**Advice to providers to support targeting pre-accredited delivery   
to priority learner groups**

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**Gippsland Regional Council area**

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| **REGIONAL CONTEXT** |

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| ***Demographic and Geographic***   * Six Local Government Areas (LGAs) that are characterised by widely distributed population across a large geographic area, and includes a small number of more densely populated urban settlements. * LGAs in the west of the region are part of the peri urban Melbourne interface with increasing numbers commuting toward Melbourne for work. * Disadvantaged learners often have limited access to transport, particularly in smaller towns, which can affect access to training and employment. * There are few accredited training options in more isolated areas including in East Gippsland.   ***Population***   * Evidence of educational disengagement in Gippsland is strong. The early school leaver population is the highest in the State (30%) and the region has the second highest percentage of 15 – 19 year olds not engaged in school or employment. * Low aspirations for participation in education and training are prevalent, limiting opportunities for engagement in the local economy, which subsequently leads to heavier reliance on the welfare system. * Increasing number of CALD learners, many of who lack the work and language skills needed to secure employment, are moving into Latrobe Valley. * With some areas in the region offering low cost housing, relatively high levels of disadvantage exist in some locations. * Baw Baw Shire is amongst the state’s highest population growth areas with new housing development and young families moving to the area. * 43 towns have populations of less than 500 people, which can be an obstacle to sourcing and/or continuing in relevant education and training.   ***Economic***   * Regional Development Victoria had identified tourism, fishing, timber, dairy and resources as key industries. * The Latrobe Valley has significant heavy industry in rapid transition due to national and state policy settings around power and carbon emission. * The Valley also contains other manufacturing enterprises and the dairy industry and horticulture continue as important economic drivers across the region. Service industries, education and health are major employers * Gippsland’s unemployment rate of 8.3% of the population is the highest in Victoria, Under employment is also a serious issue. Anecdotal evidence suggests that the region has one of the highest youth unemployment rates in the state. * Gippsland ranks second lowest for digital inclusion within Victoria which may contribute to the lack of internet and social media connectivity and suggests a gap in employability skills for the most disadvantaged.   ***Education and Training***   * There are currently 25 active Learn Local Organisations in Gippsland. Six are RTOs * Federation Training has recently reduced delivery in some identified skill shortage industries including Agriculture, Digital Technology and Health. Federation Training appears to be concentrating on main campuses in Bairnsdale, Traralgon, Morwell, Yallourn and Warragul. * There is no current strategic planning within and between training providers in Gippsland to better align accredited training pathways. * Approximately 66% of pre-accredited enrolments are by women, suggesting that this priority cohort is relatively well informed about learning options provided by Learn Locals. * There is a high need to improve referral arrangements within and between service agencies who work with priority cohorts and LLO especially where pre-accredited training is identified as strategy that will have mutual benefit and viable numbers for delivery can be achieved.   **Key drivers of change:**   * Increasing recognition by training organisations in Gippsland of the need to provide training that address industry skill shortage in Gippsland, namely:   + Health & Social Services   + Digital Technology   + Hospitality & Tourism   + Agriculture/Horticulture/Food Processing   + Hair and Beauty   + Retail * The sharp decline, with immediate impact, in employment associated with power industries in the Latrobe Valley and timber industries in Wellington as well as changes in the dairy and horticulture sector. * Increased strategic oversight of initiatives involving training and joint cross-sectoral effort by bodies such as the newly created Latrobe Valley Authority. * Recognition of the need for stronger partnerships between Job Ready funded agencies, TAFEs, Universities and RTOs. Stronger incentives/accountability/leadership may make this happen. |

The data below indicates how effectively pre-accredited delivery in 2015 (latest publicly available data) was targeting priority groups



**Information on individual priority groups**

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| **YOUNG MOTHERS, WOMEN RETURNING TO WORK AND WOMEN WHO HAVE EXPEREINCED FAMILY VIOLENCE** |
| The focus of delivery should reflect high needs cohorts (including, young mothers, women impacted by family violence, women re-entering the workforce).  Many towns have early school leavers due to teenage pregnancy who are a priority cohort for pre-accredited training.  Older women increasingly need to return to the workforce to contribute to family income and need specific assistance to prepare for employment pathways.  There are opportunities for ACFE funded pre-accredited training to support young mothers with children.  There are opportunities for ACFE funded pre-accredited training linked to related initiatives such as Reconnect to provide a safe learning environment for women from domestic violence with wrap around support services to help overcome blocks and barriers to training as appropriate. |

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| **CULTURALLY AND LINGUISTICALLY DIVERSE LEARNERS** |
| Baw Baw, Wellington and East Gippsland have delivery below the average for the region, however delivery is above the share of the population in all cases. Bass Coast and South Gippsland have delivery at twice the surrounding areas.  Skilled migrant workers are highest in Latrobe, Wellington and East Gippsland, which may be due to employment opportunities in Agribusiness.  There is currently no Language and Literacy training in the east and north of the Latrobe Valley and only pre-accredited CALD delivery in the Latrobe Valley and limited delivery in Bass Coast. |

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| **PEOPLE WITH DISABILITY** |
| Pre-accredited training for people with disabilities occurs at both mainstream and specialist settings however, accessibility issues and limited transport options prevent participation for some people with disabilities.  The roll out of the NDIS in the region is expected to generate flow on impacts to ACFE funded courses.  High figures for Baw Baw and South Gippsland indicate the effort of existing disability provider groups accessing pre-accredited training for their clients  Continue to focus on pre-accredited pathways to employment for people with disabilities that demonstrate intent of ACFE funded pre-accredited training |

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| **YOUNG PEOPLE (15 -19) DISENGAGED FROM WORK AND/OR SCHOOL** |
| Low delivery has been reported for this cohort in Wellington, East Gippsland and Baw Baw. This outcome is explained in part by limited providers in Wellington and East Gippsland.  There is local advice of a significant minority of disengaged young people ‘off the radar’ and either homeless, couch surfing and not currently linked with community agencies or Centrelink. There is some evidence in Baw Baw and Latrobe that this cohort is supported by Community College Gippsland and Berry Street through VCAL provision and Reconnect programs.  Centrelink approved activity does not easily recognise participation in ‘pre-accredited’ training which is a gap that prevents participation.  TIPS at nine sites in Gippsland provides a platform to reach disengaged youth and support to reengage in an appropriate training pathway. |

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| **EARLY SCHOOL LEAVERS** |
| Regional intelligence suggests that most LLOs support this cohort, recognising that well designed pre-accredited training makes a significant contribution to reengaging this cohort and providing an effective transition to vocational or employment pathways.  Low delivery in Wellington is the result of thin provision by LLO with only two providers and a relatively low number of SCH delivered by LLO. |

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| **INDIGENOUS LEARNERS** |
| Raw numbers for participation are low in most LGAs. Higher delivery rates in Latrobe are due to the contribution from Bnym who have indicated willingness to support increasing indigenous participation including improving cultural awareness  LLO may lack skill in promoting LLO opportunities for this cohort including developing sustainable partnerships with indigenous organisations to source appropriate learners and develop appropriate training options.  More work needs to be done to identify and work with indigenous agencies on partnership strategies that can increase participation of indigenous learners in ACFE funded pre-accredited training.  Regional Staff will investigate strategic opportunities to increase indigenous participation in East Gippsland and Baw Baw via stronger links between pre-accredited training as a strategy in the Marrung strategic plan in Gippsland in 2017/8 |

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| **UNEMPLOYED PEOPLE** |
| Delivery to this cohort is significant in all LGAs but especially in East Gippsland and Latrobe. Low delivery in Wellington is the result of overall low provision. Low delivery in Baw Baw may be the result of lower rates of participation in pre-accredited training per capita.  Over 800 jobs will be lost in the power and timber industries in Gippsland in the near future.  There is a gap in support for resume development for unemployed people as Job Active providers do not service remote locations.  Limited transport options in Gippsland impact access to training for this cohort.. |

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| **VULNERABLE WORKERS** |
| Vulnerable workers include workers in casual, part time and low skilled industries that may be at risk of unemployment due to restructure and industry changes.  Only Baw Baw and Latrobe have delivery to this cohort above the proportion of the population and significant gaps in delivery to this cohort are identified in Wellington and East Gippsland.  Local intelligence suggests that real rates of vulnerable workers are considerably higher than stated. |