

Sharon Durham

From: Sharon Durham
Sent: Thursday, 19 July 2018 8:54 AM
To: Chris Perkins
Subject: Fwd: Lines for Young Workers Hub

Just confirming lines but as per below statement from grace - that was not picked up - principals would decide what services they bring in. I presume it would be like any other service A principal decided it a useful thing then sends home permission slips to parent. Will confirm though

Sent from my iPhone

Begin forwarded message:

From: Laura McKee <Laura.McKee@ministerial.qld.gov.au>
Date: 19 July 2018 at 8:44:50 am AEST
To: Sharon Durham <Sharon.Durham@ministerial.qld.gov.au>
Cc: Tim A Shipstone <Tim.A.Shipstone@ministerial.qld.gov.au>
Subject: Lines for Young Workers Hub

The Young Workers Hub is an initiative of the Queensland Council of Unions in response to many young workers being exploited and/or injured at work.

We know many students are also members of the workforce and are covered by Federal Industrial Relations laws.

I'm sure no parent wants to see their child exploited or working in an unsafe environment.

The Department of Education has processes in place for any organisation to provide services and resources to schools. Years ago when I would visit schools to talk about industrial relations or health and safety issues, it was done by invitation of the school.

I think this is a great initiative of the QCU to assist young workers to know their rights, get their just entitlements and have a healthy and safe workplace.



Laura McKee
Assistant Media Advisor
Office of the Hon Grace Grace MP
Minister for Education
Minister for Industrial Relations

P 07 3719 7119

M [s.47\(3\)\(b\) - C](#)

1 William Street, Brisbane QLD 4000 | PO Box 15185, City East QLD 4002

Emma Clarey

From: Cameron, Domanii <domanii.cameron@news.com.au>
Sent: Wednesday, 18 July 2018 3:12 PM
To: Emma Clarey
Subject: Young Workers Hub
Attachments: 180718 MR Young Worker Hub.pdf

Hey Emma,

I've attached the release.

So it's an outreach program that can visit schools and talk to secondary school students about wage theft, workplace bullying etc.

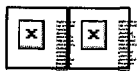
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I'm writing something up for tomorrow so let me know how you go :)

Thanks!

DOMANII CAMERON
Journalist



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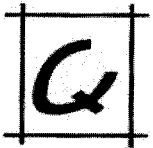
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Queensland Council of Unions

*Working with Queensland unions who represent over 350,000 workers in Queensland
on industrial, political and social justice issues*

18 July 2018

Sally McManus launches Young Workers Hub in Queensland, set to educate and support young workers

The Queensland Council of Unions has today launched an education, support and campaigning organisation for young workers.

Queensland Council of Unions General Secretary Ros McLennan said it was important to connect young people who may be having similar experiences at work and that young people know the role unions play in our workplaces.

The Hub will be officially launched by ACTU Secretary Sally McManus during the "Let's End Wage Theft Forum" at ACTU Congress today at 1.15pm at the Brisbane Convention and Exhibition Centre, Merivale St South Brisbane.

The Young Workers Hub has three arms:

1. An education outreach program to ensure senior students know their rights at work. The Hub is currently preparing for a pilot program.
2. Contact channels for young people to seek support on work-related questions around pay, shifts, ABNs, internships, bullying, discrimination and more.
3. Campaigning arm for young people to make their workplaces better.

Ms McLennan said the Hub would provide industrial advice and refer young people to such bodies as the Fair Work Ombudsman, unions and lawyers.

"The Hub will ensure that young workers are guided and supported through their introduction into the world of work, its challenges and rewards," she said.

Young Workers Hub co-founder, Martin de Rooy, aged 22, said: "We are a generation who have only known a world of insecure work and our arrangements are often much more complex than those our parents experienced. This and a lack of secondary education on our rights at work is the gap the Young Workers Hub will fill."

A recent audit by the Fair Work Ombudsman found 60 per cent of businesses in Brisbane's Fortitude Valley were not compliant, with a majority of contraventions related to wages. The Hub is currently preparing its submissions to the parliamentary inquiry into wage theft and is collecting case studies at www.ywhub.org.au.

Ms McLennan said the vision for the Hub is workplaces where no young worker experiences wage theft, bullying, sexual harassment, unpaid superannuation or loneliness.

CONTACT: Ros McLennan 0419 737 059 Brett Young 0400 080 099

Media Release

Emma Clarey

From: Emma Clarey
Sent: Wednesday, 18 July 2018 3:41 PM
To: Grace Grace
Cc: Laura McKee
Subject: DRAFT MEDIA RESPONSE: Young Workers Hub
Attachments: 180718 MR Young Worker Hub.pdf

Importance: High

Hi Grace,

We've received an enquiry from Domanii Cameron about the Young Workers Hub which has been launched today (see her email below). I will call you about this. I've drafted the following response with Tania and Giau.

DRAFT RESPONSE:

All workers should be made aware of their workplace rights because as we've seen, there are many examples of young and uninformed workers being exploited.

I understand The Young Workers Hub is an initiative of the Queensland Council of Unions. It is not endorsed by the Department of Education.

There are Departmental processes in place for any organisation to provide services and resources to schools.

It would be up to principals to decide if they wish to engage the Young Workers Hub in their school.

Cheers,

Emma



**Queensland
Government**

Emma Clarey
Senior Media Advisor
Office of the Hon Grace Grace MP
Minister for Education
Minister for Industrial Relations

P [s.47\(3\)\(b\) - C](#) E: emma.clarey@ministerial.qld.gov.au
1 William Street, Brisbane Qld 4000

From: Cameron, Domanii <domanii.cameron@news.com.au>
Sent: Wednesday, 18 July 2018 3:12 PM
To: Emma Clarey <Emma.Clarey@ministerial.qld.gov.au>
Subject: Young Workers Hub

Hey Emma,

I've attached the release.

So it's an outreach program that can visit schools and talk to secondary school students about wage theft, workplace bullying etc.

This is the Facebook page: <https://www.facebook.com/pg/ywhub/services/>

I did ask Ros McLennan about whether she thought there would be concerns raised after the reports in March that CFMEU stickers would be showing up around schools and she said no. But it would be great if the Minister could also provide some comments around this, because I'm sure the LNP will come out saying it's indoctrinating students.

I'm writing something up for tomorrow so let me know how you go :)

Thanks!

DOMANII CAMERON

Journalist

Courier Mail Sunday Mail

Cnr Mayne Road & Campbell Street Bowen Hills QLD 4006

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Emma Clarey

From: Emma Clarey
Sent: Wednesday, 18 July 2018 4:10 PM
To: Grace Grace
Subject: FW: DRAFT MEDIA RESPONSE: Young Workers Hub
Attachments: 180718 MR Young Worker Hub.pdf

Importance: High

Hi Grace, Revised response below as discussed:

DRAFT RESPONSE:

The Young Workers Hub is an initiative of the Queensland Council of Unions in response to many workers being exploited at work.

We know many students are also members of the workforce. I'm sure no parent wants to see their child exploited or working in an unsafe workplace.

The Department has processes in place for any organisation to provide services and resources to schools.

Years ago when I would visit schools to talk about industrial relations or workplace issues, it was done by invitation of the school.

I think this is a great initiative of the QCU to assisting young workers to know their rights, get their just entitlements and have healthy and safe workplace.

Cheers,

Emma



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Emma Clarey
Senior Media Advisor
Office of the Hon Grace Grace MP
Minister for Education
Minister for Industrial Relations

P [s.47\(3\)\(b\) - C](#) **E:** emma.clarey@ministerial.qld.gov.au
1 William Street, Brisbane Qld 4000

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I'm writing something up for tomorrow so let me know how you go :)

Thanks!

DOMANII CAMERON

Journalist

Courier Mail Sunday Mail

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Emma Clarey

From: Emma Clarey
Sent: Wednesday, 18 July 2018 4:47 PM
To: 'Cameron, Domanii'
Cc: Laura McKee
Subject: RE: Young Workers Hub

Hi Domanii,

Please find a response below which may be attributed to the Minister:

The Young Workers Hub is an initiative of the Queensland Council of Unions in response to many young workers being exploited and/or injured at work.

We know many students are also members of the workforce and are covered by Federal Industrial Relations laws.

I'm sure no parent wants to see their child exploited or working in an unsafe environment.

The Department of Education has processes in place for any organisation to provide services and resources to schools. Years ago when I would visit schools to talk about industrial relations or health and safety issues, it was done by invitation of the school.

I think this is a great initiative of the QCU to assist young workers to know their rights, get their just entitlements and have a healthy and safe workplace.



**Queensland
Government**

Cheers,
Emma

Emma Clarey
Senior Media Advisor
Office of the Hon Grace Grace MP
Minister for Education
Minister for Industrial Relations

P [s.47\(3\)\(b\) - C](#) E: emma.clarey@ministerial.qld.gov.au
1 William Street, Brisbane Qld 4000

From: Cameron, Domanii <domanii.cameron@news.com.au>
Sent: Wednesday, 18 July 2018 3:12 PM
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I'm writing something up for tomorrow so let me know how you go :)

Thanks!

DOMANII CAMERON

Journalist

Courier Mail Sunday Mail

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Emma Clarey

From: Emma Clarey
Sent: Wednesday, 18 July 2018 4:37 PM
To: @Premiers Media
Cc: Laura McKee; Tania Reeves; Katelyn Dougherty; Tim A Shipstone
Subject: RE: Media Enquiry from Domanii Cameron - Young Workers Hub

FYI, this is the response that GG has approved.

The Young Workers Hub is an initiative of the Queensland Council of Unions in response to many young workers being exploited and/or injured at work.

We know many students are also members of the workforce and are covered by Federal Industrial Relations laws.

I'm sure no parent wants to see their child exploited or working in an unsafe environment.

The Department of Education has processes in place for any organisation to provide services and resources to schools. Years ago when I would visit schools to talk about industrial relations or health and safety issues, it was done by invitation of the school.

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Queensland
Government

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Emma Clarey
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Office of the Hon Grace Grace MP
Minister for Education
Minister for Industrial Relations

P [s.47\(3\)\(b\) - C](#) **E:** emma.clarey@ministerial.qld.gov.au
1 William Street, Brisbane Qld 4000

From: Emma Clarey
Sent: Wednesday, 18 July 2018 3:23 PM
To: @Premiers Media <premiers.media@ministerial.qld.gov.au>
Cc: Laura McKee <Laura.McKee@ministerial.qld.gov.au>; Tania Reeves <Tania.Reeves@ministerial.qld.gov.au>; Katelyn Dougherty <Katelyn.Dougherty@ministerial.qld.gov.au>; Tim A Shipstone <Tim.A.Shipstone@ministerial.qld.gov.au>
Subject: FYI: Media Enquiry from Domanii Cameron - Young Workers Hub

Hi all,
Please be aware of this late enquiry from Domanii Cameron. I am working on a response now.



Queensland
Government

Cheers,
Emma

Emma Clarey
Senior Media Advisor
Office of the Hon Grace Grace MP
Minister for Education
Minister for Industrial Relations

P [s.47\(3\)\(b\) - C](#) E: emma.clarey@ministerial.qld.gov.au
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Emma Clarey

From: Cameron, Domanii <domanii.cameron@news.com.au>
Sent: Wednesday, 18 July 2018 4:52 PM
To: Emma Clarey
Subject: Re: Young Workers Hub

Thank youuuuuuuuu

On 18 July 2018 at 16:46, Emma Clarey <Emma.Clarey@ministerial.qld.gov.au> wrote:

Hi Domanii,

Please find a response below which may be attributed to the Minister:

The Young Workers Hub is an initiative of the Queensland Council of Unions in response to many young workers being exploited and/or injured at work.

We know many students are also members of the workforce and are covered by Federal Industrial Relations laws.

I'm sure no parent wants to see their child exploited or working in an unsafe environment.

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Cheers,

Emma



**Queensland
Government**

Minister for Industrial Relations

Emma Clarey

Senior Media Advisor

Office of the Hon Grace Grace MP

Minister for Education

P [s.47\(3\)\(b\) - C](#) E: emma.clarey@ministerial.qld.gov.au

1 William Street, Brisbane Qld 4000

From: Cameron, Domanii <domanii.cameron@news.com.au>

Sent: Wednesday, 18 July 2018 3:12 PM

To: Emma Clarey <Emma.Clarey@ministerial.qld.gov.au>

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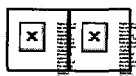
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Thanks!

DOMANII CAMERON

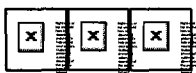
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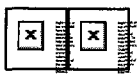
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Journalist



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Emma Clarey

From: Emma Clarey
Sent: Thursday, 19 July 2018 7:11 PM
To: Sharon Durham; Giau Nguyen; Katelyn Dougherty; Adrian Taylor; Laura McKee; Tim A Shipstone
Cc: Tania Reeves; Kristina Pace
Subject: HIB 190718 YOUNG WORKERS HUB
Attachments: 190718 YOUNG WORKERS HUB.docx

Hi all,
Please find attached the revised HIB on the QCU issue.

Cheers,
Emma

UNIONS IN SCHOOLS

The appropriate place for unions to recruit members is in their workplace.

The Government will not allow union recruitment of students at school.

The Young Workers Hub is not an initiative of the Education Department.

Any outside organisation which wants to talk to students must have the permission of the school principal.

BACKGROUND

On 18 July 2018, the QCU launched a program called Young Workers Hub, which includes plans for an outreach service in schools.

Emma Clarey

From: Emma Clarey
Sent: Thursday, 19 July 2018 11:51 AM
To: 'slayt@aap.com.au'
Subject: FW: Young Workers Hub

Hi Stuart,

As discussed, these are the lines we sent to Domanii Cameron yesterday – which she didn't use.

Please find a response below which may be attributed to the Minister:

The Young Workers Hub is an initiative of the Queensland Council of Unions in response to many young workers being exploited and/or injured at work.

We know many students are also members of the workforce and are covered by Federal Industrial Relations laws.

I'm sure no parent wants to see their child exploited or working in an unsafe environment.

The Department of Education has processes in place for any organisation to provide services and resources to schools.

Years ago when I would visit schools to talk about industrial relations or health and safety issues, it was done by invitation of the school.

I think this is a great initiative of the QCU to assist young workers to know their rights, get their just entitlements and have a healthy and safe workplace.

Cheers,

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Minister for Industrial Relations

Emma Clarey

Senior Media Advisor

Office of the Hon Grace Grace MP

Minister for Education

P [s.47\(3\)\(b\) - C](#) E: emma.clarey@ministerial.qld.gov.au

1 William Street, Brisbane Qld 4000

Emma Clarey

From: Emma Clarey
Sent: Thursday, 19 July 2018 11:41 AM
To: Laura McKee
Subject: RE: UPDATED LINES - 190718 YOUNG WORKERS HUB.docx

Because she is both the Education Min and the IR Min. Also, she used to be the boss of the QCU (before she was a politician).



**Queensland
Government**

Emma Clarey
Senior Media Advisor
Office of the Hon Grace Grace MP
Minister for Education
Minister for Industrial Relations

P [s.47\(3\)\(b\) - C](#) E: emma.clarey@ministerial.qld.gov.au
1 William Street, Brisbane Qld 4000

From: Laura McKee
Sent: Thursday, 19 July 2018 11:41 AM
To: Emma Clarey <Emma.Clarey@ministerial.qld.gov.au>
Subject: Re: UPDATED LINES - 190718 YOUNG WORKERS HUB.docx

Thank you!!

Do you know why Jarrod would say Grace is conflicted?

Sent from my iPhone

On 19 Jul 2018, at 11:37 am, Emma Clarey <Emma.Clarey@ministerial.qld.gov.au> wrote:

<190718 YOUNG WORKERS HUB.docx>

Emma Clarey

From: Emma Clarey
Sent: Thursday, 19 July 2018 11:38 AM
To: Laura McKee
Subject: UPDATED LINES - 190718 YOUNG WORKERS HUB.docx
Attachments: 190718 YOUNG WORKERS HUB.docx

Importance: High

Released under RTI Act by DOE

YOUNG WORKERS HUB

The Young Workers Hub is an initiative of the Queensland Council of Unions.

I understand this program has been set up in response to many young workers being exploited and/or injured at work.

We know many senior secondary students are also members of the workforce with part time jobs and they are covered by Federal Industrial Relations laws.

I think this is a great initiative of the QCU to help young workers understand their rights, get their just entitlements and have a healthy and safe workplace.

I'm sure no parent wants to see their child exploited or working in an unsafe environment.

The Department of Education has processes in place for any organisation to provide services and resources to schools.

Years ago when I would visit schools to talk about industrial relations or health and safety issues, it was done by invitation of the school.

It's purely at the discretion of the principal whether these visits can occur.

Other organisations, such as the CCIQ, also visit schools from time to time to talk about post-school employment opportunities and the transition from school to the workforce.

Emma Clarey

From: Emma Clarey
Sent: Thursday, 19 July 2018 11:15 AM
To: 'Morrison, Robert'
Subject: RE: Young Workers Hub

Thanks Rob – I will confirm for you ASAP. GG's diary is chockers today.. But I am trying to find an opening. Ben from 7 is also keen. I'll keep you both posted.



**Queensland
Government**

Emma Clarey
Senior Media Advisor
Office of the Hon Grace Grace MP
Minister for Education
Minister for Industrial Relations

P [s.47\(3\)\(b\) - C](#) E: emma.clarey@ministerial.qld.gov.au
1 William Street, Brisbane Qld 4000

From: Morrison, Robert <rmorrison@nine.com.au>
Sent: Thursday, 19 July 2018 10:56 AM
To: Emma Clarey <Emma.Clarey@ministerial.qld.gov.au>
Subject: Re: Young Workers Hub

Thanks Emma!

Let me know what time works for the minister and we'll squeeze it in. Happy to work around you guys.

Sent from my iPhone

On 19 Jul 2018, at 10:27 am, Emma Clarey <Emma.Clarey@ministerial.qld.gov.au> wrote:

Hi Rob,

As discussed, these are the lines we sent to Domanii Cameron yesterday – which she didn't use. I will get back to you re a standup.

Please find a response below which may be attributed to the Minister:

The Young Workers Hub is an initiative of the Queensland Council of Unions in response to many young workers being exploited and/or injured at work.

We know many students are also members of the workforce and are covered by Federal Industrial Relations laws.

I'm sure no parent wants to see their child exploited or working in an unsafe environment.

The Department of Education has processes in place for any organisation to provide services and resources to schools. Years ago when I would visit schools to talk about industrial relations or health and safety issues, it was done by invitation of the school.

I think this is a great initiative of the QCU to assist young workers to know their rights, get their just entitlements and have a healthy and safe workplace.

Cheers,

Emma

<image003.png> **Emma Clarey**
Senior Media Advisor

Office of the Hon Grace Grace MP

Minister for Education

Minister for Industrial Relations

P [s.47\(3\)\(b\) - C](#) E: emma.clarey@ministerial.qld.gov.au

1 William Street, Brisbane Qld 4000

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Emma Clarey

From: Emma Clarey
Sent: Thursday, 19 July 2018 7:20 AM
To: bbmurphy@Seven.com.au
Cc: Laura McKee
Subject: Fwd: Young Workers Hub

Hi Ben,
As discussed, these are the lines we sent to Domanii Cameron yesterday.

Please find a response below which may be attributed to the Minister:

The Young Workers Hub is an initiative of the Queensland Council of Unions in response to many young workers being exploited and/or injured at work.

We know many students are also members of the workforce and are covered by Federal Industrial Relations laws.

I'm sure no parent wants to see their child exploited or working in an unsafe environment.

The Department of Education has processes in place for any organisation to provide services and resources to schools. Years ago when I would visit schools to talk about industrial relations or health and safety issues, it was done by invitation of the school.

I think this is a great initiative of the QCU to assist young workers to know their rights, get their just entitlements and have a healthy and safe workplace.

Cheers,

Emma



**Queensland
Government**

Emma Clarey

Senior Media Advisor

Office of the Hon Grace Grace MP

Minister for Education

Minister for Industrial Relations

P [s.47\(3\)\(b\) - C](#) E: emma.clarey@ministerial.qld.gov.au

1 William Street, Brisbane Qld 4000

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Giau Nguyen

From: Giau Nguyen
Sent: Sunday, 1 July 2018 1:43 AM
To: 'martin@ywhub.org.au'
Subject: RE: Young Workers Hub

Hi Martin,

Apologies for not getting back to you sooner. The resource package you have developed so far looks promising.

A few suggestions for your consideration:

- Timing – 40 minutes is going to be tight.
 - The information you are presenting may need more explanation and discussion than what you have planned for depending on the students in front of you.
 - You'll be surprised at what students know and, possibly even more surprised, at what they don't know.
 - Given that most high schools will run on a 70 minute per lesson timetable, it might be worthwhile reviewing the 40 minute time to 60 minutes.
 - There are schools that will have a slight variation on the 70 mins which will then be 60 mins, but nothing a teacher hates more than having 10-15 dead minutes in a lesson.
 - The presentation needs to either be half a lesson ie. 30 minutes or be sure to take up most of the lesson.
- Cohort
 - You might consider grouping students to Year 10, and Year 11 & 12.
 - Year 10 students will only be starting to look at jobs, depending on the time of the year you present the information.
 - Year 11 & students will already have jobs so they will have more background and experience in which to contribute from.
 - This means that you might need to presentations to reflect the different needs of the students.
- Presentation – Your Rights
 - It might be worth continuing the 'You have a right to:' heading through the four relevant slides.
 - When you get to the union slide, the wording 'Join a union' might come across as subtle messaging.
 - Whereas what you are really doing is highlighting the right to join a union as a fundamental right of employment.
- Where to go - Order
 - Just in terms of promotion it might be beneficial to have Young Workers Hub information first
 - The Workers Ombudsman will probably be a foreign concept to most students, unless they have dealt with an ombudsman (most likely telecommunications ombudsman about terrible mobile or NBN.....)
- Student engagement ideas
 - Might need to come up with a hook to get students involved rather than straight up asking for hands up.
 - Depending on the size of the cohort, getting hands up might be hit and miss.
 - This still could work, but the presenters will just need to engage the students and break the ice really quickly.
- Presentation Script
 - It might be beneficial to come up with expected responses that reflect some of the terrible conditions students might face?
 - This will be an opportunity to break the silence if there isn't much participation, but might also get students more comfortable with interacting as a real world context is demonstrated.

Let me know how you go and when you might be ready for a meeting with the department.

Cheers,

Giau



**Queensland
Government**

Giau Nguyen

Senior Policy Advisor
Office of the Hon Grace Grace MP
Minister for Education
Minister for Industrial Relations

P 07 3719 7127 E: Giau.Nguyen@ministerial.qld.gov.au
1 William Street, Brisbane Qld 4000

From: martin@ywhub.org.au <martin@ywhub.org.au>
Sent: Wednesday, 20 June 2018 3:26 PM
To: Giau Nguyen <Giau.Nguyen@ministerial.qld.gov.au>
Subject: Young Workers Hub

Dear Giau,

I write regarding the Young Workers Hub World of Work school's program. Please find attached;

- World of Work introduction information for schools
- World of Work program script
- World of Work program presentation

I note the attached are still in draft form, so any changes or amendments are welcome. As further modules are developed around workplace issue topics I will send these through.

Please let me know if you require any further information at this stage.

Kind regards,

Martin de Rooy
Young Workers Hub

Giau Nguyen

From: martin@ywhub.org.au
Sent: Monday, 9 July 2018 10:38 PM
To: Giau Nguyen
Cc: imogen@ywhub.org.au
Subject: Re: Young Workers Hub
Attachments: WoW_presentation to dept 2.pdf; ATT00001.htm; WoW_script to dept 2.pdf; ATT00002.htm; WoW_info final.pdf; ATT00003.htm

Hi Giau,

Thank you for reviewing our material so far. We have taken on all your suggestions and **attached** the amended documents.

As you have pointed out, the current presentation is likely best for grade 11/12 students. We will amend it to be a more entry level for grade 10 students as a second presentation. On the student engagement - one potential idea is starting the session with a famous song / dance break called Work - which leads into sitting/standing as opposed to hands up. This is designed to broaden the comfort zone and make later interaction and engagement with the cohort more likely. We would appreciate your input on this.

We will be ready for a meeting with the department week beginning 23 July. Please advise a date and time that may suit and if you would like anything else prepared ahead of that meeting.

Kind regards,

Martin de Rooy
Young Workers Hub

WORLD OF WORK

EDUCATION SUMMARY

Grade: 10-12

Time: 60 min total

Groups: Cohort

SCHOOL SESSIONS

The World of Work school sessions are designed for Grade 10 to 12 students in line with the Australian Work Studies Curriculum. Secondary schools are well placed to set senior students up for vocational or further academic study, as well as the immediate prospect of part time jobs needed to get them there.

Many of your students will soon be entering the workforce, if they haven't already. They are entering an unfamiliar environment of labour hire, contract, flexible and gig economy work, unlike the environment their parents worked in at this age.

THE CONTENT

The session develops a student's understanding of themselves in the workplace. The session aims to ensure students develop:

- An understanding of their rights at work
- Knowledge of employer obligations
- Comprehension of transferable issues such as bullying and harassment
- Capacity to identify common risks and exploitation
- Awareness of organisations that exist to assist with workplace matters

THE STRUCTURE

World of Work sessions are delivered by engaging, young presenters who work to understand the existing knowledge and interests of a cohort. The session is broken up by audience interaction to ensure students are engaged with the concepts introduced. The concepts are entry level, with opportunities for self-directed and applied learning.

THE OUTCOME

Students will leave the session with the essential knowledge, skills and understanding needed to participate in a rapidly changing world of work. They will have an appreciation for collaboration, cultural competency and respectful workplaces.



0448 681 116
YWHUB.ORG.AU



WORLD OF WORK

SESSION SUMMARY

Grade: 10-12

Time: 60 min total

Groups: Cohort

SCHOOL SESSIONS

The World of Work school sessions are presented by Young Workers Hub educators to senior secondary cohorts.

PROVIDED

We provide packs for students which include:

- Summary booklet on the World of Work
- Young Workers Hub contact details
- Assorted sponsor merchandise
- AV / Mic system (if needed)

We also provide Young Workers Hub information posters to schools which may be displayed in libraries and on noticeboards. If schools seek specific content for their interests, region or community this can be arranged.

REQUIRED

In order to present to a cohort, we require the following resources:

- Presentation facility (e.g. Performing Arts Centre, Multi-Purpose Shelter)
- Projector and screen

TIME

The 60 minutes total allocated to a World of Work session includes the arrival and departure of a potentially large number of students, the presentation and closing questions. This period of time is designed for students to get the most out of the program. However, if schools require an alternative time allocation, Young Workers Hub educators can tailor the program to fit.



0448 681 116
YWHUB.ORG.AU



World of Work

Young Workers Hub Script

Slide	Section	Interaction	Script
1	Introduction of presenters		Hello _____ High School! How are you? How are you?? Good! My name is Presenter1. My name is Presenter2 and we're from the Young Workers Hub. Now to introduce our topic for today we need everyone to stand up.
1	Getting to know the room	Dance / Stand up *Work by Rhianna	What is our topic for today Presenter1? Well, Presenter1 it's all about WORK.*
			So stay standing if you have a job. Stay standing if you're casual.
			Stay standing if you work in retail or hospitality.
			What other jobs do we have in the room? ○ Other industries identified
2	Introduction of Hub	Everyone can be seated	The Hub is your one stop shop for all things work. Issues, queries, questions on pay, shifts, ABNs, bullying, harassment - the lot!
3	Sign post		Today, we'll be covering 3 things - the first is common exploitation young workers face.
4 5	Case study 1	Audience question	<p>We'd like you to meet someone from the hospitality industry - meet Anna. Anna worked in a cafe.</p> <ul style="list-style-type: none"> ○ She earned \$18 hour shifts including weekend. Does that sound right to you? <ul style="list-style-type: none"> ■ Student responses ○ Anna was actually entitled to \$24.41 for weekday shifts, and \$29.30 for weekends ○ This means Anna could miss out on \$145 for a 15 hr part time work week

6	Entitlement 1	Audience question	<p>In Australia, we have what's called a minimum wage. Does anyone know how much the minimum wage is? Any guesses?</p> <ul style="list-style-type: none"> ■ <i>Minimum wage is your base rate of pay for the hours you work.</i> ■ <i>\$18.29 is the current minimum wage.</i> ■ <i>But, youth rates may apply to us, meaning your minimum is less than this ...</i>
7 8	Case study 2		<p>Now we'd like you to meet Siva, who works in warehousing.</p> <ul style="list-style-type: none"> ○ <i>Siva earned \$16/hour for shifts including weekends.</i> ○ <i>Siva was underpaid nearly \$18,000 over two years.</i>
9 10	Exploitation	<p>Silent stand up</p> <p>Two volunteers make 20% of audience stand up</p>	<p>Siva and Anna experienced what is called wage theft. Wage theft is when your employer (boss) doesn't pay you according to the law - so that could be paying below minimum wage or not paying superannuation.</p> <p><i>Does anyone know how many young people experience wage theft? We need two volunteers!</i></p> <p>While Imogen is filling in _____ and _____, they're not allowed to speak when they return and neither are you. So this is a silent challenge - some schools can do it in under a minute, no pressure.</p> <p><i>Statistically, this is how many of you will experience wage theft at work. Crazy right?</i></p>
11	Sign post		<p>Well we're here to help. Because you have rights at work!</p>
12	Rights		<p><i>You have a right to a minimum wage, superannuation, a safe workplace and a right to join a union</i></p>
13	Entitlement	Audience	<p><i>Does anyone know what superannuation or super is?</i></p>

	2	question	<ul style="list-style-type: none"> • <i>Super is a saving scheme for when you retire.</i> • <i>Every time your boss pays you they should put an additional 9.5% of what you earned into a special bank account called a super fund.</i> • <i>Unpaid superannuation is the same as wage theft</i> • <i>Get your super right from the start by making sure your contributions are listed on your payslips, know what fund you're with, and you check payments are appearing in your super account</i>
14	Entitlement 3	Audience question	<ul style="list-style-type: none"> • Your employer (boss) must do all they can to make sure your job does not hurt you or make you sick • This law is called Work Health and Safety <p>Does anyone know what to do if you are hurt at work?</p> <ul style="list-style-type: none"> • If you get hurt at work make sure you report it to your supervisor, complete an incident report, and contact the YWH
15			<p>Just like at school, bullying isn't allowed in the workplace</p> <ul style="list-style-type: none"> • Bullying is repeated, unreasonable acts from a person or group of people • Discrimination is being treated differently because of your race, religion, gender or sexual orientation
16	Entitlement 4	Audience question	<p>Does anyone know what a union is?</p> <ul style="list-style-type: none"> • <i>A group of workers that join together to improve their wages and conditions</i> • <i>Depending on the piece of law that sets your wages and conditions at work, your boss can have a say on your wages, rosters, shifts and hours.</i> • <i>What about this one, how might it be different? Unlike one, single, worker, a group of workers (union) can negotiate better wages and conditions.</i> • <i>This is why workplaces that have a union are statistically safer and higher paid, because they have the power to affect their work and ensure their boss follows the law.</i>
17			
18			

19	Entitlement conclusion		<p>What happened to Anna & Siva was wrong and illegal, but by sticking with their workmates they weren't alone.</p> <ul style="list-style-type: none"> • Odds are if an issue is affecting you, its affecting others
20	Sign post		<p><i>Now where do you go if you have an issue at work? There are three options!</i></p>
21	FWO		<p>The Fair Work Ombudsman! Its a government agency which gives you information about your workplace rights.</p>
22	Your Union		<p><i>Your union! It can give advice on your rights, represent you during meetings and assist you to improve your wages and conditions</i></p>
23 24	@ywhub		<p>And lastly, us! We can help point you in the right direction, make sure you know what to do next and keep you informed about issues facing young people like us. <i>At the Hub you can talk to a young person about your issue, so stay connected!</i></p>
25	Questions	Q&A	<p>So, the world of work is confusing - there's so much to it! But that's where we come in. Does anyone have any questions right now?</p> <p><i>Well we're always on messenger so if you have anymore just shoot us a message.</i></p>

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Here for all things work.





INTERN
WAITER
DELIVERY
RECEPTIONIST
RETAIL WORKER
- CLOTHING
- FAST FOOD
- SUPERMARKET
WAREHOUSE PICKER
CALL CENTRE WORKER
APPOINTMENT SETTER
SWIMMING INSTRUCTOR
MOVIE THEATRE WORKER

1. EXPLOITATION
2. YOUR RIGHTS
3. WHERE TO GO

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Anna worked at a cafe.

Anna earned \$18/hour for shifts, including weekends.

Under the award, her minimum rate should have been \$24.41 for weekday shifts, and \$29.30 for weekends.



Minimum wage

- Your base rate of pay for the hours you work
- The current minimum wage is \$18.29
- But, youth rates may apply to us, meaning our minimum is less...





Siva worked in a warehouse.

Siva earned \$22/hour per shift. When it should have been \$23.51/hour.

Siva was underpaid nearly \$18,000 over the ~~span~~ ^{period} of two years.



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Wage theft

Anna & Silva were the 2 in 10 young workers who experience wage theft



Wage theft

- When your employer (boss) doesn't pay you according to the law
- Can mean paying below minimum wage, not paying overtime or penalties
- Also includes unpaid superannuation



- 
1. EXPLOITATION
 2. YOUR RIGHTS
 3. WHERE TO GO

You have a right to:

- A minimum wage
- Superannuation
- A safe workplace
- Join a union



Right to Superannuation

- Saving scheme for when you retire
- Unpaid superannuation is the same as wage theft
- Get your super right from the start



Right to a safe workplace

- Your employer (boss) must do all they can to make sure your job does not hurt you or make you sick
- This law is called Work, health and Safety

YOUNG
WORKERS
HUB.

Right to a safe workplace

- Bullying is repeated, unreasonable acts from a person or group of people
- Discrimination is being treated differently because of your race, religion, gender or sexual orientation



Right to join a union

- A group of workers that join together to improve their wages and conditions
- Any worker can join a union - casual, permanent, labour hire etc.

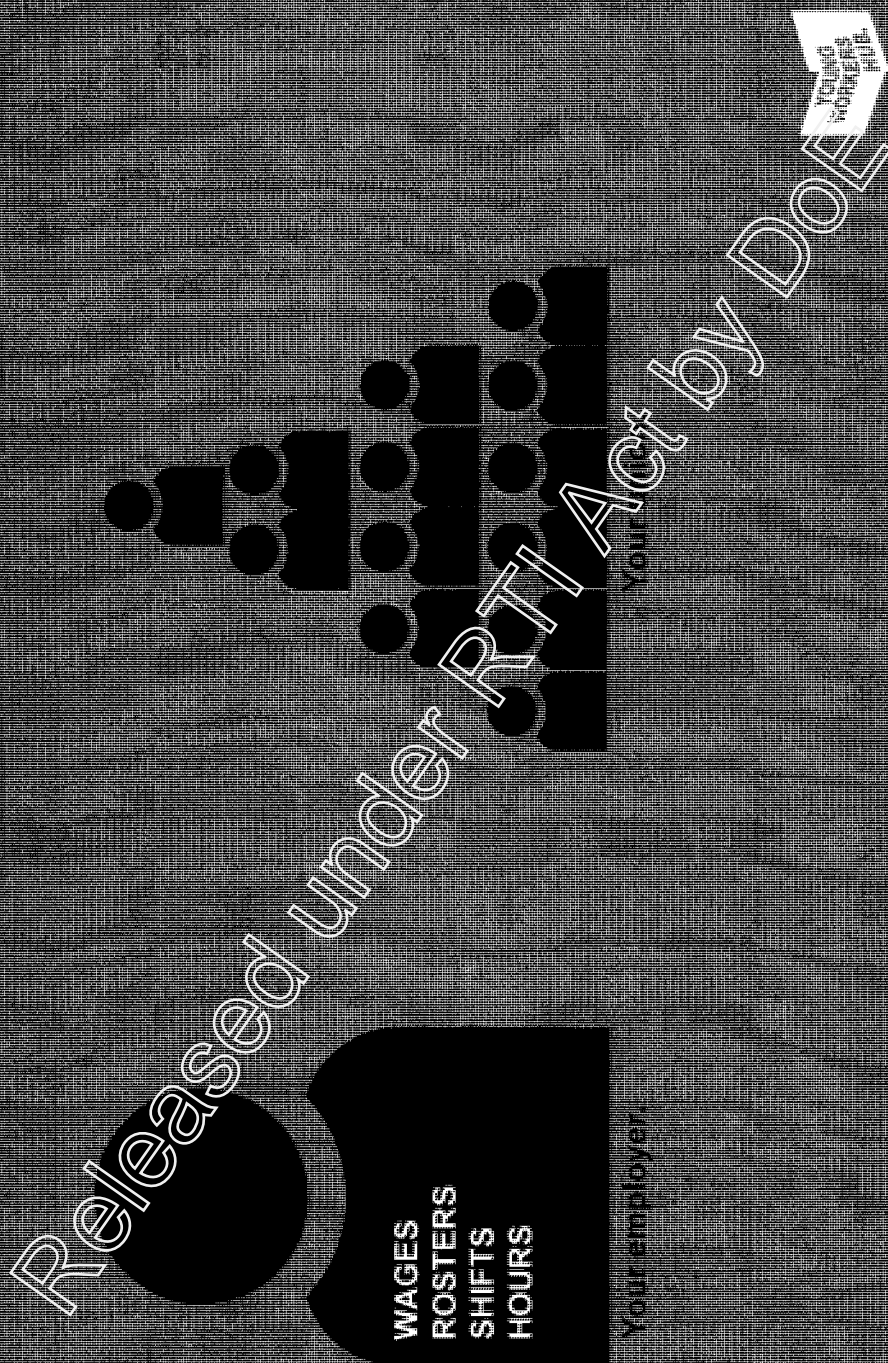


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WAGES
ROSTERS
SHIFTS
HOURS

Your employer,

Your rosters
Your shifts
Your hours



Sticking together.

What happened to Anirudh Siva was wrong and illegal, but by sticking with their workmate, they weren't alone.

If an issue is affecting you, odds are it's affecting others.



- 
1. YOUR RIGHTS
 2. EXPLOITATION
 3. WHERE TO GO

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Young Workers Hub

- Your first stop for all things work
- Help you know what to do next
- Keep you up to date on issues facing young workers



Fair Work Ombudsman

- A government agency
- Gives you information about your workplace rights and obligations

YOUNG
WORKERS
HUB.

Your union

- Can give advice on your rights
- Can represent you during meetings
- Can assist you to improve your wages and conditions



Stay nnected.

On the phone 0444 81 116

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Online YWHub.org.au



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Here for all things work.



Giau Nguyen

From: martin@ywhub.org.au
Sent: Wednesday, 20 June 2018 3:26 PM
To: Giau Nguyen
Subject: Young Workers Hub
Attachments: WoW_info to dept.pdf; ATT00001.htm; WoW_script to dept.pdf; ATT00002.htm; WoW_presentation to dept.pdf; ATT00003.htm

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- World of Work program presentation

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Young Workers Hub

WORLD OF WORK

EDUCATION SUMMARY

Grade: 10-12

Time: 40 min total

Groups: Cohort

SCHOOL SESSIONS

The World of Work school sessions are designed for Grades 10 to 12 students in line with the Australian Work Studies Curriculum. Secondary schools are well placed to set senior students up for vocational or further academic study, as well as the immediate prospect of part time jobs needed to get them there.

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THE CONTENT

The session develops a student's understanding of themselves in the workplace. The session aims to ensure students develop:

- An understanding of their rights at work
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- Capacity to identify common risks and exploitation
- Comprehension of transferable issues such as bullying and harassment
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World of Work sessions are delivered by engaging, young presenters who work to understand the existing knowledge and interests of a cohort. The session is broken up by audience interaction to ensure students are engaged with the concepts introduced. The concepts are entry level with opportunities for self-directed and applied learning.

THE OUTCOME

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@ywhub
ywhub.org.au



WORLD OF WORK

SESSION SUMMARY

Grade: 10-12

Time: 40 min total

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@ywhub
ywhub.org.au



World of Work

Young Workers Hub Script

Slide	Section	Interaction	Script
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1	Introduction of Hub		The Hub is your one stop shop for all things work. Issues, queries, questions on pay, shifts, ABNs, bullying, harassment - the lot!
2	Getting to know the room	Hands up	<i>So who here has or has had a job? Keep your hands up if its in hospitality - so a restaurant or fast food chain.</i>
			Hands up those with a job in retail - so a clothing store or supermarket.
			What other jobs do we have in the room? ○ Other industries identified
3	Sign post		<i>Today, we'll be covering 3 things - the first is common exploitation young workers face.</i>
4 5	Case study 1	Audience question	We'd like you to meet someone from the hospitality industry - meet Anna. Anna worked in a cafe. ○ <i>She earnt \$18 hour shifts including weekend. Does that sound right to you?</i> ■ <i>Student responses</i> ○ <i>Anna was actually entitled to \$24.41 for weekday shifts, and \$29.30 for weekends</i> ○ <i>This means Anna could miss out on \$145 for a 15 hr part time work week</i>

	2	question	<ul style="list-style-type: none"> • <i>Super is a saving scheme for when you retire.</i> • <i>Every time your boss pays you they should put an additional 9.5% of what you earned into a special bank account called a super fund.</i> • <i>Unpaid superannuation is the same as wage theft</i> • <i>Get your super right from the start by making sure your contributions are listed on your payslips, know what fund you're with, and you check payments are appearing in your super account</i>
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17			
18			

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22	Your Union		<p><i>Your union! It can give advice on your rights, represent you during meetings and assist you to improve your wages and conditions</i></p>
23	@ywhub		<p>And lastly, us! We can help point you in the right direction, make sure you know what to do next and keep you informed about issues facing young people like us. <i>At the Hub you can talk to a young person about your issue, so stay connected!</i></p>
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Here for all things work.

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WAITER
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RETAIL WORKER
- CLOTHING
- FAST FOOD
- SUPERMARKET
WAREHOUSE PICKER
CALL CENTRE WORKER
APPOINTMENT SETTER
SWIMMING INSTRUCTOR
MOVIE THEATRE WORKER

1. EXPLOITATION
2. YOUR RIGHTS
3. WHERE TO GO

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Anna worked at a cafe.

Anna earned \$18/hour for shifts including weekends.

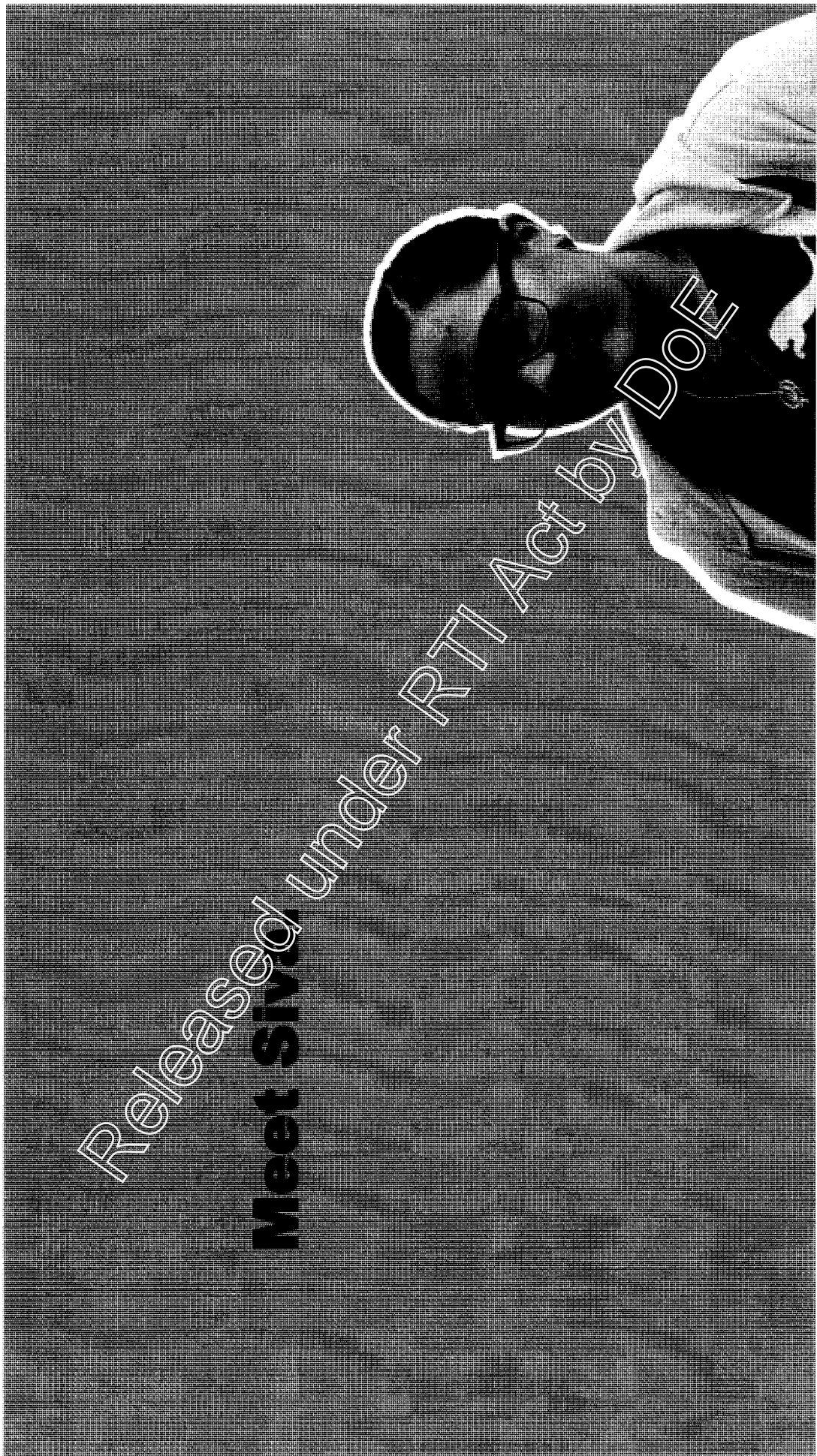
Under the award, her minimum rate should have been \$24.41 for weekday shifts, and \$29.30 for weekends.



Minimum wage

- Your base rate of pay for the hours you work
- The current minimum wage is \$18.29
- But, youth rates may apply to us, meaning our minimum is less...

YOUNG
WORKERS
HUB.



Siva worked in a warehouse.

Siva earned \$16/hour for shifts including weekends.

Siva was underpaid nearly \$18,000.



Wage theft

Anna & Siva were the 2 in 10 young workers who experience wage theft



Wage theft

- When your employer (boss) doesn't pay you according to the law
- Can mean paying below minimum wage, not paying overtime or penalties
- Also includes unpaid superannuation



1. EXPLOITATION
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You have a right to:

- A minimum wage
- Superannuation
- A safe workplace
- Join a union



Superannuation

- Saving scheme for when you retire
- Unpaid superannuation is the same as wage theft
- Get your super right from the start



A safe workplace

- Your employer (boss) must do all they can to make sure your job does not hurt you or make you sick
- This law is called Work, Health and Safety



A safe workplace

- Bullying is repeated, unreasonable acts from a person or group of people
- Discrimination is being treated differently because of your race, religion, gender or sexual orientation

FOIA
b7(D)
b7(C)
b7(E)

Join a union

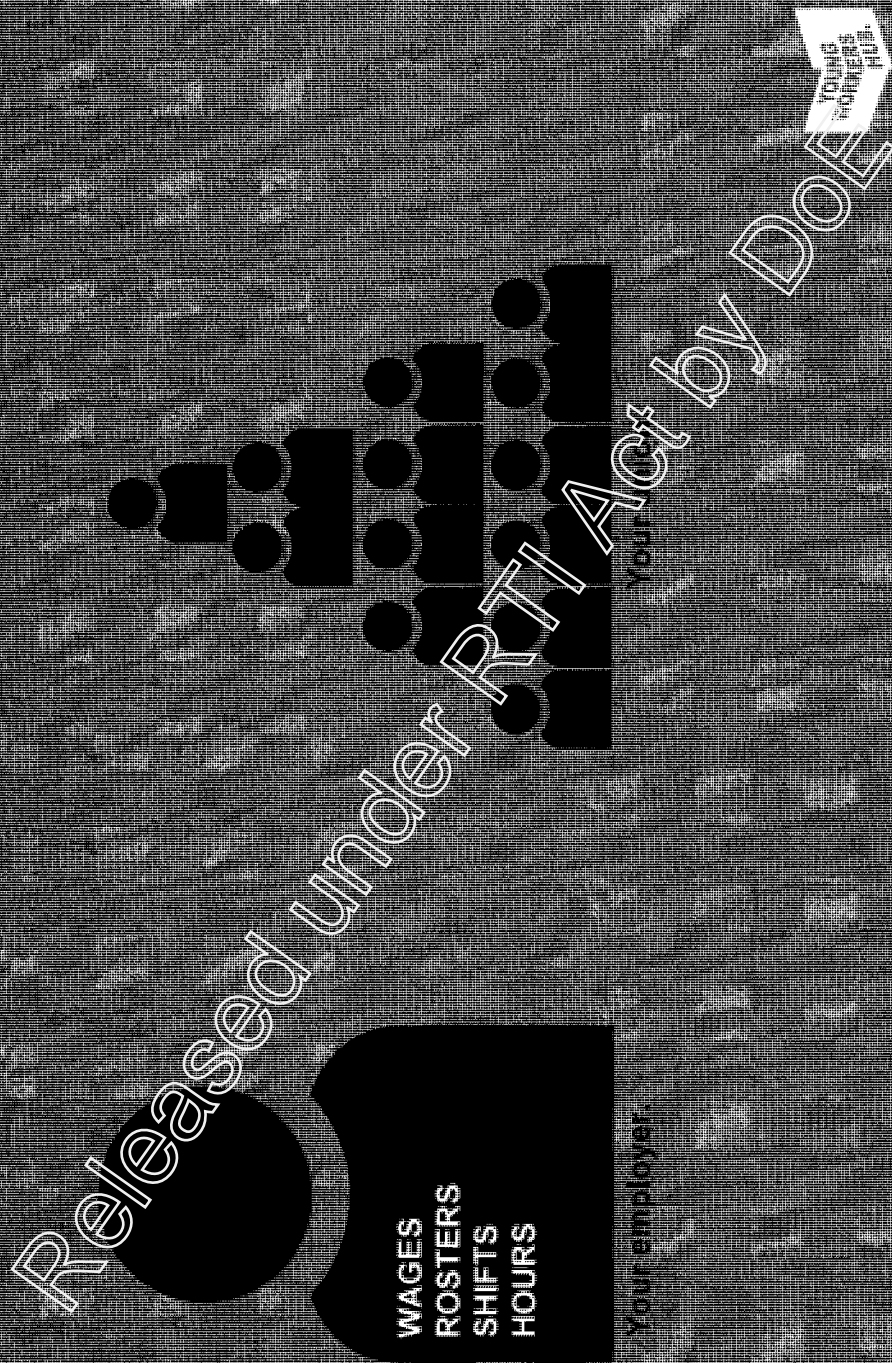
- A group of workers that join together to improve their wages and conditions
- Any worker can join a union - casual, permanent, labour hire etc.

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WAGES
ROSTERS
SHIFTS
HOURS

Your employer

WAGES
ROSTERS
SHIFTS
HOURS



Released under RTI Act 10/2/2006 Sticking together.

What happened to Anirudh Siva was wrong and illegal, but by sticking with their workmate, they weren't alone.

If an issue is affecting you, odds are it's affecting others.



- 
1. YOUR RIGHTS
 2. EXPLOITATION
 3. WHERE TO GO

Fair Work Ombudsman

- A government agency
- Gives you information about your workplace rights and obligations

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Your union

- Can give advice on your rights
- Can represent you during meetings
- Can assist you to improve your wages and conditions



Young Workers Hub

- Help point you in the right direction
- Help you know what to do next
- Keep you informed about issues facing young workers



Stay connected.

Socials @ywhub

1800

ywhub.org.au

Here for all things work.

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