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

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**Hume Regional Council area**

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| **REGIONAL CONTEXT** |
| There are a number of **key change drivers** that are relevant to the provision of pre-accredited programs in the Hume Region.**Hume Strategy for Sustainable Communities 2010-2020** articulates the vision for the Hume region as resilient, diverse and thriving. It identifies five themes Environment, Communities, Economy, Transport and Land Use. The most applicable key directions to Learn Locals are:**Communities*** *Embracing Learning for life*
* *Developing innovative and flexible service delivery models*
* *Strengthening* *communities, increasing resilience and enhancing livability*

**Economy*** *Strengthening a capable workforce*
* *Adapting and diversifying agriculture in an environment of change*
* *Facilitating research and innovation in tourism, manufacturing an industry to encourage new and evolving business*

**Hume Region Workforce Development Plan 2015-18** aim is to*better align regional skills with current and future industry workforce needs across the state* for a number of sectors including agriculture, health, aged care and community services, manufacturing and transport, warehousing and logistics.A key anticipated outcome of the Plan is that there will be *defined pathways to employment (and re-employment) for school leavers, disadvantaged communities and older workers*. There are many opportunities for LLOs to be involved in the implementation of this Plan, to build and stimulate effective workforce development and planning through regional partnerships and collaborations. The Hume RDA developed the **Hume Region Investment Prospectus** to promote investment opportunities and growth in the region. The document provides a snapshot of business and economic opportunities. LLOs can strategically align training needs with these identified growing Hume industries and build a locally skilled workforces. **Regional Partnerships**, set up in response to the State Government’s Victoria’s Regional Statement, focus on creating jobs, providing a better start for young people, and supporting a brighter future for families and communities by increasing collaboration between communities, industry, businesses and government to address the most important challenges and opportunities in each region. Within Hume Region there are two Regional Partnerships- Goulburn and Ovens Murray. The **Regional Skills Fund** is a place-based regional skills grants program driven by industry in partnership with the tertiary sector, working to build local capacity, resilience and support jobs creation. Regional Development Victoria administer the Fund and it encourages partnerships across different industries and providers.**Economic Status**The **unemployment** rate varies across the Hume Region, and in some areas it is higher than average. A higher percentage of the population did not complete Year 12 when compared to the Victorian average, and there is a lower percentage of the population with higher education qualifications than the Victorian average. This varies across each LGA. Indigo has a relatively high rate of the population with higher education qualifications, whereas Benalla has a much lower rate and has pockets of locational disadvantage. Thirteen towns and three regional cities in the region, including Shepparton, Mooroopna, Wodonga, Wangaratta, Seymour and Cobram are amongst the **most disadvantaged 10% of the population in Australia**. Residents in these areas experience a combination of material deprivation, economic precariousness, labour market disadvantage and exclusion from education, social and civic life. Key employment sectors for the Hume region are: * Health, Aged Care and Community Services
* Transport, Logistics and Warehousing
* Manufacturing
* Agriculture

**Policy influences****Marrung: Aboriginal Education Plan 2016–2026**Marrung is a 10- year plan that underpins the delivery of Education State reforms to Koorie Victorians and seeks to ensure that all Koorie people have the opportunity to achieve their learning aspirations across early childhood, schools and further education. **Youth Employment Strategy**A $212 million Youth Transition to Work programme will assist young people who have disengaged from work and study and are at risk of long‑term welfare dependence. **Transition to Work** As part of the Youth Employment Strategy, Transition to Work provides services to support young people aged 15-21 on their journey to employment. **Reconnect (2016 - 2018)** Part of the Back to Work Scheme, the Reconnectprogram includes $34 million(initial $14m with additional $20 mil in 2017) for programs with a focus on locating and engaging young people back into education and training through the provision of wrap-around supports.**Asylum Seeker VET Program**The Asylum Seeker VET Program has been expanded to provide for eligible asylum seekers to be exempted from legislated citizenship/residency criteria for participating in a Skills First Victorian Training Guarantee course. This includes asylum seekers holding a Bridging Visa Class E (BVE), refugees with temporary residence who hold Safe Haven Enterprise Visas (SHEV) and Temporary Protection Visas (TPV).**Jobs Victoria Employment Network (JVEN) (2016 – 2017 Budget)**With $53 million over four years, JVEN will consolidate all Victorian employment services into one system, making it easier for disadvantaged jobseekers to access the help they need to get work.**National Disability Insurance Scheme**The National Disability Insurance Scheme (NDIS) is designed to empower people with disability to work towards achievements, to identify the disability related support they need and to choose where they would like to buy their supports. People, who are eligible work with the NDIS through a planning process, where they can identify their needs and goals, then develop a plan that identifies the disability related support they require.There are a number of funding and partnership opportunities available across the Hume Region.  |

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





**Additional information on individual priority groups**

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| **YOUNG MOTHERS, WOMEN RETURNING TO WORK AND WOMEN WHO HAVE EXPEREINCED FAMILY VIOLENCE** |
| The women learners across Hume region are well represented in pre-accredited training except for a slight decrease in Mansfield and Benalla.Specific area based considerations:* Wangaratta and Shepparton – possible influx of migrants from Middle East
	+ Need to consider spouses that often require significant upskilling and ESL /English for work and setting up a business
* Benalla – Aged Care facilities
	+ Expansion in Aged Care provision within the next 1-2 years could provide an opportunity for taster programs for women and lead to employment opportunities
* Wodonga
	+ Recent settlement of migrants who may need specific training

Consider greater use of technology to support those who may be isolated through poor transport links, or are unable to travel for other reasons (e.g. carer responsibilities) This may be through the strategic use of the NBN roll out to provide video conferencing etc. |

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| **CULTURALLY AND LINGUISTICALLY DIVERSE LEARNERS** |
| Although the Hume region has pockets of CALD learners disproportionate to the state average (Mansfield, Wodonga, Strathbogie and Shepparton) actual numbers engaged in pre-accredited training are a reasonable proportion of population. The LGAs that have large agriculture and horticulture industries have targeted refugee and migration settlement programs.This is a pattern likely to continue into the future. It will ensure a market for pre-accredited training as a pathway into further, higher and accredited training. As the communities of those with a CALD background continue to develop, the mutual attraction and intra-state movement will see consolidation of numbers in these communities.Access to pre-accredited training within these communities is sufficient at present to supplement the needs identified above, however the contextualisation of the training offer to meet these emerging communities will need addressing to engage and appeal more widely. By definition, this cohort has English as an Additional Language and further opportunities through pre- accredited offering to provide at minimum, conversational English classes would serve to enhance their employment opportunity. Building on language skills could also lead into industry specific entry-level training, aligned to specific businesses or industry sectors |

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| **PEOPLE WITH DISABILITY** |
| The region has numerous disability support services and hosts 15 individual Australian Disability Enterprise sites (ADEs). The sites are in the main centres (Shepparton, Wodonga, Wangaratta, Benalla and Seymour) and account for significant employment of people with a disability. These ADEs are primarily associated with manufacturing, agriculture and horticulture, transport, logistics and warehousing.The NDIS will shift the application of funding to one of individual needs and aspiration. Education and employment is one aspect of the NDIS funding package determined by the individual.Further connections and partnerships between LLs and disability services could support growth in pre-accredited training for this cohort. Skills directly related to employment in the industries identified as growth sectors in the Hume region would ensure that this cohort has more valuable and relevant learner.  |

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| **YOUNG PEOPLE (15 -19) DISENGAGED FROM WORK AND/OR SCHOOL** |
| Provision to this cohort varies across the region. Closer analysis of provision in each of the LGAs across Hume indicates provision across Ovens Murray is adequate with Wodonga TAFE, through the Reconnect program, creating opportunities for partnership with pre-accredited Learn Locals. Four secondary schools plus specialist school offer programs including VCAL. Service provision in Towong is limited.Provision to disengaged youth across Goulburn is varied. The Flexible Learning Centre in Benalla offers educational opportunities, engaging with a portion of disengaged youth. A school in Yea is delivering a program to students with mental health issues. Mitchell Shire is concerned with high percentage of disengaged youth and limited provision especially with increasing number of indigenous youth moving into Wallan. The demographic profile of Wallan has shifted significantly recently with population movement out into the peri-urban fringe from outer Melbourne seeking affordable accommodation. Social and community issues have begun to emerge in Wallan that are of concern to Mitchell Shire and other stakeholders. At present, there is no at-risk youth program in Wallan, and some are commuting to Seymour.There is some provision to this cohort in Shepparton predominantly in accredited training.Strathbogie requires a strategy to restore provision in the LGA. |

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| **EARLY SCHOOL LEAVERS**  |
| In some of the smaller LGAs sparse populations and the lack of public transport are potential barriers for learners and providers alike.There are opportunities for LLOs to be involved in the implementation of the Hume Regional Workforce Plan, to build and stimulate effective workforce development and planning through regional partnerships and collaborations. Providers in smaller LGAs should be encouraged to be part of Hume Regional Partnerships and strengthen communication with their Local Learning and Employment Network (LLENs) who may prove a useful resource to help find solutions to support early school leavers.Providers would benefit from developing strong relationships with industry and employment stakeholders to provide relevant employment, and LLN skills programs to adults who have low educational attainment. |

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| **INDIGENOUS LEARNERS** |
| The percentage of people of Aboriginal and Torres Strait origin is highest in Greater Shepparton and Wodonga.LLOs can provide training opportunities for Koorie Youth and adults as initial pathways into accredited training in the region.Programs developed and delivered must align with community values to be successful and Involve local community members in co-design of programs for their local context within a cultural framework to utilise local capacity and encourage networking.Engage with the three indigenous networks currently operating in Wangaratta, Benalla and Mansfield.Encourage strategic connections to further learning and employment pathways. |

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| **G: PRIORITY COHORT NEEDS – UNEMPLOYED**  |
| Drivers of unemployment relevant to pre-accredited training across the Hume region include:* Jobs in skilled occupations have grown at two and a half times the rate of unskilled jobs
* Significant youth unemployment (including underemployment)
* Increasing entrenched disadvantage in some locations
* Low secondary school completion rates, and low tertiary achievement

Employers report being unable to recruit people with the right skills (including soft skills) to positions – yet there are people who are looking for work and cannot meet the needs of employers. Generational unemployment is an issue. It is concentrated in geographically specific neighbourhoods (e.g. West Benalla, Yarrunga in Wangaratta) experiencing entrenched disadvantage. DHHS Health Profiles show that the Local Government Areas of Wangaratta, Benalla, Wodonga and Mitchell experience significant issues relating to entrenched disadvantage:* Wangaratta is ranked 5th highest LGA for drug usage and possession offences
* Benalla is ranked 4th highest for percentage of registered mental health clients
* Benalla is ranked 4th highest for percentage of child protection investigations
* Wodonga is ranked 3rd for single parent families
* The number of ambulance attendances for illicit drugs is increasing in Mitchell Shire.
* Mitchell is ranked 8th for unemployment

Ice and other illicit drugs, mental health, transience and family dysfunction (particularly domestic violence and child protection issues) significantly affect communities as their incidence increases in regional areas, particularly in Wangaratta and Wallan/Seymour. Learn Local organisations should consider:* developing pre-accredited courses in consultation with job agencies and actual employers to understand the entry-level worker skills they need
* partnering with Jobs Victoria to assist the people who have been affected by the downturn in manufacturing – agriculture would benefit engagement of this cohort
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| **VULNERABLE WORKERS**  |
| This cohort is participating at reduced percentage in pre-accredited programs– particularly in Alpine, Mitchell, Strathbogie, and Wodonga, and to a lesser extent in Wangaratta.Many of these people fall behind in relation to developing STEM skills, which are increasingly required (twice the rate of other skills) for workplaces (e.g. manufacturing etc).LGAs such as Strathbogie have an ageing population, which may result in higher number of older people identifying as vulnerable, particularly men. Older male workers find it particularly difficult to learn new skills and change to suit new workplace opportunities. This is particularly acute when the training they have received does not include any transferrable skills. It is particularly difficult to identify vulnerable workers as they may be in work and therefore not coming through referral systems, but instead need to self-identify their need. They may also have significant barriers to participation, including being time-poor, competing priorities around family needs etc. Providers are increasingly relying on agencies referring learners into programs, such as Job Actives or other partners. |