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

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**Grampians Regional Council area**

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| **REGIONAL CONTEXT** |
| Grampians Region can be split into two distinct sub-regions: * Central Highlands Sub Region: located in the west of Victoria and has the 4th smallest population of all the Victorian regions. The population is mainly centred in and around Ballarat, with dispersed populations in Bacchus Marsh, Ararat and Daylesford. The region includes the local government areas (LGAs) of Ararat Rural City, City of Ballarat, Golden Plains, Hepburn, Moorabool, and Pyrenees.
* Wimmera Southern Mallee Sub Region: located in the west of Victoria and has the smallest population of all the Victorian regions. The population is mainly centred in and around Horsham, with smaller service centres with dispersed populations in Stawell, Warracknabeal, Edenhope and Nhill. The region includes the local government areas of Hindmarsh, Horsham Rural City, Northern Grampians, West Wimmera and Yarriambiack.

Observations:* Grampians has a large agricultural base, with its largest regional city, Ballarat offering diversified manufacturing industry.
* There are a number of small communities with either static or negligible growth in population, making delivery a challenge
* CALD numbers are small across the region, with the exception of Nhill.
* The St. Arnaud community tends to maintain strong community relationships with the Loddon Mallee area.
* Bannockburn is one of the fastest growing regional towns in the area, and the only regional town within the Shire of Golden Plains. A large number of home-based businesses operate in the area. The population tends to access services in Geelong.
* The Melbourne – Adelaide transport corridor runs through the region, with upgrades of the highway underway.
* The Wimmera is characterised by small towns separated by large distances. Of its total population 1.6% were Indigenous persons, compared with 0.7% for the State of Victoria
* The share of agricultural employment is more than eight times the Victorian average, while the share of mining employment is more than four times the Victorian average.
* Emerging industries that may offer opportunities for future training and employment include development of a new high security prison, nectar industry, wild flower business, wimmera indigenous tourism feasibility study, tourism trail.

**KEY DRIVERS OF CHANGE*** New state and federal government programs (e.g. Reconnect, Jobs Victoria Employment Network-JVEN, etc.) will present opportunities
* The rollout of the NDIS
* Very little TAFE presence limiting pathways for learners
* Part of the Education State agenda is for TAFEs to engage more fully with LLOs and local communities
* Population growth in Ballarat with a general static or decline elsewhere in the region
* Declining entry level employment opportunities
* Growth in industry and business opportunities in Ballarat
* Growth in employment of migrants and refugees in Horsham and Nhill
* Good farming season opening up more employment opportunities in the agriculture sector
* The Collective Impact Model (Collaboration model of community engagement) is gaining traction in Ballarat, Hepburn and Moorabool
* The development of various business enterprises in the Stawell area
* Local Councils’ investment in the revitalisation of tourism
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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** |
| Women are well represented in pre-accredited programs across the region – often above population share.Providers need to develop strategies to engage women from high need backgrounds – including developing partnerships with specific support agencies working with vulnerable women and work with these agencies to co-design training that meet the specific needs of this cohort. |

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| **CULTURALLY AND LINGUISTICALLY DIVERSE LEARNERS** |
| Despite increases in pre-accredited learning delivery to culturally and linguistically diverse populations there is opportunity to increase further, particularly in Ballarat with only 80 people taking part in 2014. Consider partnerships with Centre for Multicultural Youth, and the CALD Education and Employment Pathways Program in Ballarat. Culturally and linguistically diverse populations are relatively well-represented in pre-accredited learning in Hindmarsh (of 219 people born in non-English speaking countries, 80 took part in pre-accredited learning in 2014), and Horsham (of 613 people born in non-English speaking countries, 80 took part in pre-accredited learning in 2014).Generally, the only reason people from a culturally and linguistically diverse background are moving into the region is for employment driven by industry, for example Luv-A-Duck located in Nhill. Family members of employees may also be interested in training. The CALD community in Horsham is made up of mainly skilled immigrants rather than refugee based.It can be difficult for rural LLOs to make up viable class sizes to respond to the needs of small numbers of culturally and linguistically diverse learners within their communities.Explore social enterprise models that could be replicated to support culturally and linguistically diverse learners develop employment skills. |

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| **PEOPLE WITH DISABILITY** |
| Pre-accredited learning delivery to people with disabilities has increased slightly, mainly due to a 22% increase in Ballarat. Despite being the largest priority group to participate in learning, there is potential for growth, with only approximately 570 learners with disabilities in 2014, compared to over 12,000 people receiving a Disability Support Pension. With the introduction of NDIS in Central Highlands in January 2017, and in the Wimmera on October 2017, there are opportunities to pursue new partnerships and learning programs. The 2015 Price Guides for NDIS provide details about how activities in relation to “Increased Social and Community Participation” and “Finding and keeping a job”, among other priorities, will be priced in the new environment.Explore opportunities through the NDIS to both better support learners with Disabilities, and provide additional funding streams for the sector.  |

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| **YOUNG PEOPLE (15 -19) DISENGAGED FROM WORK AND/OR SCHOOL** |
| Delivery to disengaged youth is very low, with no more than 10 learners in any LGA, and has been falling since 2013. The proportion of this population is particularly high in regional urban areas Ballarat, Horsham, and Ararat, and smaller regional urban fringe areas Northern Grampians and Hepburn.Few pre-accredited programs are targeted to this group across the region, except in Ballarat and Moorabool. There are opportunities in Ararat and Horsham to expand provision to disengaged young people, including through collaboration with Federation University, the LLENs or with specialised support services. |

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| **EARLY SCHOOL LEAVERS** |
| Data indicates there is an increased focus on early school leavers, particularly in Yarriambiack, Hindmarsh, and Pyrenees Shires where the proportion of the population of any age who left school before completing Year 12 is particularly high.Develop partnerships with Volunteer Support agencies to promote pathways with pre-accredited training. (both engaging volunteers into pre-accredited training and those completing training into volunteering as a pathway to employment) Develop training programs in partnership with local industries and emerging new industries that address employability skills and offer opportunities for employment in the local workforce. (include development of digital literacy, confidence building, linking with local networks and mentoring skills).Link with local networks and services, specifically in the area of tourism development, to support opportunities for early school leavers to be mentored into positions such as tourist guides where they can gain confidence and skills for further training and employment. |

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| **INDIGENOUS LEARNERS** |
| Delivery to Aboriginal populations is consistently low. Explore partnerships with Aboriginal organisations in areas of relatively high Aboriginal population, Ballarat (BADAC, the newly established KHub for Aboriginal Youth and Services in Ballarat, Aboriginal Literacy Foundation and its emerging Ballarat-focussed program), Horsham and Hindmarsh (Goolum Goolum Aboriginal Cooperative), and Northern Grampians (Budja Budja Aboriginal Cooperative)Work with stakeholders to develop strategies to ‘better engage’ with Koorie community, particularly in areas such as Ararat, Horsham, Hindmarsh, Northern Grampians and Yarriambiack. (i.e. development of partnerships and co-design of training programs and teaching products) Explore opportunities for training of community for the pending Wimmera indigenous tourism initiative. |

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| **UNEMPLOYED PEOPLE** |
| There is a particularly high rate of long-term unemployment in the Grampians region. The highest rates of long-term unemployment are in the middle part of Grampians – the local government areas of Pyrenees, Ararat and Northern Grampians. Explore partnerships with local industry to realise the potential of pre-accredited programs to support local unemployed people into future jobs.Tap into funding opportunities including the Workforce Training Innovation Fund. |

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| **VULNERABLE WORKERS** |
| Workers may be vulnerable to unemployment if their skills are outdated; similarly people with low skill levels may only be able to secure casual or part time roles.Explore partnerships with local industry to utilise pre-accredited programs to support local workers develop skills that will increase their chances of more secure employment.Tap into funding opportunities including the Workforce Training Innovation Fund. |