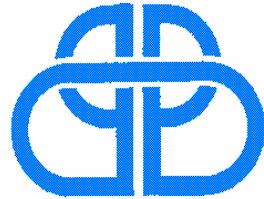


**Southern Flinders Ranges  
Employment and Skills Formation Network  
for the  
Southern Flinders Ranges Region**



**SOUTHERN FLINDERS RANGES  
DEVELOPMENT BOARD INC.**

**Annual Action Plan 2007-08**



## ***South Australia Works in the Regions***

### **ENDORSEMENT**

The Network participated in local consultation in the development of this Employment and Skills Formation Action Plan. It is endorsed by the:

Chair      *Original Signed*

Print Name: Mark Malcolm

Date:      /06/2007

***South Australia Works in the Regions*** funds allocated to deliver this plan will be placed with Southern Flinders Ranges Development Board (SFRDB) and is endorsed by the:

Chair      *Original Signed*

Print Name: John Banfield

Date:      /06/2007

# South Australia Works in the Regions

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## ***South Australia Works in the Regions***

### **INTRODUCTION**

***“The Southern Flinders Ranges labour market operates efficiently, with expanded work and learning opportunities for all, fulfilling industry and community needs”***

The Southern Flinders Ranges Development Board Inc. (SFRDB) under contract to the Government's *South Australia Works* initiative has a lead role in forming and supporting Southern Flinders Ranges Employment and Skills Formation Network (SFRESFN). The Network was established in April 2004, as a key component of *South Australia Works in the Regions*. Since its inception, the SFRESFN has shifted its emphasis from the establishment of a solid foundation and research base to the emerging program implementation essential to meet the employment and training needs of both industry and the community. Collaboration between Network members was vital in the development of the 2006-09 objectives and is reflected in projects involving multiple service delivery organisations. The Network's values reinforce our collaborative approach to employment and skills formation.

Since the inception of *South Australia Works in the Regions*, the Southern Flinders Ranges has committed \$855,000 of project funds. These funds, together with substantial contributions from project partners, have assisted 426 people in entering into training and employment initiatives. A total of 100,540 accredited training hours have been delivered and out of the 426 participants, 173 have gained employment as a result of the Program.

Initiatives supported during 2006-07 will result in a total of over 50,000 accredited training hours delivered and more than 130 employment outcomes reported for this funding period.

Pre-vocational training aimed at readying people for employment in high demand sectors has been a successful strategy for the SFRESFN. Our commitment to assisting entry level training has also merged with local schools through Network support for vocational training for students in their final year of schooling. The result has been smoother transitions to work for school leavers and better skilled and work ready employees for local employers. Pre-vocational training projects conducted in 2006-07 included training in Aged Care, Retail and Metalliferous Mining.

SFRESFN has supported a range of innovative projects aimed at helping marginalised and disengaged groups enter training and work. In 2006-07, 20 Indigenous participants are expected to complete the “Stepping Stones” program, with six of these already gaining employment as a result of the project. The SFRDB, through *South Australia Works in the Regions*, will continue to be a proud supporter of the Boystown “Skills for the Future” program, which has reported great success for disadvantaged and disengaged youth over the past few years.

Network members continue to support the Spencer Gulf and Outback Australian Technical College (ATC), with the Port Pirie node officially opened in February 2007. This work reflects the Network's focus on addressing the emerging labour and skills challenges that have been driven by rapid growth in the resource sector.

## ***South Australia Works in the Regions***

### **Overview of Activities and Achievements from 2006/07**

#### ***Conroy's Recovery Project:***

On Friday 7 July 2006, it was announced that the Conroy's Abattoirs in Port Pirie would be closing, resulting in redundancies for up to 100 workers. The State Government announced a package of assistance for workers affected by the closure of Conroy's Abattoirs. As a result of this, the Southern Flinders Ranges Development Board, through *South Australia Works in the Regions*, established a one-stop-shop to provide training and employment assistance to those people affected by the closure. People visiting Conroy's Abattoir Reference Centre were offered tailored advice and assistance including:

- Skills training options;
- Job brokerage – linking people to job opportunities and skills in demand;
- Career development;
- Financial and social counselling.

As a result of this contact, a training package was designed to suit the majority of the displaced workers. The training package offered to all workers included training and ticketing in:

- Front End Loader;
- Forklift;
- Green Card Certification;
- First Aid;
- Elevated Work Platform;
- Bobcat.

Over 40 of the workers took up the offer of the training package. As well as this package, workers were offered assistance with employment costs, relocation costs and costs associated with other forms of training. A recent survey of all of the displaced workers revealed the following:

- 59 confirmed that they are working
- 4 have entered formal education or training
- 5 have withdrawn from the labour market
- 10 are actively seeking work
- 6 individuals could not be contacted.
- 84 Total

## ***South Australia Works in the Regions***

### ***Pre-Vocational Training:***

The SFRESFN has been a strong supporter of funding pre-vocational training. In 2006-07, this was again a strong focus and has achieved fantastic results to date. The Retail Ready course, which was run in the second half of 2006, recorded 12 employment outcomes, 2 volunteer outcomes and 7 further training outcomes out of 28 participants. The community services industry is also a strong focus in the SFR, with the SFRESFN supporting the funding of a pre-vocational training course in Aged Care in 2006-07. The participants are currently completing their work placements, with two out of the 17 that commenced the course already gaining sustainable employment

### ***Assistance to Disengaged and Disadvantaged Participants***

The SFRESFN dedicates a lot of time, resources and effort to those people who are disadvantaged or disengaged. The SFRESFN has supported and implemented several programs addressing the issues of these people, with most of these projects displaying and recognising continued success. "Skills for the Future", which is a program for disadvantaged and disengaged youth has been run by BoysTown for a couple of years, and the SFRESFN has supported this in the past, and will continue to support it into the future. Results from the 2005-06 project and interim results from the 2006-07 project have been promising, with many of the participants entering into sustainable employment after completing the course. Other great outcomes from this project have also been a high number of participants moving into further education or study. The "Stepping Stones" project, which is for Indigenous participants, has just completed stage 1. 11 Indigenous participants commenced the course in February, with six out of the 11 already moving into sustainable employment. ASK Employment and Training is the subcontractor for "Stepping Stones" and they have engaged BoysTown as a partner, with BoysTown completing the training component of the project. This looks to be a promising and sustainable partnership between the two organisations.

## ***South Australia Works in the Regions***

### **Continuation of Projects**

The SFRESFN has elected to endorse the continuation of several projects from previous years. By continuation, this is defined as the same subcontractor who has previously delivered the program, being approved to deliver the same program again without it being out to tender. Continuations of programs are only approved and endorsed if they have shown to have been successful in meeting all of the objectives outlined in the project brief. The following projects have been endorsed by the SFRESFN during the planning session for continuation:

*O1:S2:P1 – Research* – research projects in the past have been instrumental in the development of ESF initiatives for the region. The SFRESFN relies on the results of research conducted to assist with planning and implementation of appropriate projects.

*O1:S3:P1 – Business Forums* – as with research, the SFRESFN relies heavily on the feedback and information provided by regional businesses to plan and implement relevant projects. Without industry input, all projects would be designed with a heavy emphasis on “supply”, rather than “demand”. To ensure we get the most outcomes possible, the “demand” from industry is an imperative component to be aware of.

*O1:S4:P1 – Promotions and Advertising* – the SFRESFN feels that promotion of our goals, plans and successes is an important way of communicating to the SFR region what the SFRESFN does and is trying to achieve. This is also important when trying to link our projects with specific industry areas and employers.

*O3:S1:P1 – Industry Pathways* – Easily one of the SFRESFN’s most successful projects, the Industry Pathways program has demonstrated the successes of forming partnerships across organisations and also the importance of vocational education. To date, the majority of participants on the Industry Pathways program have secured sustainable employment upon completion of the project, with most of these moving into apprenticeships. For a project valued at over \$150,000, the SFRESFN contribution of \$16,000 is well worth the expense.

*O3:S3:P1/2 – Hospitality Pre-Voc & Retail Ready*– Pre-vocational training is a successful approach when it comes to linking people with jobs. The SFRESFN is a continued supporter of pre-vocational training in high demand industry. Both the Hospitality and Retail pre-vocational programs run by TAFE in the past year have very successful and demonstrated value for money. In both programmes, the majority of the participants moved into sustainable employment , whilst the rest went into further training or volunteering. With TAFE as the subcontractor for these two programs, the SFRESFN can ensure a value for money program, with TAFE meeting the cost almost dollar for dollar.

*O4:S1:P1 – Skills for the Future* – This award winning project has been supported by the SFRESFN for a several years, and we will continue to do so into the future. Addressing the needs of disadvantaged and disengaged youth is a tough area to focus on; however, BoysTown have done and will continue to do it very well. Again, the \$40,000 contribution for a \$250,000 project is exceptional value for money, and the outcomes achieved by BoysTown are exceptional when looking at the group that they deal with. Almost all of the participants move into employment or further training on completion of the program, with many reporting that they don’t want to leave when they have finished!

*O4:S4:P1 – Stepping Stones* – After suffering a slump in 2005-06, the Indigenous pre-employment program has found its feet again, with a new subcontractor and a new outlook. ASK Employment and Training Services successfully bid for this project at the end of 2006, and it has gone from strength to strength since then. A positive partnership formed between ASK and BoysTown has seen a major success in stage 1 of the project, with 11 participants commencing the course and six have found employment already. Dependent on the success of stage 2 participants, this project has also been endorsed by the SFRESFN for continuation in 2007-08.

## South Australia Works in the Regions

Performance Report for 1 July 2005 – 22 June 2007

		TARGETS	YTD	Projected Outcome (when all projects are completed)
<b>Project Participation</b>				
	Youth 15 – 24 years		246	
	Mature Age 40+ years		82	
	Other 25 – 39 years		99	
	<b>Total</b>	<b>478</b>	<b>427</b>	<b>523</b>
	Indigenous (included in above)		30	
<b>Employment Outcomes</b>				
	Youth		82	
	Mature Age		29	
	Other		56	
	<b>Total</b>	<b>243</b>	<b>167</b>	<b>274</b>
	Indigenous		12	
<b>Training Hours</b>				
	Youth		36055	
	Mature Age		12584	
	Other		17314	
	<b>Total</b>	<b>N/A</b>	<b>65953</b>	<b>102482</b>
	Indigenous		2746	

## ***South Australia Works in the Regions***

### **Links with the 3 year Strategic Plan / New and Emerging Issues**

The SFR region has a higher than State average concentration of younger people (0 – 14 years) and people aged over 55 years. The region has a lower than average share of people considered within the core working age group (15 to 54 years). This reflects an extended period of structural change within the SFR economy and labour market whereby outward migration of students and younger workers was driven by a stagnant labour market. Recent evidence suggests this trend has slowed in response to improving labour demand and strong growth prospects for the resources sector.

Both youth and Indigenous rates of unemployment are likely to be significantly lower than for 2001 in line with a general decline in regional unemployment, however, no data is available to confirm the current level of youth and Indigenous unemployment. Nonetheless, local evidence suggests that youth and Indigenous unemployment remains much higher than for the general workforce and will remain a major focus for labour market intervention in the immediate future.

The Southern Flinders Ranges remains one of South Australia's most important manufacturing regions notwithstanding an overall decline in jobs associated with manufacturing compared to previous census periods. The region's largest employing industries based on the 2001 Census are listed below.

### **Employment by Industry - Southern Flinders Ranges (ABS 2001):**

- Retail Trade 15.9 %
- Manufacturing 14.6 %
- Agriculture, Forestry & Fishing 13.2 %
- Health and Community Services 11.9 %

The SFRESFN has identified a range of strategic level issues and trends that have been taken into account. Some of the important drivers influencing this Plan are outlined below:

- The outlook for the region is very promising and particularly for those sectors of our economy with links to the resources sector. The region and particularly Port Pirie is well placed to benefit from rapid growth in exploration, mining and mineral processing during the next few years;
- Unemployment rates in the region have fallen sharply since 2001 and are mirroring State and National trends for the first time in two decades. There is emerging evidence of ever increasing labour shortages in skilled areas, especially trades. The national skills challenge is evident now in the region and will intensify as a strategic priority for employers in the medium to long term. Attracting and retaining skilled workers will be increasingly competitive for all regions. Maximising the skills development of local young people will emerge as an important strategy for regions wanting to achieve their growth potential;
- Despite improving labour market conditions overall, there remains entrenched and chronic levels of unemployment within youth and Indigenous groups. A combination of family based social circumstances and low employment demand for unskilled workers are contributing factors for disadvantaged groups;
- The number of residents not in the workforce and in receipt of disability and parenting support pensions is high and represents a significant potential source of labour to satisfy future growth;
- Lack of public transport and child care services limit labour mobility and will hamper efforts to capture the benefits of labour demand linked to remote exploration and mining growth. The factors also hamper intra regional mobility;
- Ageing of the workforce and the pending retirement of the region's "baby boomers" may exacerbate skills shortages over the next 5 years. Attention to retaining and/or retraining mature aged workers or at least transferring their skills to younger workers will dampen the impact of this trend.

## ***South Australia Works in the Regions***

### **The Southern Flinders Ranges Employment and Skills Formation Network**

**Vision:** *“The Southern Flinders Ranges labour market operates efficiently, with expanded work and learning opportunities for all, fulfilling industry and community needs”.*

**Mission:** *“To coordinate delivery of improved labour market outcomes through collaboration”.*

### **Objectives as detailed in the 3 year Strategic Plan**

Through community consultation and analysis of the regions labour market profile the Network has the following Objectives for 2006-09:

#### **Objective One**

***Coordinated Approach*** - *maximising partnerships and collaboration between community, industry, labour market services and government*

#### **Objective Two**

***Enhanced Skill Base*** - *An enhanced skill base to build and maintain an expanded, more efficient and competitive workforce*

#### **Objective Three**

***Seamless Transitions*** - *Seamless transitions through education, training and employment*

#### **Objective Four**

***Targeted Interventions*** - *Targeted interventions for disadvantaged and marginalised groups to help individuals reach their full potential*

## ***South Australia Works in the Regions***

### **PLAN PROCESS**

#### **How this Plan was developed:**

On Thursday, 25<sup>th</sup> March, the SFRESFN met to discuss and brainstorm the action plan for 2007-08. This session was well attended, with all attendees having an opportunity to participate in workshops and discussions relating to our activities for the coming year. During this meeting, issues were identified and prioritised for the 2007-08 funding period.

Collaboration between Network members has been vital in the development of the 2007-08 Action Plan and is reflected in projects involving multiple service delivery organisations. The Network's values reinforce our collaborative approach to employment and skills formation:

#### **Our Values**

- Activating value for all;
- Market responsive expertise;
- Courage to collaborate;
- Honouring one's commitment to outcomes.

The Network's activities are coordinated through an Executive Committee including SFRDB and DFEEST officers with a nominee of the SFRDB in the role of SFRESFN Chairperson.

#### **Role of Network Executive:**

- Engage with wider stakeholders;
- Build collaborative relationships;
- Encourage external concepts to suit strategy;
- Identify possible projects;
- Frame concepts to meet strategies;
- Build collaborative projects;
- Tender concepts/projects to sectors and providers;
- Assess submitted concepts/projects and make recommendations to Network Members;
- Approve and implement projects.

## ***South Australia Works in the Regions***

### **Role of Network Members:**

- Review and maintain reality check on strategy;
- Incorporate strategy in Annual Plan;
- Bring professional advice and information to Network;
- Support discussion of concepts/projects from experienced perspective: professional knowledge and experience is members' greatest contribution;
- Assess and review recommendations of submitted concepts/projects; and
- Guide SFRDB and Network Executive on implementation.

### **Community Consultation:**

A feature of the Network's approach is to address regional employment and training needs by engaging the community and forming partnerships with key stakeholders. The Network, through the SFRDB, hosts regular events, and forums aimed at stimulating discussion on labour market issues and promoting a collaborative approach to labour market intervention. Two-way flow of information and ideas gained from engagement has contributed to the quality of Network planning and implementation.

On the 8<sup>th</sup> March 2007, DEWR held a "Better Connections" workshop in Port Pirie. This was attended by members of industry and service providers in the region. The data collected from this session was utilised in the development of our SFRESFN action plan. The main gaps identified by the attendees of the workshop were:

- Employer awareness of Centrelink;
- Seasonal Employment;
- Youth Employment;
- Access to Employment by disadvantaged groups;
- Supporting workplace transition;
- Promoting local industry ;
- Retention of Skilled Workers;
- Increased Apprenticeship Uptake.

Although most of the identified issues were already ones that were in the SFRESFN Strategic Plan, this session gave us an opportunity to clarify that the same issues were also identified as important by the wider SFR community.

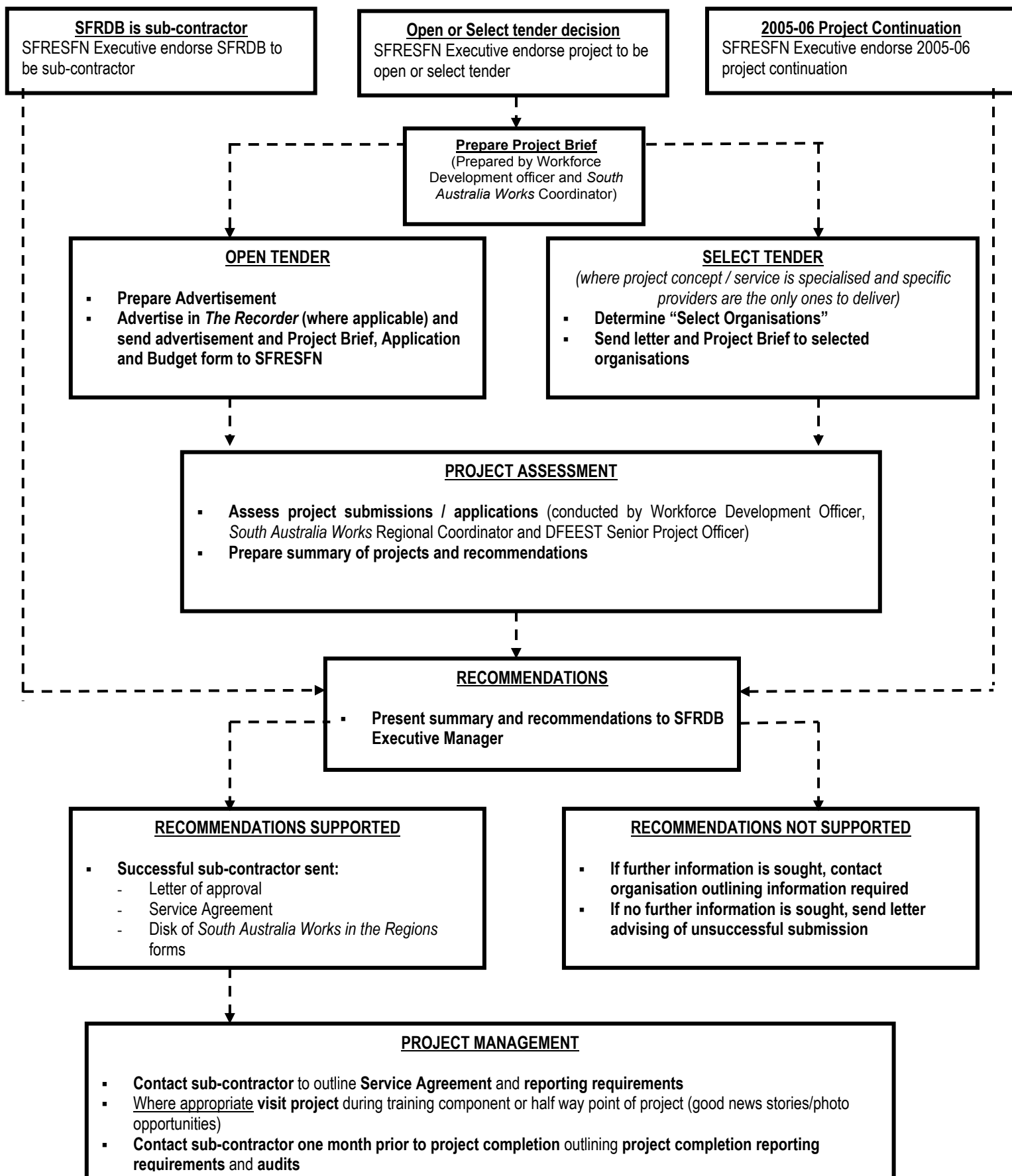
### **Data Analysis:**

Several different sources of data were utilised when writing the 2007-08 Action Plan. These data sources were:

- The Southern Flinders Ranges Regional Profile – 2005;
- Statistical data provided by Employment Programs, DFEEST;
- The 2005-06 and 2006-07 SFRESFN Action Plans;
- The 2006—09 SFRESFN Strategic Plan.

# South Australia Works in the Regions

## How this Plan will be Implemented



# South Australia Works in the Regions

## OBJECTIVE 1

**Coordinated Approach** - maximising partnerships and collaboration between community, industry, labour market services and government

A feature of the Network approach is to address regional employment and training needs by engaging the community and forming partnerships with key stakeholders. The Network hosts regular events, and forums aimed at stimulating discussion on labour market issues and promoting a collaborative approach to labour market intervention. Two-way flow of information and ideas gained from engagement has contributed to the quality of Network planning and implementation.

### Proposed Initiatives:

#### **Strategy 1 – Establish and maintain effective collaborative networks**

SFRESF Network Operations (O1:S1:P1)

- Management and execution of the ESF Network
- Review SFRESF Network membership and stakeholder relationships
- Identify and partner with other networks

#### **Strategy 2 – Monitor and evaluate labour market issues and trends**

Research (O1:S2:P1)

To conduct industry and equity group research as required

- Identify existing sources of labour market data
- Identify data needed to inform decision making
- Develop data sets to monitor SFRESFN Targets
- Establish links to sources of data needed
- Conduct local research
- Maintain central point of collated data
- Inform further Strategic Planning

#### **Strategy 3 – Contribute to workforce development in partnership with industry**

Business Forums (O1:S3:P1)

To conduct industry forums for the region

- Identify and prioritise target industries
- Establish improved communication with industry
- Participate in industry led employment and training initiatives (eg ATC and Skills Centres)
- Contribute to resource sector workforce planning

#### **Strategy 4 – Maximise communication and information flows within and outside the Network**

Promotion and Advertising (O1:S4:P1)

To promote and advertise the work of the ESF and contribute to strong communication

- Promote the 2006-09 Strategic Plan – “Southern Flinders Ranges Works”
- Promote Annual Action Plans
- Host regular employer and stakeholder briefings and workshops
- Develop regular communication tools
- Guest speakers attending Network meetings
- Undertake field visits to visit project activities

## South Australia Works in the Regions

Initiative Number	Initiative Name	Partners	Target Groups	Participants High / Low	Employment Outcomes	Accredited Training Hours	Non Accredited Training Hours	Anticipated Other Outcomes **	SA Works in the Regions Funding	
Strategy 1 - Establish and maintain effective collaborative networks and employment										
O1:S1:P1	SFRESF Network operations	SFRDB	Youth	0	0	0	0		\$12,000	
			Mature	0	0	0	0			
			Indigenous	0	0	0	0			
			Other*							
Objective 1 Strategy 1 Subtotal :									\$12,000	
Strategy 2 - Monitor and evaluate labour market issues and trends										
O1:S2:P1	SFR Research	SFRDB	Youth	0	25	0	0		\$5,000	
			Mature	0	0	0	0			
			Indigenous	0	0	0	0			
			Other*		25					
Objective 1 Strategy 2 Subtotal :					50				\$5,000	
Strategy 3 - Contribute to workforce development in partnership with industry										
O1:S3:P1	Business Forums	SFRDB	Youth	0	0	0	0		\$5,000	
			Mature	0	25	0	0			
			Indigenous	0	0	0	0			
			Other*		50					
Objective 1 Strategy 3 Subtotal :					75				\$5,000	
Strategy 4 - Maximise communication and information flows within and outside the Network										
O1:S4:P1	Promotions and Advertising	SFRDB	Youth	0	0	0	0		\$5,000	
			Mature	0	0	0	0			
			Indigenous	0	0	0	0			
			Other*		0					
Objective 1 Strategy 4 Subtotal :					0				\$5,000	
Key: Other*: Disability (D), Migrants (M), Women (W) Up skilling (U) Other Category (State grouping) Other Outcomes**: Volunteering (V) Further Ed. (F) Other Category (State it)										
<b>Objective 1 Subtotal :</b>					125					<b>\$27,000</b>

## South Australia Works in the Regions

### OBJECTIVE 2

**Enhanced Skill Base** - An enhanced skill base to build and maintain an expanded, more efficient and competitive workforce

The national skills challenge is evident now in the region and will intensify as a strategic priority for employers in the medium to long term. Attracting and retaining skilled workers will be increasingly competitive for all regions.

As it stands, the region has a lower than average share of people within the core working age group (15 to 54 years). This has been attributed in the past to the outward moving of young people after leaving school and was driven by a labour market that could not support the number of these people seeking sustainable employment. While the proportion of residents with non-school qualifications increased between 1996 and 2001 Census, 68.1 per cent of the Southern Flinders Ranges workforce reported holding no qualifications in 2001. This is in comparison to 58.1 per cent of the State's population.

#### **Proposed Initiatives:**

##### **Strategy 2 - Retention of skill base in the region**

"Port Pirie Proud" (O2:S2:P1) (Priority 2)

*Business "Make over" to encourage growth and employee retention*

*Tender sent out for interested businesses to be used as a model for growth. Selected business will get one-on-one support from various areas and given a "make over". The business will also receive advice on employees, benefits of traineeships/apprenticeships etc. Whole procedure will be documented and this document made available to other interested businesses. Create a program similar to "SA Great". I.e. businesses must meet certain criteria to qualify as a "Port Pirie Proud" business – similar to a "preferred supplier" list.*

##### **Strategy 3 – Assist employers to attract skills into the region industry**

Support of Skilled Migration (O2:S3:P1)

*In-kind support by SFRESFN of the Skilled Migration program*

*Support and involvement in projects designed and implemented through the Skilled Migration program, which promote the SFR region to overseas and interstate migrants.*

##### **Strategy 4 – Encourage employees to value skills and qualifications**

SFR Employee Awards (O2:S4:P1) (Priority 2)

*Local regional employee awards, which recognises employees who pursue education and training to improve skills*

Up skilling (O2:S4:P2) (Priority 2)

*Encourage and provide advice to local employers on up skilling of current employees. Assist with training of people for backfilling.*

## South Australia Works in the Regions

Initiative Number	Initiative Name	Partners	Target Groups	Participants High / Low	Employment Outcomes	Accredited Training Hours	Non Accredited Training Hours	Anticipated Other Outcomes **	SA Works in the Regions Funding
Strategy 1 - Encourage employers to invest in their workforce skills									
Objective 2 Strategy 1 Subtotal :									
Strategy 2 - Retention of skill base in the region									
O2:S2:P1	<b>"Port Pirie Proud"</b> <i>(Priority 2 Project)</i>	RFT	Youth	0	0	0	0	0	\$10,000
			Mature	0	0	0	0	0	
			Indigenous	0	0	0	0	0	
			Other*		10				
Objective 2 Strategy 2 Subtotal :					10				\$10,000
Strategy 3 - Assist employers to attract skills into the region									
O2:S3:P1	<b>Skilled Migration Support</b>	SFRDB	Youth	0	0	0	0	0	
			Mature	0	0	0	0	0	
			Indigenous	0	0	0	0	0	
			Other*						
Objective 2 Strategy 3 Subtotal :									\$0
Strategy 4 -Encourage employees to value skills and qualifications									
O2:S4:P1	<b>SFR employee awards</b> <i>(Priority 2 Project)</i>	SFRDB	Youth	0	5	0	0	0	\$2,000
			Mature	0	5	0	0	0	
			Indigenous	0	5	0	0	0	
			Other*		5				
O2:S4:P2	<b>Up skilling</b> <i>(Priority 2 Project)</i>		Youth	0	0	0	0	0	\$15,000
			Mature	0	5	0	500	0	
			Indigenous	0	0	0	0	0	
			Other*	0	5 (U)	0	500		
Objective 2 Strategy 4 Subtotal :				0	30	0	1000	0	\$17,000
Key: Other*: Disability (D), Migrants (M), Women (W) Up skilling (U) Other Category (State grouping) Other Outcomes**: Volunteering (V) Further Ed. (F) Other Category (State it)									
<b>Objective 2 Subtotal :</b>				0	0	0	0	0	<b>\$0</b>

## South Australia Works in the Regions

### OBJECTIVE 3

#### **Seamless Transitions** - *Seamless transitions through education, training and employment*

Both Contract of Training (COT) commencements and Vocational Education and Training (VET) decreased in the region by 5.0 per cent and 12.1 per cent respectively between 2003 and 2004 (NCVER, 2005). During the corresponding period State COT commencements increased by 2.4 per cent and State VET decreased by 0.1 per cent. These measures suggest the region is performing relatively poorly at creating employment and training opportunities for trainees and apprentices.

Schools, TAFE and non-Government organisations (NGOs) are increasing cooperation aimed at providing students with more efficient transitions to vocational training and work place experiences. Hybrid School/TAFE delivery in the final year of school for many students will significantly improve school to work transitions.

Maximising the skills development of local young people will emerge as an important strategy for regions wanting to achieve their growth potential.

#### **Proposed Initiatives:**

##### **Strategy 1 – Contribute to school-to-work transitions, focussed on students in their final year of school.**

Industry Pathways Program (O3:S1:P1)

*Pre-vocational trades training for students in their final year of schooling – 6 months at school, 6 months at TAFE. Participants complete the first six months of the year at their local secondary school and complete units towards their SACE certificate. The second six months of the year are spent at TAFE SA, completing pre-vocational training in either metal fabrication or electro-technology, leading them into an apprenticeship.*

##### **Strategy 3 – Support alternative learning pathways for individuals**

Hospitality (continuation) (O3:S3:P1)

Retail Ready (continuation) (O3:S3:P2)

Metalliferous Operations (O3:S3:P3)

Community Services hybrid (O3:S3:P4)

Rural Civil Skills (O3:S3:P5)

Building and Construction (O3:S3:P6)

Pre-Vocational Training (O3:S3:P7) (Priority 2)

*Pre-Vocational Training in the above mentioned industries. Each course will encompass modules relating to the particular industry and will also include work experience placements with local employers.*

##### **Strategy 4 – Coordinate improved career guidance services**

Careers Expo (O3:S4:P1)

*The careers expo is an opportunity for students, parents returning to work, mature aged workers, unemployed residents and those wishing for a career change, to access information and meet potential employers.*

## South Australia Works in the Regions

Initiative Number	Initiative Name	Partners	Target Groups	Participants High / Low		Employment Outcomes	Accredited Training Hours	Non Accredited Training Hours	Anticipated Other Outcomes **	SA Works in the Regions Funding
Strategy 1 - Contribute to school to work transitions, focussed on students in their final year of school										
O3:S1:P1	<b>Industry Pathways</b> (continuation)	DECS, Futures Connect, JPH, TAFE SA Regional	Youth	25	0	17	13000	5000	3 (FE)	\$16,000
			Mature	0	0	0	0	0		
			Indigenous	0	0	0	0	0		
			Other*							
Objective 3 Strategy 1 Subtotal :				25	0	17	13000	5000	3 (FE)	\$16,000
Strategy 2 - Support models to increase traineeships and apprenticeships										
Objective 3 Strategy 2 Subtotal :										
Strategy 3 - Support alternative learning pathways for individuals										
O3:S3:P1	<b>Hospitality</b> (continuation)	TAFE SA Regional	Youth	20	0	14	4000	0	2 (FE)	\$40,000
			Mature	5	0	3	1000	0		
			Indigenous	0	0	0	0	0		
			Other*	5		3	1000			
O3:S3:P2	<b>Retail Ready</b> (continuation)	TAFE SA Regional	Youth	20	0	15	2666.7	66.7	2 (FE)	\$40,000
			Mature	5	0	2	666.7	16.7		
			Indigenous	0	0	0	0.0	0.0		
			Other*	5		3	666.7	16.7	2 (FE)	
O3:S3:P3	<b>Metalliferous Operations</b>	RFT	Youth	5	0	3	1000	0	2(FE)	\$30,000
			Mature	5	0	3	1000	0		
			Indigenous	0	0	0	0	0		
			Other*	5		4	1000			
O3:S3:P4	<b>Community Services hybrid</b>	RFT	Youth	2	0	1	533.3	133.3		\$40,000
			Mature	9	0	6	2400.0	600.0	1 (FE) 2(V)	
			Indigenous	0	0	0	0.0	0.0		
			Other*	4		3	1066.7	266.7		

## South Australia Works in the Regions

Initiative Number	Initiative Name	Partners	Target Groups	Participants High / Low		Employment Outcomes	Accredited Training Hours	Non Accredited Training Hours	Anticipated Other Outcomes **	SA Works in the Regions Funding
O3:S3:P5	Rural Civil Skills	RFT	Youth	5	0	3	833.3	0	2(FE)	\$25,000
			Mature	5	0	3	833.3	0		
			Indigenous	0	0	0	0.0	0		
			Other*	5		3	833.3			
O3:S3:P6	Building and Construction	RFT	Youth	5	0	4	1000	0	1(FE)	\$30,000
			Mature	0	0	0	0	0		
			Indigenous	7	0	6	1400	0	1(FE)	
			Other*	3		1	600			
O3:S3:P7	Pre-Vocational Training (Priority 2 Project)	RFT	Youth	2	0	1	200	40		\$10,000
			Mature	2	0	1	200	40		
			Indigenous	0	0	0	0	0		
			Other*	6		3	600	120		
Objective 3 Strategy 3 Subtotal :				120	0	80	22500	1100	13 (FE) 2(V)	\$205,000
Strategy 4 - Coordinate improved career guidance services										
O3:S4:P1	Careers Expo	RFT	Youth	0	400	0	0	0		\$7,000
			Mature	0	0	0	0	0		
			Indigenous	0	0	0	0	0		
			Other*		100					
Objective 3 Strategy 2 Subtotal :				0	500	0	0	0		\$7,000
Key: Other*: Disability (D), Migrants (M), Women (W) Upskilling (U) Unemployed (UE) Other Outcomes**: Volunteering (V) Further Ed. (F) Other Category (State it)										
<b>Objective 3 Subtotal :</b>				145	500	97	35500	6100	16 (FE) 2(V)	<b>\$228,000</b>

## South Australia Works in the Regions

### OBJECTIVE 4

**Targeted Interventions** - Targeted interventions for disadvantaged and marginalised groups to help individuals reach their full potential

2001 Census data indicated very high levels of youth and Indigenous unemployment. In 2001 SFR youth unemployment at 28.9 per cent was more than 10 percentage points higher than the State and Indigenous unemployment at 45.6 per cent was more than double the State average.

Both youth and Indigenous rates of unemployment are likely to be significantly lower than for 2001 in line with a general decline in regional unemployment, however, no data is available to confirm the current level of youth and Indigenous unemployment. Nonetheless, local evidence suggests that youth and Indigenous unemployment remains much higher than for the general workforce and will remain a major focus for labour market intervention in the immediate future.

Despite improving labour market conditions overall, there remains entrenched and chronic levels of unemployment within youth and Indigenous groups. A combination of family based social circumstances and low employment demand for unskilled workers are contributing factors for disadvantaged groups.

The number of residents not in the workforce and in receipt of disability and parenting support pensions is high and represents a significant potential source of labour to satisfy future growth. Federal Government policies are likely to act as an incentive for these groups to re-enter the labour market over the next three years.

#### **Proposed Initiatives:**

##### **Strategy 1 – Assist disengaged and marginalised youth to engage in the community**

Skills for the Future (continuation) (O4:S1:P1)

*The participants in the Skills for the Future program undertake accredited and non accredited training in areas of construction, metal fabrication, hospitality, horticulture, workplace safety, first aid, career counselling, job search and self development. Pre employment training and assessment of barriers to employment of each young person occurs in the first four weeks followed by a two week work experience component. Individual case plans are developed at this stage. Youth work support is a key feature of the project so as to effectively address the personal and life skill barriers and to provide ongoing mentoring..*

##### **Strategy 2 – Support programs aimed at increasing participation of disadvantaged individuals**

“Reconnection” (O4:S2:P1)

*Projects aimed at reconnecting disadvantaged and disengaged members of the community from specific target groups, being: Disabled, Youth, Indigenous, Mature Aged, LTUE, Parents returning to work, Remote/rural.*

##### **Strategy 2 – Support programs aimed at increasing participation of disadvantaged individuals (cont)**

Mentoring Program (O4:S2:P2)

*Grant to be applied for through “ABB community grants” to facilitate a mentoring program for all ESF program participants.*

##### **Strategy 3 – Expand re-engagement, employment and training opportunities for Aboriginal people**

##### **Strategy 4 – Utilise public sector employment as a first work entry point for Aboriginal people**

Stepping Stones (continuation) (O4:S4:P1)

*Pre employment training program for Indigenous participants entering into a traineeship or apprenticeship. Participants complete training to ensure that they are “work ready” and then complete industry specific training. Staff in organisations where participants are completing their traineeship also receive cultural awareness training.*

## South Australia Works in the Regions

Initiative Number	Initiative Name	Partners	Target Groups	Participants High / Low		Employment Outcomes	Accredited Training Hours	Non Accredited Training Hours	Anticipated Other Outcomes **	SA Works in the Regions Funding
Strategy 1 - Assist disengaged and marginalised youth to engage in the community										
O4:S1:P1	<b>Skills for the Future</b> <i>(continuation)</i>	Boystown	Youth	40	0	16	9000	2400	5 (FE)	\$40,000
			Mature	0	0	0	0	0		
			Indigenous	0	0	0	0	0		
			Other*							
Objective 4 Strategy 1 Subtotal :				40	0	16	9000	2400	5 (FE)	\$40,000
Strategy 2 - Support programs aimed at increasing participation of disadvantaged individuals										
O4:S2:P1	<b>"Reconnection"</b> Disabled, Youth, Indigenous, Mature Aged, LTUE, Parents returning to work, Remote/rural	RFT	Youth	10	0	4	1500	150	2 (FE)	\$75,000
			Mature	10	0	4	1500	150	2 (V)	
			Indigenous	10	0	4	1500	150		
			Other*	10	0	4	1500	150	3 (V), 3 (FE)	
O4:S2:P2	<b>SFR Mentoring Program</b>		Youth	0	5	0	0	0	0	
			Mature	0	5	0	0	0	0	
			Indigenous	0	5	0	0	0	0	
			Other*	0	5	0	0	0	0	
Objective 4 Strategy 2 Subtotal :				40	20	16	6000	600	5 (FE), 5 (V)	\$75,000
Strategy 3 - Expand re-engagement, employment and training opportunities for Aboriginal people										
Objective 4 Strategy 3 Subtotal :				0	0	0	0	0		
Strategy 4 - Utilise public sector as a first work entry point for Aboriginal people										
O4:S4:P1	<b>Stepping Stones</b> <i>(continuation)</i>	ASK Employment	Youth	0	0	0	0	0		\$30,000
			Mature	0	0	0	0	0		
			Indigenous	20	0	12	3000	200	2 (FE) 1(V)	
			Other*							
Objective 4 Strategy 3 Subtotal :				20	0	12	3000	200	2 (FE) 1(V)	\$30,000
Key: Other*: Disability (D), Migrants (M), Women (W) Upskilling (U) Other Category (State grouping) Other Outcomes**: Volunteering (V) Further Ed. (F) Other Category (State it)										
<b>Objective 4 Subtotal :</b>				100	20	44	18000	3200	12 (FE), 6 (V)	<b>\$145,000</b>

## South Australia Works in the Regions

### Grand Totals

	Target Groups	Participants High / Low		Employment Outcomes	Accredited Training Hours	Non Accredited Training Hours	Anticipated Other Outcomes **	SA Works in the Regions Funding
OBJECTIVE 1	Youth	0	25	0	0	0		\$27,000
	Mature	0	25	0	0	0		
	Indigenous	0	0	0	0	0		
	Other*		75					
OBJECTIVE 2	Youth	0	0	0	0	0		\$0
	Mature	0	0	0	0	0		
	Indigenous	0	0	0	0	0		
	Other*	0	0		0			
OBJECTIVE 3	Youth	82	400	58	23033.3	5200.0	12 (FE)	\$228,000
	Mature	29	0	17	5900	616.7	1 (FE) 2 (V)	
	Indigenous	7	0	6	1400	0	1 (FE)	
	Other*	27	100	17	5166.7	283.3	2 (FE)	
OBJECTIVE 4	Youth	50	5	21	10500	2550	7 (FE)	\$145,000
	Mature	10	5	4	1500	150	2 (V)	
	Indigenous	30	5	16	4500	350	2 (FE) 1(V)	
	Other*	10	5	4	1500	150	3 (V),3 (FE)	
<b>GRAND TOTAL</b>		245	645	143	53500	9300	28 (FE), 8 (V)	\$400,000

### Target Group Totals

	Target Groups	Participants High / Low		Employment Outcomes	Accredited Training Hours	Non Accredited Training Hours	Anticipated Other Outcomes **
Target Group TOTALS	Youth	132	430	77	33533.3	7750.0	19 (FE)
	Mature	39	30	21	7400	766.7	1 (FE), 4 (V)
	Indigenous	37	5	22	5900	350	3 (FE) 1(V)
	Other*	37	180	21	6666.7	433.3	5 (FE), 3 (V)

# ***South Australia Works in the Regions***

## **GLOSSARY OF TERMS**

### ***Accredited Training***

Training unit of competency that forms part of a national training package

### ***Community Capacity***

Community capacity consists of the networks, organisations, attitudes, leadership and skills that allow communities to manage change and sustain community-led development

### ***DFEEST***

The Department of Further Education, Employment, Science and Technology, acting through Employment and Training services

### ***Employment and Skills Formation Action Plan***

The plan to be developed at the commencement of the funding period which details the Grantee's proposed learning and work programs for any one (1) year of the funding period

### ***Employment Outcome***

Any paid work (including but not limited to apprenticeships, traineeships, group training and self-employment)

### ***Further Education and Training Outcome***

Where following completion of South Australia Works in the Regions activity, the participant moves onto further education and training (eg: TAFE, RTO, University)

### ***Network***

The mechanism for leading and informing locally identified solutions to employment and skills formation issues

### ***Non-accredited Training***

All other training not covered by a national training package

### ***Participant***

- (i) High Level Participant Outcome: Jobseekers out of work, out of training, out of school and engaged in training, job search, a case management project or some similar activity. Also applicable in up skilling underemployed people and backfilling up skilled positions
- (ii) Low Level Participant Outcome: Persons attending activities in the nature of career expos, workshops, or conferences for the purpose of career planning / preparation or participants in research projects or surveys

### ***South Australia Works in the Regions***

The South Australian government initiative intended to facilitate employment and skills formation outcomes for South Australians within their local communities

### ***Social Inclusion***

Social inclusion is experienced by individuals, families and communities when they have access to the opportunities they need to live rewarding and secure lives

### ***Up skilling***

- (i) Existing employee self-assesses as being underemployed and that up skilling will lead to additional income / more secure employment
- (ii) Filling of a vacancy created through the up skilling of an employee. Contingent on employer contributing funding for training
- (iii) Up skilling assistance may be provided to an employer that deems its staff 'at risk' of losing jobs.

### ***Volunteering Outcome:***

Where following completion of South Australia Works in the regions activity, the participant moves into volunteering

**PRIORITY 1 INITIATIVES**

INITIATIVE NUMBER	INITIATIVE	REGIONS AT WORK FUNDS SOUGHT (\$)	OTHER FUNDING SOURCES (\$)		TOTAL FUNDS SOUGHT \$	ANTICIPATED PARTICIPANT NUMBERS H/L	ANTICIPATED EMPLOYMENT OUTCOMES	ANTICIPATED ACCREDITED TRAINING HOURS	ANTICIPATED NON-ACCREDITED TRAINING HOURS	ANTICIPATED OTHER OUTCOMES
O1:S1:P1	Network Operations	\$12,000			\$12,000	0	0	0	0	
O1:S2:P1	Research	\$5,000			\$5,000	50 LL	0	0	0	
O1:S3:P1	Business Forums	\$5,000			\$5,000	75 LL	0	0	0	
O1:S4:P1	Promotions and Advertising	\$5,000			\$5,000	0	0	0	0	
O2:S3:P1	Skilled Migration Support									
O3:S1:P1	Industry Pathways	\$16,000	\$130,000	OSG	\$146,000	25	17	13000	5000	3 FE
O3:S3:P1	Hospitality	\$40,000	\$30,000	OSG	\$70,000	30	20	6000		2 FE
O3:S3:P2	Retail Ready	\$40,000	\$30,000	OSG	\$70,000	30	20	4000	100	4 FE
O3:S3:P3	Metalliferous Operations	\$30,000	\$25,000	SC	\$55,000	15	10	3000		2 FE
O3:S3:P4	Community Services	\$40,000	\$30,000	SC	\$70,000	15	10	4000	1000	1 FE, 2 V
O3:S3:P5	Rural Skills	\$25,000	\$25,000	SC	\$50,000	15	10	2500		2 FE
O3:S3:P6	Building and Construction	\$30,000	\$25,000	SC	\$55,000	15	11	3000		2 FE
O3:S4:P1	Careers Expo	\$7,000	\$15,000	OSG/C/I	\$22,000	500 LL	0	0		
O4:S1:P1	Skills for the Future	\$40,000	\$200,000	OSG/SC	\$240,000	40	17	9000	2400	5 FE
O4:S2:P1	Reconnection	\$75,000	\$150,000	OSG/SC	\$225,000	40	16	6000	600	5 FE, 5 V
O4:S2:P2	SFR Mentoring Progm		\$10,000	I	\$10,000	20 LL				
O4:S4:P1	Stepping Stones	\$30,000	\$25,000	OSG/SC	\$55,000	20	12	3000	200	2 FE, 1 V
<b>TOTAL</b>		<b>\$400,000</b>	<b>\$695,000</b>		<b>\$1,095,000</b>	<b>245</b>	<b>143</b>	<b>53500</b>	<b>9300</b>	<b>28 FE, 8 V</b>
						<b>645 LL</b>				

**PRIORITY 2 INITIATIVES**

INITIATIVE NUMBER	INITIATIVE	REGIONS AT WORK FUNDS SOUGHT (\$)	OTHER FUNDING SOURCES (\$)		TOTAL FUNDS SOUGHT \$	ANTICIPATED PARTICIPANT NUMBERS H/L	ANTICIPATED EMPLOYMENT OUTCOMES	ANTICIPATED ACCREDITED TRAINING HOURS	ANTICIPATED NON-ACCREDITED TRAINING HOURS	ANTICIPATED OTHER OUTCOMES
O2:S2:P1	Port Pirie Proud	\$10,000	\$50,000	I	\$60,000	0	0	0	0	
O2:S4:P1	SFR Employee Awards	\$2,000			\$2,000	10LL				
O2:S4:P2	Upskilling	\$15,000	\$50,000	I	\$65,000	10 LL		1000		
O3:S3:P7	Pre-Vocational	\$10,000	\$15,000	SC/I	\$25,000	10	5	1000	200	1 FE
<b>TOTAL</b>		<b>\$37,000</b>	<b>\$115,000</b>		<b>\$152,000</b>	<b>10 + 20 LL</b>	<b>5</b>	<b>2000</b>	<b>200</b>	<b>1 FE</b>