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Description automatically generated**Overview of the TSEP model in application for prospective Specialist Employment Services partner organisations**

The TAFE Specialist Employment Partnerships (TSEP) model is a scalable pilot to determine what happens when we embed a suitably qualified consultant on TAFE campuses to work directly with graduating students with disability to find them a graduate job. TSEP will build local and national partnerships around each TAFE and partner. This model relies on Disability Services outcome payments received post-graduation to support the upfront investment of pilot partner organisations who provide a consultant for TSEP.

Prospective partners will be organisations willing to invest in research and development in the specialist area of graduate employment for students with disability, and those who would like to build organisational experience and competency working on campus to improve employment rates for graduates with disability.

Working independently of any Disability Services servicing requirements, the TSEP consultant is able to put their whole focus into working on campus to prepare and place students. They will work in partnership with TAFE and teaching staff to approach employers and work with peak bodies and Specialist Employment organisations to promote graduate employment opportunities for people with disability for their host TAFE. The model is developed so that the TSEP consultant has the ability to learn from the TAFE’s careers and disability support teams, communicate frequently with TSEP project leads and other pilot consultants and share learnings with partner organisations and their host TAFE’s.

This is a long-term partnership model which involves sharing with and learning from other consultants and campuses involved in TSEP, including creating and sharing national relationships. It is structured to ensure the consultant is embedded in the TAFE and the partner organisations build strong and enduring relationships while working towards improving graduate employment outcomes for students with disability.

Any employer relationships established by the TSEP consultant in conjunction with their role are to be first primarily utilised to benefit the students and future graduates of the TAFE. We acknowledge that in small markets and regions your organisation will interact with employers who are working with your TSEP consultant. We encourage good communication within your organisation to ensure that frontline employment consultants are aware of the relationships of the TSEP consultant. This avoids confusing an employer with multiple and different conversations within your organisation.

# **Rules of Engagement**

Specialist Employment Services entering this partnership must be prepared to provide a consultant who has the expertise and skills to work with TAFE graduates with disability. The organisation understands that all initial work provided by the (Specialist Employment Service) TSEP consultant will not be funded and will not be part of their current Disability Services/Job active contract. Income will not be obtained until students in the program graduate and commence employment.

The expertise and knowledge of the TSEP consultant will be drawn from their work as a Disability S consultant, but it is important to note that when the TSEP consultant is on campus the role is NOT to deliver Disability Services. As the TSEP consultant is not bound by Disability Services contractual obligations and restrictions, they will be required to be innovative, forward-thinking, problem solvers with excellent communication skills to interact successfully in the TAFE setting and to obtain graduate positions with appropriate employers.

Students engaging with the TSEP consultant will not be registered with the Disability Services/Job Active provider until after graduation. If the student chooses to register with the Disability Services before this time, then any Disability Services activity must happen with a Disability Services/Job active consultant, and this will take place off campus.

The TSEP consultant will immerse themselves into the TAFE’s career space, sharing knowledge and resources and drawing on the TAFE’s expertise in post study employment. They will work with the TAFE to assist the student in preparing for employment, including developing the student's CV, advising them on use of social media platforms such as LinkedIn, assisting with selection criteria and sourcing suitable work experience opportunities.

We encourage positive communication between all parties within relationships created by the TSEP consultant with businesses on behalf of the TAFE, or in conjunction with the TAFE. This is to ensure the relationship is managed professionally and at a strategic level.

The TSEP consultant and organisation are careful to ensure knowledge and relationships obtained by being on campus are not misdirected or misused – acting with integrity and ensuring open lines of communication between all partners is essential.

The partners will work together to create a best-practice guide for Disability Services and the TAFE to work towards the common goal of improving TAFE graduate employment rates for students with disability in Australia.