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

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**Eastern Metropolitan Regional Council area**

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| **REGIONAL CONTEXT**  |
| There are a number of **key change drivers** relevant to the provision of pre-accredited programs in the Eastern Metropolitan Region (EMR) in 2018.*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 Victorians 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 Reconnect program includes $34 million (initial $14m with additional $20m 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 now exempts eligible asylum seekers 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). Eligible asylum seekers will be able to enrol directly with LLO RTOs and TAFE Institutes in a VTG course.*Jobs Victoria Employment Network (2016 – 2017 Budget)*With $53 million over four years allocated in the 2016-17 Budget, Jobs Victoria will consolidate all Victorian employment services into one system, making it easier for jobseekers to access the help they need to get work..*National Disability Insurance Scheme - 17 July – 30 June (Inner and Outer Eastern region)*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. The NDIS is a national no fault insurance scheme designed to change the way that disability services are delivered in Australia. 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.*Victoria’s first creative industries strategy ‘Creative State’.* Given the long-time involvement by Learn Local Organisations in the ‘creative’ environment there seems to be great synergies for accredited course development.**Focuses of Local Government** There is a strong focus in Local Government Areas in EMR on business development including business precincts, home based and start-up businesses and tourism in the area.*City of Boroondara*There are 90,500 people employed in 24,000 businesses in four main areas: Professional, Administrative, Managerial and Services (retail and hospitality). There is high growth in home based Start-Up businesses.Its proximity to the CBD provides opportunities for local businesses to service CBD based businesses through supply chain links, providing essential business services as key inputs to their operations.*City of Knox* * strong secondary, tertiary and industry links providing for the needs of high tech industries
* facilitate linkages between industry and education to identify skills required to meet local employment requirements

*City of Manningham*Manningham has a thriving and diverse local economy serviced by more than 12,000 active businesses. The city’s economic profile is characterised by a high proportion of home based and micro businesses and approximately 1,500 commercially rated premises. The 4 most commonly registered businesses in Manningham are: * Professional, Scientific and Technical Services
* Construction
* Rental, Hiring and Real Estate Services
* Financial and Insurance Services

The most common industry sectors in which residents are employed are:* Retail Trade (6,901 persons or 13.2%)
* Health Care and Social Assistance (5,707 persons or 10.9%)
* Professional, Scientific and Technical Services (5,156 persons or 9.9%)

*City of Maroondah*The area is a substantially developed municipality, with an estimated population of 109,575 residents and a similar age structure to the State’s average. There is a diverse mix of living styles from large acreage to apartment style residential development. There is a strong sense of community participation within Maroondah embodied by a large number of committed volunteers.Cultural diversity is increasing with the highest numbers of recent overseas immigrants arriving from Burma, China, Malaysia, India, Thailand and Iran. Over 9,000 businesses operate within the City providing employment for almost 37,000 people. The largest industry employers are the manufacturing, retail trade and health care sectors. The Bayswater North Employment Precinct is a regional economic hub where many national and international firms have established their headquarters. Maroondah also has major retail centres in Croydon and Ringwood, and a further 21 neighbourhood shopping centres.*City of Monash* * Facilitating relevant training and educational workshops
* Build on relationships with local educational providers and business to assist in creating pathways for students and existing employees in work experience and accreditation
* Strengthen partnerships with government agencies, local education providers and the Monash Enterprise Centre to facilitate training programs for start-up businesses and assist businesses to grow

With over 120,000 people employed in Monash based-businesses, it is the largest employment destination outside the Melbourne CBD. These businesses are a mixture of small, medium and large business and various shopping strips and retail complexes. Over 80% of Monash-based businesses are run by a sole owner/operator or are micro businesses employing four people or less. *City of Whitehorse* As part of the objective to build skilled people and businesses, Council is proposing to Help business grow and prosper byleveraging the major institutions in Whitehorse (education & health providers) to develop specialised, knowledge intensive businesses in Whitehorse by stakeholder engagement and promoting courses and seminars that will be of benefit to business in Whitehorseensuring businesses can access the skills needed to grow and prosper throughidentifying areas of labour skills and shortagesadvertise relevant skills development and training opportunities to local businessesshare online resources regarding training and skill development opportunities in council’s communication material to businesses*Shire of Yarra Ranges* Yarra Ranges identifies some of its key drivers of community wellbeing as:* providing support to key community organisations including neighbourhood houses to deliver high quality learning programs that lead to sustainable employment outcomes and,
* developing partnerships through constructive, collaborative working relationships between government, industry associations and neighbourhood houses that support sustainable growth for the region
* increase mechanisms that support the integration of business ownership of young people and culturally and linguistically diverse communities.

**Broader demographic changes**The percentage of the population aged 65 and over is growing. Residents of Eastern region have the highest life expectancies in Victoria. Over 26% speak a language other than English at home, with Mandarin the most common language. **Employment observations**:* Jobs are increasingly being advertised for people with social media and customer engagement skills.
* Finding employment after gaining qualifications is an issue for some in the region.
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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** |
| Women make up 51% of the population in the EMR region and 69% of the pre-accredited learners across the region. Manningham, Monash, Maroondah and Whitehorse are all 70% and over. The data appears to indicate that provision to this cohort is meeting needs in each LGA. Programs focussing on home based or start-up businesses could cater to this cohort in the future given the proliferation of these businesses across most of the EMR. The downturn of manufacturing would also indicate that many might need to upskill into a different occupation. Some local government areas are developing strategies to position the EMR as an innovation and tourist destination. This could provide a variety of training opportunities for LLOs to engage women to meet these emerging needs.Start-up businesses are attracting women returning to work and /or retraining. Tasters in this area would be beneficial. |

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| **CULTURALLY AND LINGUISTICALLY DIVERSE LEARNERS** |
| CALD learners make up 28 % of the population in the EMR region and 32% of the pre-accredited learners across the region.CALD learners in the Eastern Metropolitan region are well represented in pre-accredited training except in Knox and Manningham. Manningham Economic Development Team is interested in engaging with the Chinese Business community.The Chinese Business Community is interested in building greater sustainability of businesses through the professional development of its community.Engage with Economic Development Teams to develop niche-training to meet local training needs and where possible become the preferred provider of this training |

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| **PEOPLE WITH DISABILITY** |
| The disability cohort constitutes 1.9 % of the population in the EMR region and 29% of the pre-accredited learners across the region – equal to the Victorian average. The NDIS will become available in the Inner Eastern and Outer Eastern Melbourne regions from 1 November 2017. Ensuring that NDIS Local Area Coordinators are aware of LLO community based training opportunities when coordinating individual plans. |

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| **YOUNG PEOPLE (15 -19) DISENGAGED FROM WORK AND/OR SCHOOL** |
| The EMR average for this cohort is 1.8% against the Victorian average of 4.4%.Provision across all LGAs in the region is above the population percentages with the exception of Maroondah. The baseline data above indicates that Knox and Yarra Ranges capture significantly high levels of disengaged youth in pre accredited training. The focus of the government initiatives identified in the context statement for EMR may impact on future training needs of this cohort in the following ways:* Developing region wide strategies to ensure that each strategy is understood and potential learners are identified and provided with programs that ensure pathways and achieve the desired outcomes.
* Working with the NEVR Regional Marrung Partnership Group to develop programs to strengthen pathways into post compulsory education and ascertain program content.
* Work ready programs and transition to work programs be moderated to match industry needs and share good practice in engagement strategies and program content.
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| **EARLY SCHOOL LEAVERS**  |
| With the move to a knowledge economy there will be potentially more people requiring upskilling or the acquisition of skills to gain new employment.Developing partnerships with Jobs Victoria to assist the people affected by the downturn in manufacturing would support engagement of this cohort.The development of specific and localised training programs that match the identified needs of each of the LGA’s Economic Development Strategies would enable retraining that would result in an employment opportunity for this cohort. |

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| **INDIGENOUS LEARNERS** |
| This cohort constitutes 0.3 % of the population in the EMR region and 0.5% of the pre-accredited learners across the region that is below the Victorian average of 1.9%. The range across the region varies from 0.0% to 2.0%. Provision in all LGAs provision is above the cohort population rates except for Manningham and Maroondah.The Indigenous population in EMR is represented in pre-accredited training above the population except for Manningham that is 0%.Yarra Ranges has a higher rate of participation as there are providers who proactively engage the cohort.The Marrung Aboriginal Education Plan behoves all training organisations to provide Koorie learners with the opportunity to achieve their learning aspirations. LLOs can provide training opportunities for Koorie youth and adults as initial pathways into accredited training in the region. |

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| **UNEMPLOYED PEOPLE** |
| This cohort constitutes 3.7 % of the population in the EMR region and 27% of the pre-accredited learners across the region that is below the Victorian average of 32%. The range across the region varies between 21% to 36% against a population range of between 3.1 -4.5%. Provision is above the cohort population rates in all LGAs.Provision to this cohort in 2015-2016 has been relatively stable except for a <5% decrease in Monash and Yarra Ranges.The development of specific and localised training programs that match the identified needs of the Workforce Training Innovation Fund in the region would also enable retraining that would result in an employment opportunity for this cohort.LLOs should consider building much closer relationships and where possible alliances with each of the seven LGA Economic Development Units |

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| **H: PRIORITY COHORT NEEDS – VULNERABLE WORKERS (max 1 page)** |
| This cohort constitutes 2.6% of the population in the EMR region and 2.6 % of the pre-accredited learners across the region that is below the Victorian average of 3.7%. The range across the region varies between 1.5% to 4.0% against a population range of 0.8%- 4.6%. Provision in all LGAs provision is below the cohort population rates except for Boroondara, Manningham and Whitehorse.What is particularly striking is the increase in provision to vulnerable worker between 2015 and 2016 in all but two LGAs. Boroondara was exceptional, increasing provision by nearly sixfold. Monash provided no training to vulnerable workers in 2016.Provision to this cohort in 2015-2016 has been relatively stable except for an approximately 100% increase in Boroondara, Maroondah and Yarra Ranges. With the move to a knowledge economy there will be potentially more people requiring upskilling or the acquisition of skills to gain new employment.* Programs funded in 2018 would need to incorporate Reconnect programs, particularly the older bracket as specified in the guidelines. Developing partnerships with Jobs Victoria to assist the people who have been affected by the downturn in manufacturing would benefit engagement of this cohort.
* The development of specific and localised training programs that match the identified needs of the Workforce Training Innovation Fund in the region would also enable retaining that would result in an employment opportunity for this cohort.
* Developing region wide strategies to ensure that each strategy is understood and potential learners are identified and provided with programs that ensure pathways and achieve the desired outcomes.
* Moderate work ready programs and transition to work programs to match industry needs and share good practice in engagement strategies and program content.
* *The Engagement with Stakeholders in the Eastern Metropolitan report* (EMR Council 2016) clearly demonstrates the EMR LLO network needs to build much closer relationships and where possible alliances with each of the seven LGA Economic Development Units
* Information in relation to what appears to be the low number the number of unemployed people participating in pre-accredited training should be provided to determine if is due to unemployed people availing of other job ready opportunities, or ineligibility to participate in pre-accredited training.
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| **Suggested responses and actions** |
| With the move to a knowledge economy there will be potentially more people requiring upskilling or the acquisition of skills to gain new employment.Programs funded in 2018 would need to incorporate Reconnect programs, particularly the older bracket as specified in the guidelines. Developing partnerships with Jobs Victoria to assist the people who have been affected by the downturn in manufacturing would benefit engagement of this cohort.The development of specific and localised training programs that match the identified needs of each of the LGAs Economic Development Strategies in the region would also enable retaining that would result in an employment opportunity for this cohort. |