- Start Your Future (SYF) TAFE course terms 1-4 (including Access courses)
- Subject Selection NESA requirements
- Tax File Numbers (TFN)
- Unique Student Identifier numbers (USIs)
- UniSteps
- University of Newcastle High Performance program
- year 10 All My Own Work term 4
- year 10 Career Survey
- year 10, 11 and 12 My Career Plan online
- year 11-12 pathways after HSC
- year 12 Careers Week
- year 9 Speed Careering
- years 7-12 Career Plans
- YES TAFE courses terms 2 and 4
- various incursions and excursions to give students opportunities in a range of work opportunities and experiences

Kath Forster - Transition Advisor

What does a Transition Advisor do?

Works with Yr 9, Yr 10, Yr 11 students and their families to identify specific educational and employment requirements and assist by referring students/families to the service provider/educational provider that best meets their needs. This includes Yr 9, Yr 10 and Yr 11 students referred by the Executive, Year Advisors and self-identified students who feel disconnected from school and would like to explore other options.



The following students are to be referred to the Transition Advisor:

All students in Yr 9, 10 and 11 who are looking to undertake work experience

All Yr 9, 10 and 11 students who should/ are looking to be referred to an outside agency (i.e. Global Skills)

All students in Yr 10 who are to be N Determined (to begin TAFE or Global Skills enrolment process)

The transition advisor works as a member of a school to work team by actively working in the following areas:

- promoting the active engagement and retention of targeted students
- collaborating with targeted students to develop a personalised program of career and transition support
- collaborating with staff and students to develop programs for the important transition points in and out of school
- developing and strengthening partnerships between schools, industry, business, government and non-government organisations, to provide identified students with authentic career learning opportunities
- promoting effective communication strategies between schools, employers and local communities
- seeking opportunities through community support agencies for students most likely to be experiencing disengagement from learning
- connecting with the student wellbeing team
- linking with community youth and wellbeing support organisations and other local initiatives available to the school community.

Career Pathways: My Career Pathway Plan (CPP)

At Wadalba Community School, we value the importance of getting ahead with career options. Our Career and Transition Team meets annually with students to help them choose a career pathway that aligns with their aspirations and goals. This Plan is made accessible to student's

teachers and parents. This tailored approach ensures students receive targeted support throughout their schooling. The six career pathway options are:

1. ASPIRE (ATAR)

Designed for highly motivated students aiming to excel in their studies and achieve a high ATAR to access their desired university course.

2. University (ATAR)

A pathway for students pursuing university entry through an ATAR-focused HSC program.

- HSC (Non-ATAR / ATAR)
 Offers flexibility for students completing their HSC, with options to pursue an ATAR or non-ATAR pathway.
- Industry-Based Learning (IBL)
 Tailored for students interested in School-Based
 Apprenticeships or Traineeships, providing hands-on industry experience.
- Fast Track to Employment
 Specifically designed to prepare students for entering the workforce immediately after school, focusing on job readiness.

6. Creative Pathways

Ideal for students pursuing careers in creative industries such as design, performing arts, media, or visual arts.

CAREER PATHWAYS

Wadalba Community School helps students explore different career pathways to prepare them for their future.

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Designed for highly motivated students aiming to excel in their studies and achieve a high ATAR to access their desired university course.



University (ATAR)

A pathway for students pursuing university entry through an ATAR-focused HSC program.



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HSC (non-ATAR/ATAR)

Offers flexibility for students completing their HSC, with options to pursue an ATAR or non-ATAR pathway.



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Year 7-12 Career and Transition Overview

Below is an overview of key activities, milestones, and support provided at each year level to guide students through their academic and career development.

OVERVIEW: Year 7 to Year 12

Year 7: Foundation & Exploration

- Introduction to high school expectations and the My Career Pathway Plan (CPP).
- Study and organisation skills workshops.
- Explore strengths and interests through fun career-focused activities.
- Parent information evening to discuss career support through high school.

Year 8: Building Awareness

- Implement CPP.
- Identify personal skills, interests, and values through surveys and group discussions.
- Careers curriculum integrated into Personal Development, Health, and Physical Education (PDHPE).
- Introduction to subject selection process for Year 9.

Year 9: Exploring Possibilities

- Subject selections confirmed with guidance on alignment to career pathways.
- Students explore career clusters and pathways through Career Builder activities.
- Initiate Career Plans.
- Participation in Career Day and guest speaker sessions.

Year 10: Preparing for the Future

- Work experience (Term 2 and Term 4) to gain insights into workplaces and industries.
- Workshops on resume writing, interview skills, and workplace etiquette.
- Begin Senior Pathways Planning discussions with Careers Advisor.
- Parent-student information sessions on Subject Selection for Year 11.
- Implement CPP
- Transition Advisor support where required
- Introduce SBAT options for Year 11 (SBATs available from 15 years of age)

Year 11: Pathway Development

- Subject-specific mentoring for Stage 6 courses.
- Regular senior student check-ins with the career's advisor.
- Early Entry program guidance for universities and TAFE enrolments.
- Engage in leadership opportunities (e.g., Student Representative Council, Aboriginal Leadership Programs).

Year 12: Transition to Life Beyond School

- Comprehensive career coaching sessions / student check ins.
- Focused support on university applications (UAC), scholarships, and alternative pathways.
- Assistance with TAFE, apprenticeships, or Work Readiness programs.
- Celebrate success and transitions at Graduation Week events.



Key Career and Transition Programs

Career Pathway Plan (CPP)

Starting in Year 7, all students create a Career Plan (CPP) to document student goals, strengths, and aspirations. CPPs are reviewed annually to track progress and adjustments based on changing interests or needs.

Contact - Margaret Swanson

WCS Career Hub (based in the school library)

For students needing additional support, small group tuition and resource rooms are available to support with Career and Transition needs.

Contact - Renae Newell

Pathway Builders Program (PBP – Year 7 & 8)

At Wadalba Community School, the Pathway Builders Team is dedicated to supporting students by fostering confidence, responsibility, and a sense of purpose. This initiative provides selected students with meaningful opportunities to contribute to the school community through various on-campus jobs and projects. By developing practical skills and promoting teamwork, the Pathway Builders Program helps students re-engage with learning and explore potential career pathways in a supportive environment.

Contact – Daniel Bavister and Josh Liddle

White Card Course (from 14 years of age)

The White Card course is an essential qualification for anyone looking to work on a construction site in Australia. It provides students with the foundational knowledge and skills required to work safely in construction environments, including identifying hazards, understanding workplace safety laws, and following safety procedures.

At Wadalba Community School, the course is offered twice per term by an external provider on the school site, with additional sessions scheduled based on demand. Successful completion equips students with nationally recognized accreditation, opening pathways to careers in construction and related industries.

Please note – students MUST have completed this course before undertaking any work experience in the construction industry e.g. plumbing / electrical etc.

Contact – Jessica Burns

Compulsory Work Experience (Year 10)

Students participate in two blocks of work experience in Term 2 and Term 4, allowing them to gain practical experience and develop workplace skills. This program helps them explore industries of interest and refine their career goals.

Contact – Renae Newell

Work Experience (from 14 Years of age)

At Wadalba Community School, we work closely with students from 14 years of age to help them secure meaningful work experience that aligns with their individual needs and interests. Our goal is to tailor work placements to each student's strengths and career aspirations, fostering engagement and providing real-world learning opportunities. By offering flexible learning pathways, we ensure that students can gain practical skills, re-engage with their education, and explore career options in a supportive environment. This approach empowers students to build confidence, take responsibility, and develop the skills needed for future success.

Contact – Kath Forster

Speed Careering Day (Year 9)

Speed Career Day is an exciting event for Year 9 students at Wadalba Community School, designed to introduce them to a wide range of career options. It is run in Week 6 Term 3. Students can engage in fast-paced, one-on-one sessions with industry professionals from various fields. This event helps students explore different career paths, ask questions, and gain valuable insights into the skills and qualifications required to succeed in different industries, setting the stage for informed future career decisions.

Contact - Dean Hancock

Year 8 and 10 Subject Selection

Year 10 Subject Selection is a pivotal moment for students at Wadalba Community School, as it marks the beginning of their senior studies. Students will choose subjects that align with their interests, strengths, and future career goals, while considering the prerequisites for various pathways like university, TAFE, apprenticeships, or the workforce. The selection process allows students to explore a range of academic and vocational courses, setting the foundation for their Year 11 and 12 studies. The aim is to help students make informed choices that will support their academic and career aspirations. Subject Selections are conducted at the commencement of Term 3.

Contact – Deanna Beecroft

Subject Selection Interviews

Subject Selection Interviews are a key component of the Year 10 transition process at Wadalba Community School. During these one-on-one interviews, students can discuss their subject preferences with teachers and career counsellors, ensuring they understand the options available and how these align with their goals. The interviews provide personalised advice and guidance on course prerequisites, future pathways, and subject choices, helping students make well-informed decisions about their senior studies. These sessions also offer a chance to address any concerns or questions students may have about their subject selections.

We value our families input and invite all parents / carers to attend with their child to their interview if wish to do so. We also accommodate phone interviews with families. Students MUST attend face to face.

Contact - Dean Hancock

University Connections (Year 11 – 12)

University Connections provides Year 11 and 12 students with the chance to connect directly with universities and higher education institutions. This program offers guidance on university courses, admissions processes, scholarships, and pathways to further study. Students will gain an understanding of how to apply for university, explore potential career pathways, and learn about different options that align with their interests and goals, helping them make informed decisions about their future.

Contact – Margaret Swanson

NSW TAFE Connections (Year 9 – 12)

NSW TAFE Connections is a program designed for students from Year 9 to 12, connecting them with TAFE NSW to explore vocational education and training opportunities. Students will discover a variety of TAFE courses that offer hands-on training in trades, technology, and other practical skills. This program helps students understand how TAFE can provide alternative pathways to employment, apprenticeships, and further education, preparing them for a successful career in their chosen field.

Contact - Margaret Swanson / Kath Forster

Year 10 TAFE Equivalency

The NSW Year 10 TAFE course equivalency allows students to gain the equivalent Year 10 level of education at a NSW TAFE Campus. This course is designed to align with the NSW Curriculum, offering students an alternative pathway to the traditional classroom setting. Upon successful completion, students receive credits that contribute to their HSC and enhance their employability and career readiness.

Please note – Students will achieve a certificate II qualification from TAFE, not a ROSA from the NSW DoE / NESA.

Contact – Jack Jefferys

YES TAFE (from 15 years of age)

YES TAFE is a program for students aged 15 and older that offers the opportunity to begin vocational education and training while still in school. This initiative enables students to gain valuable industry skills and qualifications in a wide range of fields, from hospitality to construction and beyond. YES TAFE provides students with a head start in their chosen careers and enhancing their employability skills students will get.

Contact – Margaret Swanson

Start My Future (from 15 years of age)

Start My Future is a program designed for students aged 15 and up who are ready to begin exploring career pathways. It offers hands-on training, work experience, and personal development opportunities, allowing students to build their skills in a real-world setting. Whether through traineeships, apprenticeships, or job placements, Start My Future helps students take their first steps toward a successful career, with the added benefit of gaining experience while completing their schooling.

Contact - Margaret Swanson

SBATs (from 15 years age)

School-Based Apprenticeships and Traineeships (SBATs) provide students aged 15 and older with the chance to work and study at school at the same time. Students can engage in part-time **PAID** employment while undertaking formal training, gaining practical experience and industry-recognised qualifications. SBATs offer a great way for students to earn while they learn, providing them with valuable skills and a head start in their chosen field, whether in trades, business, or other industries.

School-based apprenticeships and traineeships

Contact – Corrine Church (Year 11 & 12) and Kath Forster (Year 9 and 10)

Vocational Education and Training (VET)

VET provides workplace skills, technical knowledge and qualifications for rewarding jobs and careers.

VET is the practical education option with courses designed by industry experts that combine work-ready skills with the latest knowledge.

VET qualifications provide a fast, cost-effective pathway to employment, giving you first-hand experience and confidence to navigate a rapidly changing environment.

When you enrol in a VET course, the skills, knowledge and experience you have gained from your previous learning and work experience may be considered. You won't have to study subjects that you have already mastered.

Qualifications range across four levels of certificates (Certificate I, II, III and IV), as well as Diploma courses and Advanced Diploma courses. The range of professions with strong job prospects may surprise you.

VET is offered by a variety of training providers, both publicly through TAFE NSW and privately.

If you choose an apprenticeship or traineeship, you can complete your training while you work. You'll do a real job for a real employer and earn a real wage while getting your qualification.

Vocational education and training (VET) | NSW Government

Contact - Renae Newell

TVET

TVET helps you get head start on your career and complete a TVET course, while you're still at school. All TVET courses help you build practical skills and industry-specific knowledge and count toward your school outcome, with some courses contributing towards an Australian Tertiary Admission Rank (ATAR).

TAFE-NSW-TVET-Guide.pdf

Contact - Renae Newell

Career Excursion / Incursion Opportunities

Through planned excursions, students gain insights into various sectors and supports provided within the community. Incursions bring industry experts into the school, offering interactive workshops and presentations. Both supporting students in personal career development.

Contact - Margaret Swanson

All My Own Work (Year 10)

The All My Own Work program is an essential component of the Year 10 curriculum for students in NSW, designed to help them understand academic integrity and avoid plagiarism. Offered by the NSW Department of Education (DoE) and aligned with the New South Wales Education Standards Authority (NESA), this program educates students about the importance of producing original work, correctly citing sources, and adhering to ethical standards in their studies. Through interactive modules, students learn how to identify plagiarism, avoid unintentional copying, and practice good research and referencing skills, preparing them for both their academic and professional futures.

Contact – Head Teacher English (Alison Clark)

My Work Experience online course (Year 9)

The My Work Experience online course is aimed at Year 9 students, offering them a flexible way to learn about workplace expectations and career readiness. The course covers a range of topics including workplace safety, communication skills, and the importance of professionalism.

Contact - Dean Hancock

Year 10, 11 & 12 HeadStart Programs

Pre apprenticeship courses organised through Educational Pathways Program (EPP) to provide taster sessions for industry experience.

Contact - Maragret Swanson

Year 10 Career Lessons each fortnight (Year 10)

Every fortnight, Year 10 students participate in career lessons that focus on self-discovery, career exploration, and planning for the future. These lessons are designed to help students understand their strengths, interests, and potential career pathways, subject selections and CV supports.

Contact – Margaret Swanson

Alternative Education Supports – please see our Career / Transition Advisor for specific advice

Parent Engagement and Support

We believe parents and carers are key partners in their child's education. Throughout the transition journey, we offer:

- Annual parent information evenings.
- Access to our Career and Transition Advisors for personalised discussions.
- Updates via Sentral's Parent Portal, School Bytes, newsletters and social media platforms.



Glossary

Apprenticeship – A structured training arrangement combining paid employment with formal training, leading to a nationally recognised qualification.

Australian Qualifications Framework (AQF) – A national system of qualifications in post-compulsory education and training in Australia.

ATAR (Australian Tertiary Admission Rank) – A rank used by universities to select students for undergraduate courses, calculated based on HSC results.

Career Advisor – A school staff member responsible for providing career education, advice, and guidance to students.

Competency-Based Training (CBT) – An approach to vocational education and training that focuses on demonstrating the skills required for specific jobs.

Employability Skills – General skills required for effective participation in the workforce, including communication, teamwork, problem-solving, and digital literacy.

Enterprise Skills – Transferable skills such as critical thinking, creativity, adaptability, and leadership, valued across multiple careers.

Flexible Pathways – A range of education, training, and employment options designed to support diverse student needs and aspirations.

Gap Year – A break taken by students after completing secondary education to gain work experience, travel, or engage in other personal development activities.

Group Training Organisation (GTO) – An organisation that employs apprentices and trainees and places them with host employers for on-the-job training.

Higher School Certificate (HSC) – The highest qualification awarded in secondary education in NSW, typically completed in Year 12.

Individual Pathway Plan (IPP) – A personalised plan that outlines a student's career goals and the steps required to achieve them.

Job Ready Program – Initiatives designed to equip students with the skills and experience needed for employment.

Mentorship – A supportive relationship where an experienced individual provides guidance and advice to a less experienced person.

My Future – A national career information and exploration website that helps students plan their career pathways.

Post-School Destination – The pathway a student takes after finishing secondary school, such as university, TAFE, apprenticeships, traineeships, or employment.

School-Based Apprenticeship or Traineeship (SBAT) – A program allowing students to commence an apprenticeship or traineeship while completing their HSC.

Structured Workplace Learning (SWL) – Planned and supervised learning in the workplace as part of Vocational Education and Training (VET) courses.

TAFE NSW – The Technical and Further Education institution in NSW that provides vocational education and training.

Tertiary Education – Education beyond secondary school, including university and vocational training institutions.

Traineeship – A structured employment and training program that combines work with formal training, leading to a qualification.

Transition Plan – A structured plan developed to support students in moving from school to further education, training, or employment.

University Admission Centre (UAC) – The organisation that processes applications for undergraduate courses at participating universities in NSW and the ACT.

Vocational Education and Training (VET) – Education and training that provides practical skills for work and pathways to employment and further education.

Work Experience – A short-term, supervised placement where students gain insights into the workplace and specific careers.

Work Placement – A structured learning opportunity in a workplace, linked to school-based vocational courses, enabling students to apply their skills in real-world settings.

Resources / Useful links

NSW DoE Plan

NSW Skills Plan report.pdf

School Placement Record (Work Experience Application) WCS Student Placement Record



