GIPPSLAND EAST LOCAL LEARNING AND EMPLOYMENT NETWORK

"Working with the Victorian Learning & Employment Skills Commission"

# *What's happening to Young People in Gippsland East?*

**An Environmental Scan**

**Commissioned by the**

**Gippsland East Local Learning and Employment Network**

**Curtain Consulting, Melbourne**

**29 April 2002**

The Management Committee of the Gippsland East Local Learning and Employment Network (GELLEN) commissioned this study. It was authored by Dr Richard Curtain who would like to express his gratitude for the assistance received from the Committee, service providers and other stakeholders. In particular, he would like to thank GELLEN Chairman Dr Bob Haldane, Executive Officer, Ms Liz Clay, and the Research Working Party, Dr Norman Creighton, John Ireland, and Bruce Graham for their comments. Any errors in fact or interpretation, however, remain those of the author alone.

Local Learning and Employment Networks (LLENs) are supported by the Victorian Learning & Employment Skills Commission (VLESC) in coordinating the local provision of post compulsory education and training.
http://www.deet.vic.gov.au/deet/about/statlesc.htm#intro

The main functions of the Local Learning and Employment Networks are to:

- Identify gaps in the provision of education and training;
- Develop new programs to fill the identified gaps and develop new opportunities for young people and
- Link education and training provision with local employment opportunities

(Minister of Government for Post Compulsory Education, Training and Employment, Hon Lynne Kosky MP, *Government Launches Australian-First Plan To Tackle School Drop Out Rates*, Press Release, 30 January, 2001)

Please direct any enquiries to:

Ms Liz Clay
Executive Officer
**Gippsland East Local Learning & Employment Network Inc**
**PO Box 462**
**Bairnsdale VIC 3875**

26 April 2002

# Executive summary

### Young people most 'at risk'

How are young people faring in their transition from school to work in Victoria's Gippsland East (covering the Shires of Wellington and East Gippsland)? Centrelink records show that there are 409 young people aged 15 to 24 years in the region who are not in paid work or in full-time education at 15 February 2002. Some 152 young people aged 15 to 20 years are registered with Centrelink as actively searching for work. A third (52) of these unemployed young people under age 21 are eligible for Intensive Assistance in the Job Network. These young people in particular are clearly 'at risk' of not making a successful transition from full time schooling to full time work or further education. This information does not include all young people in the region not in work or education. Other young people who are not in work or education may not be registered with Centrelink. These include 15 year olds who have left school but who are not eligible for Youth Allowance and others who, for a variety of reasons, may not be receiving welfare support.

### Young people in education and work: what the report covers

This Environmental Scan has three sections.

- The first section provides information about the nature of regional employment opportunities.
- The second section presents detailed information about the number of young people in Gippsland East enrolled in secondary schools and in other post-compulsory education and training in 2001. Also covered is the nature of job market for young people as shown by the industry profile of apprentice and trainee commencements in the region in 2000 and 2001, including the changing age profile of apprentices and trainees. This section also identifies a range of suggested measures about young people's participation in education and employment at regional level.
- The third section recommends four ways to improve local program coordination focused on the needs of young people most 'at risk'.

### Gaps in identifying how many young people are having difficulties

The availability of the 2001 Census results in the second half of this year will provide a better indication of where the job growth in the region has occurred and what share of the new jobs has gone to young people. However, the census information is soon outdated. The recent availability of local area information from government administrative records now makes it much easier to gain a good overview at regional level of the number of young people 'at risk' on a regular basis. Less regular and less complete information is also available on the extent to which some programs such post compulsory education and training and apprenticeships and traineeships are being utilised.

The Centrelink data, in particular, provide valuable up-to-date information on the relative size of the group of young people in the region who have sought assistance from Government. Nevertheless, this information does not provide a complete picture of what is happening to young people, particularly in relation to the young people who appear to 'disappear from view'. More focused follow-up activity by GELLEN and other agencies is still required to ensure that all young people have the chance to make use of the assistance available to them.

**Young people in the population profile**

Up to half of Gippsland East's young adult population aged 20 to 29 leave the region. Many young people do so to undertake further education or to acquire skills and work experience. The remaining young people have fewer options than those who have left the region and hence may have particular difficulties making a successful transition to education to work.

**Young people staying on in senior secondary school**

The proportion of young people staying on a school has increased markedly in the last two years. Nevertheless, nearly a third (32 per cent) of young people entering secondary school at Year 7 in 1996 have left before completing Year 12. The proportion of young people completing Year 12 in Gippsland East is still low compared to other non-metropolitan areas and the State as a whole (see Table 7).

Few Koori students in the region continue on to complete Year 12. Sixty one Koori students started Year 7 in Government schools in 1996 but by Year 12 only 9 remained. In 2000, only 4 Koori students out of the 10 enrolled in Year 12 are recorded as having completed VCE satisfactorily in that year. However, a large number of Koori students are recorded as continuing their education with other education and training providers although little information is known about the type and duration of the courses undertaken.

**The destinations of school leavers**

Comprehensive information on the destinations of school leavers is only available for the Wellington VET cluster students in 2000 and 2001. These data show that compared with 1999 school leavers in regional Australia as a whole, Gippsland East VET in VCE school leavers in 2000 and 2001 are less likely to go onto full-time further education and are more likely to take up an apprenticeship or traineeship.

**Where young people are missing out in access to jobs**

The distribution of young people's apprenticeship and traineeship placements compared with the employment profile of the Gippsland East region shows some important differences. Young people aged 15 to 24 years only account for 53 per cent of apprenticeships and traineeships in the region. Young people are more likely to take up apprenticeships or traineeships in automotive, building and construction, business services, engineering, primary industries, retail trade and personal services. As many as 81 per cent of young people are training for a trade level skill compared with 69 per cent of all New Apprentice commencements.

The industry sectors where young apprentices and trainees are under-represented and older apprentices and trainees over-represented are: community services and health, general manufacturing, public administration, tourism and hospitality and transport and storage.

**Matching skills supplied with occupations in demand**

A comparison is made between the types of skills provided by education providers and the types of occupations in which employers have offered apprenticeships and traineeships. Hospitality and information technology have high concentrations of students doing these VET subjects in both years but in 2001, the proportion of these young people obtaining jobs in these areas was much lower. In the case of hospitality, the proportion of young people finding work in this area of work was high in 2000 (28 per cent). However, the proportion finding work in this area in 2001 had dropped markedly to 5 per cent.

In the case of information technology, the proportion finding work in this occupation has been much lower than the proportion doing the subject at school. In 2001, no employment is recorded for young people who had done IT as a VET in VCE subject. However, in the case of both hospitality and IT, the skills acquired are likely to be applicable not only further afield but also in a range of other jobs within the region requiring customer service skills or knowledge of how to use a computer.

**Recommendations to improve program coordination**

The report offers a series of recommendations to help improve local area coordination to achieve integrated outcomes for young people. These cover the need to collect regular information on the post-school destinations of young people and how this might be done. Specifically, it is suggested that GELLEN adopt the fourteen measures identified by this report to assess progress over time in what is happening young people in the region (see Box 1 below).

It is also suggested that an explicit focus on a set of clear goals in relation to youth in the region is needed as a basis for better collaboration between the major stakeholders involved in some way in young people's transition from education to work.

It is proposed that GELLEN reach separate agreements with up to seven different groups of stakeholders on a common set of goals in relation to young people's transition from education to work. One model for these agreements is the National Youth Commitment partnerships (an initiative of the Enterprise and Career Education Foundation and the Dusseldorp Skills Forum) with their focus on achieving an explicit set of education or employment outcomes for young people.

> *A National Youth Commitment will provide guaranteed access for all young people with particular support for early school leavers or those facing other disadvantages, to:*
>
> - *complete Year 12 either at school or another recognised provider; or*
> - *obtain an education or training qualification that is at an equivalent level such as a TAFE certificate or apprenticeship; or*
> - *obtain a full-time job that is linked to education or training.*
>
> Source: www.dsf.org.au

Also highlighted is the need for GELLEN to liaise more closely with the regional managers of the Federal and State Government departments which are funding programs in the region to achieve better program adaptability to local conditions.

Finally, it is suggested that GELLEN use available data and new information from the census to identify those sectors which are employing people but where young people are under-represented and to convene meetings with employers and others in these sectors to develop ways to improve young people prospects of obtaining entry level jobs.

**Box 1: Fourteen recommended performance measures for GELLEN**

1: Senior secondary school participation rate as a proportion of 15 to 19 year olds for a particular year.

2: VCE attainment rate as a proportion of 19 year olds for a particular year.

3: Other post compulsory education participation rate for 15 to 19 year olds for a particular year.

4: Number of Kooris participating in Years 11 and 12.

5: Number of Kooris completing VCE in Years 11 and 12.

6: Number of Kooris participating in other post-compulsory education.

7: Number of apprenticeship and traineeship commencements by industry sector for 15 to 24 year olds for a particular year.

8: Comparison of the industry profile of apprentice and trainee commencements aged 15 to 24 years in a particular year with the employment profile of the region based on 2001 census data and employment growth sectors 1996-2001.

9: Comparison of the areas in which young people are enrolled in post-compulsory education (TAFE, ACE & private providers) with apprentice and traineeships commencements in the same year.

10: Profile of VET in subjects undertaken compared with post school employment destinations of VET in VCE school leavers.

11: Post school destinations of school leavers in Gippsland East compared with the destinations of non-metropolitan school leavers Australia-wide.

12: Number of young people in the Gippsland East region aged 15 to 24 years who are registered with Centrelink as unemployed.

13: Number of young people in the Gippsland East region aged 15 to 20 years who are in Intensive Assistance as disadvantaged unemployed.

14: Number of young people in the Gippsland East region aged under 18 years who are on Austudy and looking for work.

**Contents**



**Supplementary report**

# 1. Gippsland East regional profile

## 1.1 Regional profile compared to other regions in Australia

The *State of the Regions 2001* report, produced by National Economics in collaboration with the Australian Local Government Association, offers an annual stock-take of the economic well being of Australia's regions and their prospects for economic development and employment growth. The report places Australia's 64 regions into six broad groupings:

| Economic grouping of regions in Australia | |
|---|---|
| *core metropolitan* (central cities) | *lifestyle oriented* (change is driven by lifestyle choices, predominantly post-retirees and tourism) |
| *dispersed metropolitan* (suburban metropolitan regions) | *rural* (agricultural based) |
| *production focused* (high concentrations of manufacturing) | *resource and remote* regions (natural resource-based) |

Source: National Economics, 2001, State of the regions report.

The wider Gippsland region is classified as rural (agricultural based) with East Gippsland described in more specific terms as having 'patches of intensive agriculture and a retirement area round Lakes Entrance'. The report also notes that many of the region's small towns are making the difficult transition from old forest to plantation-based timber production.[1]

As with the other 21 rural-based regions, the report notes that agriculture is the major economic source of activity in the region. However, unlike the past, agriculture is much less significant as a source of employment, due to the impact of technology. In addition, better roads have resulted in shorter travelling times to larger centres, which, in turn, has lowered the viability of small towns.[2]

The *State of the Regions 2001* report highlights the following problems facing rural based regions in Australia, all of which at least to some extent apply to the Gippsland East region:

- Population decline
- Global protection and economic downturn affecting markets for dairy and meat products
- Lagging rural and household incomes

[1] National Economics, 2001 State of the Regions Report 2001, Appendix 3, p A90
[2] National Economics, 2001 State of the Regions Report 2001, p 37.

- Demise of family farms and small rural towns
- Lack of business investment
- Lack of sources of regional innovation and skills
- Poor Infrastructure links and
- Environmental degradation.[3]

## 1.2 Regional Industry profile

Primary industry is a major source of economic activity in the East Gippsland and Wellington Shires and accounts for 15 per cent of employment. Dairying is an important source of wealth.[4] Milk products are produced such as cheese and ice cream and milk powders. Gourmet foods produced include: preserves; pastas and bakery, mineral water and wines and beer are also produced.

Other specialties of the sector are fine wool, prime lamb and beef production. Meat products produced in the Wellington region include specialty meats, rabbit, deer and emus. Other animals raised in the region are Alpaca and buffalo.

In relation to the production of cereals the production of corn and popcorn are the focus in East Gippsland and feed grains in Wellington. East Gippsland also produces rabbits, deer, pigs and goats. A range of poultry is produced in both regions, including turkeys, emus, ostriches and Wellington Shire also produces free-range eggs.

Stone fruit, pears, apples and berries are produced in East Gippsland and blueberries, strawberries and hazelnuts are produced in Wellington. Vegetables production is important in both sub regions. The range of vegetables produced includes: olives, lettuce, snow peas, sweet corn, broccoli carrots, beans and asparagus as well as flowers. The region also produces walnuts and hazelnuts.

Forestry and the logging of both hardwoods and softwoods have also been an important source of income in the region. Value-added wood products manufactured in East Gippsland and Wellington are framing and furniture as well as kiln drying in East Gippsland.

In East Gippsland, commercial fishing for abalone, prawns, scallops, trawling, bream and eels is a major activity and in Wellington sharks, lobster and carp as well as netting and trawling are important activities. The region has Victoria's largest fishing fleet.

Minerals such as sand, granite, zinc and limestone and copper are also mined as well as gravel and road materials. Natural gas and oil are also sourced within the region.

---

[3] National Economics, 2001, *State of the Regions Report 2001*, p 39.
[4] The following information on the economic capabilities of east Gippsland and Wellington Shires is taken from the Gippsland Regional Capabilities Summary prepared for the Gippsland Regional Economic Development Summit, Monash University, Gippsland Campus, 23 February, 2001.

Secondary industries include printing and publishing as the manufacturing of transport, farm equipment and boat building. Truck bodies are also produced in East Gippsland. Rigging equipment, ambulances and trailers and aircraft are manufactured in Wellington.

Transport and storage services include airports in both East Gippsland and Wellington. Post Secondary education services are also available in the region. These include a campus of Monash University and Melbourne University's McMillan Institute of Land and Food Resources, the campuses of East Gippsland Institute of TAFE in East Gippsland and Central Gippsland Institute of TAFE, the Macalister Research Farm as well as providers of Underwater Training and CFA Training.

## 1.3 Regional Employment opportunities

Table 1 presents data on the numbers of people employed in the above industries, broadly defined. The largest sources of employment are retail trade at 15.7 per cent of all employment, followed by 14.7 per cent in agriculture, forestry & fishing. Health and community services as well as manufacturing account for 10 per cent each of the employed workforce.

Table 1: Employed Persons by Industry, Gippsland Statistical Region, August 2001, numbers and percent

| Agriculture, forestry & fishing | Manufact-uring | Construction | Retail trade | Property & business | Education | Health & community | Other industries | All industries |
|---|---|---|---|---|---|---|---|---|
| 13,100 | 8,600 | 5,300 | 14,000 | 6,000 | 6,100 | 8,900 | 27,000 | 89,000 |
| *14.7* | *9.7* | *6.0* | *15.7* | *6.7* | *6.9* | *10.0* | *30.3* | *100.0* |

Source: Table 2.2, *Regional Statistics, Victoria,* 2002 Cat No 1362.2, p26.

More detailed data on the most important sources of employment in the GELLEN region are available from the 1996 census (see Table 2). These are: community services, including health and education, wholesale and retail trade, and agriculture, forestry, and fishing. There are small differences between the two local government areas. The agriculture, forestry, and fishing sector accounts for more employment in the Wellington Shire than it does in the East Gippsland Shire. Wholesale and retail trade, community services and recreational, personal and other services are marginally more prominent sources of employment in the East Gippsland Shire.

Compared with the employment profile for Gippsland as a whole (see Table 1), the Gippsland East region shows a greater reliance on the Community Services Sector. This sector accounts from a fifth of employment in the two shires compared with only a tenth for the region as a whole. However, this comparison is using data from two different time periods, 1996 and 2001. It needs to be confirmed by reference to the 2001 census results when they become available during the latter half of 2002.

Table 2: Industries of the employed population, GELLEN area, 1996, per cent

| | Wellington | East Gippsland | GELLEN |
|---|---|---|---|
| Agriculture, forestry, fishing etc | 18.2 | 14.3 | 16.4 |
| Mining | 3.7 | 0.9 | 2.4 |
| Manufacturing | 8.4 | 9.4 | 8.9 |
| Electricity, gas and water utilities | 1.5 | 0.7 | 1.1 |
| Construction | 6.5 | 6.3 | 6.4 |
| Wholesale and retail trade | 17.8 | 20.6 | 19.1 |
| Transport and storage | 2.4 | 3.6 | 3.0 |
| Communication | 1.1 | 1.1 | 1.1 |
| Finance, property and business services | 6.4 | 6.0 | 6.2 |
| Public administration and defence | 7.5 | 4.0 | 5.8 |
| Community services | 19.1 | 21.9 | 20.4 |
| Recreational, personal and other services | 7.5 | 11.3 | 9.2 |
| Total | 100.0 | 100.0 | 100.0 |
| No Employed | 15,947 | 13,747 | 29,694 |

Source: Know Your Area, Department of Infrastructure ABS, CDATA96

It is possible to identify a further dimension of the employment profile of the region using data on the number of business locations in the GELLEN area (see Table 3). If we divide the number of employees by industry sector in the two East Gippsland LGAs in 1996 by the number of business locations in September 1998, we get some idea of the number of employees per business location. Table 4 shows that the overall average is only 4.7 persons per business location for both LGAs combined but there is considerable variation between industry sectors. The agriculture, forestry & fishing sector in both LGAs has only 2 or less employees per location. Construction and property & business services sectors also have a small number of employees per location (4.4 and 4.5 persons respectively for the GELLEN area).

The industry sector with the largest number of average employees is health and community services, followed by manufacturing and retail (see Table 4). The health and community services sector, in particular, is more concentrated with a smaller number of workplaces but with much larger numbers of employees per location (22.7) than the overall average of 4.7 employees per location. Larger workplaces are likely to have more resources in terms of mentors and are likely to be important sources of structured work placements and entry-level employment and training positions (ie traineeships).

Table 3: Number of Business locations, East Gippsland LGAs, September 1998

| Industry | Wellington | East Gippsland | GELLEN |
|---|---|---|---|
| Agriculture, forestry & fishing | 1137 | 1557 | 2694 |
| Manufacturing | 105 | 95 | 200 |
| Construction | 221 | 215 | 436 |
| Retail trade | 362 | 338 | 700 |
| Property & business services | 179 | 230 | 409 |
| Health & community services | 133 | 134 | 267 |
| Other industries | 884 | 694 | 1578 |
| All industries | 3021 | 3263 | 6284 |

Source: Table 4.1 *Regional Statistics, Victoria,* 2002 Cat No 1362.2, p40.

Table 4: Average number of employees per business location by industry sector, East Gippsland LGA

| Industry sector | Wellington | East Gippsland | GELLEN |
|---|---|---|---|
| Agriculture, forestry & fishing | 2.5 | 1.3 | 1.8 |
| Manufacturing | 12.8 | 13.6 | 13.2 |
| Construction | 4.7 | 4.0 | 4.4 |
| Retail trade | 7.8 | 8.4 | 8.1 |
| Property & business | 5.7 | 3.6 | 4.5 |
| Health & community | 22.9 | 22.5 | 22.7 |
| Other industries | 1.3 | 2.2 | 1.7 |
| All industries | 5.3 | 4.2 | 4.7 |

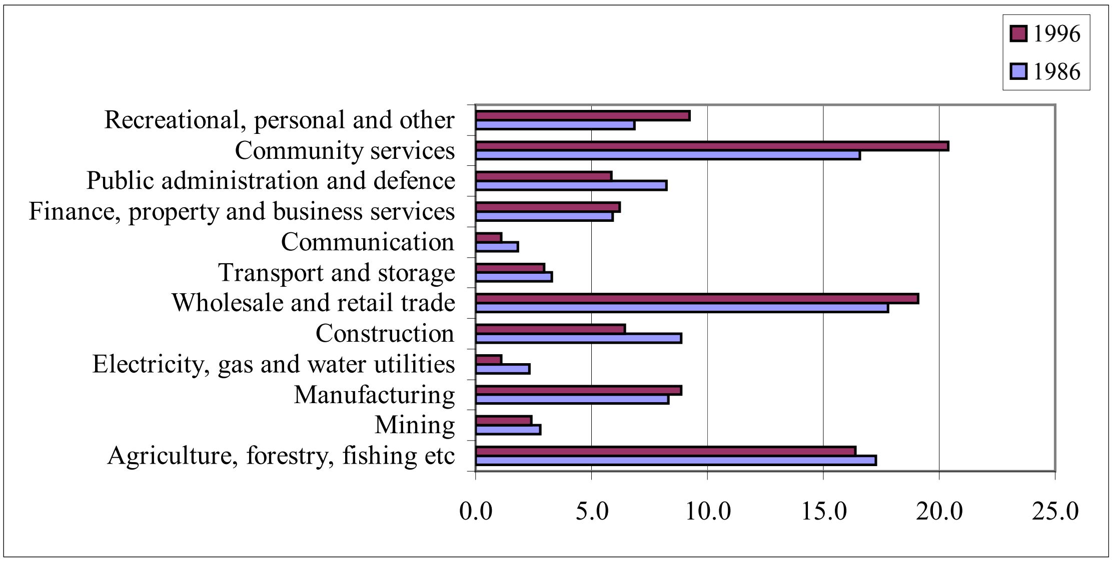
Source: Derived from Tables 2 & 3, this report

## 1.4 Changes in the employment profile over time

Changes over the decade 1986-1996 in employment by industry are shown in Figure 1. The agriculture, forestry, and fishing sector has declined from 17.3 to 16.4 per cent of total employment in the GELLEN area. Construction has also declined in the number of jobs located in that sector (from 8.9 to 6.4 per cent). Public administration is another sector whose employment level is much lower in 1996 compared with a decade earlier (from 8.2 to 5.8 per cent).

The sectors that have notably gained employment between 1986 and 1996 are: community services (from 16.6 to 20.4 per cent) and recreational, personal and other services (from 6.8 to 9.2 per cent). These figures are now out of date but can soon be updated with the release of the 2001 Census from mid 2002 onwards. Employment data for the period 1996 to 2001 will provide a more accurate picture of recent employment trends.

**Figure 1: Changes in employment by industry GELLEN area 1986 & 1996**




Source: Know Your Area, Department of Infrastructure ABS, CDATA96

# 2. Profile of young people in education and training in the Gippsland East region

## 2.1 Young people 15 to 24 years in post compulsory education and training

It is estimated that the number of 15 to 24 year old young people in 2001 in the region covered by GELLEN is 9,067 (see Table 5). As the age profile of the population of the Gippsland East region shows, young people are notably absent (see Attachment 1). From age 15 to 19, but especially from age 20 to 29 years, the number of young people in the region drops markedly and numbers only rise again from age 30. Based on past behaviour, this age profile suggests that as many as a half of the young adult age group may leave the region. The contrasting bulge in this age group for Melbourne shows where they are likely to head (See Attachment 1).

Whether or not these young people return to Gippsland from age 30 on is hard to infer from this age profile. The impact of easier access to higher education for many of these young adults may produce a different trend in the future compared with the apparent pattern of adults in their 30s returning or never leaving.

The big fall in the numbers of young adults in the region compared with the younger and older age groups strongly suggests that many are exercising their choice of options by leaving to move to Melbourne or other major centres interstate. This also suggests that those young people remaining in the region do not have or do not wish to exercise their capacity to take up education or employment options elsewhere. The young people remaining in the region, therefore, may to some extent be considered to be 'at risk' of not finding a suitable option after finishing their compulsory schooling and of exercising their option of moving out of the region.

Table 5: Estimated number of 15 to 24 year olds in the area covered by Gippsland East Local Learning and Employment Network, 2001

| Age | Population |
|---|---|
| 15 to 19 | 5,671 |
| 20 to 24 | 3,396 |

Source: Dept of Infrastructure website "Know Your Area" http://www.doi.vic.gov.au/knowyourarea

There are estimated to be 5,671 young people aged 15 to 19 years and 3,396 young people aged 20 to 24 years of age.[5] Of these, about two-thirds (based on 6,241 full time equivalent enrolments) are appear to be still in secondary school, assuming that that all those in Year 9 are 15 year olds (see Table 6).[6] Some 5,074 young people aged 15 to 24 years are enrolled in post compulsory vocational education and training (see Table 7). The sum of the secondary school and VET enrolments is more than the estimated number of young people in the region. However, there is obviously some double counting at work. One indication of this is the number of students undertaking a VET course as part of their VCE while in secondary school but are also enrolled in

[5] With the imminent release of the 2001 Census, more accurate data will be available on the number of young people in Gippsland East.

[6] Separate information on student enrolments at Gippsland Grammar indicates that there are 517 enrolled in Years 7 to Year 12 in 2002. However, about a quarter of these enrolments are from students who reside outside the Wellington and East Gippsland Shires.

TAFE (821 students were so enrolled at East Gippsland Institute of TAFE in 2001). Other sources of double counting may include people moving from secondary school to other post compulsory education and training options and being recorded as enrolled in both institutions.

Table 6: Number of full-time equivalent of students enrolled in specified Government and Catholic schools by Year Levels 9 to 12, 2001, GELLEN

| **School Name** | **Yr9** | **Yr 10** | **Yr 11** | **Yr 12** | **Total Yr 9 to Yr 12** |
|---|---|---|---|---|---|
| | | | | | |
| Bairnsdale Secondary College | 202.0 | 181.0 | 244.1 | 210.5 | 837.6 |
| Lakes Entrance Secondary College | 66.0 | 69.8 | 0.0 | 0.0 | 135.8 |
| Nagle College | 157.0 | 147.0 | 161.0 | 125.0 | 590.0 |
| Cann River P12 College | 6.0 | 6.0 | 3.1 | 3.6 | 18.7 |
| Mallacoota P12 College | 20.0 | 14.0 | 21.9 | 15.3 | 71.2 |
| Orbost Secondary College | 69.0 | 53.0 | 58.6 | 38.4 | 219.0 |
| Swifts Creek Secondary College | 22.0 | 17.0 | 12.6 | 12.6 | 64.2 |
| Yarram Secondary College | 80.0 | 77.0 | 71.7 | 64.1 | 292.8 |
| Maffra Secondary College | 148.0 | 150.6 | 144.7 | 98.5 | 541.8 |
| Sale Catholic College-Sion | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Sale Catholic College-St Pat | 168.0 | 170.0 | 156.0 | 123.0 | 617.0 |
| Sale College | 151.0 | 180.0 | 156.1 | 170.3 | 657.4 |
| Total | 1089 | 1065.4 | 1029.8 | 861.3 | 4045.5 |

Source: Department of Education, special request

Table 7: Apparent retention rates Year 7 to Year 12 (enrolment 1 Feb 1996 to 1 Feb 2001), Secondary Schools, GELLEN

| | 1996 Yr 7 | 2001 Yr 12 | Yr 12 retention |
|---|---|---|---|
| School | FT equivalent number of students enrolled | | Per cent |
| Bairnsdale Secondary College | 212 | 210.1 | |
| Lakes Entrance Secondary College | 78 | | |
| | 290 | | 72.4 |
| NAGLE COLLEGE (1589) | 189 | 125 | 66.1 |
| Swifts Creek Secondary College | 23 | 12.6 | 54.8 |
| Cann River P12 College | 5 | 3.6 | 72.0 |
| Mallacoota P12 College | 19 | 15.3 | 80.5 |
| Orbost Secondary College | 69 | 38.4 | 55.7 |
| Yarram Secondary College | 94 | 64.1 | 68.2 |
| Maffra Secondary College | 159 | 98.5 | 61.9 |
| Sale Catholic College | 183 | 123 | 67.2 |
| Sale College | 226.4 | 170.3 | 75.2 |
| Overall retention rate GELLEN | 1257.4 | 861.3 | 68.5 |
| East Gippsland | 595 | 405.4 | 68.1 |
| Wellington | 662.4 | 455.9 | 68.8 |
| Gippsland Region | | | 71.2 |
| Total non-metropolitan regions | | | 69.8 |
| All government schools | | | 79.6 |

Source: Department of Education, special request

Table 7 presents information on the apparent retention rates for the year 2001 for the secondary schools in the East Gippsland and Wellington areas, with the exception of Gippsland Grammar.[7] The data show that there is a considerable variation in retention rates between schools in the region.

However, more accurate information on actual retention rates is obtainable if reference can be made to the results of a destination survey. This can be done in the case of Orbost Secondary College, which has detailed information on student destinations for an extended period. Using this information to take into account inter school transfers, repeating of years and part-time New Apprenticeship take up, a revised school retention rate of 66 per cent has been calculated for the Orbost Secondary College's Annual Report.

It needs to be noted, nonetheless, that the Year 12 retention rate is only a partial measure of young people's level of education attainment. Table 8 shows, using 2000 data, that a number of young people at ages 15, 16, 17, 18 and 19 continue their education after leaving school through TAFE, Adult and Community Education and private providers. Table 9 shows that the most favoured education provider for young people aged 15 to 19 years who have left school is the TAFE sector, followed by private providers with the Adult and Community Education sector in third place.

[7] Gippsland Grammar has a Year 7 to Year 12 retention rate of about 90 per cent, personal communication, Mr Tony Horsley, Principal, 16 April, 2002.

Confirmation of the claim that young people leaving school before completing Year 12 go on to other education providers is given in Table 10. The large number of responses in the 'unstated' category for highest year of school completed makes it difficult to work out just many young people who leave secondary school before completing Year 12 take up this option. However, the data show clearly that existence of alternative education pathways is important for a significant number of young people who had completed Year 9 and Year 10 only.

Table 8: Post compulsory education enrolments in TAFE, ACE and private sector for 15 to 19 year olds, Gippsland East, 2000

| Age | Net Enrolments | Module Enrolments | Contact Hours |
|---|---|---|---|
| 15 | 339 | 1,144 | 32,773 |
| 16 | 569 | 3,561 | 87,845 |
| 17 | 651 | 4,423 | 116,471 |
| 18 | 620 | 4,890 | 127,301 |
| 19 | 585 | 4,466 | 115,012 |
| | 2764 | 18,484 | 479,402 |

Source: AVETMISS, special tabulation, Office of Training & Tertiary Education

Table 9: Post compulsory education enrolments by sector TAFE, ACE and private provider for 15 to 19 year olds, Gippsland East, 2000

| | Student contact hours | | |
|---|---|---|---|
| Age | TAFE | ACE | Private Provider |
| 15 | 18,114 | 9,965 | 4,694 |
| 16 | 64,086 | 9,835 | 13,924 |
| 17 | 86,573 | 11,447 | 18,451 |
| 18 | 90,586 | 7,115 | 29,600 |
| 19 | 85,551 | 4,809 | 24,652 |

Source: AVETMISS, special tabulation, Office of Training & Tertiary Education

Table 10: Highest School Level Completed for those aged 15 to 24 years enrolled in TAFE, ACE or private providers, 2000

| | Net Enrolments | Module Enrolments | Contact Hours |
|---|---|---|---|
| Year 9 & below | 670 | 2,643 | 71,284 |
| Year 10 | 962 | 5,910 | 150,035 |
| Year 11 | 502 | 3,221 | 83,091 |
| Year 12 | 921 | 7,900 | 190,514 |
| Not stated | 2,019 | 9,015 | 242,108 |
| Total | 5,074 | 28,689 | 737,032 |

Source: AVETMISS, special tabulation, Office of Training & Tertiary Education

In summary, therefore, the available administrative data on education participation suggests that nearly a third of young people (32 per cent) entering high school in Year 7 do not complete Year 12. In terms of actual numbers, this represents nearly 400 young people (396). However, the data from other education providers shows that many young people in the 15 to 19 years age group have continued on to further education through TAFE, Adult and Community Education or other providers. The problem of double counting makes it difficult to work out just how many young people who are 'early [secondary school] leavers' do take up these alternative options.

In terms of baseline measures, the data have several deficiencies. The schools enrolment data relate to February 2001 and, therefore, do not take into account the number who may drop out during the year or otherwise fail to complete the requirements for the VCE. The data for TAFE, ACE and private providers cited above relate to 2000 and therefore need to be updated. These data also include double counting due to several factors at work such as TAFE 'auspicing' of VET in VCE courses. There is also other double counting as young people may enrol in more than one course in a year.

In the light of this double counting, it is necessary to have two separate measures: one for senior secondary school (Year 9 and above) participation as a proportion of 15 to 19 year olds and another measure for TAFE, ACE and private provider participation as a proportion of 15 to 19 years (minus the number of auspiced VET in VCE students).

***Recommended measure 1: senior secondary school participation rate for 15 to 19 year olds for a particular year***

The 15 to 19 year old participation rate for secondary schools (excluding Gippsland Grammar and based on February enrolment data) can be calculated using the estimated resident population for the East Gippsland and Wellington shires (see Table 11).

Table 11: Senior secondary school participation rate for area covered by GELLEN

| | |
|---|---|
| Years 9, 10, 11, 12 enrolment 2001 | 4,045.5 |
| Total estimated population 15 to 19 in 2001 | 5,671 |
| Senior Secondary school participation rate, per cent | 71.3 |

Source: AVETMISS, special tabulation, Office of Training & Tertiary Education

***Recommended measure 2: VCE attainment rate for 19 year olds for a particular year***

Another measure of secondary education outcomes is the proportion of 19 years olds who have attained the VCE. Table 12 below presents data from the Victorian Curriculum and Assessment Authority on VCE attainment in 2000 for 19 year olds for two statistical divisions in Gippsland and for Victoria as a whole.[8] One advantage of this measure is that it is focused on the attainment of an education standard and not mere participation. Another advantage of the measure is that it is easily comparable across the State.

Table 12 below shows that 19 year olds in Gippsland in 2000 are less likely than for the State as a whole to have attained VCE. However, the same data also show that proportion of 19 year olds attaining the VCE has lifted by 11 per cent from 1998 in East Gippsland while the proportion in 2000 for Gippsland remained the same as 1998. The East Gippsland increase is nearly double the increases noted for other areas between 1998 and 2000 for the next highest performers, the regions of Southern Melbourne 6.6 per cent and Goulburn 6.1 per cent and nearly four times the rate of increase for the State as a whole.

[8] Attainment is estimated by the number of 19 year olds who have successfully completed VCE by the 30 June 2001 divided by the number of 17 year olds in the population at 30 June 1998.

Table 12: Proportion of 19 year olds who have attained VCE in 2000, East Gippsland and Gippsland Statistical Divisions and Victoria

| Statistical Division | Persons | % change from 1998 to 2000 | Proportion of 19 year olds who have attained VCE |
|---|---|---|---|
| East Gippsland SD | 725 | 11.2 | 58.8 |
| Gippsland SD | 1,336 | 0.7 | 57.8 |
| Victoria | 43,066 | 2.5 | 67.4 |

Source: derived from Table 5.5, *Regional Statistics, Victoria,* 2002 Cat No 1362.2, p55.

***Recommended measure 3: Other post compulsory education (TAFE, ACE & private providers) participation rate for 15 to 19 year olds for a particular year***

Table 13 below presents a third recommended measure, the participation rate of 15 to 19 year olds in other types of post compulsory education.

Table 13: Other post compulsory education participation rate for area covered by GELLEN

| | |
|---|---|
| TAFE,ACE, PP enrolments for 15 to 19 year olds | 2764 |
| Total estimated population 15 to 19 in 2001 | 5,671 |
| Post compulsory education participation rate, per cent | 48.7 |

Source: AVETMISS, special tabulation, Office of Training & Tertiary Education

## 2.2 Specific characteristics of young people in post compulsory education

***Gender***

The ratio of males to 100 females enrolled in the secondary school system is shown in Table 14 below. Male students tend to outnumber female students until Year 11 when the reverse is the case.

Table 14: ratio of male students to 100 female students in Government and Catholic Schools, GELLEN subregion, 2001

| Year 7 | Year 8 | Year 9 | Year 10 | Year 11 | Year 12 |
|---|---|---|---|---|---|
| 110 | 94 | 106 | 107 | 88 | 87 |

Source: See Table 6.

## 2.3 Indigenous population in post compulsory education

Indigenous peoples in Australia have recorded more than twice the levels of low literacy compared with other people in Australia who speak English as their first language.[9] The 1996 census showed that the education participation rate of 16, 17, 18 and 19 year old Kooris in the East Gippsland Statistical Division compared to Koori education participation rates for Victoria as a whole was notably lower, particularly at age 17 and above (see Table 15).

Table 15: Koori post-compulsory full time and part time education participation in East Gippsland and Victoria, 1996

| | 16 yrs | 17 yrs | 18 yrs | 19 yrs | Total | N |
|---|---|---|---|---|---|---|
| Gippsland | 54.5 | 40.0 | 17.4 | 16.7 | 32.5 | 83 |
| Total | 61.4 | 54.8 | 35.5 | 30.3 | 45.6 | 1550 |

Source: ABS, 1996 census, special tabulation

Table 16: Number of full-time equivalent Koori enrolments in Government schools, Gippsland Region, and Victoria, 2001

| Year 7 | Year 8 | Year 9 | Year 10 | Year 11 | Year 12 | Ungraded | TOTAL |
|---|---|---|---|---|---|---|---|
| 61.0 | 54 | 35.6 | 31 | 20 | 9 | 5.4 | 216.0 |

Source: Department of Education, special tabulation

Table 16 reports the number of Koori enrolments in Government schools in the Gippsland Region by year of schooling. The data show a marked fall in numbers from Year 9 to Year 12 for which only 9 full-time students are enrolled. However, this pattern of decline in enrolments for the post compulsory years is not a unique feature of the region. It is similar to the Koori enrolment data for Victoria as a whole (2.5 per cent of Government secondary school enrolments are in Year 12 in East Gippsland compared with 2.8 per cent for the state as a whole).

These data about the low level of Koori participation in Year 12 are confirmed by information from the Victorian Curriculum and Assessment Authority for 2000. Only 4 Koori students out of the 10 enrolled in Year 12 are recorded as having completed their VCE satisfactorily in that year. This represented a 25 per cent success rate for 8 Kooris in Government schools and a 100 per cent success rate for the two Kooris in Catholic schools. Centrelink data for 15 February 2002 show that there are 8 full time indigenous students receiving Austudy, 7 of whom are under 19 years of age. However, Table 17 shows that many Kooris are continuing their education in the post compulsory education sector (mainly TAFE).

Data on Koori aged 15 to 24 years enrolled in other post compulsory education in 2000 is provided in Table 17. The data suggest that 275 Koori students are enrolled n further education outside of secondary school in 2000. East Gippsland TAFE Institute's enrolment data show that 67 are enrolled in courses undertaken by the Koori Unit.

[9] ABS 1997, *Aspects of Literacy: Assessed Literacy Skills*, Cat 4228.0

Table 17: Kooris population aged 15 to 24 years, net enrolments, module enrolments and student contact hours of post compulsory education and training for TAFE, ACE and private providers delivered in East Gippsland and Wellington, 2000

| Net Enrolments | Module Enrolments | Contact Hours |
|---|---|---|
| 275 | 1,334 | 41,866 |

Source: AVETMISS, special tabulation, Office of Training & Tertiary Education

The following measures in relation to Koori education participation are proposed:

***Recommended measure 4: Number of Kooris participating in Years 11 and 12***

***Recommended measure 5: Number of Kooris completing VCE in Years 11 and 12***

***Recommended measure 6: Number of Kooris participating in other post compulsory education***

***Other characteristics of young people in education***

Youth Allowance is available to young people aged 16 to 25 years studying full time. It is subject to a personal income test and a parental assets test if living at home.[10] It is also available to young people aged 16-20 years who are looking for work full-time, and undertaking a combination of approved activities such as further training.[11] Table 18 shows that there are a large number of 16 and 17 year old full time students (181 and 176 respectively) receiving Austudy. The number of full-time students halves again at age 18 and nearly halves once again at age 20. The number of 16 to 18 year old students on Austudy represents 15 per cent of all students enrolled in Years 10 to 12.

[10] If not independent, a family assets test applies: no payment can be made if families assets exceed $464 500. A 75 percent discount for farm/business assets applies to the family assets test.

[11] Approved activities are defined as: vocational training, personal development, Language, Literacy and Numeracy Training Programme (LLNP); Self-Employment Development and Group/ Community Cooperative Enterprise Development; voluntary work; vocational rehabilitation; or a nominated activity if living in a remote area.
http://www.centrelink.gov.au/internet/internet.nsf/payments/newstart_app_activities.htm

Table 18: Number of full time students aged 16 to 24 years receiving Austudy in the Gippsland East region, 15 February, 2002

| | Full Time Students | | |
|---|---|---|---|
| Age | Male | Female | Total |
| 15 | 1 | 1 | 2 |
| 16 | 85 | 96 | 181 |
| 17 | 97 | 79 | 176 |
| 18 | 47 | 41 | 88 |
| 19 | 29 | 45 | 74 |
| 20 | 18 | 26 | 44 |
| 21 | 11 | 19 | 30 |
| 22 | 6 | 8 | 14 |
| 23 | 3 | 2 | 5 |
| 24 | | 1 | 1 |
| Total | 297 | 318 | 615 |

Source: Centrelink, special tabulation, 25 February 2002

This student age profile can be further subdivided into secondary and tertiary students (see Table 19). The ratio of male to female secondary students is equal but there are more female tertiary students than male (103 to 80).

Table 19: Number of secondary and tertiary full time students aged 16 to 24 years receiving Austudy in the Gippsland East region, 15 February, 2002

| Age | Secondary | Tertiary | Not applicable |
|---|---|---|---|
| 15 | 2 | - | - |
| 16 | 166 | 5 | 10 |
| 17 | 157 | 7 | 12 |
| 18 | 20 | 28 | 40 |
| 19 | 3 | 57 | 14 |
| 20 | 1 | 40 | 3 |
| 21 | - | 23 | 7 |
| 22 | - | 13 | 1 |
| 23 | - | 5 | - |
| 24 | - | 1 | - |
| Total | 349 | 179 | 87 |

Source: Centrelink, special tabulation, 25 February 2002

## 2.4 Demand for structured entry level training

Apprenticeships and Traineeships are potentially an important source of both employment and structured training for young people. The number of apprentice and trainee commencements in Gippsland East provide an indication of the availability of entry level jobs for young people as these training positions require the employer to take the incumbent on as an employee with time off for training. However, not all apprenticeships or trainees go to young people. Nationally, of all apprentices and trainees who commenced training in the twelve months to end December 2001, 44 per cent were, in fact, aged 25 years old and over.[12] The proportion of the total number of apprentice and trainees aged 25 years and over in Gippsland East is even higher at 47 per cent.

Table 20 presents data on the total number of apprentice and trainee commencements to 31 December in the years 2000 and 2001 for the Gippsland East region. The overall increase to 1,332 commencements in 2001 compared with 955 commencements in 2000 represents a 40 per cent increase, much higher than the national average increase of 11 per cent in 2001 compared with 2000.[13] It is worth noting that only 573 apprentices and trainees are enrolled in the East Gippsland Institute of TAFE in 2001 (see Supplementary Report, p 6).

The pattern of commencements by industry in 2001 differs in a number of instances compared with 2000 (see Table 21). While there has been an overall increase in the number of apprentices and trainees in 2001, there have been declines in the proportion located in particular industries (Community services and health, Transport & Storage) with increases in other industry sectors (General Manufacturing, Tourism & Hospitality Wholesale, Retail & Personal Services). One reason for this fluctuation between years is the period of training involved – where an apprenticeship or traineeship goes for two years or more, employers are likely to recruit less frequently.

Table 20: Apprentice & Traineeship commencements, including existing employees, East Gippsland and Wellington Shires, to end December, 2000 and 2001.

| Industry | 2000 | 2001 |
|---|---|---|
| Arts, Media Printing | 6 | 2 |
| Automotive | 52 | 27 |
| Building & Construction | 55 | 72 |
| Business services | 118 | 162 |
| Community services & Health | 69 | 65 |
| Electro technology & communication | 18 | 16 |
| General Manufacturing | 44 | 173 |
| Information technology | 17 | 15 |
| Metal/Engineering | 22 | 22 |
| Non industry specific | 0 | 5 |
| Primary & Forest | 33 | 80 |
| Public Administration & Safe Handling | 40 | 42 |
| Sport & Recreation | 12 | 9 |
| Tourism & Hospitality | 129 | 218 |
| Transport & Storage | 184 | 79 |
| Wholesale, Retail & Personal Services | 156 | 345 |
| Total | 955 | 1332 |

Source: AVETMISS, special tabulation, Office of Training & Tertiary Education

The Australian Qualification Levels of the apprenticeships and traineeships are shown in Table 22. Most commencements are at the trade or equivalent level which, in most cases, means at least two years duration for a traineeship and usually four years for an apprenticeship. The skill level of the qualifications sought by apprentices and

[12] NCVER, 2002, *Apprentice and Trainee statistics, December Quarter 2001*. National Centre for Vocational Education Research, Adelaide.
[13] NCVER, 2002, *Apprentice and Trainee statistics, December Quarter 2001*.

trainees aged 15 to 24 years was higher than for the total profile. Over four-fifths (81 per cent) of young apprentices and trainees in 2001 were undertaking training at AQF Level 3 or 4 (which is equivalent to trade and post trade skill levels).

Table 21: Apprentice & Traineeship commencements, including existing employees, East Gippsland and Wellington Shires, to end December 2000 and 2001, per cent

| Industry | 2000 | 2001 |
|---|---|---|
| Arts, Media Printing | 0.6 | 0.2 |
| Automotive | 5.4 | 2.0 |
| Building & Construction | 5.8 | 5.4 |
| Business services | 12.4 | 12.2 |
| Community services & Health | 7.2 | 4.9 |
| Electro technology & communication | 1.9 | 1.2 |
| General Manufacturing | 4.6 | 13.0 |
| Information technology | 1.8 | 1.1 |
| Metal/Engineering | 2.3 | 1.7 |
| Non industry specific | 0.0 | 0.4 |
| Primary & Forest | 3.5 | 6.0 |
| Public Administration & Safe Handling | 4.2 | 3.2 |
| Sport & Recreation | 1.3 | 0.7 |
| Tourism & Hospitality | 13.5 | 16.4 |
| Transport & Storage | 19.3 | 5.9 |
| Wholesale, Retail & Personal Services | 16.3 | 25.9 |
| | 100.0 | 100.0 |

Source: AVETMISS, special tabulation, Office of Training & Tertiary Education

Table 22: Australian Qualification Levels of Apprentice & Traineeship commencements, including existing employees, East Gippsland and Wellington Shires, 2000 and 2001, all commencements and those aged 15 to 24 years, per cent

| AQF level | 2000 total | 2001 total | 2001- 15 to 24 years |
|---|---|---|---|
| 2 | 23.0 | 31.3 | 19.1 |
| 3 | 70.8 | 64.6 | 76.6 |
| 4 | 6.2 | 4.1 | 4.3 |
| | 100.0 | 100.0 | 100.0 |

Source: AVETMISS, special tabulation, Office of Training & Tertiary Education

Table 23 compares the distribution of apprenticeships and traineeships places with the employment profile of the Gippsland East region. The comparison shows suggests that the industries which appear to be under represented in relation to their share of apprentice and trainee take up are: community services and health, primary industries including forestry and to a lesser extent public administration. This under representation could reflect some aversion by young people to work in these areas. Alternatively, it could indicate a reluctance to employ young people on the part of those making the hiring decisions.

It is suggested that the large employers in the sectors of community services and health, education, natural resources, food processing and forestry may be able to do more to provide entry-level positions for apprentices and trainees. It is interesting to note how some education providers in the region are providing entry-level employment opportunities for young people through traineeships. These are in occupational areas related to the work of schools such as sport and administration.[14] The industries which appear to have more apprentices and trainees than their share of employment would suggest are: business services, tourism and hospitality, and transport & storage.

However, a more conclusive finding about the relative demand for entry level positions will be possible when employment growth and decline by industry sector can be calculated based on 1996 and 2001 census data. One indicator of the availability of entry level positions by industry sector for young people is the number of apprenticeships and traineeships held by young people aged 15 to 24 years (see Table 23a).

Table 23: Comparison of the industry profile of apprentice and trainee commencements in 2000 & 2001 with the employment profile of Gippsland East, 1996, per cent.

| Industry of apprentice & trainees | Commencements 2000-01 per cent | Industry employment 1996 | Per cent |
|---|---|---|---|
| Arts, Media Printing | 0.3 | | |
| Automotive | 3.5 | | |
| Building & Construction | 5.6 | Construction | 6.4 |
| Business services | 12.2 | Finance, property business services | 6.2 |
| Community services & Health | 5.9 | Community services | 20.4 |
| Electro technology & communication | 1.5 | Communication | 1.1 |
| General Manufacturing & Metal/Engineering | 11.4 | Manufacturing | 8.9 |
| Primary & Forest | 4.9 | Agriculture, forestry, fishing etc | 16.4 |
| Public Administration & Safe Handling | 3.6 | Public administration and defence | 5.8 |
| Sport & Recreation | 0.9 | Recreational, personal and other services | 9.2 |
| Tourism & Hospitality | 15.2 | | |
| Transport & Storage | 11.5 | Transport and storage | 3.0 |
| Wholesale, Retail & Personal Services | 21.9 | Wholesale and retail trade | 19.1 |
| Information technology | 1.4 | | |
| Non industry specific | 0.2 | Mining | 2.4 |
| Total | 100.0 | Electricity, gas and water utilities | 1.1 |
| | | Total | 100 |

[14] Personal communication, Mr Tony Horsley, Principal, Gippsland Grammar, 13 April, 2002.

Sources: see Tables 2 and 15

As noted above, young people aged 15 to 24 years hold only 53 per cent of apprentice and trainee positions in Gippsland East. Table 23a shows the type of entry-level positions held by young people compared with the positions held by adults aged 25 years and over. Young people are more likely to take up apprenticeships or traineeships in automotive, building and construction, business services, engineering, primary industries, retail trade and personal services. The industry sectors where young apprentices and trainees are under represented and older apprentices and trainees over represented are: community services and health, general manufacturing, public administration, tourism and hospitality and transport and storage.

Table 23a: Total in apprentice and trainee training in Gippsland East, young people aged 15 to 24 years and adults aged 25 years and over, 31 December 2001, per cent

| | | |
|---|---|---|
| Industry | 15 to 24 yrs | 25 plus |
| Arts, Media Printing | 0.7 | 0.2 |
| Automotive | 10.4 | 2.2 |
| Building & Construction | 15.1 | 5.7 |
| Business services | 9.2 | 5.7 |
| Community services & Health | 3.3 | 6.0 |
| Electro technology & communication | 3.4 | 1.1 |
| General Manufacturing | 7.8 | 11.3 |
| Information technology | 1.7 | 0.3 |
| Metal/Engineering | 5.2 | 0.9 |
| Non industry specific | 0.1 | 0.3 |
| Primary & Forest | 8.9 | 3.5 |
| Public Administration & Safe Handling | 0.0 | 9.0 |
| Sport & Recreation | 1.2 | 0.1 |
| Tourism & Hospitality | 10.0 | 19.1 |
| Transport & Storage | 1.4 | 19.7 |
| Wholesale, Retail & Personal Services | 21.6 | 14.9 |
| | 100 | 100 |
| N | 1059 | 927 |

Source: AVETMISS, special tabulation, Office of Training & Tertiary Education

***Recommended measure 7: the number of apprenticeship and traineeship commencements for 15 to 24 year olds for a particular year***

***Recommended measure 8: Comparison of the industry profile of apprentice and trainee commencements for 15 to 24 year olds in a particular year with the employment profile of the region based on 2001 census data and employment growth sectors 1996-2001***

## 2.5 Mismatch between supply and demand for education and training

There is some evidence to suggest that there is a mismatch between the skills of young people and the skills required for entry-level positions in the region. At a basic level, this is seen in the number of apprenticeship and traineeship positions available for the week beginning 4 March 2002, despite high levels of youth unemployment as recorded by Centrelink (see Table 24).

Table 24: Apprenticeship and traineeship positions available Gippsland East, 4 March 2002

| Occupation | Location | Positions |
|---|---|---|
| 1st Year Apprentice Cabinet Maker | Lucknow | 1 |
| Apprentice Bakers | Bairnsdale | 2 |
| Apprentice Chef 1st Year | Bairnsdale | 1 |
| Apprentice Jeweller | Bairnsdale | 1 |
| Butcher (Apprentice 2/3 year) | Bairnsdale | 1 |
| Dairy Farm Hand | Maffra West Upper | 1 |
| Dairy Farming Traineeship | Sale | 2 |
| Dairy Traineeship | Yarram | 1 |
| Hospitality Traineeship | Metung | 1 |
| Hospitality Traineeship | Lakes Entrance | 1 |
| Jewellery Apprenticeship | Bairnsdale | 1 |
| Receptionist - Trainee | Sale | 2 |
| Sales Assistant | Bairnsdale | 1 |
| Traineeship - Spare Parts | Sale | 1 |
| Traineeship-Small Business | Bairnsdale | 1 |
| Total | | 18 |

Source: Job Search website, Job Network

It is possible to offer a comparison of the vocational educational and training provided with the type of entry-level jobs available in the local region. One way to do this is to compare an industry classification of the VET courses being undertaken in the VET Cluster with the industry classification of apprentice and trainee commencements in 2000 and 2001 (see Table 25).

The shaded rows in Table 25 indicate the VET courses that are over represented compared with that industry's share of apprenticeship and traineeship commencements. The VET courses which appear to be more popular than their apprentice or trainee take up might justify are: automotive, electro technology and communication, metals and engineering, and primary industries including forestry. The VET courses which appear to be less in demand than their industry's share of apprentice and trainee places would suggest are marked in bold. These are: business services, public administration, transport and storage, and Wholesale, Retail and Personal Services.

Table 25: Comparison of an industry profile of post-compulsory education and training courses compared with industry profile of apprentice and trainee commencements in 2000 and 2001, per cent.

| Courses at post compulsory level | Student Contact Hours | Industry | combined commencements 2000-01 |
|---|---|---|---|
| | | Arts, Media Printing | 0.3 |
| Automotive | 8.2 | Automotive | 3.5 |
| Building and Construction | 5.3 | Building & Construction | 5.6 |
| **Business Services** | **9.9** | **Business services** | **12.2** |
| Community Services and Health | 4.3 | Community services & Health | 5.9 |
| Electro technology and Communication | 4.6 | Electro technology & communication | 1.5 |
| General Manufacturing | 1.2 | General Manufacturing | 9.5 |
| Metals and Engineering | 5.4 | Metal/Engineering | 1.9 |
| Primary and Forest | 12.5 | Primary & Forest | 4.9 |
| **Public Administration and Safe Handling** | **0.4** | **Public Administration & Safe Handling** | **3.6** |
| Cultural and Recreation | 5.0 | Sport & Recreation | 0.9 |
| Tourism and Hospitality | 14.4 | Tourism & Hospitality | 15.2 |
| **Transport and Storage** | **1.5** | **Transport & Storage** | **11.5** |
| **Wholesale, Retail and Personal Services** | **7.9** | **Wholesale, Retail & Personal Services** | **21.9** |
| No Industry given | 10.5 | Information technology | 1.4 |
| Industry total | 100.0 | Non industry specific | 0.2 |
| | | | 100.0 |

Source: AVETMISS, special tabulation, Office of Training & Tertiary Education

***Recommended measure 9: comparison of areas in which students in post compulsory education are enrolled with apprentice and traineeships commencements in the same year***

## 2.6 Profile of students exiting secondary school

Regional school leavers in Australia achieve significantly different education and employment outcomes compared with metropolitan school leavers. Tables 26a and 26b below report on the destinations of 1999 school leavers in Australia, the latest year for which information is available. Table 23a shows that a school leaver from regional Australia compared with a capital city counterpart is only half as likely to go onto higher education but more likely to go to TAFE. A school leaver from regional Australia is also twice as likely to be in part-time work, and more likely than a capital city school leaver to be not in education and not in paid work (15.2 per cent compared with 11.8 per cent).

Table 23b differentiates between Year 12 school leavers and those who have left before completing Year 12. Only just over a quarter of Year 12 leavers from a regional area in Australia went onto to higher education compared with half of Year 12 leavers living in a capital city. In addition, regional Year 12 leavers are more likely to be in full, part-time work and unemployed compared with their big city counterparts.

Among the pre Year 12 leavers, there are also notable differences in destinations. Regionally located young people leaving before Year 12 are much less likely to be in full-time work and more likely to be in part-time work compared with their capital city counterparts. However, they are slightly less likely to be unemployed compared with school leavers in capital cities. These data show that the post school prospects for young people from regional areas are very different to those of young people in the major cities.

It needs to be noted first that more school leavers in regional Australia leave before Year 12 (44 per cent compared with 27 per cent of school leavers in capital cities). This might not matter if regional school leavers continue in other forms of education and training. However, this is only slightly more likely to be the case with 40 per cent going onto TAFE. There is a significant proportion of regional early school leavers (38 per cent) who leave school and who appear to be vulnerable in the labour market ie they are in part-time work, unemployed or otherwise not in work (compared with a third of early school leavers in the capital cities).

Table 26a: The destinations of 1999 capital city and regional school leavers in May 2000, Australia, per cent

| Destination | Capital city | Regional Australia |
|---|---|---|
| Higher education | 36.3 | 16.6 |
| TAFE | 23.7 | 28.3 |
| Other | 5.2 | 4.9 |
| Employed FT | 15.2 | 17.2 |
| Employed part-time | 7.7 | 17.8 |
| Unemployed | 7.3 | 9.1 |
| Not in labour force | 4.5 | 6.1 |
| Total | 100.0 | 100.0 |
| N | 199.0 | 104.1 |

Source: Transition from Education to Work Australia, May 2000, Cat 6227.0, special tabulation

Table 26b: The destinations of 1999 capital city and regional Year 12 and other school leavers in May 2000, Australia.

| Destination | Left school other than Y12 | | Year 12 leaver | |
|---|---|---|---|---|
| | Capital city | Regional Australia | Capital city | Regional Australia |
| Higher education | * | * | 50.1 | 28.5 |
| TAFE | 34.2 | 40.3 | 19.5 | 19.5 |
| Other | * | * | 6.2 | 5.3 |
| Employed FT | 27.5 | 16.7 | 10.2 | 17.5 |
| Employed part-time | 10.5 | 19.2 | 6.5 | 16.7 |
| Unemployed | 14.2 | 10.2 | 4.6 | 8.5 |
| Not in labour force | 8.6 | 8.8 | * | * |
| Total | 100.0 | 100.0 | 100.0 | 100.0 |
| N | 57,000 | 44,200 | 142,100 | 60,000 |

Source: Transition from Education to Work Australia, May 2000, Cat 6227.0, special tabulation

We now shift focus to the Gippsland East region to identify local education and employment destination patterns. Information is available on 121 school leavers who undertook a VET in VCE subject in 2001 in three schools that participated in the Wellington VET cluster (see Table 27). The three schools accounted for 81 per cent of the VET students. The information available includes details of the destinations of 77 per cent of the school leavers who undertook a VET subject in 2001 who came from the three schools.[15]

The first aspect of the profile of the VET in VCE school leavers in the Wellington cluster worth noting is that 66 per cent of the VET students are males compared with 47 per cent female enrolment in Years 11 and 12 in 2001. Male students clearly like the option of being able to undertake a VET subject at Year 11 or 12.

Most school leavers who undertook a VET subject in 2001 left school after completing Year 12 (58 per cent) with 38 per cent leaving at the end of Year 11 and 2 per cent leaving at the end of Year 10. There is a greater tendency for males to leave from Year 11 (71 per cent) compared to Year 12 (63 per cent). The VET subjects undertaken in 2001 and distribution of students are shown in Table 27. Engineering accounted for the largest number of students followed by hospitality and information technology. A strong gender bias is evident in each of the subjects.

[15] Limited information only is available on the destinations of the 551 VET in VCE students in East Gippsland - 7 were enrolled in TAFE courses, 3 were in apprenticeships, 2 were at university, 2 had full-time employment, 2 were registered unemployed, 1 had part-time employment, and 1 was undergoing a traineeship 1 was studying full-time (course not specified).

Table 27: VET subjects undertaken by school leavers, Wellington VET Cluster, 2001

| VET subject | Male | Female | Per cent |
|---|---|---|---|
| Auto | 100 | | 5.0 |
| Building | 100 | | 8.3 |
| Business Administration | 34 | 66 | 5.0 |
| Community Services | 23 | 77 | 10.7 |
| Construction | 100 | | 4.1 |
| Electronics | 100 | | 2.5 |
| Engineering | 97 | 3 | 28.9 |
| Horse Studies | | 100 | 1.7 |
| Hospitality | 23 | 77 | 18.2 |
| Information Technology | 74 | 26 | 15.7 |
| | | | 100.0 |
| N | | | 121.0 |

Source: Wellington VET Cluster, March 2002

In relation to the VET school leavers' destinations, it is first important to note that information is not available for 26 per cent of the group. For those whose destinations are known, the largest common destination is an apprenticeship or traineeship (see Table 28). The occupations of the apprenticeships and traineeships taken up are described in Attachment 2. The next most important destination is university or TAFE as a full-time student (see Attachment 3 for details of courses taken).

Only 7 per cent have been identified as being in full-time work with another 3 per cent in part-time work. A low proportion is recorded as being unemployed but it is possible that many of those with an unknown destination are unemployed. Those in the 'other' category include destinations such as moved to America or Queensland. 'Married & Motherhood' is the destination of another student. Two students with disabilities are noted as leaving school early.

Table 28: Destinations of 2001 VET in VCE school leavers, Wellington Cluster

| Destination | Per cent |
|---|---|
| 1 University or TAFE | 18.2 |
| 2 Apprenticeship & Traineeship | 33.9 |
| 3 Other full time employment | 7.4 |
| 4 part time employment | 2.5 |
| 5 Unemployed | 2.5 |
| 6 Unknown | 25.6 |
| 7 Transferred to another school | 4.1 |
| 8 Other | 5.8 |
| | 100.0 |

Source: Wellington VET Cluster, March 2002

Information on the 2000 cohort of 72 VET students in the Wellington VET Cluster is also available. This represents a 100 per cent of all students undertaking a VET in VCE subject in the Cluster in 2000. The information about destinations of the 2000 VET school leavers was collected in March April 2001.

Table 29 below compares the industry profile of the courses undertaken by VET in VCE students in both years 2000 and 2001. Engineering, hospitality, information technology and building and construction are the most important groups of subjects in both years. Community services related subjects have increased their proportion of the students in 2001 compared with 2000. Primary industry related subjects have a low proportion of students in both years.

Table 29: VET subjects of students in Wellington VET Cluster, 2000 and 2001

| | 2000 | 2001 |
|---|---|---|
| Auto | | 5.0 |
| Building & construction | 9.7 | 12.4 |
| Business Administration | 13.9 | 5.0 |
| Community Services | 1.4 | 10.7 |
| Electronics | | 2.5 |
| Engineering | 27.8 | 28.9 |
| Primary industries | 5.6 | 1.7 |
| Hospitality | 25.0 | 18.2 |
| Information Technology | 16.7 | 15.7 |
| | 100 | 100 |
| N | 72 | 121 |

Source: Wellington VET Cluster, 2000 & 2001

Table 30: Destinations of VET in VCE students in Wellington VET Cluster, 2000, per cent

| | |
|---|---|
| Full-Time Work | 53.8 |
| Full-Time Study | 28.2 |
| Part-Time Work | 7.7 |
| Part Time Study | 1.3 |
| U/E & Seeking Wk | 6.4 |
| Defer Study | 1.3 |
| U/E Not Seek | 1.3 |
| Total | 100.0 |
| N | 78.0 |

Source: Wellington VET Cluster, 2000

These destinations are somewhat different to those of the 2001 school leavers, with more in employment (54 per cent) compared with 2001 VET in VCE school leavers (41 per cent). However, the large number of unknown destinations for the 2001 cohort makes it difficult to make a proper comparison. Apprenticeships or traineeships accounted for virtually all of the employment outcomes of all VET in VCE school leavers in 2000. Their importance as a source of employment for VET in VCE school leavers in 2001 appears to be less (34 per cent compared with 51 per cent).

Compared with 1999 school leavers in regional Australia as a whole (see Table 23a), Gippsland East VET in VCE school leavers in 2000 and 2001 are less likely to go onto full-time further education and are more likely to take up an apprenticeship or traineeship.

The industries where employment was found by both 2000 and 2001 VET in VCE school leavers (apprentices and trainees) are shown in Table 31. The pattern is broadly similar for both years with some variation in importance for some industries. Engineering is an important source of apprenticeships in both years, hospitality was an important source of jobs in 2000 but much less so in 2001. A similar but less pronounced trend was evident for information technology in the two years. On the other hand, building and construction increased in its importance in 2001 compared with 2000.

Table 31: Industries in which VET in VCE school leavers in 2000 and 2001 (apprentices and trainees) found employment, Wellington VET Cluster, per cent

| Industry | 2000 | 2001 |
|---|---|---|
| Auto | 4.3 | 12.2 |
| Building & construction | 8.7 | 19.5 |
| Business Administration | 8.7 | 7.3 |
| Community Services | 4.3 | 4.9 |
| Electronics | 2.2 | 0.0 |
| Engineering | 28.3 | 34.1 |
| Primary industries | 4.3 | 4.9 |
| Hospitality | 28.3 | 4.9 |
| Information Technology | 8.7 | 0.0 |
| Retail & personal services | 2.2 | 7.3 |
| Unknown | | 4.9 |
| Total | 100 | 100 |
| N | 46 | 41 |

Source: Wellington VET Cluster Destination Survey

Table 32 below compares the VET subjects undertaken by the VET in VCE students in 2000 and 2001 with the employment outcomes achieved by those students. The data suggest a close correspondence between the two profiles with two exceptions. Hospitality and information technology have high concentrations of students doing these VET subjects but in 2001, the proportion of these young people obtaining jobs in these areas was much lower.

In the case of hospitality, the proportion of young people finding work in this area of work was high in 2000 (28 per cent). However, the proportion finding work in this area in 2001 had dropped markedly to 5 per cent. In the case of information technology, the proportion finding work in this area has been lower than the proportion doing the subject at school. In 2001, no employment is recorded for young people who had done IT as a VET in VCE subject. However, in the case of both hospitality and IT, the skills acquired are likely to be applicable not only further afield but also in a range of other jobs within the region requiring customer service skills or knowledge of how to use a computer.

Information is available on the distribution of VET in VCE courses in the East Gippsland VET cluster (see Table 31a). In terms of absolute numbers, the data show that there has been a big increase from the 294 students enrolled in 1999 to 551 in 2001. The most popular courses are Information technology III, Automotive and Hospitality, accounting for 57per cent of all courses undertaken in 1999 and declining to 45 per cent of all courses undertaken in 2001. Arts (Multimedia) has grown strongly over the three years from 15 enrolments to 46, tripling its numbers and representing the biggest increase in enrolment of any course over the three years.

Table 31a: Number of enrolments in VET courses undertaken by VET in VCE students in the East Gippsland Cluster, 1999 to 2001

| VET course | 1999 | 2000 | 2001 |
|---|---|---|---|
| Information technology III | 69 | 74 | 83 |
| Automotive | 51 | 75 | 87 |
| Hospitality | 47 | 90 | 80 |
| Horse Studies | 28 | 16 | 15 |
| Business (Office Admin) | 13 | 22 | 20 |
| Arts (Multimedia) | 15 | 26 | 46 |
| Sport & Recreation | 20 | 36 | 34 |
| Retail | 2 | 1 | 0 |
| Engineering | 0 | 8 | 20 |
| Furniture | 0 | 13 | 34 |
| General Construction | 0 | 10 | 19 |
| McDonalds (Retail) | 2 | 3 | |
| Small Business | 0 | 12 | 3 |
| Desktop Publishing | 0 | 1 | 2 |
| Community Service | 0 | 19 | 26 |
| Agriculture | 0 | 24 | 28 |
| Electronic | 0 | 0 | 9 |
| Music Industry | 0 | 0 | 20 |
| Children's Services | 23 | 18 | 15 |
| Aquaculture | 0 | 0 | 10 |
| Marine Services (Cert 1) | 24 | 24 | |
| | 294 | 472 | 551 |

Source: East Gippsland VET Cluster Coordinator

Table 32: Comparison of VET subjects undertaken and employment outcomes of VET in VCE students, Wellington VET Cluster. 2000 and 2001, per cent

| VET subjects | | | Industry of destination | | |
|---|---|---|---|---|---|
| Course | 2000 | 2001 | Industry | 2000 | 2001 |
| Auto | | 5.0 | Auto | 4.3 | 12.2 |
| Building & construction | 9.7 | 12.4 | Building & construction | 8.7 | 19.5 |
| Business Administration | 13.9 | 5.0 | Business Administration | 8.7 | 7.3 |
| Community Services | 1.4 | 10.7 | Community Services | 4.3 | 4.9 |
| Electronics | | 2.5 | Electronics | 2.2 | 0.0 |
| Engineering | 27.8 | 28.9 | Engineering | 28.3 | 34.1 |
| Primary industries | 5.6 | 1.7 | Primary industries | 4.3 | 4.9 |
| Hospitality | 25.0 | 18.2 | Hospitality | 28.3 | 4.9 |
| Information Technology | 16.7 | 15.7 | Information Technology | 8.7 | 0.0 |
| | | | Retail & personal services | 2.2 | 7.3 |
| | | | Unknown | | 4.9 |
| | 100 | 100 | Total | 100 | 100 |
| | 72 | 121 | N | 46 | 41 |

Source: AVETMISS, special tabulation, Office of Training & Tertiary Education, Wellington VET Cluster.

***Recommended measure 10: profile of VET in subjects undertaken compared with post school employment destinations of VET in VCE school leavers***

***Recommended measure 11: post school destinations of senior secondary students compared with the destinations of non metropolitan school leavers Australia wide***

## 2.7 Information on unemployed young people

Centrelink records at 15 February 2002 show that there are 409 unemployed young people aged 15 to 24 who are receiving Austudy and Newstart payments. Further information is available about a specific subgroup of 202 unemployed young people – those aged 15 to 20 receiving Austudy. Of this number, 29 are Kooris, 17 are participants on the Community Development Employment Program (CDEP), and 16 are classified as incapacitated.

The year age of unemployed young people actively looking for work is shown in Table 33. The data show that 52 young people are in Intensive Assistance and 100 on engaged in Job Search which involves training for three weeks in job search techniques (such as résumé preparation, interview techniques and presentation skills). The critical ages for active job searching are 18, 19 and 20.

Tables 33, 34 and 35 show the magnitude of the size of the group of young people that are clearly not making a successful transition from compulsory education to other options. Table 34 shows that there are 409 young people aged 15 to 24 years of age who are registered with Centrelink as unemployed. In terms of a younger age group (15 to 20 years), 152 can be identified who are engaged in job searching (see Table 35). Of these, a third (52) of the young people 20 years of age and under are deemed to be particularly 'at risk' and are, therefore, eligible for Intensive Assistance in the Job Network (see Table 35).

A still narrower age focus of young people at risk (those under age 18) is offered in Table 35. This information shows that 47 young people who are aged 16 and 17 have left school and have been able to find a job or to continue in further education.

Table 33: Number of unemployed young people aged 15 to 24 years registered with Centrelink as unemployed and receiving non-student Austudy and Newstart in the Gippsland East region, 15 February 2002

| | Non Students | | |
|---|---|---|---|
| Age | Male | Female | Total |
| 15 | 1 | 2 | 3 |
| 16 | 10 | 3 | 13 |
| 17 | 18 | 13 | 31 |
| 18 | 24 | 29 | 53 |
| 19 | 24 | 21 | 45 |
| 20 | 31 | 25 | 56 |
| 21 | 31 | 23 | 54 |
| 22 | 33 | 19 | 52 |
| 23 | 31 | 19 | 50 |
| 24 | 44 | 8 | 52 |
| Total | 247 | 162 | 409 |

Source: Centrelink, special tabulation, 25 February 2002

Table 34: Age profile of unemployed young people aged 15 to 24 in Intensive Assistance and Job Search activities, Gippsland East, 15 February 2002

| | 15 & 16 | 17 | 18 | 19 | 20 | Total |
|---|---|---|---|---|---|---|
| Intensive Assistance | 1 | 6 | 13 | 17 | 15 | 52 |
| Jobsearch | 10 | 16 | 32 | 17 | 25 | 100 |

Source: Centrelink, special tabulation, 25 February 2002

Table 35: Number of under 18 years of age unemployed on non student Austudy Allowance

| | |
|---|---|
| In case management | 7 |
| Pre and post-natal, homelessness, major disruptions of the home | 3 |
| Incapacity | 3 |
| Other Reasons | 6 |
| Youth Allowance activity agreement signed | 18 |
| Not specified | 10 |
| Total | 47 |

Source: Centrelink special tabulation

***Recommended measure 12: number of young people in the Gippsland East region aged 15 to 24 years who are registered with Centrelink as unemployed***

***Recommended measure 13: number of young people in the Gippsland East region aged 15 to 20 years who are in Intensive Assistance as disadvantaged unemployed***

***Recommended measure 14: number of young people in the Gippsland East region aged under 18 years who are on Austudy and looking for work***

# Attachments to Chapter 2

## A2.1 Population profile of the Wellington and East Gippsland Shires

The estimated resident population in mid 2000 for the combined local government areas of Wellington and East Gippsland Shires was just below 80,000 persons (79,866). The projected growth of the population of East Gippsland to 2006 is an increase of 4.8 per cent from the 2000 figure and to 2021 an increase of 6.7 per cent.

The rate of population growth for the East Gippsland Shire is projected to be higher than for the State as a whole (which is 3.8 per cent to 2006 and 12.4 per cent to 2021). However, the projected rate of population growth for the Wellington Shire in the next five years is about the same as that for Victoria as a whole. Over the long term of the next two decades, the Wellington Shire is projected to have a stable population size, which is in sharp contrast to Victoria's projected overall population growth, noted above, of 12.4 per cent.

Table A1.1: Estimated and projected population of East Gippsland

| East Gippsland | Estimated resident population as at | Projected population to | Projected population to | % change from | % change from |
|---|---|---|---|---|---|
| | 30-Jun-00 | 2006 | 2021 | 2000 to 2006 | 2000 to 2021 |
| East Gippsland Shire | 39 092 | 41 571 | 44 491 | 6.3 | 13.8 |
| Wellington Shire | 40 774 | 42 161 | 40 689 | 3.4 | –0.2 |
| Total | 79 866 | 83 732 | 85 180 | 4.8 | 6.7 |

Source: Table 1.5, Projected population by local government area. *Regional Statistics, Victoria, 2002* Cat No 1362.2

The estimated age profile for 2001 in five-year intervals of the population of the combined local government areas of Wellington and East Gippsland Shires is presented in Table 1 below. The estimates have been produced by the Victorian Department of Infrastructure's project *Victoria in Future 1996 – 2021.*

In terms of absolute numbers, a bulge is evident in the age groups 10-14 years and 5 to 9 years, a decrease in the 15-19 age group followed by a marked fall in numbers in the 20-29 year age group. By age 30 and above, the numbers increase on the younger adult age groups. On the surface these data suggest that young people from age 16 onwards leave the region and only from age 35 have numbers returned to the same level as 15-19 years olds. The dip in the young persons age cohorts is shown in Figure 1.

Table A1.2: Estimated age profile of the population of the area covered by Gippsland East Local Learning and Employment Network

| 5 year age groups | Estimated population GELLEN area |
|---|---|
| 0 to 4 | 4,594 |
| 5 to 9 | 6,312 |
| 10 to 14 | 6,724 |
| 15 to 19 | 5,671 |
| 20 to 24 | 3,396 |
| 25 to 29 | 3,977 |
| 30 to 34 | 5,079 |
| 35 to 39 | 5,773 |
| 40 to 44 | 6,343 |
| 45 to 49 | 6,243 |
| 50 to 54 | 5,986 |
| 55 to 59 | 5,077 |
| 60 to 64 | 4,548 |
| 65 to 69 | 3,902 |
| 70 to 74 | 3,696 |
| 75 to 79 | 2,813 |
| 80 to 84 | 1,679 |
| 85 to 89 | 879 |
| 90+ | 425 |
| | 83,117 |

Source: Dept of Infrastructure website "Know Your Area"
http://www.doi.vic.gov.au/knowyourarea

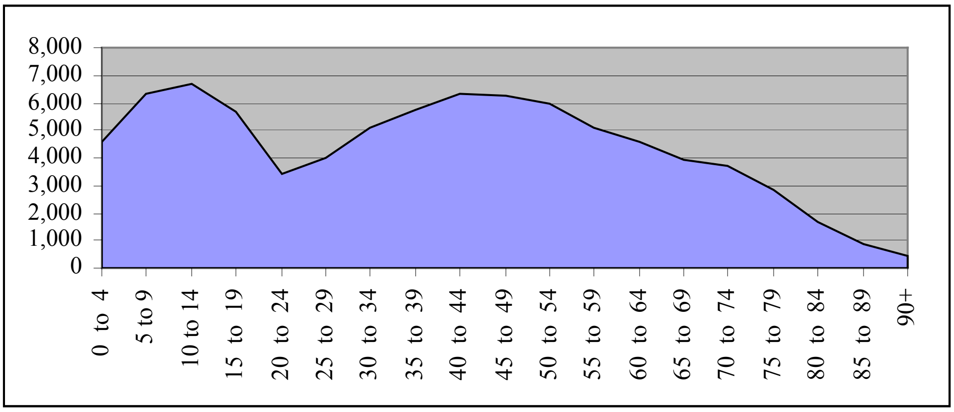



**Figure 1: Age profile GELLEN area, 2001**

GELLEN's population profile compared with that of regional Victoria is shown in Figure 2. The same pattern of a dip in the young persons' age profile is evident for regional Victoria. However, it is noteworthy that the GELLEN population has only 4.1 per cent in the 20 to 24 year old age group compared with 5.5 per cent in the same age group for regional Victoria. There is a similar but less pronounced difference for the 25 to 29 age group (4.8 compared with 5.7 per cent). These data suggest that the East Gippsland and Wellington Shires are experiencing a great loss of young people than regional Victoria as a whole.

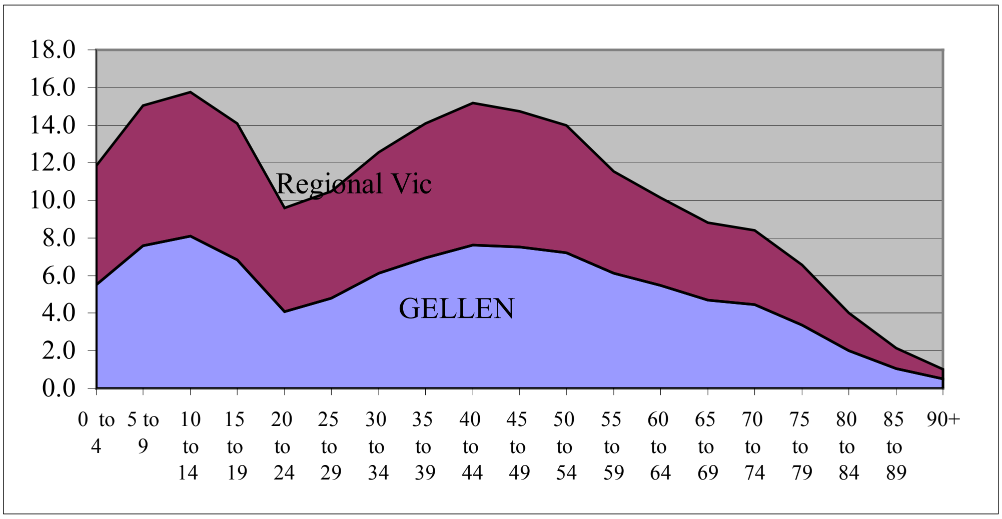



**Figure 2: Age profile GELLEN & regional Vic, 2001**

Where do young people go? The answer is to be seen in the age profile of the metropolitan Melbourne (Figure 3). The trough in the young people age profile in regional Victoria figures 1 and 2 turns into a crest for the same age groups in Melbourne.

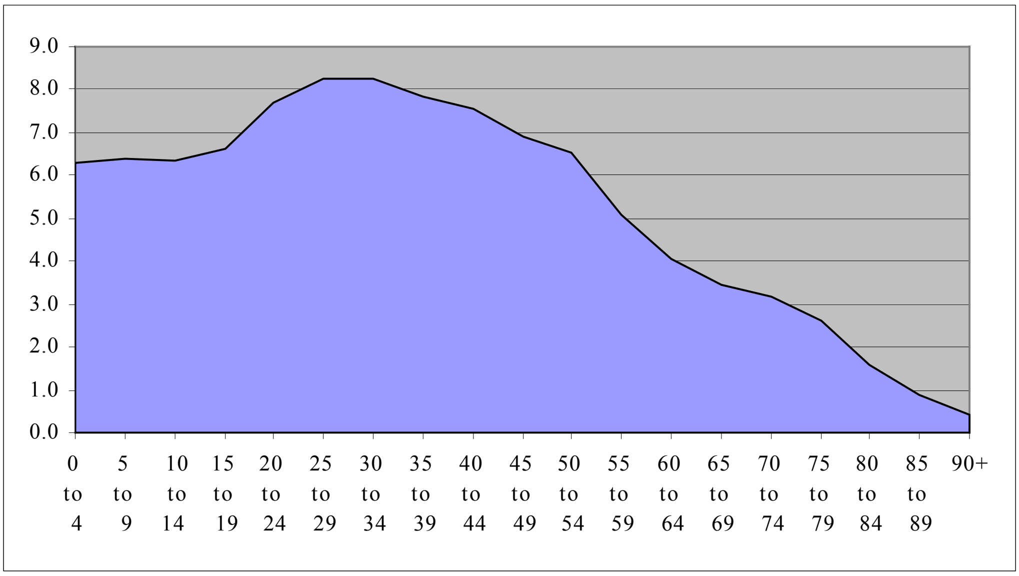



**Figure 3  Age profile of Melbourne, 2001**

What of future trends? Table 4 shows the projected size of the age group (those aged 10 to 14 years) entering the post compulsory years between 2002 and 2021. The number of 10 to 14 year olds is estimated to fall from 6,710 in 2002 to 4,309 in the year 2021.

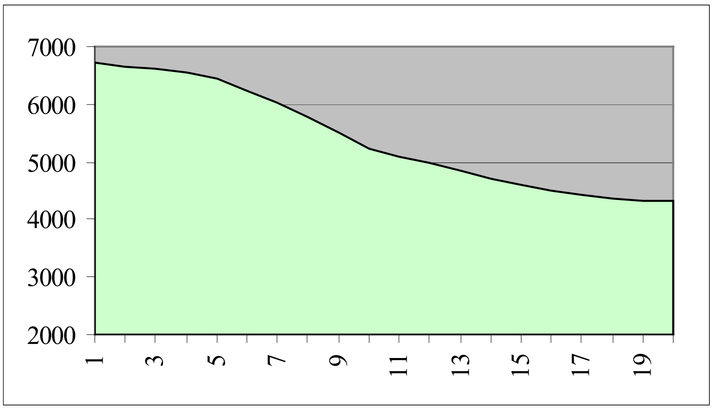



**Figure 4: Size of the 10 to 14 age group, 2002 -2021**

The same trend applies to the 15 to 19 age group which is expected to decrease from 5,646 to 3, 867 between the years 2002 to 2021 (see Figure 5). The decrease over the next two decades in the size of the age group still in compulsory schooling (aged 10 to 14 years) suggests that the group requiring assistance in preparing for the transition from school to other options is projected to fall over time. Nevertheless, the number of young people entering the post compulsory years still represents a sizable group that is likely to vary from around 5,600 in the current period to around 4,000 some 20 years from now.

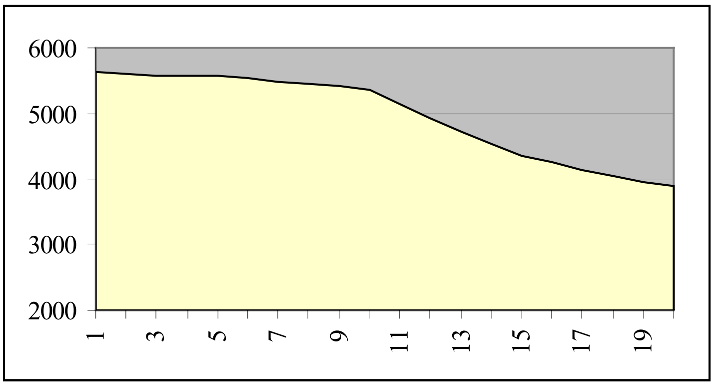



**Figure 5: Size of 15 to 19 age group, 2002 to 2021**

# A2.2 East Gippsland Institute of TAFE - 2001 Enrolment

| | **Funding Source** | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Profile | | Traineeship/ Apprenticeship | | Youth Allowance Voucher | | Fee For Service | | Other | |
| Delivery Unit | Total *SCHs | Total Students | Total *SCHs | Total Students | Total *SCHs | Total Students | Total *SCHs | Total Students | Total *SCHs | Total Students |
| Art | 37670 | 110 | 352 | 1 | | | 150 | 5 | | |
| Business & Information Technology | 119740 | 234 | 13375 | 35 | 1185 | 2 | 62944 | 266 | 2085 | 5 |
| Corrections Education | | | | | | | 225773 | 2196 | | |
| Department of Initiative | | | | | | | 9910 | 59 | | |
| Equine | 23436 | 58 | 6340 | 17 | | | 10564 | 25 | 80 | |
| Flexible Learning Centre | 53581 | 637 | | | 460 | 10 | 10439 | 202 | | |
| Forestech | 140920 | 538 | 2284 | 7 | 762 | 1 | 99445 | 559 | 1658 | 2 |
| Hospitality | 65778 | 332 | 31338 | 203 | 3549 | 10 | 52082 | 1217 | 29913 | 94 |
| Industrial Skills | 48217 | 222 | 61751 | 235 | 4335 | 14 | 1251 | 813 | 98088 | 30 |
| Koori Unit | 37100 | 67 | | | | | | | 5720 | 20 |
| Outreach | | | | | | | 2446 | 136 | | |
| Primary Skills | 10639 | 75 | 10947 | 52 | | | 11571 | 247 | 1250 | |
| South East Australian Maritime Education Centre | 26870 | 292 | 615 | 2 | | | 4080 | 50 | | |
| South East Australian Training Services | | 5 | | | | | 53202 | 621 | 1290 | 18 |
| Social Sciences | 122735 | 288 | 3995 | 21 | 19426 | 42 | 63937 | 289 | 33650 | 107 |
| **Total** | **686,686** | **2,858** | **130,997** | **573** | **29,717** | **79** | **607,794** | **6,685** | **173,734** | **276** |

*SCH = Student Contact Hours*

## A2.3 Apprentice/Trainee taken up by VET school leavers,Wellington

Table A2.1: Types of Apprenticeships and traineeships taken up by VET school leavers, Wellington VET cluster, 2001

| |
|---|
| Auto Apprentice July 2001 Gippsland Group Training |
| Auto Apprenticeship |
| Auto Apprenticeship |
| Auto Apprenticeship GGT |
| Auto TAFE |
| Building Apprenticeship |
| Building Apprenticeship |
| Building Apprenticeship |
| Building Apprenticeship |
| Plumbing Apprenticeship |
| Building Apprenticeship |
| Building Apprenticeship |
| Plumbing Apprenticeship GGT |
| Traineeship Office Admin. |
| Admin Traineeship Sale |
| Traineeship Office admin, Hospital, started May |
| Com Services Traineeship |
| Community Services TAFE |
| Engineering Apprenticeship – Gippsland Group Training |
| Engineering A/ship July 2001 Gippsland Group Training |
| Engineering Apprenticeship Gippsland Group Training |
| Engineering A/ship July 2001 Gippsland Group Training |
| Engineering Apprenticeship Gippsland Group Training |
| Engineering Apprenticeship Gippsland Group Training |
| Fitting & Turning Apprenticeship |
| Engineering Apprenticeship Gippsland Group Training |
| Engineering Apprenticeship |
| Engineering Apprenticeship APM |
| Engineering Apprentice GGT |
| Engineering Apprenticeship |
| Engineering Apprenticeship GGT |
| Apprentice Engineering Sale |
| Farm apprenticeship Agriculture |
| Farm Apprenticeship |
| Hospitality Traineeship |
| Hospitality Traineeship |
| Hairdressing Apprenticeship not finished year 11 |
| Apprenticeship- Bakery |
| Dental Traineeship |
| Apprenticeship Eastern Vic Group Training |
| Traineeship at RAAF Base |

Source: Wellington VET Cluster Destination Survey

# A2.4 University/TAFE destinations of VET in VCE school leavers, Wellington

Table A3.1: University or TAFE destinations of school leaver students, Wellington VET Cluster, 2001

| |
|---|
| Multi Media Victoria University |
| Computer Science Swinburne University |
| Teaching Monash Gippsland |
| Engineering Monash Gippsland |
| Nutrition – William Angliss TAFE |
| Building Design Vic Uni |
| Electronic Commerce Vic Uni |
| Agriculture Dookie College |
| Tourism William Angliss TAFE |
| Animal Science Latrobe Uni |
| Sport & Rec traineeship – deferred S&R Monash Gippsland |
| Multi Media Kanga TAFE |
| Computer Science RMIT |
| Nursing Cert 1 East Gippsland TAFE Bairnsdale |
| East Gippsland TAFE Building |
| East Gippsland TAFE Hospitality |
| Building Apprenticeship |
| East Gippsland TAFE ? course |
| East Gippsland TAFE Engineering |
| East Gippsland TAFE Hospitality |
| Community Services TAFE |
| TAFE ? |

Source: Wellington VET Cluster Destination Survey

# 3. Improving Program Coordination

## 3.1 Shortcomings of existing arrangements

The OECD notes that local area partnerships are often 'black boxes' because their capacity to achieve results is dependent on an unknown combination of factors. These include: the role of local actors, the extent and nature of involvement of central government agencies and the impact of environmental factors such as the 'tyranny of distance'.

In particular, the OECD has noted several problems that the 'looseness' of local area partnerships can produce.[16] Local area partnerships, of their nature, lack the institutional and democratic legitimacy of more established bodies such as government agencies or local government. One effect of this is that public servants on the partnership bodies may find it difficult to reconcile the desire of the local area partnership to achieve greater local flexibilities with their own institutional responsibilities for accountability and requirements for standardised approaches. Partnerships may also challenge the power of local elected officials where they have a specific mandate that differs from that of the partners. The appointment of people to the partnership who are not seen as representative of the wider community may also undermine the legitimacy of the partnership's efforts.

A 1993 study of partnership led local employment initiatives identified two common features of the most successful partnerships. The first was clear and realistic local objectives and strategies based on an assessment of local strengths and weaknesses and a sound understanding of local capacities. The second was the importance of mobilising local human and financial resources rather than relying on external personnel or funding.

### *Regional representatives of key funding agencies*

GELLEN is a good example of a local area partnership with the emphasis on local. The capacity to achieve better coordination depends on the good offices of the local service providers. The key stakeholders missing are the regional representatives of the federal and State funding agencies. These are identified in Table 2 below.

Regional representatives of the funding agencies are in a position to act not only as a conduit for information flows from the centre. They can also act as genuine brokers and relay the concerns of the local service providers to the centre. The involvement of regional managers of the relevant State and Federal departments in the LLEN may make it easier to achieve changes to program guidelines or protocols which would facilitate information sharing between programs. The following conclusion of the 2001 evaluation of the School Focused Youth Service highlights the need for and value of officials who can perform this two way communication role:

> *Partnership approaches require reciprocity and the Government of the day had a policy approach which distanced departmental staff from community agencies, providing little management support and leadership. In those regions where there was a strong relationship*

[16] OECD, 2001, p 14-15.

> *between DEET, DHS, schools and community agencies, there was a model which could be used locally.*[17]

## 3.2 Recommendations to improve program coordination

The report concludes by offering a series of recommendations to help improve local area coordination to achieve integrated outcomes for young people. These cover the need to collect regular information on the post-school destinations of young people and how this might be done. It is also suggested that an explicit focus on a set of clear goals in relation to youth in the region is needed as a basis for better collaboration between the major stakeholders involved in some way in young people's transition from education to work.

Also highlighted is the need for GELLEN to liaise more closely with the regional managers of the Federal and State Government departments which are funding programs in the region to achieve better program adaptability to local conditions.

Finally, it is suggested that GELLEN use available data and new information from the census to identify those sectors which are employing people but where young people are under-represented and to convene meetings with employers and others in these sectors to work out ways to improve young people prospects of obtaining entry level jobs.

### *Identifying school leavers 'at risk'*

The first proposed step involves the collection of information on a regular basis about what is happening to young people. It is suggested that the fourteen measures identified in this report be used to gauge the progress of young people in the region (see Box 2 below). As well as seeking relevant information from government departments, GELLEN would also need to set up a process to identify what happens to all young people after they leave school. This process could also respond to the needs of those who are unable to make a successful transition. It is further suggested that this be done on an annual basis and through direct contact with all school leavers to identify those 'at risk' of not making a successful transition to further education or full time work.

One way to do this is for GELLEN to institute a *Destination Survey* consisting of a two phase follow-up of school leavers: one at the 4 to 6 months point after leaving school and the other at the 12 to 15 months point after leaving school. This would also require GELLEN seeking agreement from all secondary schools in the Gippsland East Region on participating in the first phase of the *Destination Survey* through the use of a common set of questions and electronic format in the form of the Excel spreadsheet-based template.

It is recommended that the second phase of the *Destination Survey* involve the use of a 'transition broker'. This would require GELLEN seeking agreement with TAFE, ACE and JPP brokers to fund a position for a 'transition broker'. The purpose of the 'transition broker' is to make direct contact with school leavers 12 to 15 months after they leave school to find out how they are faring in relation to employment, further

---

[17] *Evaluation of the School Focused Youth Service: Summary,* March 2001

education and training and their career aspirations and to offer information about available options if so requested.

**Box 2: Fourteen recommended performance measures for GELLEN**

1: Senior secondary school participation rate as a proportion of 15 to 19 year olds for a particular year.

2: VCE attainment rate as a proportion of 19 year olds for a particular year.

3: Other post compulsory education participation rate for 15 to 19 year olds for a particular year.

4: Number of Kooris participating in Years 11 and 12.

5: Number of Kooris completing VCE in Years 11 and 12.

6: Number of Kooris participating in other post-compulsory education.

7: Number of apprenticeship and traineeship commencements by industry sector for 15 to 24 year olds for a particular year.

8: Comparison of the industry profile of apprentice and trainee commencements aged 15 to 24 years in a particular year with the employment profile of the region based on 2001 census data and employment growth sectors 1996-2001.

9: comparison of the areas in which young people are enrolled in post-compulsory education (TAFE, ACE & private providers) with apprentice and traineeships commencements in the same year.

10: profile of VET in subjects undertaken compared with post school employment destinations of VET in VCE school leavers.

11: post school destinations of school leavers in Gippsland East compared with the destinations of non-metropolitan school leavers Australia-wide.

12: number of young people in the Gippsland East region aged 15 to 24 years who are registered with Centrelink as unemployed.

13: number of young people in the Gippsland East region aged 15 to 20 years who are in Intensive Assistance as disadvantaged unemployed.

14: number of young people in the Gippsland East region aged under 18 years who are on Austudy and looking for work.

### *Program coordination*

The second set of recommendations seeks to facilitate better coordination between the major stakeholders. The proposed means of doing this is for GELLEN to seek the agreement of the stakeholders to achieve a common goal in relation to young people and to devising and implementing strategies to support this goal. One way to do this is for GELLEN to reach memoranda of understandings with key stakeholders focused on a general commitment to youth. These stakeholders include the following groupings: secondary schools, post compulsory education and training providers such ACE and TAFE, and central agencies funding the provision of employment related services for young people. It is also suggested that agreements be reached with public sector employers and for private sector employers separately, as well as community groups and young people themselves.

One model for these agreements is the National Youth Commitment partnerships (an initiative of the Enterprise and Career Education Foundation and the Dusseldorp Skills Forum) with their focus on achieving an explicit set of education or employment outcomes for young people.

> *A National Youth Commitment will provide guaranteed access for all young people with particular support for early school leavers or those facing other disadvantages, to:*
>
> - *complete Year 12 either at school or another recognised provider; or*
> - *obtain an education or training qualification that is at an equivalent level such as a TAFE certificate or apprenticeship; or*
> - *obtain a full-time job that is linked to education or training.*
>
> Source: www.dsf.org.au

The second recommended step in the process of achieving better program coordination is to convene cross group meetings of key stakeholders (eg employers and schools, schools and post school education and training providers, employers and employment services providers). The purpose of these meetings would be to devise strategies to implement the common goal of a commitment to youth and identify undertakings from both parties. For example, an employer might offer to provide a 'good' job (ie with career prospects) for a young person who has demonstrated a personal commitment to being a 'good' employee (eg participate in some form of activity which demonstrates attitudinal change).

Another recommended step to improve program coordination is for GELLEN to seek closer liaison with the regional representatives of the major federal and state funding agencies with programs in the region targeted at young people at risk. The federal agencies include Department of Employment & Workplace Relations, Department of Family & Community Services, and the Department of Transport and Regional Services. At the State level, relevant Departments are: Department of Education and Training, and the Department of Innovation, Industry and Regional Development (responsible for state employment programs).

A third recommended step is for GELLEN to compile a database of e-mail addresses and produce an email-based newsletter to distribute up to date relevant information about program changes and recent program participation profiles for the region as well as the minutes of GELLEN meetings. An extension of this communication strategy might be to set up a web site with performance measures on what is happening to young people highlighted and supporting information about progress towards the local agreed targets.

***Promoting better access to employment for young people***

The focus of these recommendations is to work out ways to provide better access to jobs for young people. The first step involved is for GELLEN to seek information from the relevant agency (Apprenticeship and Traineeship Branch, Office of ETTE) on the apprentice and traineeship take-up by industry sector and the proportion of these positions going to young people.

The second step is for GELLEN to convene meetings with employers from those sectors which are under represented in their apprentice and trainee take up of 15 to 24 year olds. These are likely to be public sector agencies such as community services and health, and the transport and storage sector to devise way to improve young people share of apprenticeships and traineeships.

The third step is to identify, from late 2002 when the census data become available, those industry sectors that experienced employment growth between 1996 and 2001 but with a low proportion of young people employed. With this information, it is suggested that GELLEN convene meetings of employers in these sectors to identify strategies to improve share of new jobs going to young people.

## Information about the Supplementary report

The supplementary report provides background information about Local Area Partnerships to help understand their potential strengths and weaknesses as well as provide details the Whittlesea Youth Commitment as an example of a successful local area partnership: The supplementary report also outlines a template for the baseline destination survey and the proposed Memoranda of Understanding or spirit of cooperation agreements with each stakeholder. Finally, supplementary report includes information on the job description of the Whittlesea Youth Commitment's School-To-Work Transition Broker..