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

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**Barwon South Western Regional Council area**

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| **REGIONAL CONTEXT** |
| ***Population**** Population growth in the BSW will be strong for the foreseeable future, principally in the Greater Geelong region.
* Population growth corridors will require new service delivery: Lara, Armstrong Creek, Bannockburn, Surf Coast and, possibly, in an Avalon corridor in the longer term. Populations in new suburbs are expected to be younger families in the main.
* Municipalities surrounding Geelong are developing land for intensive agriculture that will add population to small rural communities and create ACE demand in areas not currently serviced directly at all and in which public transport is notoriously poor. Conversely, some rural areas are losing young population to cities, which may impact on the viability of current service providers over medium term.
* Warrnambool is growing at 0.7% per annum, which is lower than other regional cities but remains underserviced for ACE.
* Demand for pre-accredited training in existing and emerging areas is expected to grow with some rapidity. Conversely there are a number of regional towns where there are declines in population.

***Economic Restructuring**** Industries such as manufacturing (mainly in Geelong region) and agriculture (mainly in the western parts of the BSW) that have traditionally sustained communities are going to be less a part of the future. Manufacturing will become more specialised and highly skilled, as it comes to depend more on higher value added exports.
* Retrenchments from traditional manufacturing industries will continue. There is therefore a potential surge of ACE demand from retrenched workers, especially when the cushioning effect of redundancy payments is exhausted. Supply chain effects from economic restructure are yet to be fully experienced and are dampened to the extent that SMEs are seeking to innovate and find new markets.
* Much of the new job creation is occurring in higher skilled areas, eg health, community services and advanced manufacturing to which traditional manufacturing skills do not easily translate thereby creating demand for bridging courses.
* Young people entering the job market compete with retrenched workers.
* Government agencies being established in the region (e.g. TAC, Worksafe Victoria, NDIA) require different skills to traditional manufacturing and also come with commuters and/or migrants from Melbourne. The take up of younger employees from the region into these agencies is therefore relatively slow.
* Agriculture remains an important economic contributor and will continue to do so, particularly in the South West where employment is projected to grow slightly. Agriculture now requires more advanced skills and is more automated, thereby changing the skills mix involved in the industry.
* Health and Social Services will be a key part of the future, with projected growth of up to 5,000 jobs across the region in the next five years. While the majority of people employed in these industries have tertiary qualifications, growth will also occur at the less-skilled levels. This sector provides a good opportunity to develop ongoing career and education pathways.
* The service sector is also a key for the immediate future – this includes industries such as retail, accommodation and food services. Service industries are among the top three employment industries in five of the eight BSW LGAs. The service sector provides an entry to employment for young people as well as older people re-entering employment.
* Regional areas need more training to support tourism and hospitality. This sector usually requires low entry level qualifications and offers future prospects as the sector grows and becomes more sophisticated. This is an area of potential strength for many LLOs.

***Education Opportunities**** Pre-accredited delivery capacity remains below targets indicating that new delivery is required, especially in towns identified as being under-serviced in the 2015 Service Mapping project - the Simpson, Cobden, Camperdown, Mortlake, Terang corridor and in Warrnambool and Colac
* TAFE campuses are present in Geelong, Colac, Warrnambool, Portland and Hamilton and teaching at the RMIT University in Hamilton is provided by South West TAFE. Links between TAFEs and the LL sector are under-developed.
* There is a physical university presence in Geelong and Warrnambool, supplemented by a comprehensive virtual university service.

***Learners**** Learners are represented across all priority cohorts within the region, although they are disproportionally female. Many learners are in more than one priority cohort (eg women, disabled, CALD).
* Year 12 attainment rates remain below State averages within the region despite a decade of programs aimed at reversing the trend.
* Some learners within priority groups may be reluctant to be connected to support services (evidence from On Track Connect).
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The data below indicates how effectively pre-accredited delivery in 2015 (latest publically available data) is targeting priority groups



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**Information on individual priority groups**

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| **YOUNG MOTHERS, WOMEN RETURNING TO WORK AND WOMEN WHO HAVE EXPEREINCED FAMILY VIOLENCE** |
| The proportions of women attending pre-accredited training in the BSW approximate the State averages and greatly exceed males in all municipalities except Colac Otway Shire. Many women learners in the BSW fall into two or more priority cohorts and an unknown proportion of women learners fall outside the priority cohorts.Specific provision for women who have experienced family violence often requires specialist support that not all BSW providers are able to offer. Forming partnerships or support arrangements with specialists such as Bethany Community Services which operates in Geelong and Warrnambool and Salvo Connect Barwon may assist..A pool of potential new women learners may exist in growth locations where new secondary schools are being developed (e.g. Bannockburn) and mothers are therefore more time flexible than previously. Provision of courses aimed at entrepreneurial activity leading into TAFE may develop skills and confidence that encourage the creation of new business in the growth areas as an alternative to seeking work in Geelong. |

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| **CULTURALLY AND LINGUISTICALLY DIVERSE LEARNERS** |
| The culturally and linguistically diverse community represent 3% of the BSW population and 8% of LLO learners, however, CALD learners are under-represented compared to population in three municipalities. Delivery to culturally and linguistically diverse learners is relatively strong across Geelong, Colac-Otway, Glenelg, Southern Grampians and Corangamite . The culturally and linguistically diverse cohort is growing significantly across the region as new migrants are being encouraged to settle in regional areas of Victoria. In Geelong, the suburbs of Norlane and Corio continue to have strong growth in the number of refugees settling in the areas. Migrants and refugees are also settling in other areas, e.g. Hamlyn Heights in Geelong and in Warrnambool. These settlement patterns are influenced by access to affordable housing. Culturally and linguistically diverse communities are also strongly represented among the region’s long term residents, especially in Geelong.Other priority cohort groups exist as sub groups within culturally and linguistically diverse communities, e.g. women at risk, unemployed. In Warrnambool there is a small but slowly growing culturally and linguistically diverse population that will benefit from LL services. |

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| **PEOPLE WITH DISABILITY** |
| Learners with a disability are participating in pre-accredited training in the BSW at a rate consistent with State averages. Depending on the disability, learners may require different learning methods, support and pathways into employment. Longer hours may be required for literacy and numeracy training at this level. Following the roll out of the NDIS in Barwon (Geelong) area over 2013 to 2014, LLO enrolments of people with disabilities declined. Pre-accredited learning delivery to people with disabilities has decreased slightly overall, mainly due to a 20% decrease in Greater Geelong. An understanding is required whether non-accredited learning delivery to people with disabilities has increased in the Greater Geelong region through other providers (i.e. NDIS Barwon) and if so whether this represents a market opportunity for LLOs. With the impending rollout of NDIS to the South West subregion from October 2017, there are opportunities to pursue new partnerships and learning programs in a new market environment, including the option to offer programs that would attract funds supported by NDIS.Policy changes affecting access to the disability support pension may impact on engagement with LLOs.  |

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| **YOUNG PEOPLE (15 -19) DISENGAGED FROM WORK AND/OR SCHOOL** |
| The percentage of disengaged young learners in the BSW is below the State average. The provision of education and training programs to this cohort requires specific skills and training that not all LLOs are able to offer. The sector also needs to establish strong partnerships with welfare and other support agencies to ensure the young person and their parents are effectively supported in their education and training. Effective engagement with this group, and where appropriate, their families, is a necessary pre-requisite if pre-accredited enrolments are to rise. The Reconnect program offers an opportunity for LLO to work with TAFE and other RTOs to support the education and training needs of this cohort and explore models of collaboration.  |

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| **EARLY SCHOOL LEAVERS**  |
| Early school leavers represent the second largest cohort of priority learners in the BSW, after people with disabilities. The westward stretch from Colac-Otway to the Glenelg has a relatively high proportion of people who have not completed year 12, particularly in Glenelg Shire. This is an older age group within the BSW, which exhibits low literacy levels. This group includes people as old as 50+ which needs to be considered when designing engagement strategies.The likelihood that this group will access or be attracted to pre-accredited programs is being increased by the recent closure of some large manufacturing businesses within Geelong over a short period. Similarly, the agricultural sector now requires employees with higher skill sets to manage the technology being implemented in modern farming practices (e.g. all sheep and goats born in Victoria now require e-tags thereby generating new IT skill needs for workers).There is opportunity to work with industry to co-design programs to reflect emerging skill needs. |

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| **INDIGENOUS LEARNERS** |
| Delivery of pre-accredited training to Indigenous learners is consistently low across the region, and the percentage of learners is well below the State average. Greater Geelong has by far the largest Indigenous population in the BSW with over 2,000 people.Local strategies need to be developed based on long-term engagement with communities and other relevant organisations to develop trust and build the case for ACFE funded training. Aboriginal ownership of such strategies would be essential |

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| **UNEMPLOYED PEOPLE** |
| LLOs have been successful in attracting the unemployed into pre-accredited training except in Corangamite Shire where there is limited capacity.There is a higher rate of people who are long term unemployed in the BSW region (5.2% of the population aged over 15 receiving unemployment benefit for over six months0, compared to the Victorian average (4.2%).. The highest rates of long-term unemployed are in Glenelg local government area (6.5%). In addition to unemployment, there is significant under employment in the region – people wanting to work more hours than they are currently. This group may have similar needs to unemployed people. Greater Geelong is among the highest unemployment rates in the state, though its long-term rate is only slightly higher than the regional average.To some degree, the closure of high profile industries within Geelong has distorted perceptions of where unemployment is most prevalent across the region. Substantial programs (eg Skilling the Bay) have been focussed on Geelong but these exclude surrounding municipalities.The development and maintenance of relationships with Skills and Jobs Centres may assist them to identify opportunities offered by LLOs within their regions, particularly in supporting disadvantaged learners who may not have the specific requirements to pathway directly into TAFE programs |

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| **VULNERABLE WORKERS**  |
| This cohort includes casual and part time workers in lower skilled jobs. There are many such workers in the BSW region due to its growing reliance on the hospitality and tourism industry. It also includes workers in industries that are affected by major economic restructuring such as the automotive industry and those where the introduction of new technology is changing the skills required such as agriculture. The supply chain effects from economic restructure are yet to flow though fully.While some Government programs are in place targeted at Geelong (e.g. Skilling the Bay) opportunities are not necessarily available in other municipalities, which may present opportunities for Learn Locals. |