



ENVIRONMENTAL SCAN

Baw Baw Latrobe Local Learning and Employment Network

Baw Baw Shire / Latrobe City Region

2010

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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.

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.
- There is an increasing migrant and refugee population, predominantly West African, settling in Latrobe. 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. Deferment of acceptance of a university offer is significantly higher than metropolitan areas. This increase is predominantly due to affordability of re-location.
- 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.
- 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.
- The number of young people leaving school prior to completion of year 12 and without a positive destination remains high. Opportunities, including employment opportunities, for early schools leavers are quite limited. The number of young people less than 15 who are disengaged from school is high particularly in Latrobe.
- 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.

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

Challenges and Opportunities for Baw Baw Latrobe LLEN

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.

Community Groups

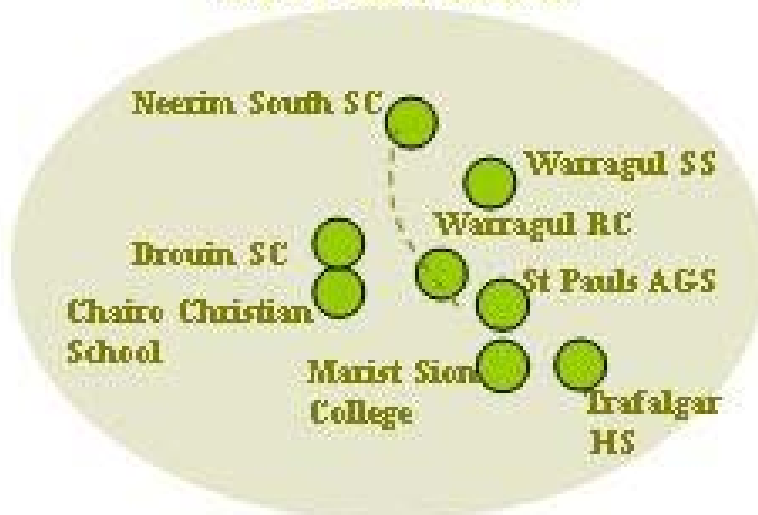
- Indigenous communities – the region's indigenous communities need to be connected with all educational and employment opportunities.
- Increasing collaboration to reduce duplication of effort in the career and transition environment.
- Sustaining funding for critical programs.

OVERVIEW OF THE SERVICE REGION

LATROBE VALLEY



WEST GIPPSLAND



The Baw Baw Latrobe LLEN Region incorporates two local shire areas: Latrobe and Baw Baw. 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 is 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 of 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

Area	Age Group								Total
	0-4 yrs	5-9 yrs	10-14 yrs	15-19 yrs	20-24 yrs	25-39 yrs	40-59 yrs	60+ yrs	
Baw Baw	2320	2734	3111	3013	2113	6543	11236	8136	39206
%	5.9%	7%	7.9%	7.7%	5.4%	16.7%	28.7%	20.7%	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.

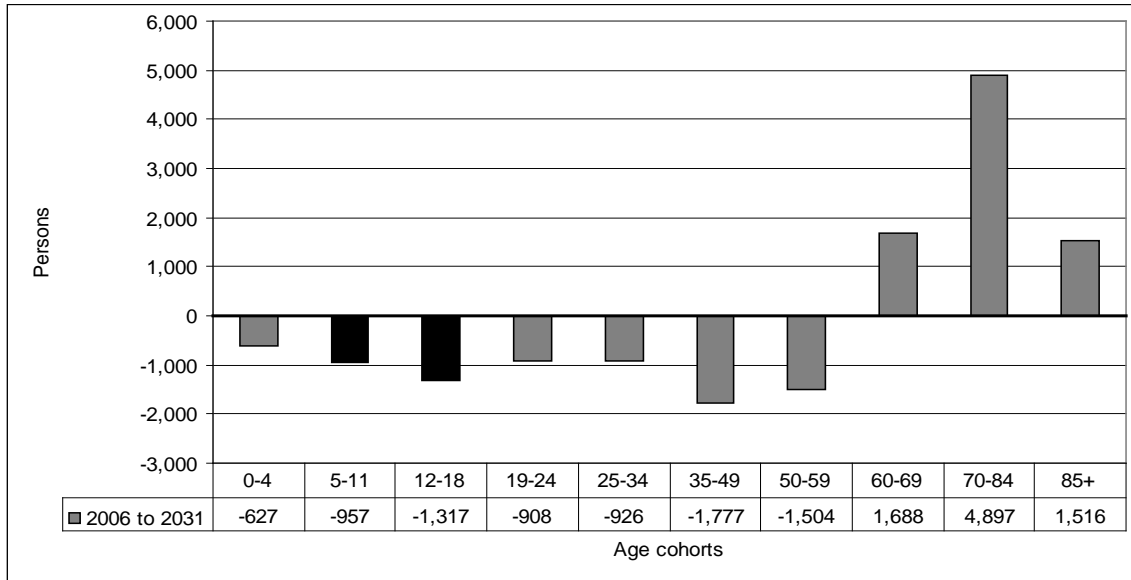
Population Projections: 2006-2031 12- 18 years

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

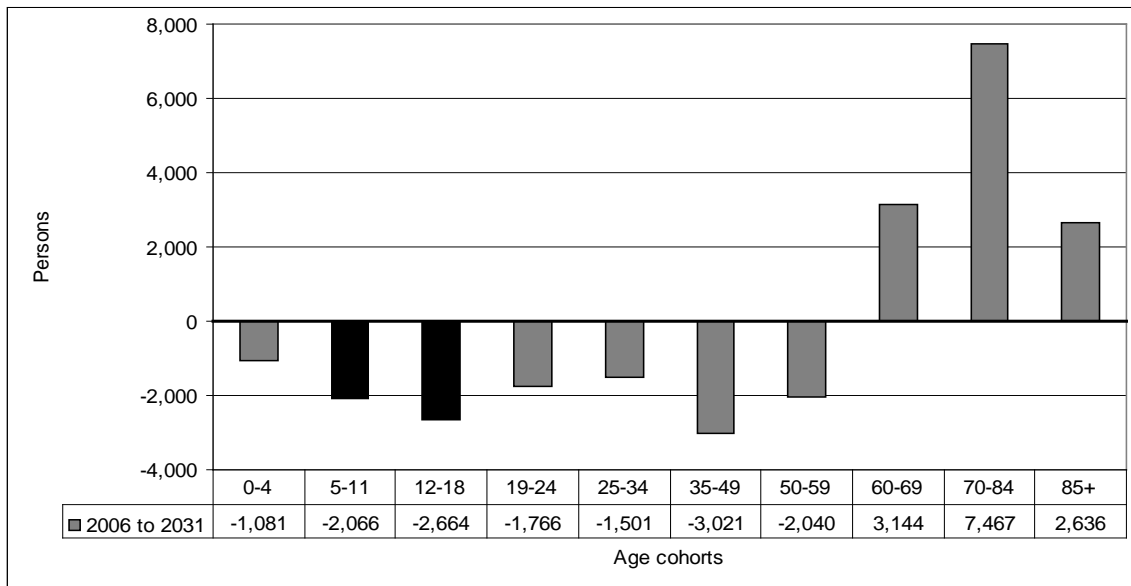
(Source: DSE, Victoria in Future, Projections)

The projected population breakdown over the next 25 years will look like this:

BAW BAW POPULATION PROJECTIONS



LATROBE POPULATION PROJECTIONS



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 BBLLEN region	1219	1.1%
Victoria	30,141	0.6%
Australia	455,031	2.3%

(ABS, 2006)

The following table indicates the indigenous youth population and as a percentage of the total indigenous population.

Indigenous Population 15-24 Years		
LGA	Total	% of total indigenous population
Baw Baw	60	17.1%
Latrobe	174	20%
Total	234	18.5%

Source:ABS Census 2006

CALD population

Latrobe City 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.

Arrivals from non-English speaking countries during 2005 and 2006. (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	

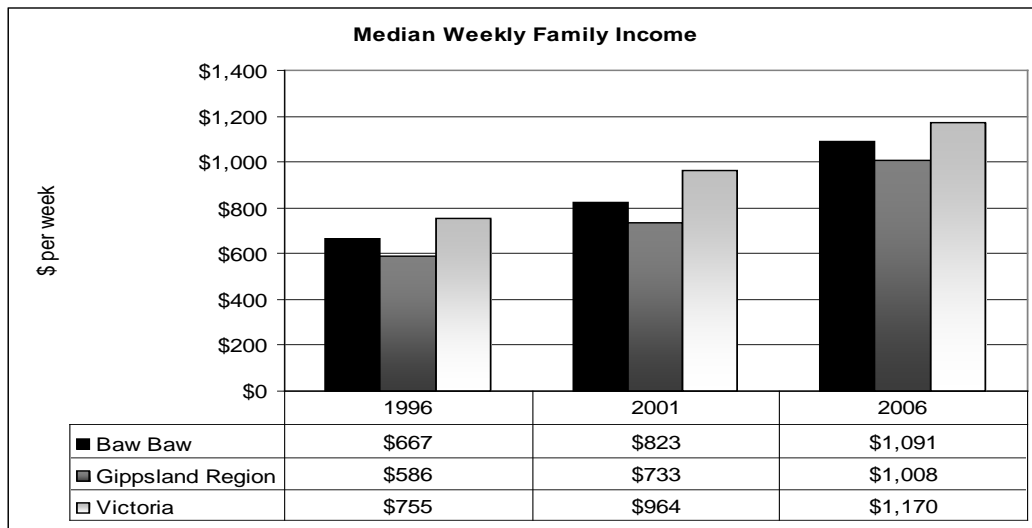
Socio-economic status

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.

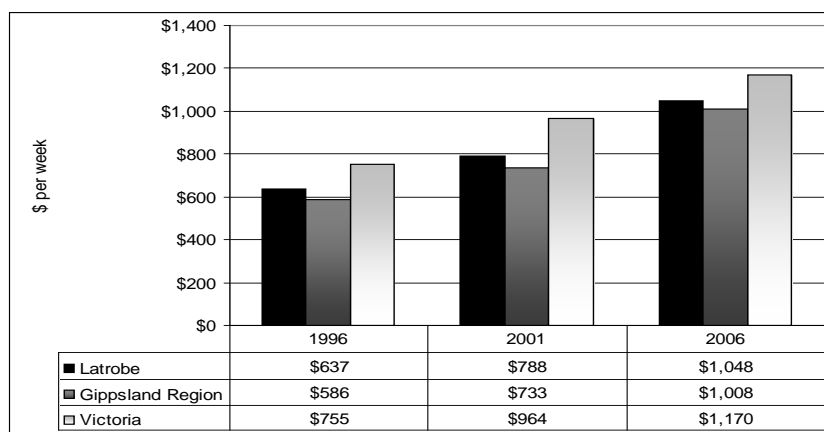
MEDIAN WEEKLY FAMILY INCOME - BAW BAW, GIPPSLAND REGION AND VICTORIA - 1996 TO 2006



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



Latrobe City 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 PROVIDER PROFILE

SECONDARY SCHOOLS:

Schools	Total Enrolment - 2008
Kurnai College	1038
Lavalla Catholic College	1381
Lowanna Secondary College	1098
St Pauls Anglican Grammar	933
Traralgon College	1274
Chairo Christian College	540
Drouin Secondary College	841
Marist Sion Catholic College	826
Neerim and District Secondary College	174
Trafalgar High School	649
Warragul Regional College	734

Source: DEECD, 2009.

Government Secondary School Enrolment Projections 2010-2012

BAW BAW

Year	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Total
2010	413	465	439	418	410	294	2439
2011	431	419	463	422	369	302	2406
2012	429	439	417	449	372	269	2375

Baw Baw will have a total loss of 64 students over the next three years. This represents a 2% decline in numbers in this period. Baw Baw, however, is expected to have a reduction in secondary school enrolments by 644 between 2006 and 2031. (Sources: DEECD, Secondary Projections LGA Summaries, 2007; DEECD 2009).

LATROBE

Year	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Total
2010	560	567	576	495	513	405	3116
2011	536	549	561	486	505	387	3024
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. Latrobe is expected to have a reduction in secondary school enrolments by 2,662 between 2006 and 2031. (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

	VCAL	VCE
Baw Baw	135	869
Latrobe	348	833
Total	483	1702

(Source: DEECD Data disc 2009)

PRIMARY SCHOOLS

Government Primary Schools

BAW BAW

Athlone PS
 Baringa
 Blackwood
 Bona Vista PS
 Buln Buln PS
 Darnum PS
 Drouin PS
 Drouin South PS
 Drouin West PS
 Drouin SC
 Ellinbank PS
 Hill End PS
 Jindivick PS
 Labertouche PS
 Lardner & District PS
 Longwarry PS
 Neerim District PS
 Neerim South PS
 Neerim District SC
 Nilma PS
 Noojee PS
 Rawson PS
 Ripplebrook PS
 Shady Creek PS
 Tanjil South PS
 Trafalgar PS
 Trafalgar HS
 Warragul PS
 Warragul North PS
 Warragul & District Specialist School

LATROBE

Churchill PS
 Churchill North PS
 Hazelwood North PS
 Hazelwood Estate
 Cowwarr PS
 Glengarry PS
 Kurnai College
 Latrobe Special Development School
 Lowanna College
 Moe - Albert Street PS
 Moe - Elizabeth Street PS
 Moe - South Street PS
 Morwell - Commercial Road PS
 Morwell - Crinigan Road PS
 Morwell - Tobruk Street PS
 Morwell Park PS
 Narracan PS
 Newborough PS
 Newborough East PS
 Toongabbie PS
 Thorpdale PS
 Traralgon - Grey Street PS
 Traralgon - Kosciuszko Street PS
 Traralgon - Liddiard Road PS
 Traralgon - Stockdale Road PS
 Traralgon South PS
 Victorian P-12 College of Koorie Education – Morwell
 Willow Grove PS
 Yallourn North PS
 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 30% of the Year 7 cohort. The Gippsland wide indigenous retention is 44%. (DEECD 2007).

Indigenous enrolments 2008

	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Special schools	Total
Baw Baw	4	3	1	5	4	1	3	21
Latrobe	23	24	17	16	15	8	5	108
Total	27	27	18	21	19	8	8	129

(Source: DEECD data disc, 2009)

The Victorian P-12 College of Koorie Education has a campus in Morwell.

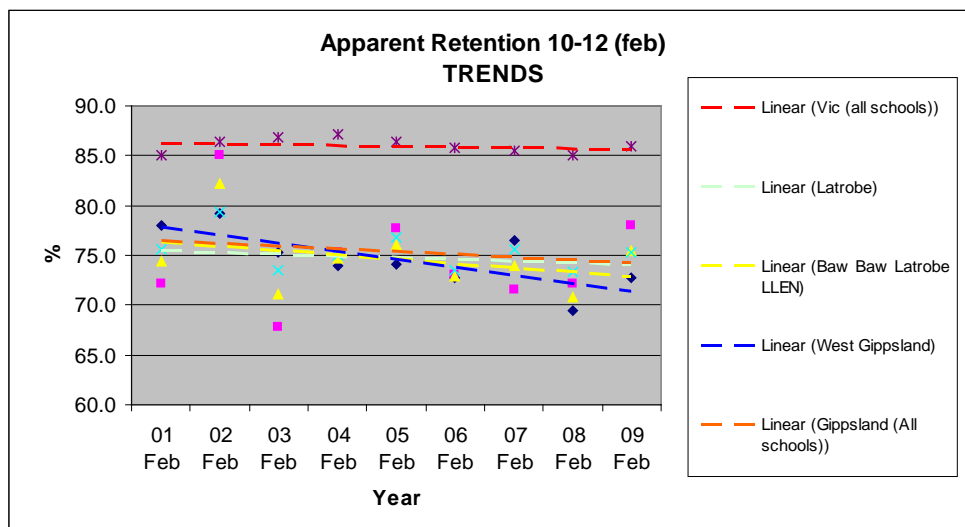
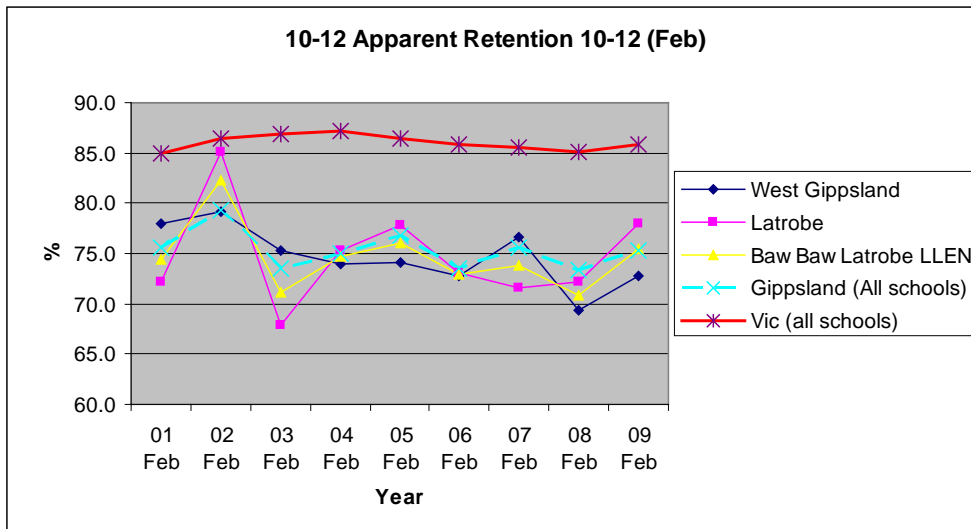
Disability

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

RETENTION

2007 data from DEECD indicates that retention from Year 10 to Year 12 across the Gippsland region is 72.3%.

The following charts indicate the trends across the Baw Baw Latrobe LLEN region from 2001 to 2009.



The Baw Baw Latrobe LLEN has had 3-4% - decline in the apparent Year 10-12 retention over the period 2001 -2009. Currently the apparent retention rate for year 10-12 as at February 2009 is 75.5%, compared with all of Gippsland 75.2% and Victoria at 85.9%. (Source: DEECD, 2009)

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)

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.

- East Gippsland Institute of TAFE – Equine Studies and Agriculture

OTHER TRAINING PROVIDERS

- Education Centre 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.

ADULT AND COMMUNITY EDUCATION (ACE)

- i-Gain Quality Learning Inc
- Education Centre 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
- Fearn – Community Services
- 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
- **Education Centre Gippsland (ECG)**
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

There is a significant regional difference in those Year 12 completers who enter the workforce:

Destinations of Year 12 completers 2009		
Region	Working full-time	Working part-time
Baw Baw Latrobe	11.7%	19.2%
Victoria	9%	13.8%

Source: On Track, 2009. (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%

Source: Polesel, 2008; *On Track*, 2005, 2006, 2007, 2008, 2009.

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)

Apprenticeship is the most common destination Baw Baw Latrobe and Victorian early leaver in 2009: **49%** and **30.3%** respectively. **5.4%** of Baw Baw Latrobe early leavers went into a Traineeship, compared with **5.5%** of their Victorian counterparts (*On Track*, 2009).

It is useful to look at trends when examining destinations. The On Track survey is now in its 7th year and provides useful data for Year 12 exiters and Early Leavers.

Destinations of Year 12 exiting students, 2007-2009 – 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

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

*Note: * this deferral figure includes some students who have already been counted in the employment & looking for work category.*

There has been a slight increase in the number of early enrolments over the past three years. The other figures indicate a fluctuating take up of other options. The “looking for work” group is at its highest of the past three years and is an area of concern.

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
	VET %	Apprentice %	Trainee %
2007	17.4	40.3	7.4
2008	7	47.8	10.8
2009	17.8	49	5.4

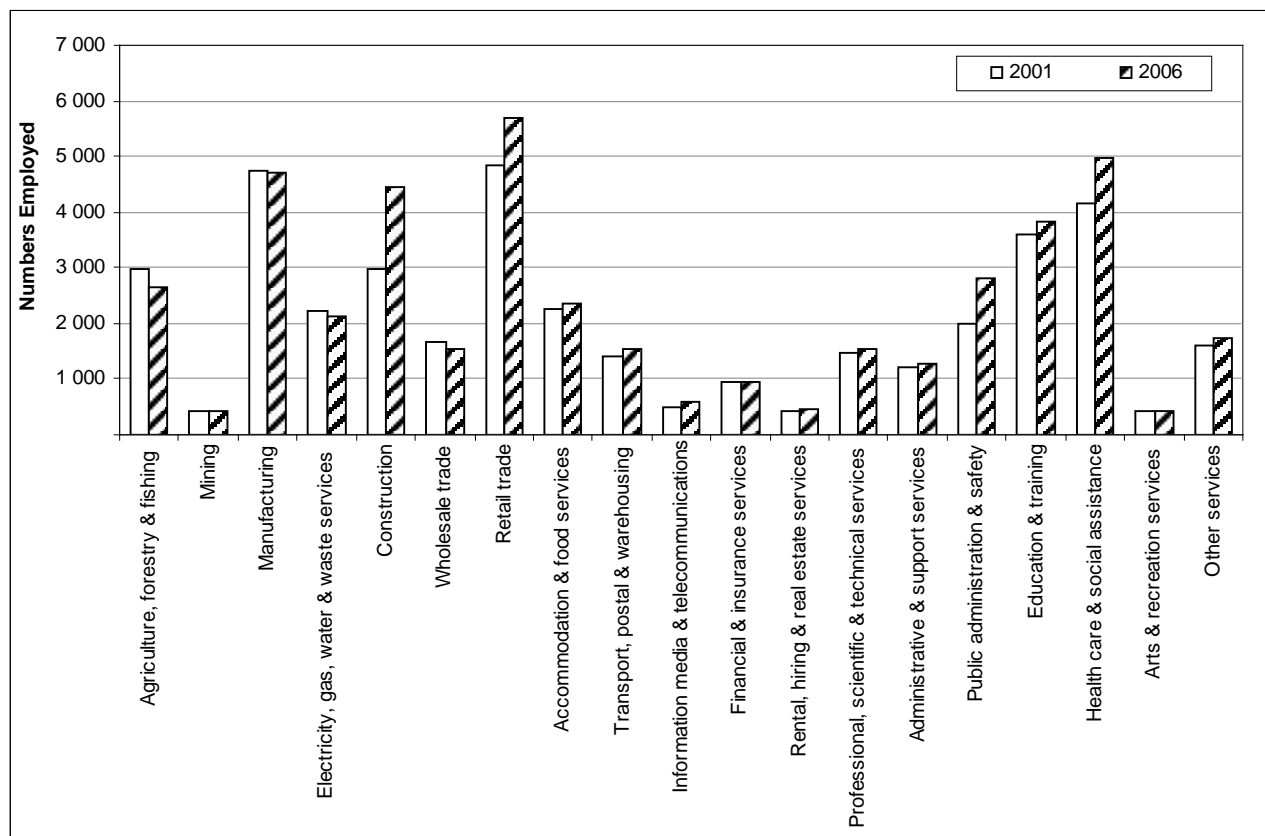
(Source: DEECD On Track data 2007-9)

Apprenticeships remain the major destination for early school leavers with nearly half of the early leavers taking up apprenticeships in 2009. In 2009 we see a reduction of early school leavers in work and an increase in those looking for work. This may be indicative of the economic downturn during 2008-9.

The On Track data indicates that in 2009 13.9% of early school leavers and 6.4% 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}

Sector	Absolute change			Percentage change		
	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

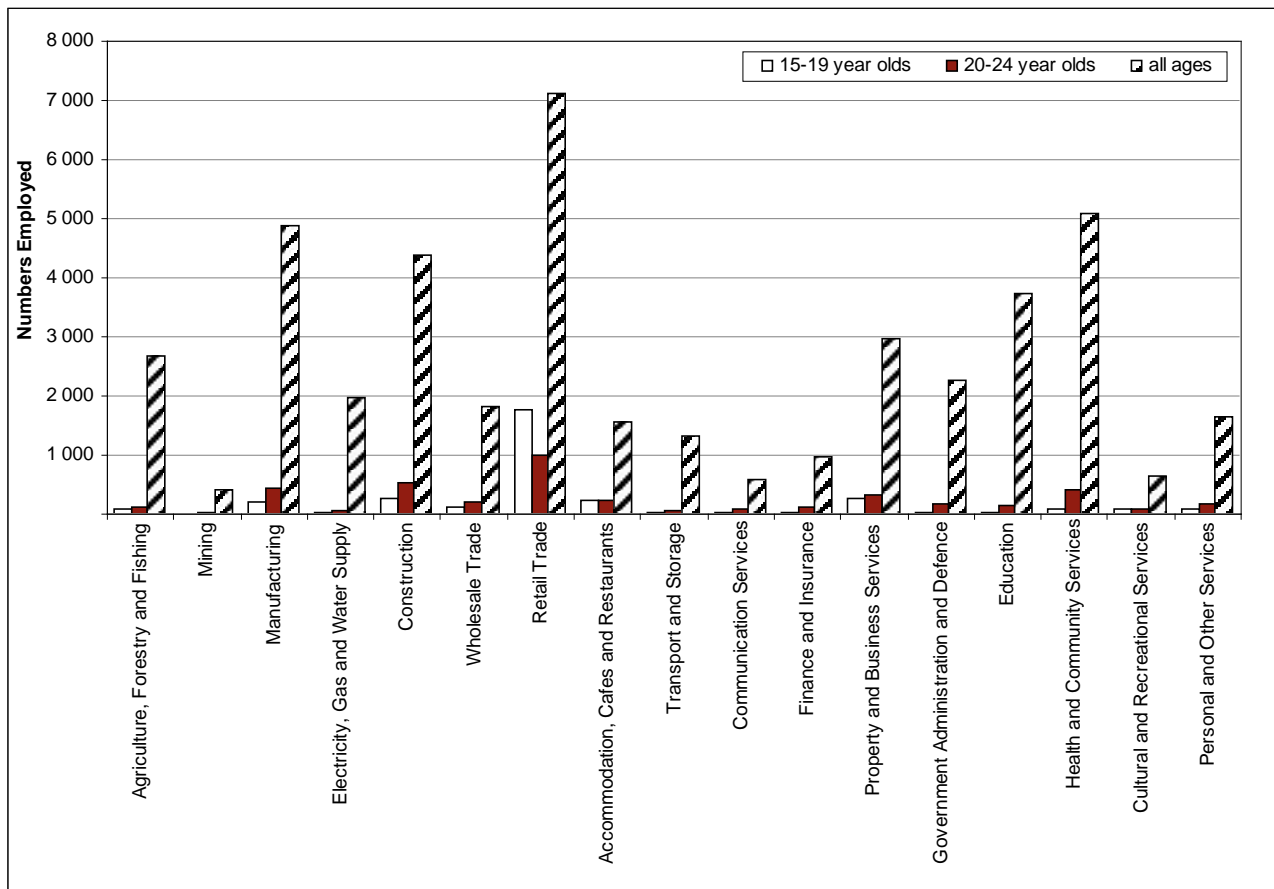
NOTE : 1 – Census counts based on place of usual residence.

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.

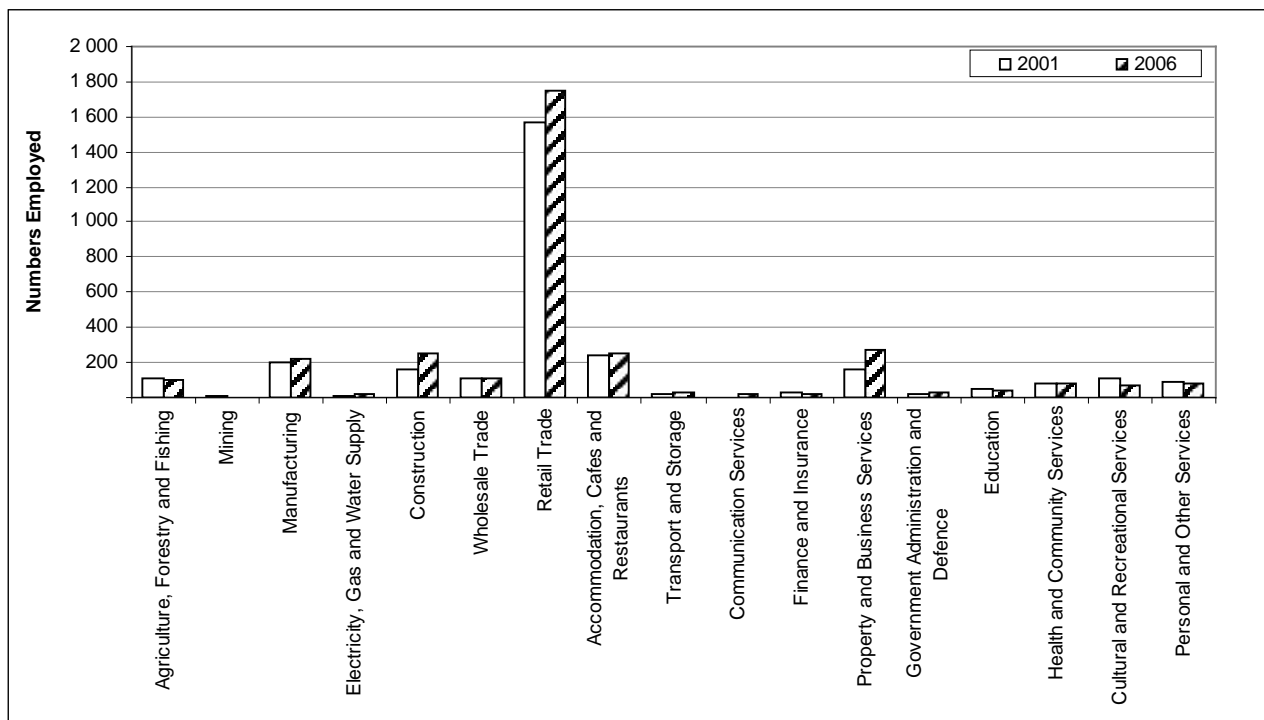
2 – 1993 ANZSIC Code Classification

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 CITY

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 shire. 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

Industry Sector of Employment	ABS, Census Period						% Change 1996–2006	% Change 2001–2006
	1996		2001		2006			
	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 City

Retail

- The Retail industry is the largest employer in the LLEN region. Mid Valley Shopping Centre and the Traralgon Centre Plaza are the largest shopping centres 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, 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 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 a project in the LLEN region - Caring for Other People by Youth, Careers and Pathways (COPY CAP) has run in 2007 - 2009.

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 Victorian Energy Education and Training (VEET) program facilitated by the LLEN, is in its fifth year of operation giving local young people exposure to the Energy industry by participating in the VEET program. There are 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 is scheduled for late 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 do 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 nearing completion.
- 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 LLEN region with a number of local and national road transport companies having distribution centres locally. The South East Australian Transport Strategy (SEATS) aims to stimulate and facilitate investment in transport and infrastructure locally and its members include the Latrobe City, regional development, government agencies and regional industry.

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 is due 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 SHIRE

The economic growth in the Baw Baw Shire 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)

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 perusing development in the hydroponics industry which saw production of between \$35 and \$40million 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

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%	<i>Source: Regional Skills Shortage Survey Summary Gippsland 2007 p 6.</i>
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 & Hospitality	✓Cookery ✓Hospitality ✓Tourism	✓High ✓Varies across the Region for Hospitality and Tourism	Cookery remains a 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	✓Floristry	✓Low	Expanding retail outlets will

Retail & Personal Services	✓Personal Services ✓Wholesale & Retail	✓Medium ✓High	require larger numbers of skilled staff.
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(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:

Monash Energy – Stage II (Proposed)	\$ 5 billion
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

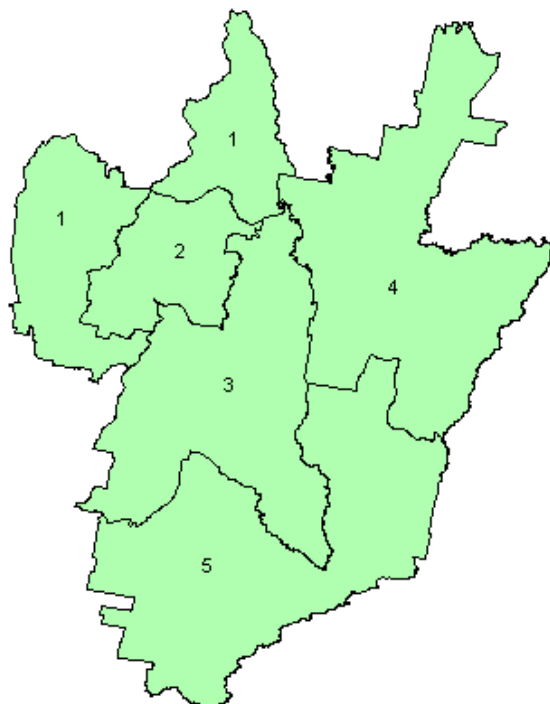
VET enrolments -	BAW BAW		LATROBE	
	2008	2009	2008	2009
Aeroskills			2	
Agriculture *	30	21	5	7
Animal Studies		4		
Aquaculture				
Arts (Interior Decorating)		1		
Automotive *	30	24	77	68
Beauty	13	11	27	21
Bricklaying*				
Building and Construction *	31	55	83	74
Business	3	11	29	23
CISCO		17		
Clothing and Design				
Clothing Products	1	2	1	4
Community Services *	18	15	49	47
Conservation Land Management				
Dance	1	7	1	1
Desktop Publishing				
Electrotechnology *	18	17	26	24
Engineering *	14	13	88	119
Equine Industries	10	15	12	11
Financial Services		1		
Floristry				
Furnishing	2	5	17	24
Hairdressing and Beauty	29	34	50	60
Horticulture *	4	1		
Hospitality *	16	24	63	43
Information Technology	1	1	15	9
Lab Skills				1
Multimedia	5	7	29	42
Music Industry	2		9	13
Painting		1		
Printing & Graphic Art				
Retail	2	1		
Rural Operations*				
Sign	2			
Small Business				
Sport and Recreation	48	62	24	42
Tourism		2	8	12
Outdoor Recreation				
Total:	318	353	635	637

NB: Those industry areas marked with an asterisk are those industry areas in which there are skill shortages areas.

UNEMPLOYMENT

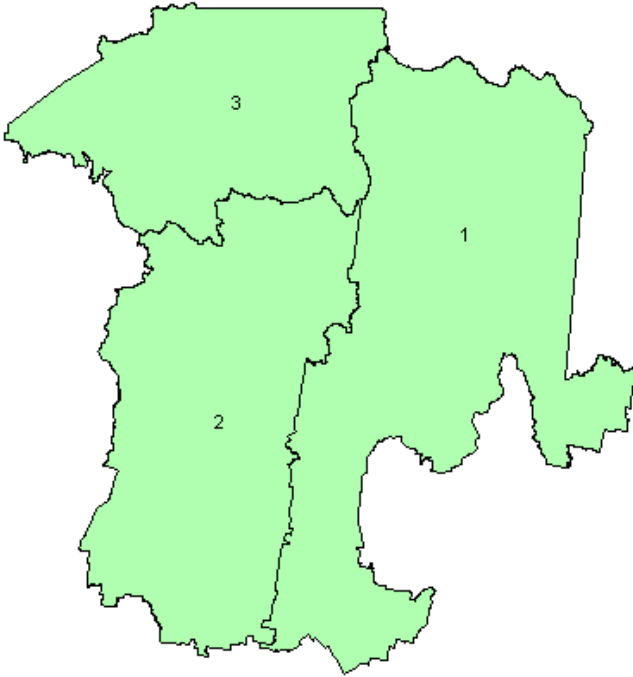
Gippsland Statistical Local Area (SLA) Unemployment Rate: Sept 2008

La Trobe 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

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.

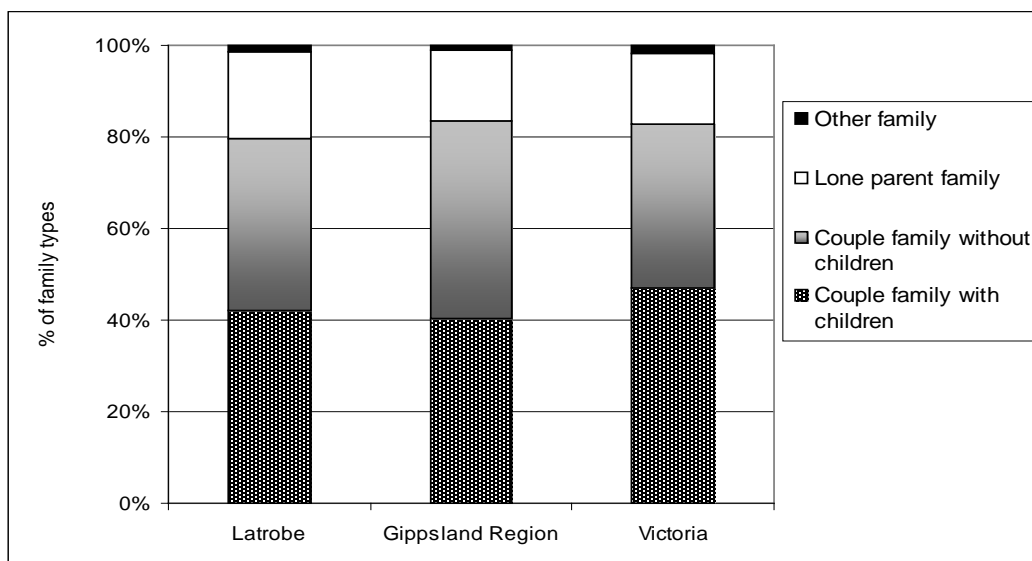
Each Government school has a School Council; and Catholic and Independent schools have School Boards. These all operate independently and there are no region-wide linkages between them.

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.

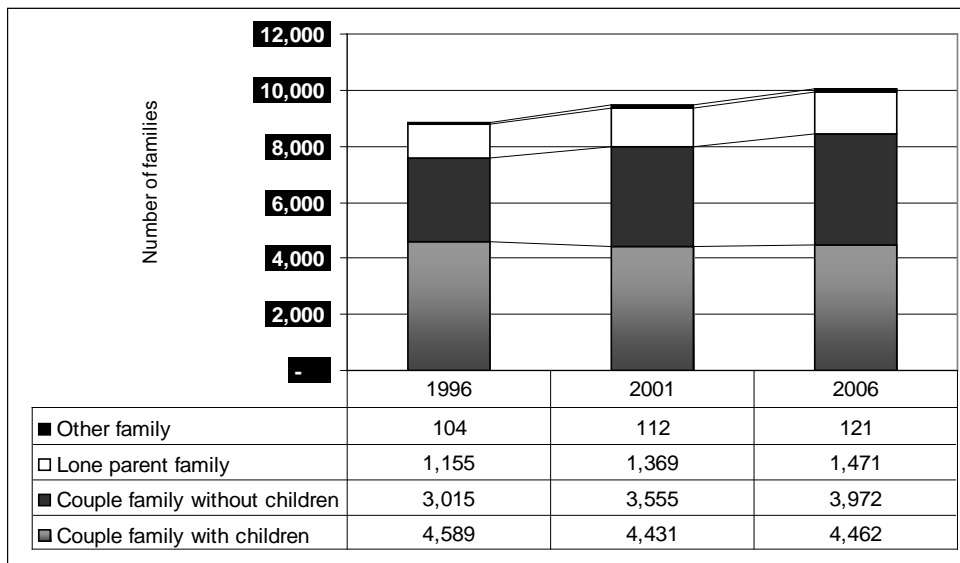
Demographic profile of families in the region

FAMILY TYPE – LATROBE CITY, GIPPSLAND AND VICTORIA - 2006



The population as a whole in Latrobe City 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



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.

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	Workways – Morwell office 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: <ul style="list-style-type: none"> - 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 five Job Services Australia 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.
- Apprenticeship 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 several key local organisations as signatories to the commitment.
- GippsTAFE have developed a Skills Store in the region.
- Gippsland Mentoring Alliance (GMA) supports youth 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
- Both the Baw Baw and Latrobe VETiS Cluster hold meetings regularly to discuss transition issues, promote programs and share resources.
- The Central Gippsland Youth Network and the Baw Baw Youth Networks meet regularly to discuss transition issues and establish programs for young people in and out of the traditional school setting.
- The Latrobe Transitions Network meet 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

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 GippsTAFE 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.
- Wurreeker 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 - The Gippsland Youth Commitment 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, 2008 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, 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.

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!

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