WHO IS RESPONSIBLE FOR ENSURING PEOPLE ARE **WORK READY**?

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This table summarises the views of business about who is responsible for ensuring people are work ready and what the different responsibilities of each group are.

Work readiness applies to people starting a career, including young people transitioning from education into work; workers moving between organisations or industries; and people returning to work after extended time off.

Developing work readiness is a joint responsibility between the individual applying for work, their family, the education system, business and government. It is important, however, to have a common understanding and agreement about what role each group plays in developing work readiness. Ultimately, graduates have to take responsibility for ensuring they have the required values and that they have (or will soon) develop the behaviours and skills needed to be work ready.

It is acknowledged some individuals have families that will not teach or role model work values and behaviours. For this reason, it is crucial the other groups fulfil their responsibilities to ensure all young people have opportunities to be exposed to the required values and behaviours.

PARTY	VALUES	BEHAVIOURS	SKILLS
Individuals	Develop an understanding of the values business expects. Demonstrates to future employers how they meet the values.	Develop an understanding of the behaviours business expects. Demonstrates to future employers how they will behave in their organisation.	Develop the skills required through engagement in education and training. Gain work experience through part-time work while studying.
Family	Teach and role model values, including work values.	Teach and role model work behaviours.	Provide educational and work opportunities.
Business	Specify the required values. Educate new employees about how the values work in the business's setting. Provide feedback to new employees on how they are going, and if needed, provide support and/or training and development opportunities to build the required values.	Specify the required behaviours. Educate new employees about how the organisation expects the employees will demonstrate the behaviours. Provide feedback to new employees on how they are going, and if needed, provide support and/or training and development opportunities to build the required behaviours.	Specify the required skills. Specify the skill levels required for each role and the expected technical skills. Provide opportunities for students to gain exposure to work, part-time work opportunities, meaningful work placements and mentorship for students. Train new employees in the systems, processes and skills specific to the organisation. Provide feedback to new employees on how they are going, and if needed, provide support and/or training and development opportunities to build the required skills.
Schools	Reinforce the values employers are looking for in a work setting.	Include expected work behaviours in learning, social and sport environments.	Ensure students meet standards outlined in school curriculum and teaching frameworks. Ensure all graduates develop the required skills.
Vocational education and training (VET) providers	Reinforce the values employers are looking for in a work setting.	Include expected work behaviours in learning, social and sport environments.	Ensure students achieve competencies as outlined in VET training packages and, if relevant, meet the standards set by professional associations. Ensure all graduates develop the required skills.
Higher education providers	Reinforce the values employers are looking for in a work setting.	Include expected work behaviours in learning, social and sport environments.	Ensure students meet the standards outlined in higher education teaching frameworks and, if relevant, meet the standards set by professional associations. Ensure all graduates develop the required skills.
Government	Require the education system to reinforce work values.	Require the education system to include work behaviours in learning, social and sport environments.	Set standards for the quality of the education system.