Government of **Western Australia**
Curriculum Council

WACE
Western Australian Certificate of Education

Western Australian Certificate of Education Examination, 2010

Question/Answer Booklet

CAREER AND ENTERPRISE

Stage 3

Please place your student identification label in this box

Student Number: In figures

In words _____

_____

Time allowed for this paper

Reading/planning time before commencing work: ten minutes
Working time for paper: three hours

Materials required/recommended for this paper

To be provided by the supervisor
This Question/Answer Booklet

To be provided by the candidate
Standard items: pens, pencils, eraser, correction fluid/tape, ruler, highlighters

Special items: nil

Important note to candidates

No other items may be taken into the examination room. It is **your** responsibility to ensure that you do not have any unauthorised notes or other items of a non-personal nature in the examination room. If you have any unauthorised material with you, hand it to the supervisor **before** reading any further.

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Structure of this paper

Section	Number of questions available	Number of questions to be answered	Suggested working time (minutes)	Marks available	Percentage of exam
Section One: Short answer	7	7	90	90	50
Section Two: Extended answer	3	2	90	80	50
				Total	100

Instructions to candidates

1. The rules for the conduct of Western Australian external examinations are detailed in the *Year 12 Information Handbook 2010*. Sitting this examination implies that you agree to abide by these rules.

2. Write your answers in the spaces provided in this Question/Answer Booklet.

3. Spare pages are included at the end of this booklet. They can be used for planning your responses and/or as additional space if required to continue an answer.
   - Planning: If you use the spare pages for planning, indicate this clearly at the top of the page.
   - Continuing an answer: If you need to use the space to continue an answer, indicate in the original answer space where the answer is continued, i.e. give the page number. Fill in the number of the question(s) that you are continuing to answer at the top of the page.

Section One: Short answer **50% (90 Marks)**

This section has **seven (7)** questions. Answer **all** questions. Write your answers in the space provided.

Spare pages are included at the end of this booklet. They can be used for planning your responses and/or as additional space if required to continue an answer.

- Planning: If you use the spare pages for planning, indicate this clearly at the top of the page.
- Continuing an answer: If you need to use the space to continue an answer, indicate in the original answer space where the answer is continued, i.e. give the page number. Fill in the number of the question(s) that you are continuing to answer at the top of the page.

Suggested working time: 90 minutes.

Question 1 **(9 marks)**

Discuss **three** qualities an employer would look for in a job applicant in today's constantly-changing world that might suggest they could cope with an unpredictable future.

Question 2 **(16 marks)**

(a) You are preparing for an interview for a position with a large local company. Outline **two** strategies you could employ before the interview and **two** strategies you could employ during the interview that could help you promote yourself effectively and highlight your personal attributes. (8 marks)

(b) Explain **four** significant factors you would have to consider before applying for a position with a large multinational company and why they are important. You could include cultural, social, economic or other factors in your answer. (8 marks)

Question 3 **(14 marks)**

(a) Explain **two** of your self-management strategies and how they will best equip you to take advantage of current employment trends, such as short-term contracts and multiple casual or part-time jobs. (6 marks)

(b) Ongoing personal and professional development are keys to long-term career success. Explain a specific strategy you could employ to ensure your personal and professional growth in the long term and why it is important to career success. (8 marks)

Question 4 **(17 marks)**

The following scenarios relate to workplace rights and responsibilities.

(a) Jack works in the hospitality industry as a casual full-time employee. He works a nine hour day which includes a one hour, unpaid lunchbreak. Jack however has been given instructions by his employer that during his lunchbreak he is not to leave the premises or sit down as he has to continue working. Outline **three** concerns related to Jack's contractual rights and responsibilities. How could these instructions affect his efficiency and productivity? (5 marks)

(b) An applicant was informed after a job interview that they failed to get the job because the employer 'didn't like people like her'. Outline **two** ethical concerns with regard to an employer making a comment such as this and the possible legal implications. (5 marks)

(c)

"If you work real hard and are willing to put in the hours, the sky's the limit."

Describe the lessons you can learn from the cartoon about the conflict between promotion, sustainability and work-life balance. Explain how this applies to a specific profession or industry area of interest to you. (7 marks)

Question 5 **(14 marks)**

In today's global economy, organisations seek to be more competitive by being innovative, especially in meeting consumer demands for environmentally-friendly and ethically-sound products, processes and services.

Refer to an organisation you have investigated to explain how it uses resources, management strategies **or** information and communication technologies (ICT) to address environmental **or** ethical concerns. Evaluate the success of its innovative approach in relation to these concerns and profitability in the global market.

This space has been left blank intentionally

Question 6 **(12 marks)**

'Mature-aged workers, older workers and "grey nomads" are the most underutilised workforce within Australia today. With an ageing population and a skills shortage these workers will help you to grow your business and look after your customers.'

Describe what employers could perceive as **three** advantages of employing older workers. How could employing mature-aged workers impact on management strategies, efficiency and the maintenance of a positive work environment?

Question 7 **(8 marks)**

One of the consequences of globalisation is that there are job opportunities for Australians overseas. NES Global is currently seeking expressions of interest from oil and gas professionals looking to secure a new highly-paid position in the offshore sector in Malaysia. This position would require the person to fly to Malaysia every three months to monitor the company's progress.

Discuss the benefits and consequences for you, as an Australian person living in Australia, that you would need to consider before applying for this position.

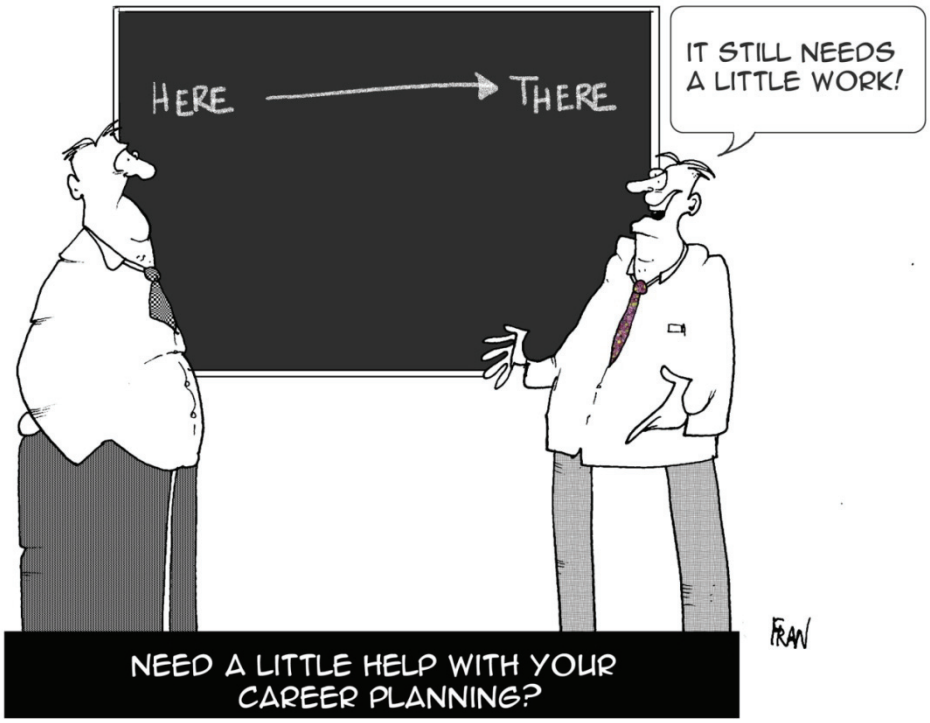
Section Two: Extended answer **50% (80 Marks)**

This section contains **three (3)** questions. You must answer **two (2)** questions: the compulsory question (Question 8) and **one (1)** of the other questions (Question 9 or Question 10). Write your answers in the space provided following Question 10.

If you use a page for planning, indicate this clearly at the top of the page.

Suggested working time: 90 minutes.

Question 8 **(40 marks)**



(a) Discuss **three** ideas the cartoonist is suggesting about many people's attitudes to career planning. Explain, stating specific examples, how your career path has evolved over time. (15 marks)

(b) Discuss the **four** essential elements of an individualised career plan (ICP), and the Career Passport as a form of ICP. (15 marks)

(c) Explain the key elements of your ICP for the next five years, including specific details of courses, time allocations, job descriptions, promotion and skill development. (10 marks)

Answer Question 9 or Question 10.

Question 9 **(40 marks)**

'Recent research argues that lack of information is not the problem; rather, it is having the broad skills (career management competencies) required to effectively locate, navigate, and use career information ... and to effectively navigate the world of work ... that is important.' (NCVER, 2008).

(a) Propose a creative scenario for your future, involving an unpredicted change in personal circumstances. Discuss how you could build a flexible career pathway that would help manage such an unforeseen event and evaluate the importance of career flexibility in today's global marketplace. (20 marks)

(b) Explain how an organisation you have investigated has used innovative approaches to labour force and workplace organisation in order to respond to change. Evaluate the impact of the innovations on the aims of the organisation and its international competitiveness in the global community. (20 marks)

or

Question 10 **(40 marks)**

Rapid expansion of information and communication technologies (ICT) has transformed workplaces, with global information networks, advances in software and virtual communities. Strategic business thinking has shifted away from products, plants and inventory toward employees, information and knowledge.

(a) Discuss how an innovative workplace has used cutting-edge information and communication technologies (ICT) to manage productivity, quality and safety, while ensuring workforce diversity. (20 marks)

(b) Evaluate the social justice and cultural implications of the operational practices of multinational corporations. How is the culture of continuous improvement that these corporations use to manage change impacting on individuals, the community and nations? (20 marks)

End of questions

Question number: _____

Question number: _____

Question number: _____

Question number: _____

Question number: _____

Question number: _____

Question number: _____

Question number: _____

Question number: _____

Question number: _____

Question number: _____

Question number: _____

Additional working space

Additional working space

Additional working space

Additional working space

ACKNOWLEDGEMENTS

Section One

Question 4(c) Cartoon adapted from: Baldwin, M. (n.d.). "*If you work real hard and are willing to put in the hours, the sky's the limit".* Retrieved May, 2010, from www.cartoonstock.com/cartoonview.asp?catref=mban1362

Question 6 Question adapted from: Older workers.com.au. (n.d.). "*The Job Board linking mature age jobseekers to age friendly employers*." Retrieved May, 2010, from www.olderworkers.com.au

Section Two

Question 8 Cartoon from: Fran. (n.d.). *Need a little help with your career planning?* Retrieved May, 2010, from www.cartoonstock.com/cartoonview.asp?catref=forn978

Question 9 Adapted from Kennedy, M. L. & Haines, B. (2008). *Course expectations and career management skills*. Adelaide: National Centre for Vocational Education Research, (p. 9) Retrieved May, 2010, from http://www.ncver.edu.au/research/proj/nr06007.pdf

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Published by the Curriculum Council of Western Australia
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OSBORNE PARK WA 6017