



# CarePlays | 2021 VR

## The results we wanted to see

Care Play VR's goal was to increase the number of Indigenous young people from the Northern Territory, working in the growing aged care and disability services sectors. And it delivered!

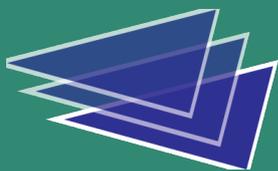
## Innovation that worked!

Through a Virtual Reality (VR) immersive multimedia game, young people from Indigenous communities in Alice Springs, Darwin and Tennant Creek in the NT found out what it's like to work in the care and support sector. The VR game was culturally appropriate, having been written and directed by Indigenous community members and featured local Indigenous talent acting in some of the typical scenarios of care and support sector work.

After playing the VR game and going through a screening process, the young people undertook a 4-week training course, including work experience, before being placed into jobs in the care and support sectors. Participants also received the support they needed to address other issues that may have prevented them from making the most of this opportunity, including with transport, licenses, housing, health and lifestyle issues.

## A project with impact

109 Indigenous people from Alice Springs, Darwin and Tennant Creek participated in the Project. 60% per cent of those aged 23 or younger and who completed the core components of the training found paid employment with sector employers and other employers in their communities. And as importantly, 92% of participants surveyed strongly agreed they are now better able to deal with employment opportunities.



## **Young people involved in the Project have been keen to describe its impact on their lives:**

- [CarePlays VR] has definitely opened up a few doors that I didn't even know existed in Community Services, particularly in disability and aged care.'
- 'I didn't know that there was such a wide range around human services. Since being here there are so much different opportunities that I could do.'
- 'It's been a life-changing opportunity for those members of the community who have found employment and a purpose in their life.'
- You can have all the information you want but doing it hands-on opens your eyes more

**Care Plays VR:  
'a life-changing  
opportunity' for  
young Indigenous  
people**

## **What's next for Care Plays VR?**

### **The Project was a pilot which produced concrete recommendations, including:**

The Federal Government funds the Care Plays VR Project for rollout in remote and very remote Indigenous communities around Australia.

The Federal Government provides more investment to develop interactive VR products across a range of industries and occupations, to support the immersion and activation of Indigenous young people into employment.

The Federal Government funds a further trial of Care Plays VR in other remote and very remote areas of the NT, WA and QLD to determine its ability to consistently achieve the outcomes it did in this pilot project.

The Care Plays VR model of training should be expanded in its scope to be offered to Indigenous Australians of working age and not just those aged 23 years and younger.

Before establishing sites in remote and very remote communities, employers should receive induction and training, including cultural competency training, to ensure they present to potential Indigenous employees a welcoming, inclusive and culturally sensitive environment in which to work.

**If you'd like to discuss the Care Plays VR Project, its impact and what we learnt in the process, get in touch with us at <https://workforceplus.com.au/>, so we can work together in the future.**