ENVIRONMENTAL SCAN

Baw Baw Latrobe Local Learning and Employment Network

YAT Service Region:

2012

CONTENTS

ENVIRONMENTAL SCAN

Baw Baw Latrobe Local Learning and Employment Network

Executive Summary and Analysis

The Baw Baw Latrobe LLEN Region incorporates the two local areas of Latrobe City and Baw Baw Shire. This environmental scan includes data on population trends, characteristics and projections, socio-economic make-up, education and training and employment. The data has been updated in February 2012 where appropriate.

An analysis of this environmental scan identifies several key areas for Baw Baw Latrobe LLEN to consider in developing strategies for improvement.

The scan shows that:

- Participation by Koorie young people in senior education and post school training and higher education is substantially lower than in the broader population. Retention to Year 12 is at a low rate.

- There is an increasing migrant and refugee population, predominantly West African, settling in Latrobe City. Many of these families have been identified as requiring additional support in order to make successful connections with the training sector.

- Participation and aspiration to higher education by young people in Baw Baw Latrobe is lower than in other areas of the state. Family background data also shows a lower school completion rate and educational attainment than in other regions of the state.

- There are significant industry areas which report difficulties in attracting and retaining the relevant skills needed for successful operation of the business. While these skills shortages reflect the identified national industry skills shortages, there are also more localised pockets of skills needs. These include engineering, electro technologies, building and construction, horticulture, automotive, health and community services. A greater alignment of VETiS school enrolments with these industries would reduce the skill shortages in these areas.

- Retention to and completion of year 12 or equivalent remains a key issue in Baw Baw Latrobe. While increasing the number of young people successfully completing Year 12 or equivalent, remains lower than other areas of the state, there has been a significant improvement over the past three years. The increase in VCAL enrolments may be contributing to this improved retention.

- The number of young people leaving school prior to completion of year 12 and without a positive destination remains high. In 2011 whilst the number of those looking for work has decreased, there has been a significant rise in those employed full-time (with no training component) and a decrease in traineeship take-up. Opportunities, including employment opportunities, for early schools leavers are quite limited.

- Family disruption, family unemployment (under-employment) and lone parent family numbers are all greater than in many other areas. Community support organisations play an important role in Baw Baw Latrobe; however these resources are often over subscribed.

- Unemployment is generally higher than other areas and there are some communities where this problem is significantly greater. Youth unemployment is significant.

- There is a significant cohort of young people with some form of identified disability which impedes educational completion and success.

- There are a significant number of teenage mothers in Latrobe City.

The LLEN Region incorporates two local areas: Latrobe City and Baw Baw Shire. This environmental scan will provide background about the region and its people, particularly in relation to education, the labour market and careers and transition.

Baw Baw Shire covers over 4027 square kilometres of rolling green hills, towns, mountains and top agricultural land. Baw Baw Shire has a population of over 40,000 people which is expected to grow to almost 54,000 by June 2026.

Warragul is the shire's largest town with a population of over 11,500 people.
Drouin is the second largest town with a population of approximately 7,000 people.

The Baw Baw Shire is a major centre for agricultural production, containing highly productive soils and a high rainfall climate. Agribusiness if the major employment sector in the shire (11.5%), followed by Health Care & Social Assistance (10.53%), Retail (10.31%), Construction (9.65%) and Manufacturing (9.59%).

Production within the shire includes dairy and beef cattle, pome fruits (apples), vegetables, potatoes, cool climate grapes, maize, soft fruits (berries and currants), fresh flowers, hydroponic tomatoes and timber.

Baw Baw Shire has seen steady and strong growth in population and employment numbers over the last five years whilst maintaining a low level of unemployment.

Latrobe City has a population of over 73,000 and is made up of four major urban centres: Churchill, Moe/Newborough, Morwell and Traralgon, with smaller townships of Boolarra, Glengarry, Toongabbie, Tyers, Traralgon South, Yallourn North and Yinnar. The Latrobe City area covers 1422 square kilometres.

The Latrobe region is a resource rich area, with abundant forest and brown coal resources, water resources and rich agricultural land. The area was initially developed in the 1880's as an agricultural and forestry area and was noted for its cattle runs.

Major industries in the area include the Australian Paper Pulp and Paper Manufacturing Mill at Maryvale, Monash University and the Central Gippsland Institute TAFE, the Australian Securities Commission's National Information Processing Centre; and Victoria's four major power generators. Electricity generated from brown coal mined in the area represents 85% of all electricity generated in the State of Victoria. Other industries include dairy and beef production.

Population

The total population of the region is 113,000,

Age Group									
Area	**0-4 yrs**	**5-9 yrs**	**10-14 yrs**	**15-19 yrs**	**20-24 yrs**	**25-39 yrs**	**40-59 yrs**	**60+ yrs**	**Total**
Baw Baw **%**	2320 5.9%	2734 7%	3111 7.9%	3013 7.7%	2113 5.4%	6543 16.7%	11236 28.7%	8136 20.7%	39206 100%
Latrobe **%**	4300	4755	5356	5187	4596	12395	19540	13199	69,328

	6.2%	6.9%	7.7%	7.5%	6.6%	17.9%	28.2%	19%	100%
Country Victoria	80,874	91,402	100,174	94,094	71,653	230,821	379,411	285,008	1,333,437
%	6.1%	6.9%	7.5%	7.1%	5.4%	17.3%	28.5%	21.4%	100%
Victoria	305,939	314,827	329,624	335,180	338,715	1,052,921	1,346,712	908,504	4,932,422
%	6.2%	6.4%	6.7%	6.8%	6.9%	21.3%	27.3%	18.4%	100%

(Source: GRIS, Monash University, December 2007.)

Main Population Centres	15-24 yr olds		Total population
Traralgon	3100	14%	21960
Morwell	1871	14%	13,399
Moe	2026	13%	15,582
Churchill	954	21%	4588
Warragul	1546	13%	11,498
Drouin	885	13%	6858

(Source: ABS Census QuickStats 2006)

Churchill has a significantly higher relative population of 15-24 year olds because a campus of Monash University is located there.

The region is undergoing a shift in population distribution across the age groups. There is a projected rise amongst those aged 60+ and a decline amongst young people.

The decline in those aged 12-18 years between 2006 and 2021 is projected to be in the vicinity of 2916 individuals. This decline will have an impact on viability of some of our schools, and in the capacity to deliver a wide range of programs and courses in some areas.

Population Projections: 2006-2031 12- 18 years

	Baw Baw	Latrobe	Total
2006	4508	7608	12116
2021	3757	5443	9200
2031	3864	4945	8809

(Source: DSE, Victoria in Future, Projections)

There has been some revision of population projections over the last couple of years and It is projected that population breakdown over the next 30 years will look like this:

Age	Latrobe	Baw Baw
0-14 years	-11.5%	+31.5%
15-24 years	-12.6%	+37.8%

(Source: DPCD Victoria in Future, 2008)

Indigenous population

There is an indigenous population in the area which comprises 1.1% of the total population.

Indigenous Population		
Location	**Number**	**Percentage**
Baw Baw	350	0.9%
Latrobe	869	1.3%
Total BBLLLEN region	1219	1.1%
Victoria	30,141	0.6%
Australia	455,031	2.3%

(Source: ABS, 2006)

The following table indicates the indigenous youth population for each LGA.

Indigenous Population			
LGA	**10 – 14 years**	**15-19 years**	**Total**
Baw Baw	43	40	83
Latrobe	134	113	247
Total	177	153	330

(Source: ABS Census 2006)

CALD population

Latrobe Shire has the highest population of new arrivals from a range of non-English speaking arrivals. Some of these could be accounted through foreign students at Monash University, Gippsland in Churchill. Baw Baw Shire has a much lower number of new arrivals.

Anecdotally, a number of Sudanese and West African families have arrived in the region since the last census, but data will not be available until after the 2011 Census. A recently commissioned report (not yet released) indicates that over 150 clients that have accessed Latrobe Community Health Services in the Shire of Baw Baw and Latrobe City, with the vast majority in Latrobe, record their place of origin as Africa. Note: More information will be available when this report is released.

Arrivals from non-English speaking countries during 2005 and 2006.
(Source: ABS Census 2006)

Country of Origin	**Baw Baw**	**Latrobe**
China	4	29
Hong Kong		10
India		14
Vietnam		6
Malaysia		31
Malta		4
Philippines		25

Singapore		10
Sri Lanka		3
Thailand	3	14
Egypt	3	

Socio-economic status

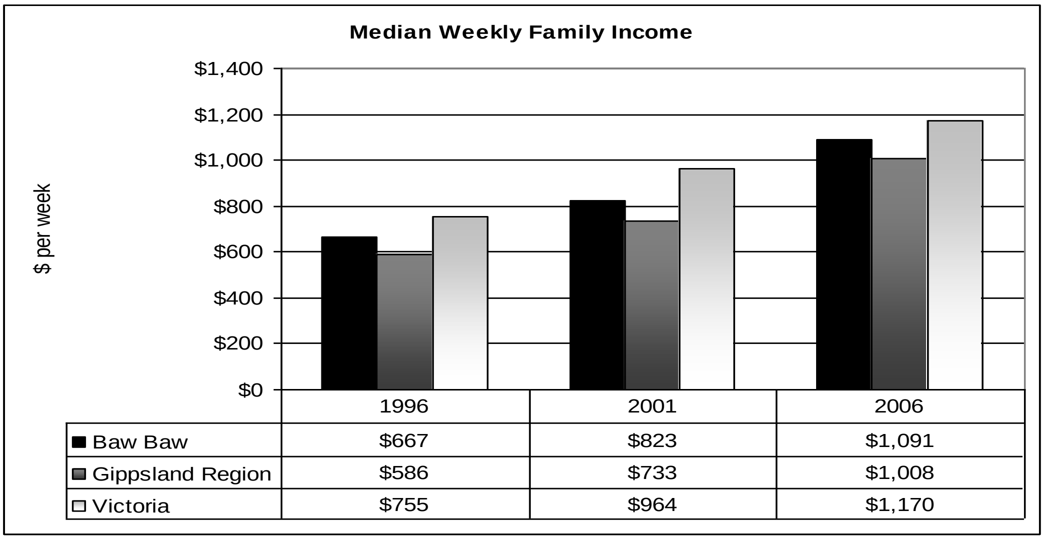
There are a number of indexes that measure levels of disadvantage in communities. The ABS Socio-Economic Indexes for Areas (SEIFA) have been derived to measure different aspects of social and economic conditions in areas of Australia. The indicators used include: low income, low educational attainment, high unemployment, and jobs in relatively unskilled occupations.

The SEIFA index ranks Local Government Areas on a scale up to 1000, where the Australian average is 1000. Added to this is a ranking scale from 1 to 79, where the lowest ranking is an indicator of the highest disadvantage.

Baw Baw scores 966, with Latrobe at 932. This compares with a Gippsland score of 980.63, and a Victorian score of 1,015.00. Both local government areas in this region fall below the Victorian average, and the Australian average (1000). Latrobe is ranked the 16th most disadvantaged LGA in Victoria, and Baw Baw is ranked 41st most disadvantaged LGA in Victoria.

The School Family Occupation (SFO) scale also indicates the socio-economic status of the families of school age children. The SFO measure indicates that 35.2% of the families in Baw Baw fall within the lowest two categories of unskilled and unemployed workers. For Latrobe the SFO measure indicates that 43.6% of families fall within the lowest two categories of unskilled and unemployed.
(Source: DEECD, 2010)

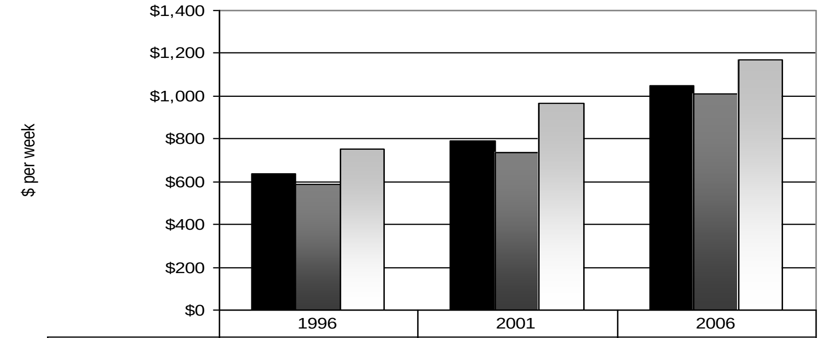
Median Weekly Family Income - Baw Baw, Gippsland Region and Victoria - 1996 to 2006



(Source: ABS Census of Population and Housing, various dates)

Baw Baw has a relatively high median family income compared with the Gippsland Region as a whole (although family income is still lower than the Victorian average). The municipality has a strong mixed economy, with farming, manufacturing and commercial services, as well as some commuting to jobs in the metropolitan area.

Median Weekly Family Income - Latrobe, Gippsland Region and Victoria - 1996 to 2006



	1996	2001	2006
Latrobe	$637	$788	$1,048
Gippsland Region	$586	$733	$1,008
Victoria	$755	$964	$1,170

Latrobe has a higher median family income than the Gippsland Region does but lower than the State as a whole. The higher income results from the high proportion of jobs in mining and energy, as well as regional services.

Educational Attainment

The level of education attainment, measured here by completion of Year 12 or equivalent is significantly lower in this region when compared with Victoria as a whole, and marginally lower when compared with country Victoria. Low completions of Year 12 amongst the population impacts on career and transition choices for young people and may impact on aspirations for young people.

Highest Level of School Completed: Year 12 or equivalent	
Baw Baw	31%
Latrobe	29%
Country Victoria	32%
Victoria	44%

(Source: ABS, 2006.

EDUCATION AND TRAINING PROVIDERS PROFILE

SECONDARY SCHOOLS:

Schools	Total Enrolment - 2010
Kurnai College	1166
Lavalla Catholic College	1233
Lowanna Secondary College	1040
St Pauls Anglican Grammar	940
Traralgon College	1187
Chairo Christian College	510
Drouin Secondary College	899
Marist Sion Catholic College	873
Neerim and District Secondary College	129
Trafalgar High School	637
Warragul Regional College	700
Woolum Bellum College	14
Berry Street	56
CCG College	32

(Source: DEECD, 2010)

Government Secondary School Enrolment Projections 2010-2012

Baw Baw

Year	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Total
2012	429	439	417	449	372	269	2375

Baw Baw will have a total loss of 64 students over the three years 2010-12. This represents a 2% decline in numbers in this period.
(Sources: DEECD, Secondary Projections LGA Summaries, 2007; DEECD 2009).

Latrobe

Year	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Total
2012	577	527	544	462	502	382	2994

Latrobe will lose 122 students in the period 2010-2012. This represents a loss of 4% of secondary student numbers for this period.
(Sources: DEECD, Secondary Projections LGA Summaries, 2007; DEECD 2009).

This reduction in secondary school populations will have an impact on the delivery of some courses and subject areas, and will influence the capacity of some schools to continue to offer the range of courses. In some instances this may jeopardise the sustainability of smaller schools.

VCE AND VCAL ENROLMENTS – 2008-10

There has been a significant increase in VCAL enrolments over the years 2008-2010, reflecting the need for an alternative stream of Year 11 and 12 studies that accommodate the students who learn best through applied learning.

	VCAL 2008	VCAL 2009	VCAL 2010	VCE 2008	VCE 2009	VCE 2010
Baw Baw	135	189	233	869	914	966
Latrobe	348	464	529	833	948	918
Total	**483**	**653**	**762**	**1702**	**1862**	**1884**

(Source: DEECD Data disc 2011)

PRIMARY SCHOOLS

Government Primary Schools

Baw Baw	**Latrobe**
Athlone PS	Churchill PS
Baringa	Churchill North PS
Blackwood	Hazelwood North PS
Bona Vista PS	Hazelwood Estate
Buln Buln PS	Cowwarr PS
Darnum PS	Glengarry PS
Drouin PS	Kurnai College
Drouin South PS	Latrobe Special Development School
Drouin West PS	Lowanna College
Drouin SC	Moe - Albert Street PS
Ellinbank PS	Moe - Elizabeth Street PS
Hill End PS	Moe - South Street PS
Jindivick PS	Morwell - Commercial Road PS
Labertouche PS	Morwell - Crinigan Road PS
Lardner & District PS	Morwell - Tobruk Street PS
Longwarry PS	Morwell Park PS
Neerim District PS	Narracan PS
Neerim South PS	Newborough PS
Neerim District SC	Newborough East PS
Nilma PS	Toongabbie PS
Noojee PS	Thorpdale PS
Rawson PS	Traralgon - Grey Street PS
Ripplebrook PS	Traralgon - Kosciuszko Street PS
Shady Creek PS	Traralgon - Liddiard Road PS
Tanjil South PS	Traralgon - Stockdale Road PS
Trafalgar PS	Traralgon South PS
Trafalgar HS	Victorian P-12 College of Koorie Education – Morwell
Warragul PS	Willow Grove PS
Warragul North PS	Yallourn North PS
Warragul & District Specialist School	Yinnar South
	Yinnar PS

Indigenous engagement

Indigenous students are under-represented in the post-compulsory years in schools across the region. This is a considerable retention issue for this equity group. The number of students enrolled in year 12 is 7% of the Year 7 cohort and has reduced from the 2008 figure of 30%. The total enrolment figure has increased by 12 students, whilst the enrolment in Year 12 has decreased. The Gippsland wide indigenous retention is 44%. (Source: DEECD 2007).

Indigenous enrolments 2010

	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Special schl	Total
Baw Baw	6	11	3	4	0	3	1	29
Latrobe	19	26	17	22	17	2	5	112
Total	25	37	20	26	17	5	6	141

(Source: DEECD data disc, 2011)

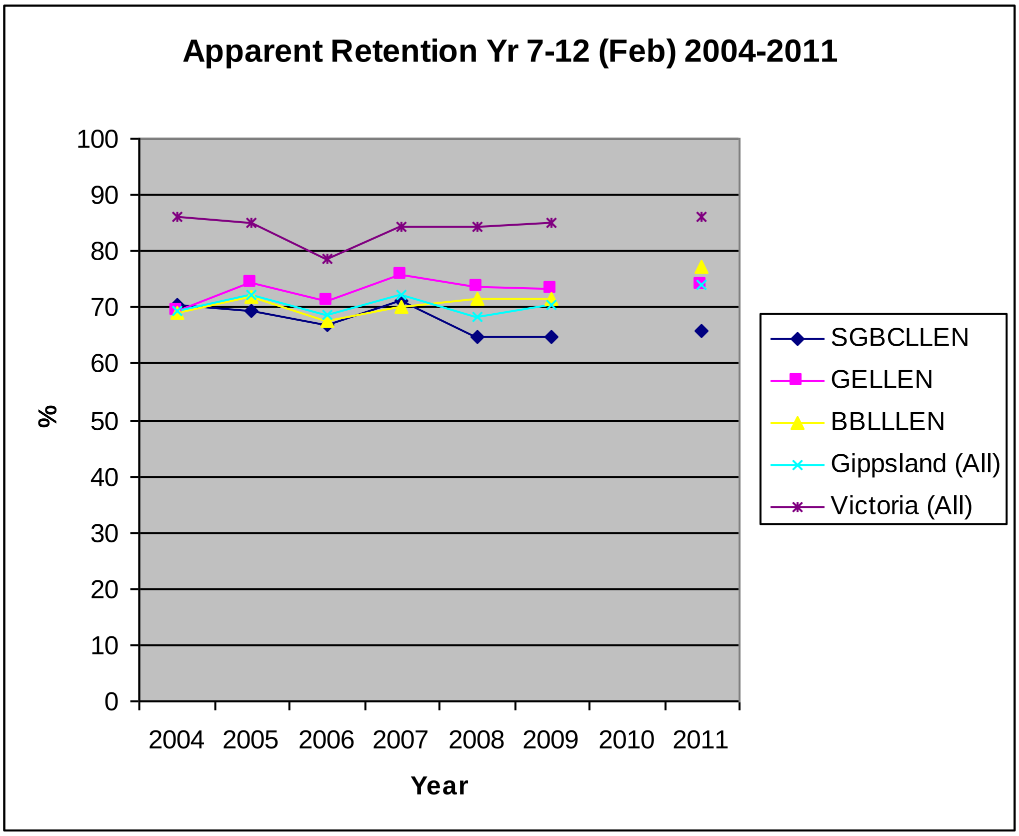
The Victorian P-12 College of Koorie Education has a campus in Morwell – Woolum Bellum which has a total secondary enrolment of 14 students.

Disability

The region has three specialist schools: Baringa Specialist School, Latrobe Special Developmental School and Warragul Specialist School. All schools are offering the Victorian Certificate of Applied Learning and some VETiS delivery.

RETENTION

The following chart indicates the trend across the Baw Baw Latrobe LLEN region from 2004 to 2011. Note that 2010 data is not available.



Baw Baw Latrobe has a higher retention than Gippsland as a whole and has shown significant improvement from 2009-2011 from 72% to 78%.

The Apparent Retention rate for Year 7-12 is 72.8 % for Baw Baw, 78% for Latrobe – compared with 75.2% for all of Gippsland schools and 85.9% for all Victorian schools.
(Source: DEECD, 2011)

Indigenous retention

Indigenous retention from Year 7 to Year 12 in 2007 was 44% (across Gippsland) compared with 68.5% for all students in Gippsland.
(Source: DEECD GYC 2009)

Year 12 Attainments of 19 years olds.

LGA	2007	2008	2009
Baw Baw	74.1%	71.9%	78.2%
Latrobe	68.3%	65.8%	56.5%

(Source: DEECD Data collated from VCAA, ABS and Skills Victoria data, 2009)

This data measures the percentage of 19 years olds who have attained Year 12 or equivalent (VCE, VCAL (Intermediate or Senior), Cert II or above). The figures indicate an improvement in 2009 in Baw Baw, but a decline in Latrobe. This will prove useful data to establish trends over the next few years.

OTHER EDUCATION AND TRAINING PROVIDERS

TAFE

- GippsTAFE services the Latrobe Valley and provides a range of programs including:
    - Pre Vocational
    - Pre Apprenticeship
    - VET in Schools
    - Apprenticeship Training
    - Industry specific Training
    - VCE and VCAL
    - Course levels from Certificate 1 – Diploma level
    - Access Education

  GippsTAFE is the main provider of VETiS training across the Baw Baw Latrobe region.
- Community College Gippsland
    - Offers a range of accredited training, including agriculture, horticulture and production horticulture.
- National Centre for Dairy Education Australia (a branch of Goulburn Ovens TAFE)
    - Offers a range of accredited training programs allied with the dairy industry.
- East Gippsland Institute of TAFE – Equine Studies and Agriculture

ADULT AND COMMUNITY EDUCATION (ACE)

- Community College Gippsland
- Gippsland Employment Skills Training Inc - GEST Inc.

PRIVATE REGISTERED TRAINING ORGANISATIONS (RTOs)

- Workways
- East Vic Workforce
- Apprenticeships Group Australia Building & Construction, Engineering and Automotive

- National Centre for Equine Education
- Australian Construction Equipment Assessment and Training Services - ACE Assessment & Training Services
- Deanmac Emergency Services Training Centre
- True Blue Mates
- DECA Training
- Lifeline Australia Inc – Lifeline Gippsland
- Latrobe Valley Enterprises
- NMTC
- Optec Pty Ltd
- Latrobe Valley Training and Assessment Centre
- Try Youth and Community Services Inc
- Rural Industries Skill Training
- College of Australian Training

GROUP TRAINING COMPANIES
- East Vic Workforce
- Apprenticeships Group Australia
- Melbourne East Group Training

AUSTRALIAN APPRENTICESHIP CENTRES
- Apprenticeships Victoria
- Melbourne East Group Training
- Victorian Employers Chamber of Commerce and Industry (VECCI)

DISABILITY EMPLOYMENT NETWORKS (DEN'S)
- **Interact**
  Sites: Moe, Morwell, Traralgon
- **Community College Gippsland**
  Sites: Morwell, Warragul
- **Work Solutions**
  Sites: Moe, Morwell, Warragul

HIGHER EDUCATION

Universities

Monash University, Churchill
- The campus offers a range of degree programs which include: Art & Design, Arts, Business & Economics, Civil & Environmental Engineering, Education, Information Technology, Nursing and Science. The campus was funded for a small intake for the Graduate course in medicine which commenced in 2008.
- The campus also offers the Diploma of Foundation Studies which is proving to be a valuable pathway for students wishing to study at University, but who have not achieved the required ENTER score. The diploma allows students to demonstrate their academic skills and provides for transfer into degree programs at Monash and other Universities.
- The Campus is also the Off Campus study provider throughout Australia and also into South East Asia as the demand increases for flexible delivery for courses.

DESTINATIONS

Destinations of Year 12 completers 2011		
Region	Working full-time	Working part-time
Baw Baw Latrobe	9%	13.8%
Victoria	7.4%	11.1%

(Source: On Track, 2011. Note: that the number working part-time includes deferees who were working P/T during their gap year).

Deferrals

	Victoria	Baw Baw Latrobe
2005	6.5%	8.4%
2006	8%	5.5%
2007	6.4%	9.4%
2008	11%	11.4%
2009	12.1%	13%
2010	9.9%	11%
2011	10%	10%

(Source: Polesel, 2008; *On Track*, 2005, 2006, 2007, 2008, 2009, 2010,2011)

The deferral rate in Baw Baw Latrobe has decreased and is now equivalent to Victoria as a whole.

The deferral research supported by regional LLENs and YACVic and conducted by the University of Melbourne, has indicated that there is a trend of regional disadvantage within the patterns of rising deferral rates in country Victoria. Those who defer quote financial and cost-related factors as the main reasons for deferring. (Polesel, 2009) The decline in the number of deferrals may indicate some confusion during 2009 over Youth Allowance eligibility.

It is useful to look at trends when examining destinations. The On Track survey is now in its 8th year and provides useful data for Year 12 exiters and Early Leavers.

Destinations of Year 12 exiting students, 2007-2010 – Baw Baw Latrobe region

In Education and Training			
	Uni enrolled %	**TAFE/VET enrolled %**	**App/trainee %**
2007	31.6	18.6	12.8
2008	28.8	21.7	16.9
2009	33.3	18.1	11.3
2010	35.5	17.8	14.2
2011	37.2	18.4	14.8

Not in education and training			
	Employment. %	Looking for work%	Deferred
2007	30.9	6.2	9.4
2008	28.1	4.5	11.4
2009	30.9	6.4	13
2010	25.8	6.7	11
2011	22.9	5.9	10
*Note: * this deferral figure includes some students who have already been counted in the employment & looking for work category.*			

There has been an increase in the number of University enrolments over the past four years, and 2011 sees the highest rate of University enrolments over the past 5 years. The other figures indicate a fluctuating take up of other options. The "looking for work" group has reduced in 2011 – and along with the other data, is indicative of an improved transition for a larger group of Year 12 exiters.

The deferral rate has reduced to 10% and is comparable with the all of Victoria rate.
(Source: On Track, 2011)

Destinations of early school leavers

Year	Looking for work %	Working Part-time %	Employed F/T %
2007	9.4	13.4	12.1
2008	10.8	10.2	13.4
2009	13.9	7.4	6.4
2010	13.6	11.7	9.1
2011	12.6	7.6	21
	VET %	**Apprentice %**	**Trainee %**
2007	17.4	40.3	7.4
2008	7	47.8	10.8
2009	17.8	49	5.4
2010	21.4	32.5	11.7
2011	16	35.3	4.2

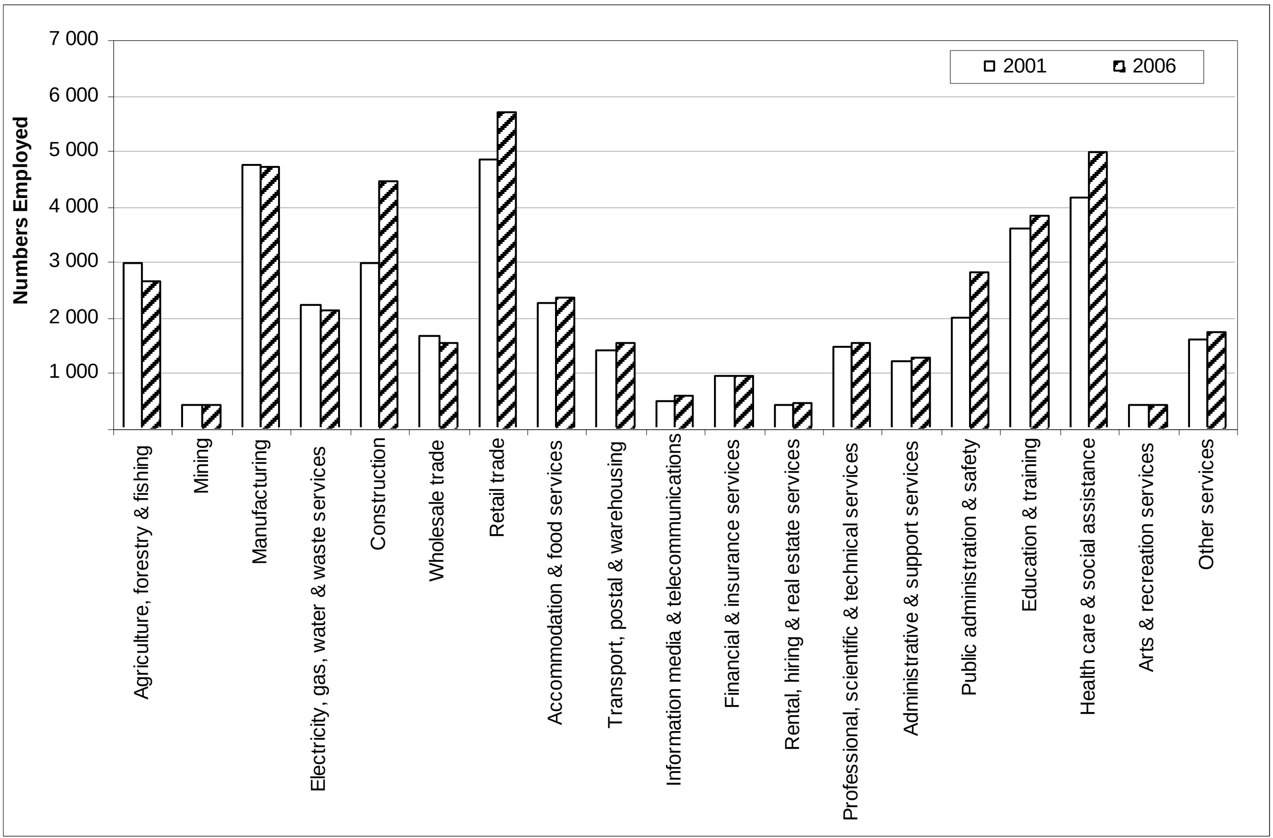
(Source: DEECD On Track data 2007-11)

Apprenticeships remain the major destination for early school leavers, with a slight increase of early leavers taking up apprenticeships in 2011. There is a significant reduction in the take-up of traineeships in 2011. We also see a significant increase of early school leavers in F/T work and a small decrease in those looking for work.

The On Track data indicates that in 2011 12.6% of early school leavers and 5.9% of Year 12 exiters are looking for work.

LABOUR MARKET DATA

Baw Baw Latrobe LLEN – Employment profile[1,2]



NOTE : 1 – Census counts based on place of usual residence.
2 – 2006 ANZSIC Code Classification
(Source: ABS, Census of Population & Housing 2001 & 2006.)

There have been significant rises of employment levels in construction; retail and the health and welfare sectors between 2001 and 2006. The significant decline is in the agricultural, forestry and fishing sector. The remainder of the industry areas have a retained similar profile for this period.

Baw Baw Latrobe LLEN: Differential employment growth rates 2001-2006 [1,2]

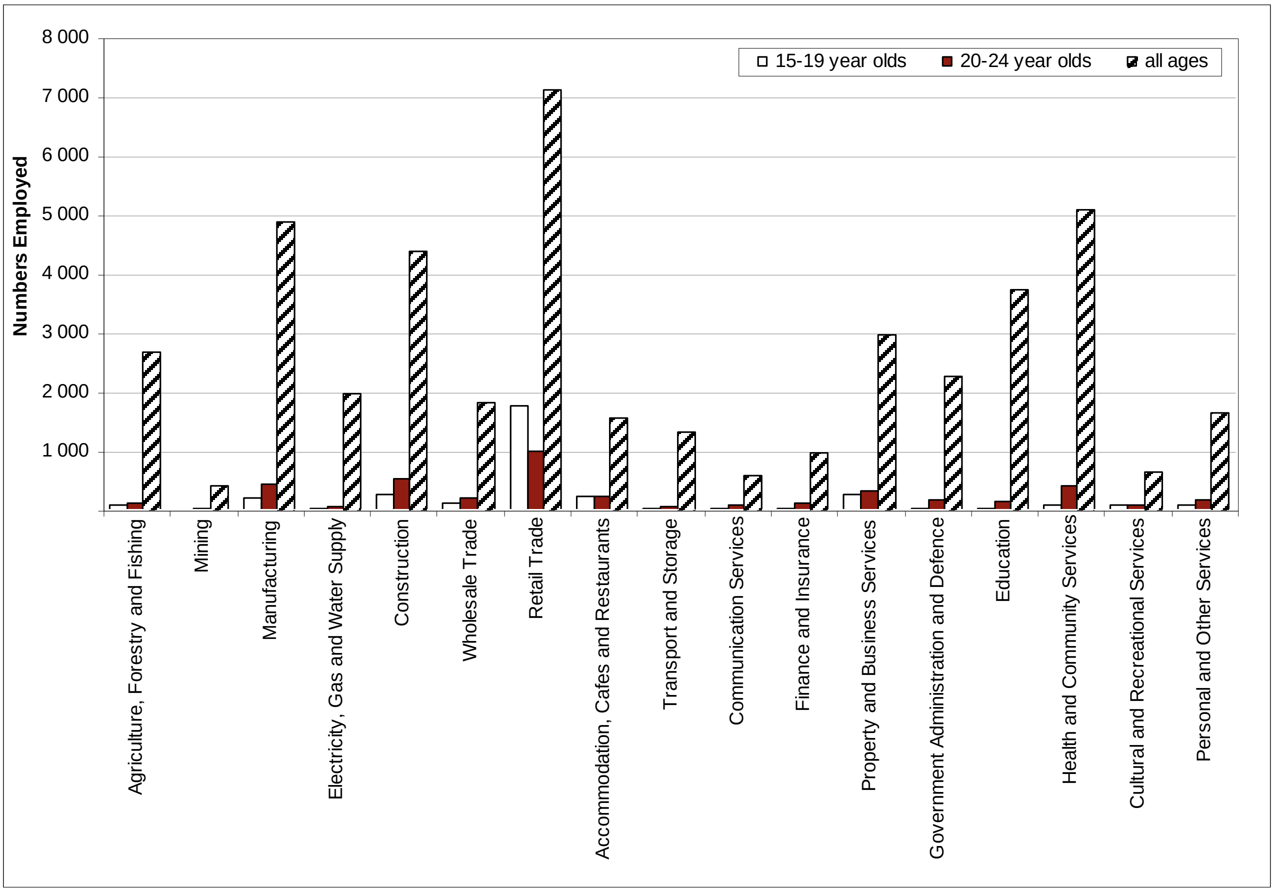
	Absolute change			Percentage change		
Sector	**15-19**	**20-24**	**All ages**	**15-19**	**20-24**	**All ages**
Agriculture, Forestry and Fishing	-13	-58	-322	*-11.9*	*-30.7*	*-10.7*
Mining	-5	14	-5	*-55.6*	*116.7*	*-1.2*
Manufacturing	16	12	82	*8.0*	*2.8*	*1.7*
Electricity, Gas and Water Supply	1	13	-142	*6.7*	*22.4*	*-6.8*
Construction	95	231	1,334	*59.4*	*80.8*	*43.6*
Wholesale Trade	-3	-7	46	*-2.7*	*-3.3*	*2.6*
Retail Trade	189	105	692	*12.1*	*11.8*	*10.8*
Accommodation, Cafes and Restaurants	9	3	19	*3.7*	*1.2*	*1.2*

Transport and Storage	3	-	149	*12.0*	-	*12.7*
Communication Services	20	53	95	*666.7*	*151.4*	*19.8*
Finance and Insurance	-9	21	21	*-28.1*	*20.0*	*2.2*
Property and Business Services	108	33	100	*66.7*	*10.9*	*3.5*
Government Administration and Defence	6	74	774	*25.0*	*67.9*	*52.4*
Education	-3	-26	229	*-6.5*	*-14.2*	*6.5*
Health and Community Services	0	122	807	*0.0*	*43.1*	*18.9*
Cultural and Recreational Services	-32	1	-64	*-30.2*	*1.1*	*-9.0*
Personal and Other Services	-3	29	93	*-3.4*	*19.7*	*5.9*

NOTE : 1 – Census counts based on place of usual residence.
2 – 1993 ANZSIC Code Classification
(Source: ABS, Census of Population & Housing 2001 & 2006).

This is mirrored in the employment of young people as we see increases in these industry areas.

Baw Baw Latrobe -Sectors of Employment for 15-19 yo, 20-24 yo and All Ages: LLEN Region, 2006 [1,2]

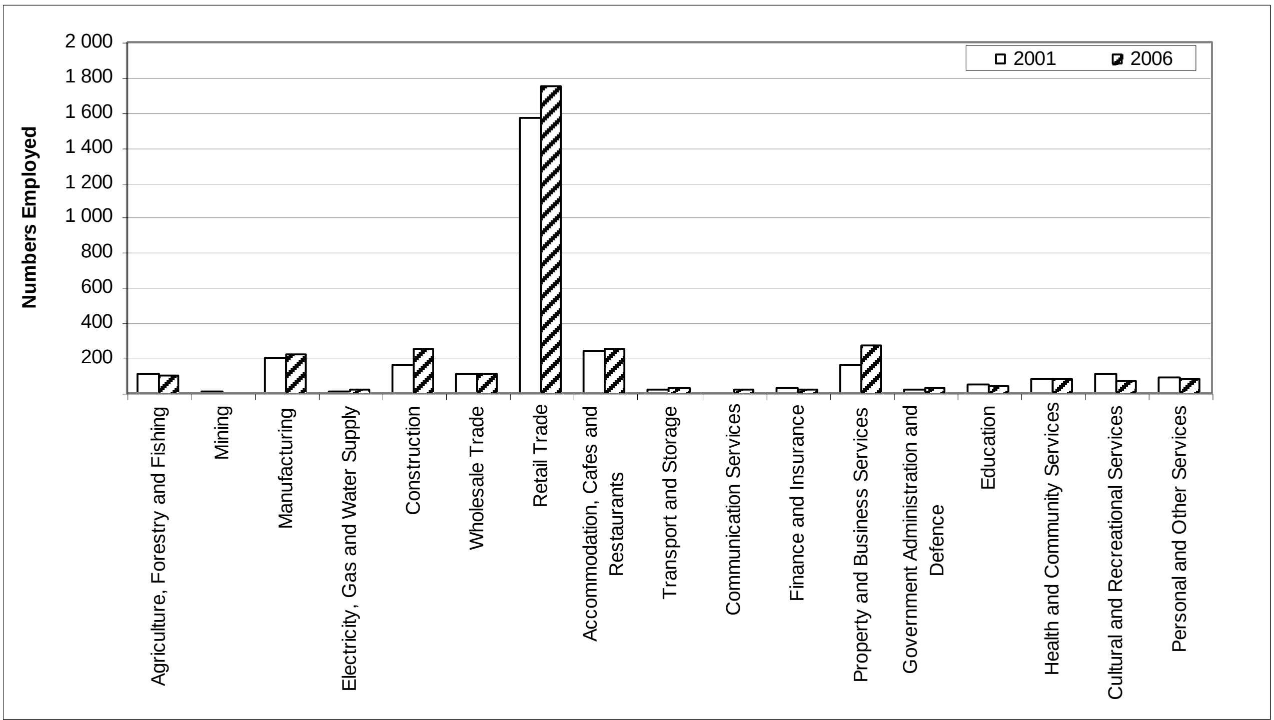


NOTE : 1 – Census counts based on place of usual residence.
2 – 1993 ANZSIC Code Classification
(Source: ABS, Census of Population & Housing 2006.)

This chart indicates the relative employment of young people as at 2006. The major employer of 15-19 year olds is retail, with construction and property and business services.

The following chart highlights the changes in the employment rates over the last two censuses. If we look at all ages there has been an increase in employment rates in manufacturing (but has decreased for young people); accommodation, cafes etc has decreased overall, but has slightly increased the employment of young people. Health and community services has expanded employment significantly, but young people are not benefitting from this growth.

Figure 13 (a)Baw Baw Latrobe LLEN Employment for 15-19 year olds: 2001 – 2006 [1,2]



NOTE : 1 – Census counts based on place of usual residence.
2 – 1993 ANZSIC Code Classification
(Source: ABS, Census of Population & Housing 2001 & 2006.)

LATROBE

Latrobe City has one of the State's strongest regional economies. It is home to the energy industry ("Victoria's Powerhouse") and secondary industries are located in Moe, Morwell and Traralgon. The Australian Pulp and Paper mill is located at Maryvale. Energy, mining (brown coal extraction) agriculture and manufacturing are the dominant economic sectors of the City. Other significant industries include construction, personal and other services, transport and storage, gas, water supply, forestry, health and community services, local government and education.
In 2007, Industries in Latrobe City employing more than 1,500 people include:

- Retail Trade (3,951)
- Health Care and Social Assistance (3,193)
- Manufacturing (3.098)

- Construction (2,823)
- Education and Training (2,233)
- Public Administration (2,011)
- Electricity, Gas, Water and Waste Services (1,845)
- Accommodation and Food Services (1,563)

EMPLOYMENT BY INDUSTRY SECTOR, LATROBE CITY

	ABS, Census Period							
	1996		2001		2006		% Change 1996–2006	% Change 2001–2006
Industry Sector of Employment	No.	%	No.	%	No.	%		
Agriculture, Forestry & Fishing	802	*3.2*	730	*2.8*	716	*2.5*	*-10.7*	*-1.9*
Mining	285	*1.2*	349	*1.4*	309	*1.1*	*8.4*	*-11.5*
Manufacturing	2 619	*10.6*	3 140	*12.2*	3 098	*10.9*	*18.3*	*-1.3*
Electricity, Gas, Water & Waste Services	2 046	*8.3*	1 921	*7.5*	1 845	*6.5*	*-9.8*	*-4.0*
Construction	1 971	*8.0*	1 869	*7.3*	2 823	*10.0*	*43.2*	*51.0*
Wholesale Trade	868	*3.5*	877	*3.4*	702	*2.5*	*-19.2*	*-20.0*
Retail Trade	2 932	*11.9*	3 320	*12.9*	3 951	*14.0*	*34.8*	*19.0*
Accommodation & Food Services	1 426	*5.8*	1 521	*5.9*	1 563	*5.5*	*9.6*	*2.8*
Transport, Postal & Warehousing	713	*2.9*	808	*3.1*	879	*3.1*	*23.3*	*8.8*
Information Media & Telecommunications	395	*1.6*	283	*1.1*	374	*1.3*	*-5.3*	*32.2*
Financial & Insurance Services	1 077	*4.4*	699	*2.7*	658	*2.3*	*-38.9*	*-5.9*
Rental, Hiring & Real Estate Services	281	*1.1*	298	*1.2*	288	*1.0*	*2.5*	*-3.4*
Professional, Scientific & Technical Services	988	*4.0*	884	*3.4*	909	*3.2*	*-8.0*	*2.8*
Administrative & Support Services	819	*3.3*	872	*3.4*	883	*3.1*	*7.8*	*1.3*
Public Administration & Safety	1 216	*4.9*	1 474	*5.7*	2 011	*7.1*	*65.4*	*36.4*
Education & Training	2 176	*8.8*	2 172	*8.4*	2 233	*7.9*	*2.6*	*2.8*
Health Care & Social Assistance	2 084	*8.4*	2 705	*10.5*	3 193	*11.3*	*53.2*	*18.0*
Arts & Recreation Services	226	*0.9*	264	*1.0*	257	*0.9*	*13.7*	*-2.7*
Other Services	1 037	*4.2*	933	*3.6*	954	*3.4*	*-8.0*	*2.3*
Inadequately Described/Not Stated	750	*3.0*	626	*2.4*	668	*2.4*	*-10.9*	*6.7*
Total	24 711	*100.0*	25 745	*100.0*	28 314	*100.0*	*14.6*	*10.0*

NOTE: (a) Industry of Employment was coded to the 2006 Australian and New Zealand Standard Industrial Classification (ANZSIC) edition. This replaced the 1993 ANZSIC edition. Data for 1996 and 2001 have been concorded.

(Source: ABS, Census of Population and Housing, Time Series)

Major industries – Latrobe

Retail

- The Retail industry is the largest employer in the Latroberobe Valley region. Mid Valley Shopping Centre and the Traralgon Centre Plaza are the largest shopping centre's located in Morwell and Traralgon respectively. Typically staff are recruited as casuals, inducted and trained in store and then moved to permanent status when vacancies arise.
- There are a number of retail food outlets who recruit and train school students as School Based Apprentices (SBAs). A substantial number of these students complete VCE or VCAL and move away from the region for tertiary study or employment opportunities. Changes to SBA structures in 2009 may see these arrangements change. Schools must now ensure that SBAs are integrated into the student's VCE or VCAL program and training/employment must take up at least one regular school day.
- There is a continued growth in major franchise businesses and therefore pressure of competition for independent smaller retailers, and leading to a demand for higher level of skills in the industry.
- Small business continues to be the key employers in the Latrobe region.

Community Services and Health

- The Community Services and Health (CS&H) industry is a growing industry in the region with the demand for childcare places increasing as parents move back into the workforce. In the aged care sector, the number of mature age workers is increasing to meet demands. Training for childcare workers has fallen behind the demand particularly from school leavers, whilst there appears to be adequate training places available for entrants into the aged care sector of the industry.
- The Latrobe Valley LLEN is a member of the Gippsland Community Partnership Reference Group which is one of five reference groups statewide, to provide a reference in the form of information, networks, engagement of stakeholders, and where appropriate, resources for the development and delivery of the Human Services Program (HSCP) for country Victoria.
- The LLEN is a partner in the Community Services and Health Pathways Partnership in the Latrobe Valley. Other partners include Latrobe Community Health Services, Latrobe Regional Hospital, GippsTAFE and the Gippsland Campus of Monash University. The aim of the partnership is to increase the number of young people in the Baw Baw and Latrobe regions in non university CS&H pathways. To achieve this aim a group of key stakeholders formed a partnership in 2007 to initiate an ASP project in the LCP region, the ASP program, Caring for Other People by Youth, Careers and Pathways (COPY CAP) has run in 2007 and 2008.

Aeronautical

- In 2008 Latrobe Regional Airport was named the Rural Airport of the Year in the Australian Aviation Industry Excellence Awards. The airport has recently developed the Helimed Ambulance Centre and constructed an additional taxiway. It is the new DSE fire fighting base.
- The Aeronautical Industry remains a significant employer with the increased output of aircraft manufacturing at the Latrobe regional airport as the company becomes known in Europe and the USA. The company has developed from a research and development company to Australia's only commercial aircraft manufacturer. The

expansion has increased the demand for sheet metal workers, spray painters, assembly workers and trainees.
- Gippsland Aeronautics has recently obtained the type certificate to manufacture the Nomad. GA estimates that their current staff of 120 may double when they begin production.
- Gippsland Aeronautics provides limited places for work experience and structured work placements.

Energy Industry
- The Latrobe Valley is the major player in energy generation in Victoria and following privatization in the 1990s, the industry now finds itself with an emerging skills shortage and an ageing workforce. Both electricity suppliers and electricity retailers recognize that many of the skills that were part of the power industry have dissipated and now there is a need for a more skilled workforce available to deliver services in the Latrobe Valley to meet the future needs of the energy industry in Australia.
- The VEET program facilitated by the LCP, is in its fifth year of operation giving local young people exposure to the Energy industry by participating in the VEET program. There is an SWL component and site visits where the students gain an insight into the various careers within the Energy industry.
- The energy industry in Latrobe is facing several challenges with increased pressure to reduce their carbon emissions. Several initiatives have evolved as a result of this. The Australian Government has invested $2 billion in clean coal technology. The Australian Energy Company (AEC) Latrobe Urea Project will be located near Loy Yang Power. Construction commenced 2009, with a completion date of 2012. It is estimated that it will require around 1000 workers to build the plant, and 180 permanent staff once completed. The project is expected to have positive spin-offs for industries such as transport, maintenance and services.
- HRL are have also been supported by State Government to build a new ‘clean coal’ power station at Loy Yang B. The station will use advanced technology to reduce carbon emissions. The new plant is due to be operational in 2012 / 2013. It is estimated that it will create around 300 jobs during construction and 36 on-going jobs when completed.

Engineering/Manufacturing Industry
- Other companies such as Australian Paper at Maryvale but does not take students on work experience.
- Gippsland Water continues to expand, which will include increasing the numbers in their respective workforces substantially. The Gippsland Water Factory is completed.
- National Foods with its processing plant in Morwell is a major employer along with companies such as International Power and Loy Yang Power.

Service Industry

The Latrobe Valley has Call Centres operating including Telstra, DHS, ASIC and Centrelink and these attract a large number of potential employees with customer service skills and word processing. The Call Centres are a source of employment for people looking for a career change or those wishing to re-enter the workforce via casual and part time modes. There does not appear to be active recruitment of school leavers into this sector.

Transport and Logistics
There is continued growth in this industry in the Latrobe region with a number of local and national road transport companies having distribution centres locally. The South East Australian Transport Strategy aims to stimulate and facilitate investment in transport and infrastructure locally and its members include the City of Latrobe, regional development, government agencies and regional industry. The SEATS proposal for Gippsland includes two discreet components.

Civil Construction
The Australian Government has recently announced projects that will help to maintain employment levels in the current financial crisis. One such project is the Princes Highway, Traralgon-Sale duplication which will include expanding the current road to a two lane carriageway between Traralgon and Rosedale. Commencement of this project was in March 2009 and completion expected in 2014. While this may not provide direct job opportunities for young people aged 13-19, it may help to absorb any loss of employment by local people having a positive flow-on effect to other retail and service providers. It is estimated that this project will require around 360 workers on-site.

BAW BAW

The economic growth in Baw Baw is influenced by its close proximity to the Urban Growth Boundary of metropolitan Melbourne and large areas of high quality agricultural land.

The economy within the Shire is based around agriculture, retail, manufacturing, and health/ community service sectors. The growth of the population and the strong economy of the Shire have enabled the development of strong commercial centres, the most significant being Drouin, Warragul and Trafalgar. Smaller towns rely on these towns for amenity provision, transport connections, health and commercial services.

The Baw Baw Shire is seeking to establish itself as a hydroponics hub. A recently announced hydroponic development "with advanced science and technology to develop agriculture" (Gippsland Farmer, May 2008) demonstrates the potential for continued growth in this sector.

A growth management and strategy plan has been developed for Warragul and Drouin where the majority of new population growth and urban development is anticipated to occur. This containment of urban development will ensure that the location of necessary infrastructure can be appropriately planned for.

In 2007, Industries in Baw Baw Shire employing more than 1,500 people include:

- Agriculture, Forestry and Fishing (1,946)
- Health Care and Social Assistance (1,774)
- Retail Trade (1,734)
- Construction (1,627)
- Manufacturing (1,617)
- Education and Training (1,583)
- Education and Training (1,583)

Employment by Industry Sector Baw Baw Shire

Industry Sector of Employment	ABS, Census Period						% Change 1996–2006	% Change 2001–2006
	1996		2001		2006			
	No.	%	No.	%	No.	%		
Agriculture, Forestry & Fishing	2 455	*17.6*	2 251	*14.8*	1 946	*11.6*	*-20.7*	*-13.6*
Mining	76	*0.5*	73	*0.5*	116	*0.7*	*52.6*	*58.9*
Manufacturing	1 602	*11.5*	1 610	*10.6*	1 617	*9.6*	*0.9*	*0.4*
Electricity, Gas, Water & Waste Services	303	*2.2*	298	*2.0*	278	*1.7*	*-8.3*	*-6.7*
Construction	892	*6.4*	1 117	*7.4*	1 627	*9.7*	*82.4*	*45.7*
Wholesale Trade	602	*4.3*	801	*5.3*	820	*4.9*	*36.2*	*2.4*
Retail Trade	1 214	*8.7*	1 521	*10.0*	1 734	*10.3*	*42.8*	*14.0*
Accommodation & Food Services	564	*4.1*	729	*4.8*	798	*4.7*	*41.5*	*9.5*
Transport, Postal & Warehousing	506	*3.6*	596	*3.9*	657	*3.9*	*29.8*	*10.2*
Information Media & Telecommunications	189	*1.4*	204	*1.3*	208	*1.2*	*10.1*	*2.0*
Financial & Insurance Services	314	*2.3*	240	*1.6*	303	*1.8*	*-3.5*	*26.3*
Rental, Hiring & Real Estate Services	117	*0.8*	139	*0.9*	167	*1.0*	*42.7*	*20.1*
Professional, Scientific & Technical Services	490	*3.5*	603	*4.0*	635	*3.8*	*29.6*	*5.3*
Administrative & Support Services	257	*1.8*	335	*2.2*	397	*2.4*	*54.5*	*18.5*
Public Administration & Safety	582	*4.2*	521	*3.4*	793	*4.7*	*36.3*	*52.2*
Education & Training	1 232	*8.9*	1 436	*9.5*	1 583	*9.4*	*28.5*	*10.2*
Health Care & Social Assistance	1 140	*8.2*	1 456	*9.6*	1 774	*10.5*	*55.6*	*21.8*
Arts & Recreation Services	186	*1.3*	162	*1.1*	171	*1.0*	*-8.1*	*5.6*
Other Services	732	*5.3*	667	*4.4*	777	*4.6*	*6.1*	*16.5*
Inadequately Described/Not Stated	460	*3.3*	403	*2.7*	439	*2.6*	*-4.6*	*8.9*
Total	13 913	*100.0*	15 162	*100.0*	16 840	*100.0*	*21.0*	*11.1*

NOTE: (a) Industry of Employment was coded to the 2006 Australian and New Zealand Standard Industrial Classification (ANZSIC) edition. This replaced the 1993 ANZSIC edition. Data for 1996 and 2001 have been concorded.

(Source: ABS, Census of Population and Housing, Time Series)

Major Industries – Baw Baw

Agriculture
The dairy industry dominates with its strong performances in production and research and development, leading to world competitive productivity. Confidence in this industry has seen large investments in dairy manufacturing, providing the capacity to supply growing world markets.

Livestock production (mainly beef) is the second largest industry sector, followed closely by horticulture. The fruit and vegetable and hydroponic sectors are expanding rapidly and are major agricultural activities. Council is actively persuing development in the hydroponics industry which saw production of between $35 and $40 million in 2008/09. The region is also one of Victoria’s main potato growing areas. Cut flowers and specialist nurseries are also significant producers in the region.

Timber
Timber production was one of the earliest industries in Baw Baw, across the Mountain Ash Forests of the Central Highlands. Value adding through specialised grading, milling, drying, laminating and machining processes also offer new opportunities for the region.

The availability of this high quality timber resource creates opportunities for further value adding industries such as furniture, laminated veneers and fibreboard. Development of timber plantations has been identified as a major opportunity within Baw Baw with some of the land previously cleared for agriculture now proving to be suited to forestry plantations.

Food
The availability of high quality agricultural products, meat, milk, vegetables and fruit, and ease of access to markets provides great opportunities for value adding and packaging for the domestic and international food markets.

Dairy processing has led the way with milk powder, butter and cheeses for export and domestic markets. Local cheese companies have achieved world acclaim as well as national and international awards for their products. Also gaining renown are locally produced wines, smoked meats, jams, pickled products and preserves. Major abattoirs and boning facilities are also located in Baw Baw servicing organic and standard markets.

Primary Industry
Primary industry is a major employer and industry sector within Baw Baw and includes dairy and beef cattle, pome/pip fruits (apples), vegetables, potatoes, cool climate grapes, maize, soft fruits (berries and currants), fresh flowers, seedlings and plants, hydroponic tomatoes and timber. There is also a significant and growing value-adding sector, taking advantage of the primary produce grown in the area. Organic production is also increasing significantly.
(Source: Baw Baw Shire, Economic Development www.bawbawshire.vic.gov.au)

Skill shortages

(Source:Regional Skills Shortage Survey Summary Gippsland 2007 p 6.)

The *Regional Skills Shortage Survey* conducted in Gippsland in 2006 identified industry sectors with unfilled vacancies in the previous 12 month period. Some of the significant industry sectors reporting a percentage of vacancies unfilled were :

Construction	29%
Personal & Other Services	19%
Manufacturing	19%
Transport & Storage	17%
Electricity, Gas & Water Supply	15%
Health & Community Services	9%
Education	6%
Agriculture, Forestry & Fishing	1%

Within these industries the **occupations** reported by employers as being the most difficult to fill included:

Professionals	
• Registered Nurses	General Practitioners
• Secondary School Teachers	Electrical Engineers
• University lecturers and Tutors	Physiotherapists
• Welfare and Community Workers	Counsellors
Trades	
• Structural Steel & Welding Tradespersons	Bakers & Pastry Cooks
• Electricians	Metal Fitters & Machinists
• Motor Mechanics	Hairdressers
Clerical, Sales & Service Workers	
• Childcare Workers	Special Care Workers
• General Clerks	Sales Assistants
Labourers and Transport workers	
• Truck Drivers	Mobile Construction Plant Operators
• Farm Hands	Bus Drivers

(Source: Regional Skills Shortage Survey Summary Gippsland 2007 page 7)

The *Regional Skills Shortage Survey* reported that while there was an average of 3.6 applicants for each position, only 0.9 were considered suitable. Reasons for unsuitability included **lack of experience (54%)**; **inadequate qualifications (31%)**; and **lack of technical skills (28%)**. These findings further emphasise the importance of a skilled and qualified workforce to ensure sustained economic growth in the Region, particularly as 35% of employers expected employment growth in their businesses over the next 12 months.

Industry Groups, Sectors and Skills Priorities – Central Gippsland

INDUSTRY TRAINING GROUP	SECTOR	PRIORITY	COMMENT
Adult & Further Education	Access and transition programs	High	These programs are an important pathway for people to gain employment or continue to further education
Automotive	Repair, services & retail	High	Consistent shortages
Building & Construction	✓General Construction ✓Civil construction	Critical	Current and future demand is high; no sign of demand abating
Business Services	✓Business & Clerical ✓Finance	High	Particularly Business Management Diploma programs
Community Services & Health	✓Health – Nursing and Allied Health ✓Aged Care ✓Disabilities ✓Education – after school care	Very High Very High Medium Medium	Ageing population and new regulations affecting after school care
Cultural & Recreational	✓Arts & Design ✓Entertainment ✓Recreation	Medium	
Electro technology & Communications	✓Electrical & Electronics ✓Information Technology	✓Critical ✓Medium	Impact is increasing with introduction of new technologies
General Manufacturing	✓Process Manufacturing	High	Infrastructure projects are increasing the demand for skills
Metals & Engineering	Engineering	Very High	As above
Primary & Forestry	✓Agriculture ✓Production Horticulture ✓Amenity Horticulture ✓Forestry	✓High ✓High ✓Medium ✓Medium	The agricultural sector requires specific skills as the economics of farming change
Public Administration & Safety	Government Administration & Services	Medium	
Tourism &	✓Cookery	✓High	Cookery remains a

Hospitality	✓Hospitality ✓Tourism	✓Varies across the Region for Hospitality and Tourism	high training priority. Increasing investment in tourism will demand higher levels of skill
Transport & Storage	✓Storage & Distribution ✓Transport	✓High ✓High	Road links are critical for businesses demanding a skilled transport workforce
Wholesale Retail & Personal Services	✓Floristry ✓Personal Services ✓Wholesale & Retail	✓Low ✓Medium ✓High	Expanding retail outlets will require larger numbers of skilled staff.

(Source: Central Gippsland, Change Driver Report)

In addition to growth in the industry sectors, major infrastructure projects planned for the Latrobe Valley will also place increased pressure on the need for a skilled and adaptable workforce. The projects include:

Urea plant (Proposed)	$ 2 billion
International Power Hazelwood – Mine Extension	$400 million
International Power Coal Drying Retrofit	$369 million
Monash Energy, Synthetic diesel fuel facility – Stage I	$400 million
Macquarie Bank/Midway Wood Products – plantation development, Gippsland	$300 million
Australian Paper – Pulp facility, Maryvale	$258 million
Gippsland Water Factory	$174 million
Aged Care Facility, Moe	$ 14.6 million
Aged Care Facility, Newborough	$ 10 million
Aged Care Facility, Morwell	$ 8 million
Latrobe Community Health Services	$ 22 million
MRL Clean Coal to Liquids (Proposed)	

In addition to growth in the industry sectors, major infrastructure projects planned for the Baw Baw will also place increased pressure on the need for a skilled and adaptable workforce. The planned projects include:

Flavorite Hydroponics Expansion	$ 45 million
Longwarry Food Park,	$ 5 million
Retail Developments - Warragul	$ 45 million
Housing/Property Development	$ 375 million
Safeway Drouin	$ 3 million
Longwarry Industrial Estate	$ 35 million
Drouin Industrial Estate	$ 30 million
Warragul Industrial Estate	$ 40 million
Warragul Home Centre	$ 20 million
Warragul Queen Street development	1.5 million
Drouin Aged Care	$ 10 million

VET in School (VETiS) Enrolments 2010 (DEECD data)

Baw Baw

Industry	2009	2010
Adult Community - Further Education	45	105
Agriculture and Horticulture*	44	20
Animal Handling	19	37
Automotive Industry (AUR05)*	52	38
Building and Construction*	63	77
Business Services	47	15
Community Services and Health*	31	28
Cultural & Recreation - Entertainment	22	25
Cultural & Recreation - Racing	1	2
Cultural & Recreation - Recreation	61	80
Electrical and Electronics*	36	33
Furnishing	1	8
Information Technology	4	6
Metals and Engineering*	28	39
Textile Clothing and Footwear	1	1
Tourism and Hospitality*	12	0
Tourism, Hospitality and Events	54	35
Transport and Storage*	1	1
Wholesale Retail and Personal Services	52	71
Grand Total	574	624

Note: * indicates those industries that have been identified as skill shortage areas for Gippsland.

There has been an increase in enrolments in Baw Baw schools. In 2010, the West Gippsland Trade Training Alliance succeeded in gaining significant funding approval to establish a Trade Training Centre that will deliver Building and Construction; Electrical; Plumbing; Agriculture and Horticulture; and Hospitality from three main delivery sites and across all schools via an innovative ICT delivery platform.

In Baw Baw 46% of VETiS delivery is in identified skill shortage areas in 2009, and 38% in 2010.

Latrobe

Industry	2009	2010
Adult Community - Further Education	98	41
Agriculture and Horticulture*	3	2
Animal Handling	7	12
Automotive Industry (AUR05)*	68	35
Building and Construction*	112	86
Business Services	46	41
Community Services and Health*	53	41
Cultural & Recreation - Arts & Design	2	23
Cultural & Recreation - Entertainment	70	45
Cultural & Recreation - Racing	1	2
Cultural & Recreation - Recreation	117	77
Electrical and Electronics*	30	40
Furnishing	33	18
Information Technology	104	52
Metals and Engineering*	122	90
Printing	10	17
Textile Clothing and Footwear	9	4
Tourism and Hospitality*	26	
Tourism, Hospitality and Events	98	96
Transport and Storage*	1	1
Wholesale Retail and Personal Services	95	64
Grand Total	1105	787

Latrobe schools have seen a significant decline in VETiS numbers between 2009 and 2010.

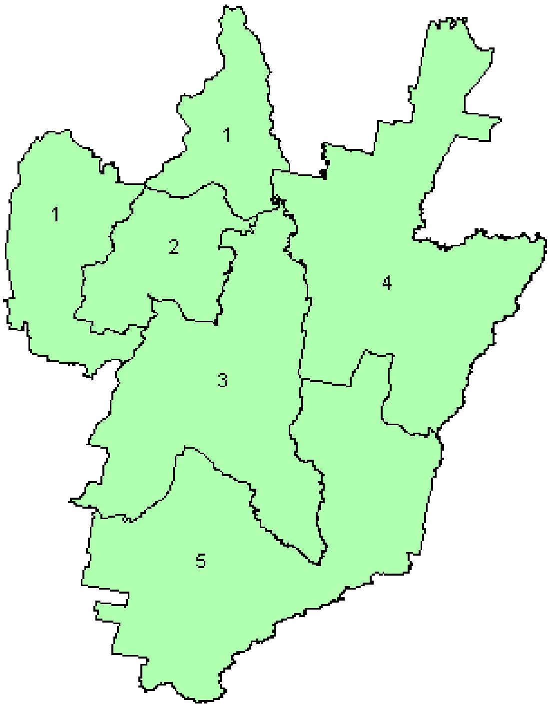
In Latrobe 37% of VETiS delivery is in identified skill shortage areas in 2009, and remained the same in 2010.

The projected enrolments for 2012 indicate an enrolment of 631 in Baw Baw; and 867 in Latrobe.
(Source: BBLLLEN data 2012)

UNEMPLOYMENT

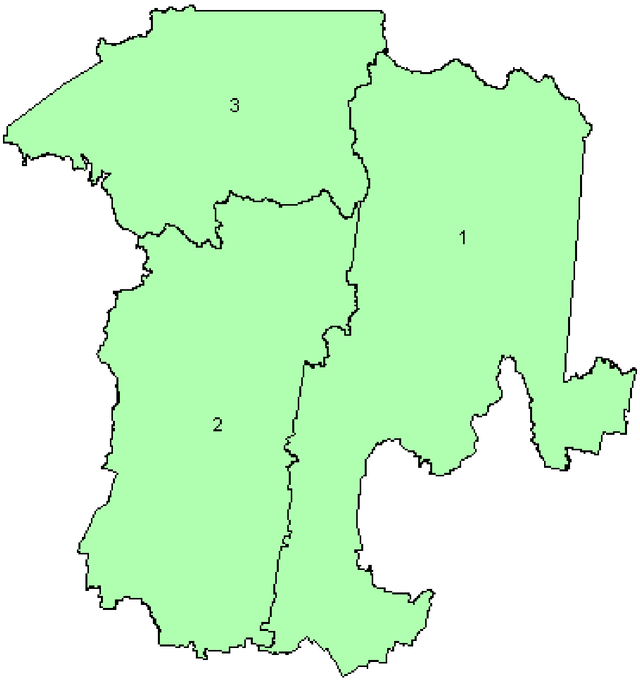
Gippsland Statistical Local Area (SLA) Unemployment Rate: Sept 2008

Latrobe Valley - Statistical Local Areas



Map	Statistical Local Areas (SLAs)	Unemployment Rate	Unemployed	Unemployment Rate	Unemployed	Labour Force (Not Employment)#
ID	**Name**	**Sept 2007**	**Sept 2007**	**Sept 2008**	**Sept 2008**	**Sept 2008**
1	Baw Baw (S) - Pt A	4.6%	109	4.3%	106	2493
2	Latrobe (C) - Moe	9.2%	795	8.2%	750	9099
3	Latrobe (C) - Morwell	9.4%	1055	8.5%	999	11811
4	Latrobe (C) - Traralgon	5.1%	743	4.3%	665	15480
5	Latrobe (C) Bal	5.3%	88	4.5%	80	1762

West Gippsland - Statistical Local Areas



Map	Statistical Local Areas (SLAs)	Unemployment Rate	Unemployed	Unemployment Rate	Unemployed	Labour Force (Not Employment)#
ID	**Name**	**Sept 2007**	**Sept 2007**	**Sept 2008**	**Sept 2008**	**Sept 2008**
1	Baw Baw (S) - Pt B East	5.0%	114	4.8%	116	2434
2	Baw Baw (S) - Pt B West	3.5%	544	3.2%	513	16198
3	Yarra Ranges (S) - Pt B*	9.5%	26	7.6%	22	290

Youth Unemployment - 2008

In Baw Baw youth unemployment was 11.8%, in Latrobe 16.8% compared with 13.5% for all of Gippsland, and 14% for Victoria.
(Source: ABS Census 2006; GRIS 2008)

Local Initiatives

***Mentoring* –** The Gippsland Mentoring Alliance has a number of mentoring projects operating in schools in the region.

***Career Expos* –** these bring together a range of industry stakeholders and give them the opportunity to increase awareness of local employment options. Over 1000 young people attend these each year and it also enables career teachers and other school personnel to engage with industry.

***Structured Work Placement* –**This is a partnership between schools and local employers for the provision of VETiS work placement for students.

***Gippsland Youth Commitment* –** is a region level partnership between the three LLENs and DEECD regional office to build a level of commitment to young people amongst all key stakeholders, including industry, to ensure that all young people have successful education and training opportunities and successful transitions.

***School Industry Leadership Forum* –** a forum for schools and industry to come together to work towards aligning needs of industry to school delivery.

***School Industry Gateway* –** an initiative that has grown out of the Gippsland Youth Commitment, and aims to improve relationships between industry and schools, and to improve access to opportunities.

***VET Alliances/Trade Training Centres Alliances* –** these alliances bring together schools, RTOs and industry to plan for VET delivery and also for initiatives such as the TTCs.

***Gippsland Regional Development Strategy*-**The Gippsland Regional Development Strategy (GRDS) is a Strategic Framework that identifies priorities and needs associated with the productivity, liveability and sustainability of the Gippsland region. Skills Victoria has partnered with GRDS to develop a Skills Action Plan for Gippsland to generate more industry relevant training and to foster enhanced relationships between industry and training providers. This pilot project will be extended across regional Victoria from 2010.

Education and training is one of nine priorities identified in the GRDS Strategic Framework to improve workforce capability. The GRDS has identified that the focus in addressing regional skills needs should be in:

- developing an improved and wider understanding of the region's current and future skills needs,
- seeking appropriate resources for additional training, and
- encouraging industry and the community to make greater investment in training.

A Regional Skills Forum (RSF) of representatives from the major vocational and educational training providers, and major industry sectors has been established in Gippsland. The RSF was convened to develop a *Skills Strategy for Gippsland*.

Parent and Family Profile

Unfortunately there are no peak parent bodies in the region.

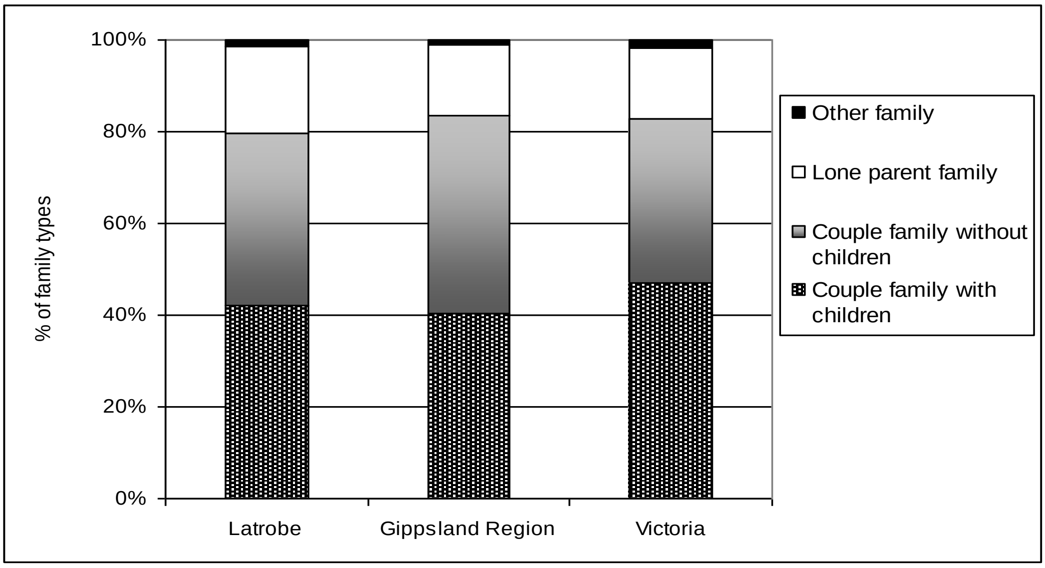
Each Government school has a School Council; and Catholic and Independent schools have School Boards. These all operate independently and there are no region-wide linkages between them.

The involvement of parents and families in their children's education and particularly those young people at risk is variable across the region.

The engagement of parents, families and carers into the careers, transition environment is one of the major challenges facing this region.

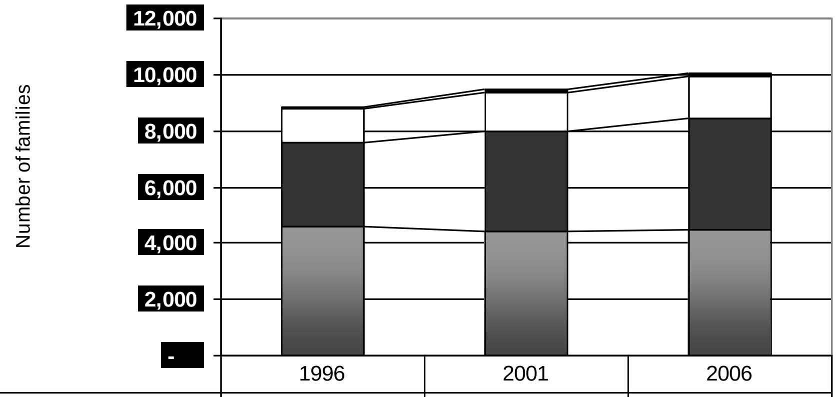
Demographic profile of families in the region

Family Type - Latrobe, Gippsland and Victoria - 2006



The population as a whole in Latrobe has not grown over the period 1996 to 2006; however, the numbers of lone parent families and couples without children have grown significantly. Latrobe had a higher proportion of lone parent families than either the region or the State as a whole.

Family Type - Baw Baw Shire - 2006



	1996	2001	2006
Other family	104	112	121
Lone parent family	1,155	1,369	1,471
Couple family without children	3,015	3,555	3,972
Couple family with children	4,589	4,431	4,462

(Source: ABS Census of Population and Housing, 2006)

Even though the population in Baw Baw has grown over the period 1996 to 2006, not all family types have grown in proportion. In particular, the number of couples with children has increased slightly, whilst the number of lone parents and couples without children has increased significantly.

Teenage parents

The table below indicates the number of young women aged 15-19 years who had a livebirth from 2004-2008 given the raw number of live births and the rate per 1000 of teenage women.

	BAW BAW		LATROBE		GIPPSLAND	
	Live births	**Rate per 1000**	**Live births**	**Rate per 1000**	**Live births**	**Rate per 1000**
2004	15	11.1	59	21.5	156	18.4
2005	14	10.2	68	25.1	148	17.5
2006	19	13.3	73	27.4	181	21.3
2007	12	8.0	64	23.2	146	16.7
2008	12	7.7	80	28.3	164	18.1

Baw Baw fertility rates for young women are below the Gippsland averages; and in 2008 are below the Victorian rate of 10.6 per 1000. Latrobe has higher rates of teenage pregnancies and in all years is above the Gippsland rate and well above the Victorian rate for 2008.
(Source: DEECD, Adolescent community profiles, 2010)

COMMUNITY GROUP PROFILE

Existing Youth, Career and Transition Services		
Program	**Criteria**	**Contact / Org**
BEST @ The Shed	12 – 17 yr olds, assessed with a disability	Berry Street
ScACE – Berry Street	U/15 yrs old, disengaged from education	Berry Street
Community VCAL – Berry Street	15 yrs old + disengaged from education	Berry Street
Young Mums VCAL	Expecting or young mums	Berry Street
Reaching More Kids	School based mentoring program Yr 8 -1 0, across 4 schools in Latrobe	Berry Street
Aiming High Community Mentoring program	10 – 25 yrs olds, disengaged from education / training,	Berry Street
Saver Plus	$ for $ saving program, must have pension / health care card, plus an income… $$ to be spent on education	Berry Street
Futures for Young Adults - Early Pathways Planning Project Worker	18 – 21 Yrs old YP with disabilities In last year @ school Eligibility via SWDP from DEECD	DHS - Traralgon
Get Ready Employment Program	Eligibility via FFYA program (18-21 yrs)	Cooinda Hill
Wurreker Broker	Indigenous Education / Training / Employment Transition Young Koories 12 yrs +	VAEAI
Barrth Wurrin	VCAL – Indigenous students	Woolum Ballum
Youth Connections	13 – 19 yrs olds at school risk of disengaging or out of school for 12 months or less	Berry Street

Money Minded Financial Literacy	Financial Literacy Program	Berry Street
Youth Transition (Baw Baw & Latrobe)	15 – 19 yr olds not studying or working full time	Berry Street
Baw Baw Latrobe LLEN	Support for programs, creating partnerships	Baw Baw Latrobe LLEN
GEST - Gippsland Employment Skills Training Inc.	Courses ranging from CGEA to Youth pathways, work for the dole and native nursery	Gippsland Employment Skills Training Inc.
GETT Centre GippsTAFE Employment & Transitional Training Centre	Assists young adults with training and employment needs	GETT Centre
Traralgon LAECG	Advocacy role	Liddiard Road Primary School
Moe Morwell LAECG	Advocacy Role	Department of Education Early Childhood Development
ELC Neighbourhood Renewal	Young People or adults who reside in the Neighbourhood Renewal areas: - Glendonald Estate (Churchill) - Morwell East - Moe Heights - Traralgon East	ELC Coordinator Berry Street Victoria
Happening Families Project	Young Parents Program	Berry Street
Gippsland Wilderness Program	Wilderness 8 day experience with 2 year follow up. Students at risk 12 – 14 yrs	Berry Street

Summary of Youth, Career and Transition Services

- There are four Job Network members all with offices in Traralgon, Morwell, Moe and Warragul servicing the Baw Baw Latrobe LLEN region.
- School based careers services tend to operate only during school terms and times and this leaves gaps in services during school holiday periods.
- Apprenticeships Group Australia has established a careers centre as part of the Education Precinct based at the Churchill campus of Monash University.
- Monash Gippsland has a counselling service onsite at its campus at Churchill for students attending the Campus.
- Berry Street have the contracts to deliver Youth Connections in the region.
- Berry Street Victoria and Quantum provide services to young people in the region
- Woolum Bellum Campus provides programs to engage young Koorie people in the region.
- The Gippsland Youth Commitment (GYC) has been developed by the Department of Education and Early Childhood Development and the Baw Baw Latrobe Local Learning and Employment Network and now has 68 local organisations as signatories to the commitment.
- GippsTAFE have developed a Skills Store in the region.
- GMA has mentoring programs operating in a number of schools in the region
- On Track connect contacts past students between April to June each year to discuss their destination and options for further training and/or employment.
- The Central Gippsland Careers Advisors Committee holds meetings regularly through the school year to discuss career and transition information and issues, promote programs and share resources. This group includes RTO, school, university, industry and LLEN members.
- The Latrobe VETiS Cluster holds meetings regularly to discuss transition issues, promote programs and share resources.
- The Central Gippsland Youth Network meets regularly to discuss transition issues and establish programs for young people in and out of the traditional school setting.
- The Latrobe Transitions Network meets regularly to discuss their programs and ways in which they can work together to enhance the outcomes young people.
- The Gippsland “Locate Them” website is a database of over 500 youth service providers that can be accessed by young people and workers. It includes information about career and transition services available across Gippsland.

Indigenous organisations:

Central Gippsland Aboriginal Health and Housing Co-operative, Morwell
VAEAI – Wurreker
LAECG – West Gippsland and Latrobe
Woolum Bellum

PROGRAMS

State Government initiatives

- Managed Individual Pathways - operates in all secondary government schools to ensure that each young person from Year 10 has a pathways plan.
- Pathways Program – operates in TAFE and Community College East Gippsland and supports the development of pathways plans.
- Future for Young Adults – Department of Human Services supports young adults with a disability to access education and training opportunities.
- On Track Connect – a phone support for young people who have been found without a successful transition through the On Track survey.
- Wurreker Broker – based in Trafalgar. To support post-school transitions for indigenous young people.

Commonwealth Programs

- Youth Connections – working with young people at risk of not having a successful transition from school. Auspice in this region by Workways and Berry Street.
- Indigenous programs – a range of initiatives and programs are funded for indigenous young people through DEEWR funded initiatives.

PARTNERSHIPS PROFILE

The region has developed a good partnering culture over the past 6 years or so. A range of initiative and partnerships has built capacity amongst key stakeholders to identify, initiate and maintain partnerships. Most partnerships undergo regular evaluations for effectiveness, need and capacity.

The following are some of the key partnerships in the education and transition environment in the region:

Gippsland Youth Commitment (GYC)

The GYC has been established with strong foundations with the engagement and commitment from the Regional Manager's Forum and the stakeholders who make up the Executive Group. The Commitment was launched in April with the slogan "Everyone's responsibility". The GYC is a partnership project between the three Gippsland LLENs and the Regional Office of DEECD. The Commitment works with industry, schools, and community agencies, government departments to improve transition and educational outcomes for young people across Gippsland.

PART B: CHALLENGES AND OPPORTUNITIES

CHALLENGES

EDUCATION AND TRAINING

- The high number of young people who are failing to have successful transitions to either education, training or meaningful and sustainable employment.
- The low level of indigenous engagement with post-compulsory levels of school or training.
- Increasing number of deferrals.
- Managing the impact of reducing enrolments as the population aged 15-19 decreases.
- Low completions of Year 12 amongst the general population impacts on career and transition choices for young people and may impact on aspirations for young people.
- Ensuring sufficient options for post-compulsory education and training, particularly for those with special needs.

BUSINESS AND INDUSTRY

- Aligning the needs of industry with the delivery in schools, TAFE, RTOs etc.
- Maximising the opportunities for young people to take advantage for growth in industry areas; and areas which have skills or labour shortages both currently and in the future.
- Building strong and sustainable relationships between industry and schools, that accommodates the different ways that each work.
- Engaging all key stakeholders in the career and transition environment.

PARENTS AND FAMILIES

- Engaging parents and families in the careers and transition environment. It is widely accepted that parents are the main career advisers for young people, but are the least informed and equipped to do so. Capacity for parents needs to be built so that they are better equipped to provide up-to-date and accurate information for their children, and ensure that aspirations are not stifled.
- Low completions of Year 12 amongst the population impacts on career and transition choices for young people and may impact on aspirations for young people.
- The significant number of young mothers in Latrobe City.

COMMUNITY GROUPS

- Indigenous communities – the region's indigenous communities need to be connected with all educational and employment opportunities.
- Increasing collaboration to reduce duplication of effort in the career and transition environment.
- Sustaining funding for critical programs.

OPPORTUNITIES

- To maximise the work of existing partnerships, networks and initiatives.
- To link industry and schools through both existing and new initiatives.
- To engage parents and families in the career and transition environment.
- To examine the issue of aspirations in the decision making processes as young people make choices about their future.
- To build on recent research eg. Polesel – deferral research; Monash University – apprenticeship research to identify strategies to address the deficiencies.
- The opportunity to do evidence based planning with current data and research; particularly now there is a body of trend data.
- Utilise the Gippsland Youth Commitment to keep agencies, schools and industry focussed and committed to improving outcomes for young people.
- Attract relevant funding / programs / agencies that can add value to the service delivery for young people in the region. But do this with a collaborative and partnership approach.

REFERENCES

ABS Census Data 2006

ABS Labour Market Data 2008

BBLLLEN Labour Market Profile 2008

DEECD (2003-2011) *On Track* Surveys

DEECD Data disc 2011

DEECD Adolescent community profiles 2010

DEECD (2009) *Getting it right together*

DEECD (2010) Government schools Performance Survey 2009

DEECD (2009) Gippsland Youth Commitment

DEECD Secondary Projections, LGA Summaries 2008-2012

DEECD. VETiS data 2008-11.

DIRD Change Driver report Central Gippsland. 2008

DPCD *Regional Skills Shortage Survey2006*

DPCD Victoria in Future

DSE 2008) Victoria in Future.- Gippsland

BBLLLEN *Labour Market update for Gippsland East* 2006

Gippsland Research & Information Service (GRIS), Statistical Profiles for Baw Baw and Latrobe, Monash University, Gippsland campus, Churchill Victoria

Polesel, J (2009) *Deferring a University Offer in Regional Victoria*, Centre for Post-Compulsory Education and Lifelong Learning, University of Melbourne