Outer Eastern

Local Learning and Employment Network

Environmental Scan

2009

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Contents:

Executive Summary

By any measurement, the area defined by the Outer Eastern Local Learning and Employment Network is diverse in nature. This is evidenced by the highly urban nature of the Cities of Knox and Maroondah, through to the urban and rural expanses of the Shire of Yarra Ranges. The forces that help shape, and sometimes challenge these communities can be complex and often arise from circumstances outside of the communities direct control. An example of this is the global economic situation, and the consequent implications this has on our communities and on the quality of the lives we live as a result. Fundamental to this quality of life is the state of our economy, young people's education and their ability to make a successful transition into the labour market.

It is important to note that the 2007 estimated resident population of 15 – 19 year-olds in the three Local Government Areas covered by OELLEN region was 30,393, accounting for nearly 8% of the total population of the OELLEN region. This is a higher figure than the Victorian total which shows the percentage of 15 – 19 year-olds to be 6.8% of the general population. This emphasises the need to continue to support and target the activities of the OELLEN as the cohort that its operations influence is significant. The destinations of exit year 12 students (2008) to university 39.2% are comparable to those entering vocational education and training (37.8%) pathways. It should be noted that the destinations of early school leavers , i.e. those most at risk (looking for work or part time employment), has decreased markedly over the 2007 (28.2%) to 2008 (19.1%) period. This could be seen as evidence that the activities and information around career pathways is having a marked effect.

Predicting the future is an art that relies on the synthesis of some science and definitely some crystal ball gazing. From this point we are able to develop possible scenarios that have a basis in extrapolating the known to the possible. This report provides information based upon the current available data and enables a commentary to be made based upon what is known and what is likely to impact on the lives of young people located in the Outer Eastern Local Learning and Employment Network's (OELLEN) area of coverage.

This environmental scan adds to the reference bank of the OELLEN that has seen previous versions undertaken in 2002 and 2004. From the current available information we can see that the OELLEN has shown some improvement in the outcomes for young people when you compare the data across the previous three years. Importantly, the message about career pathways and apprenticeships and traineeships as a positive destination appears to have been heard. This is reflected in the On Track data (2006 – 2008) that shows a decrease of 10% of the most vulnerable young people, that is those early school leavers (looking for work or employed part time), and a concurrent increase of 10.6%, of the same cohort, into apprenticeships and traineeships.

This document has been shaped by three factors. Firstly, the known; those things which we have an evidence base for including data, surveys and reference materials. Secondly, the rapidly changing environment in which we work and live, particularly the economic climate of which we have seen change from dire predictions to one of recovery. This change has happened in the course of the development of this document; a short time span of six months. We acknowledge change has always been part of the human condition and today's society is changing so fast that we do not have time to adjust before more change occurs. Subsequently, a reliance on solutions that have previously been appropriate will not necessarily work in the future. The third factor which has shaped this document is a commitment to building resilience to help us embrace the future. We need to build resilience in our communities and cultivate resilience in our young people in order for them to have optimal future outcomes.

Given, these factors the following key messages are provided:

Key Messages

- Optimize educational opportunities

Economic environment research and current government policy all direct us to the need to ***optimize educational opportunities***. In practise, remaining in education and training for as long as possible is the preferred route to increase positive outcomes for young people.

- Participation in VETiS is an enabler

Young people undertaking a VETiS course in any industry area are exposed to career options that may be both relevant to the individual, or provide insights that they need to explore alternatives. Additionally undertaking a VETiS course, due to its very nature being practical and hands on, supports retention of young people within the educational framework. VETiS enables young people to explore and grow in a supportive environment that builds confidence and knowledge of the world in which we work and live. This sees personal and social benefits such as increased confidence, independence and improved motivation[1], as well as industry specific skills development.

- Opportunities for young people exist and will continue to evolve

Whilst the economic environment has given us reason to be concerned, we can be sure that young people can access pathways to gain the skills and knowledge to gain the keys to the employment market.

It is recognized that barriers exist to accessing a preferred job or career that may be front of mind of a young person. However, an ageing Australian population, changing economic and social conditions and the resulting changes and reforms to Australian workplaces means once clearly defined job roles are now overlapping and other career opportunities emerging. For instance, in the Community Service and Health sector, assistant level workforces are developing. These assistants allow higher qualified practitioners to focus on their advanced level scopes of practice rather than attending to all activities and responsibilities across their scope of practice. From this example, there is a strong sense that achievement of career goals is possible, albeit via alternative routes.

Additionally, it is recognized that the speed of technological change places us in an environment where we struggle to articulate the labels of roles that will be demanded in the future. If we don't know what the jobs will be in the future, we have an obligation to prepare young people to develop the skills and abilities to source information, and

[1] K Barnett, R Ryan- Lessons and Challenges: Vocational Education in Schools – Research Overview p.7

undertake appropriate activities which will position them to take advantage of the opportunities that present themselves.

Introduction

The Outer Eastern Local Learning and Employment Network (OELLEN) commissioned the Community Services & Health Industry Training Board (CS&H ITB) to undertake an environmental scan to provide a strategic basis for its planning for activities in relation to improving outcomes for young people.

The CS&H ITB is the principal source of independent advice on workforce skill development, and training and assessment supply and demand in Victoria for the Health and Community Services Sector. Twenty-two peak organisations are represented on the Board comprising eleven employer bodies and eleven unions. The CS&H ITB has established an extensive network of strategic stakeholders with whom it consults on a regular basis.

Additionally, it is part of a network of Industry Advisory Bodies that:

- provides authoritative, independent information on training needs and critical skill shortages through industry intelligence gathering and networking
- promotes skills development and take-up of training by enterprises in their industries
- assists enterprises to understand and use the skills system to get the best outcome for their business and staff.

Background

The OELLEN is one of Victoria's thirty one Local Learning and Employment Networks.

Local Learning and Employment Networks (LLENs) bring together a range of stakeholders to improve education and training and employment outcomes for young people 15 – 19 years old, in communities across Victoria.

Stakeholders include:

- education providers
- industry employers and unions
- community organisations

- individuals, and
- government organisations

LLENs have a particular focus on disadvantaged young people, particularly young people who have already disengaged or are ‘at risk’ of disengaging from education and training, and aren’t in employment.

The OELLEN covers the Local Government Areas of City of Knox, City of Maroondah and the Shire of Yarra Ranges.

OELLEN Vision

The OELLEN Vision is improved education, employment and training outcomes for young people in the outer east of Melbourne.

OELLEN Mission

To broker collaborative partnerships between local agencies and organisations, industry and education and training providers that will result in improved education and training outcomes for young people aged 15 – 19 years, in particular those at risk of not making the transition.

The Outer Eastern Local Learning and Employment Network

Overview:

The OELLEN geographical area (City Of Knox, City of Maroondah, and the Shire of Yarra Ranges), covers a total of 2,675 sq kilometres.

The population of the OELLEN catchment was 386,155 in 2006[2]. The total population, based on the latest estimated resident population data, indicates that approximately 401,000 people now live within the boundaries of the OELLEN[3]. The projected resident population for the area indicates that by 2016 the estimated population will be 418,965.[4] This is a projected estimated population increase of 4.6% across the area of the OELLEN.

In 2007, the number of 15 – 19 year-olds in the OELLEN region was 30,393[5]. In June 2009, the unemployment rate of the Outer East was 5.8%. This compares with a national unemployment rate of 5.8% and a Victorian unemployment rate of 6%. Nationally, the June 2009 full-time unemployment rate for young people aged 15 – 19 years old was 26%. The full time unemployment rate for those aged 15 -19 in the Outer East was 26.1%[6]

There are 23 Government, 4 Catholic and 12 Independent secondary schools in the OELLEN region. There is also an Australian Technical College. A large number of Adult and Community Education providers are also present. Swinburne is the only University / TAFE in the LLEN Region. Students access further education and training from a number of providers in the East of Melbourne.

The industrial base in the OELLEN area has a high concentration of employment in Manufacturing and Construction. The service sector industries also have a high proportion of the employment base.

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2 ABS 2006 Census of population and Housing
3 ABS 3235.0 Population by Age and Sex, Regions of Australia, 2008
4 D[illegible]CD -Victoria in Future 2008 - first release revised
[illegible] 3235.0 Population by Age and Sex, Regions of Australia, 2008
6(ABS. - Labour Force, Australia, Jun 2009-www.workplace.gov.au/lmip/LabourForceData/)
8 ABS. 3235.0 Population by Age and Sex, Regions of Australia

In terms of occupations, there is a lower percentage of people working in skilled occupations than in Victoria as a whole. There are relatively larger numbers of trades persons in the region compared to the rest of Victoria (see below).

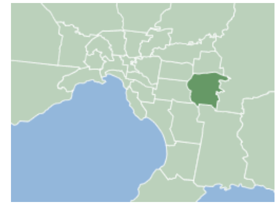
Table 1: *Employment by industry across the OELLEN*

Industry	**Percent in Work**
Managers	12.1
Professionals	17.6
Technicians & trades	17.5
Community & personal service	8.6
Clerical & administrative	16.8
Sales workers	11.3
Machinery operators & drivers	6.3
Labourers	9.8
Total	**100**
% Managers/Professionals	29.8
% Trades/machinery/labourers	33.6

(Source: Victorian Local Government Association Regional Profile from 2006 ABS Census)

The following sections pertain to each of the geographic areas comprising the OELLEN and describe their location, population and demographics, education opportunities and industry and employment. Comparisons are made with the adjacent LLENs of Gateway and Inner Eastern LLEN (City of Boroondara only) to highlight the differences within the LLEN Regions in the East of Melbourne.

City of Knox



The City of Knox comprises the following localities: Bayswater, Boronia, Ferntree Gully, Knoxfield, Lysterfield, Rowville, Sassafras, Scoresby, Studfield, The Basin, Upper Ferntree Gully, Wantirna and Wantirna South.

The City of Knox is located in the outer eastern metropolitan region, approximately 25 km from the Melbourne GPO. It is a fairly large municipality covering 114 sq Km and has experienced relatively quick growth in housing and business expansion over three decades. It is expected that a period of consolidation will take place now.

Population and demographics

Knox has the highest population of the three Local Government Areas in the OELLEN, with a current estimated population of 152,603[8]. It is estimated that the City of Knox population will increase by 4.45% by 2016, to 159,395[9].

There has been a 0.5% population growth in Knox from 2003 to 2008 and Knox ranks 64th out of 78 local government areas for fastest population growth, and 30th for largest growth.[10]

The age distribution shows an ageing population, with increases in those aged 45 years and above and decreases in those aged 44 years and below[11]. In 2007, Knox had 11,988 young people in the 15 – 19 years-age range and this accounted for nearly 8% of the total population.

Over 25% Knox's population were born overseas and 16.7% of the population have non-English speaking backgrounds. 17% of Knox residents speak a language other than English at home. The three main languages spoken after English are Cantonese, Italian and Mandarin.

9 DPCD -Victoria in Future 2008 - first release revised
10 ABS, Regional Population Growth, April 2009
11 City of Knox Economic Profile, 2008)

The number of people identifying as Aboriginal or Torres Strait Islander is 482 or 0.3% of the total population. The number of young people in the 15 -19 year age bracket identifying as Aboriginal or Torres Strait Islander is 30.[12]

Industry and employment

Employment in local business, wholesale trade, retail trade, property and business services and manufacturing is substantial. The main industries include other chemical product manufacturing and other food manufacturing.

The largest industry of employment for residents in Knox is manufacturing, employing over 16% of total industry employment. The other significant industry employers are: Retail trade (13.5%), Health Care and Social Assistance (9.5%) and Construction (8.6%).

Knox has a Labour force of 90,681 and an unemployment rate of 3.5%. [13] Around 60% of its workforce work outside of the city[14].

There are 13,134 businesses in Knox.

Table2: *Employment by occupation in the City of Knox*

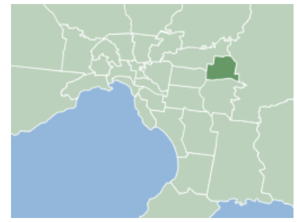
Employment By Occupation	**Percent**
Managers	11.9
Professionals	17.1
Technicians & trades	16.8
Community & personal service	8.0
Clerical & administrative	17.8
Sales workers	11.9
Machinery operators & drivers	6.9
Labourers	9.7
Total	**100**

[12] 2006 Census of Population and Housing
[13] DEEWR, Dec 2008
[14] Knox Economic Development Strategy, 2008-2018, p. 7(www.knox.vic.gov.au/Files/EconomicDevelopmentStrategy2008-2018.pdf)

% Managers/Professionals	29.0
% Trades/machinery/labourers	33.4

(Source: Victorian Local Government Association Regional Profile from 2006 ABS Census)

City of Maroondah



The City of Maroondah comprises the following localities: *Bayswater North, Croydon, Croydon Hills, Croydon North, Croydon South, Heathmont, Kilsyth, Kilsyth South, Park Orchards, Ringwood, Ringwood East, Ringwood North, Vermont, Warranwood and Wonga Park.*

Located 25 km East of Melbourne, the City of Maroondah is well established. Some parts of its Northern suburbs are semi–rural. Maroondah's economy is highly influenced by major retail centres at Ringwood and Croydon with retailing and manufacturing being the major industries. There is a significant concentration of industry in the South of the city.

Population and demographics

The City of Maroondah has the lowest population of the three LGAs represented in the OELLEN, currently estimated to be 103,014 persons[15]. There has been a 0.6% population growth in Maroondah from 2003 to 2008. Maroondah is ranked 51st out of 78 local government areas for fastest population growth and 28th for largest population growth[16]. Population projections estimate that Maroondah will have an increase in population of 7.50% by 2016, to 110,728[17].

Relative to the rest of Melbourne, Maroondah's population is slightly older with a higher proportion of residents in the 55 and over age bracket. In 2007, Maroondah had 6,978 young people in the 15 – 19 year-age range. This was approximately 6.8% of the total population of Maroondah.

With less than 18.6 % of the population born overseas, 9.5% of the population have non-English speaking backgrounds.

[15] ABS. 3235.0 Population by Age and Sex, Regions of Australia
[16] ABS, Regional Population Growth, April 2009
[17] DPCD -Victoria in Future 2008 - first release revised

The number of people identifying as Aboriginal or Torres Strait Islander is 335 or about 0.3% of the population. Those people in the 15 – 19 year-age bracket identifying as Aboriginal or Torres Strait Islander numbered 28[18].

Industry and employment

The main industries employing the Maroondah workforce are: manufacturing (13%), retail trade (13%), health care and social assistance (11%), construction (9%) and education and training (8%). Maroondah has a labour force of 61,201 and an unemployment rate of 4.65% [19]. Nearly 70% of Maroondah residents work outside of the city[20].

There are 9012 businesses in Maroondah.

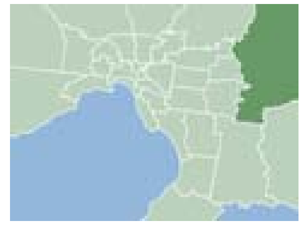
Table 3: *Employment by occupation in the City of Maroondah*

Employment by Occupation	**Percent**
Managers	11.9
Professionals	19.9
Technicians & trades	16.0
Community & personal service	8.8
Clerical & administrative	17.7
Sales workers	11.8
Machinery operators & drivers	5.0
Labourers	8.7
Total	**100**
% Managers/Professionals	31.9
% Trades/machinery/labourers	29.8

(Source: Victorian Local Government Association Regional Profile from 2006 ABS Census)

[18] 2006 Census of Population and Housing
[19] DEEWR, Dec 2008
[20] ABS Employed Maroondah Residents (LGA) by Place of Work (LGA)

Shire of Yarra Ranges



The Shire of Yarra Ranges comprises the following localities: Badger Creek, Beenak, Belgrave, Belgrave Heights, Belgrave South, Big Pats Creek, Cambarville, Chirnside Park, Chum Creek, Clematis, Coldstream, Dixons Creek, Don Valley, Emerald, Fernshaw, Ferny Creek, Gilderoy, Gladysdale, Gruyere, Healesville, Hoddles Creek, Kallista, Kalorama, Kilsyth, Launching Place, Lilydale, Lysterfield, Macclesfield, Matlock, McMahons Creek, Menzies Creek, Millgrove, Monbulk, Montrose, Mooroolbark, Mount Dandenong, Mount Evelyn, Mount Toolebewong, Narre Warren East, Olinda, Powelltown, Reefton, Sassafras, Selby, Seville, Seville East, Sherbrooke, Silvan, Steels Creek, Tarrawarra, Tecoma, The Patch, Three Bridges, Toolangi, Toorongo, Tremont, Upper Ferntree Gully, Upwey, Wandin East, Wandin North, Warburton, Warburton East, Wesburn, Woori Yallock, Yarra Glen, Yarra Junction, Yellingbo and Yering.

The Yarra Ranges Shire is an interface council located on the fringe of Eastern Melbourne, between 30 and 110 kilometres east of the Melbourne GPO. The Shire covers the largest geographical area and accounts for 2,470 sq kilometres of the total area of the OELLEN.

The Shire of Yarra Ranges is characterized by its mix of urban and rural communities. Approximately 70% of the Shire's population live in its urban areas, comprising about 3% of the landmass in the West of the Shire.

The Shire has 55 suburbs, townships, small communities and rural areas, making it one of the most diverse of any municipality in Victoria. The municipality is home to significant natural reserves and boasts popular tourist areas such as the Dandenong Ranges and the Upper Yarra Valley.

Population and demographics

The estimated current population of the Shire is 145,487[21]. There has been a 0.4% population growth in the period 2003 to 2008.

[21] ABS.3235.0 Population by Age and Sex, Regions of Australia

The Shire of Yarra Ranges ranks 62nd out of 78 Local Government Areas for fastest population growth and 29th for largest population growth [22]

The Shire has the lowest proportion of overseas born people in the OELLEN region, and slightly more males than females.

Currently, Yarra Ranges has the least culturally diverse population in the OELLEN catchment with about 17% of the population being born overseas and 7% of people from non-English speaking backgrounds[24].

There will be an estimated population increase of 2.73% by 2016, raising the population to 148,842[25]. In 2007, the Shire had 11,395 young people in the 15 – 19 years-age range.[26] This is 7.9% of the total population of the Shire and represents the highest proportion of 15 – 19 year-olds in the OELLEN.

Comparatively, Yarra Ranges has a higher percentage of residents in the 0 -17 year-age cohort than the Melbourne or Victorian average, and a smaller proportion of people aged over sixty. [27]

The Indigenous population of the Shire is 847, or 0.6% of the total. The number of 15 – 19 year-olds identifying as being Aboriginal or Torres Strait Islander is 116[29].

Industry and employment

There are about 10,000 businesses in the Shire employing above 35,000 people. The main industries include: electrical equipment and appliance manufacturing,

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[22] ABS, Regional Population Growth, April 2009

[24] ibid
[25] DPCD -Victoria in Future 2008 - first release revised
[26] ABS 3235.0 Population by Age and Sex, Regions of Australia, 2008
[27] VGLA Region Profile Builder (www.vlga.org.au/resources/items/178108-upload-00001.xls)
[29] ABS Census of Population and Housing

agriculture, building construction, and tourism; agriculture and wine-making form a significant part of the Yarra Ranges economy.

The main employing industries are Retail Trade (18.3%), Manufacturing (13.8%), Education (11.2%), Construction (8.3%), Health Care and Social Assistance (8.0%). Yarra Ranges Economic Profile, 2008[30]

The Shire of Yarra Ranges has a labour force of 85,426 and an unemployment rate of 5.6% [31]. About 65% of the resident population travelled outside of the Shire to work each day[32].

[30] Yarra Ranges Economic Profile, 2008, p.24
[31] ww.workplace.gov.au/lmip/SmallAreaLabourMarketsData/Victoria/Melbourne/OuterEasternMelbourne/?cid=UnemploymentBySLA|VOEM|null|SLA|anon|Labour%20Market&view=table)
[32] Yarra Ranges Economic Profile, 2008, p.33

Table 4: Employment by occupation in the Shire of Yarra Ranges

Employment by Occupation	Percent
Managers	12.5
Professionals	16.6
Technicians & trades	19.1
Community & personal service	9.1
Clerical & administrative	15.1
Sales workers	10.3
Machinery operators & drivers	6.5
Labourers	10.7
Total	**100**
% Managers/Professionals	29.1
% Trades/machinery/labourers	36.4

(Source: Victorian Local Government Association Regional Profile from 2006 ABS Census)

Young People in the Regions Covered by the OELLEN

The 2007 estimated resident population of 15 – 19 year-olds in the three Local Government Areas covered by OELLEN region was 30,393, accounting for nearly 8% of the total population of the OELLEN region. This is a higher figure than the Victorian total which shows the percentage of 15 – 19 year-olds to be 6.8% of the general population. The total number of females was 14,779, equivalent to nearly 49% of the 15 – 19 year-old age group. The total number of males was 15,614, or just over 51% of 15 – 19 year-olds. These figures are about the same as for Victoria which show males in the 15 – 19 age group at 51.2% and females at 48.8% of the total population[33].

Table 5: *15 – 19 Year-Olds by Gender in OELLEN compared with the rest of Victoria*
(ABS 3235.0 – Population by Age and Sex, Regions of Australia)

OELLEN	**15–19 year-olds**	**Male**	**Female**
Number	30,393	15,614	14,779
Percentage of total population of OELLEN	8%	51.3%	48.7%
Victoria	352,964	181,029	171,935
Percentage of total population of Victoria	6.8%	51.2%	48.8%

Table 6 shows the number of 15 – 19 year-olds in the OELLEN by LGA, as well the distribution. It shows that Knox (39.5%) has the highest distribution of 15 – 19 year olds, followed by Yarra Ranges (37.5%) with Maroondah the lowest (23.0%).

[33] ABS 3235.0 Population by Age and Sex, Regions of Australia

Table 6: *15 – 19 year-olds in OELLEN by LGA*

LGA	Numbers	Percent
Knox	11,988	39.49%
Maroondah	6978	22.98%
Yarra Ranges	11,395	37.53%
OELLEN	30,361	100.00

Indigenous Profile

Victoria has the lowest proportion of indigenous population In Australia, with 0.6 %. In Australia, the figure is 2.5%[34]. The number of people in the OELLEN catchment who identify as Aboriginal or Torres Strait Islander is 1664.[35] This figure represents 0.40% of the total OELLEN catchment population. Gateway LLEN has 0.17% who are indigenous and Boroondara (IELLEN) has a 0.11 % indigenous population.

Of the LGAs represented in the OELLEN, Yarra Ranges (0.6) has the highest percentage of people who identify as indigenous, followed by Maroondah (0.3) and Knox (0.3)

In 2006, the total population of indigenous people under twenty years was 796. Knox had 231, Maroondah had 144, and Yarra Ranges 421[36]. There was a significant difference in the percentage of the Indigenous population aged under 20 (48%) compared to the total population of the OELLEN aged under 20 (33%).

[34] 4705.0 - Population Distribution, Aboriginal and Torres Strait Islander Australians, 2006
[35] ABS 2006 Census Population and Housing - Local Government Area (LGA) by Indigenous Status (INGP) and Age 5 Year Age Groups (AGEP)
[36] Ibid.

Of the LGAs represented, Yarra Ranges has the highest proportion of its Indigenous population under the age of 20 (50%), followed by Knox (47%) and Maroondah (43%)[37].

Table 7: Indigenous Population by LGA

	Knox	Maroondah	Yarra Ranges	
Total 2006	482 (0.3%)	335 (0.3%)	847 (0.6%)	1664 (0.40%)
Under 20 (I)	224 (47%)	143 (43%)	421 (49.6%)	796 (48%)
Under 20 (t)	38.31	24.19	37.5	33.3 Avg

Participation in Education and Training OELLEN

ON TRACK data presented in this report refers to Year 12 completers and early leavers from the 2007 school year.

Early School Leaving.

The Victorian Government has a target that by 2020, 90% of young people will successfully complete Year 12 or its equivalent. The following tables present the 2008 Early school leaving and Destinations figures for the OELLEN. The Gateway LLEN and Boroondara figures are used for comparative purposes.

ON TRACK Data, tracks the education, training or employment destinations of students six months after they have left school. The ON TRACK initiative is the Victorian Government response to the Ministerial Review of Post Compulsory Education and Training Pathways in Victoria *(Kirby, 2000)* and has been operating since 2003.

[37] ABS 2006 Census Population and Housing.

Table 7: *Early School Leaving OELLEN (Percent)*

Destinations	2006		2007		2008	
	OELLEN	Gateway	OELLEN	Gateway	OELLEN	Gateway
VET Cert IV +	3.0	7.5	1.4	8.1	3.8	5.7
Entry Level VET	12.3	10.7	8.7	17.0	8.3	12.3
Apprentice	34.0	29.9	36.8	23.0	45.2	34.1
Trainee	6.4	5.6	7.6	5.1	5.8	5.2
Employed Full Time	15.5	17.3	17.4	16.6	17.8	18.5
Employed Part Time	14.5	13.6	16.7	16.2	10.3	9.0
Looking For Work	14.3	15.4	11.5	14.0	8.8	15.2
	100	100	100	100	100	100

(Source: 2006-2008 ON TRACK Early Leavers Surveys, DEECD 2008)

The figures presented above are obtained from the 2008 ON TRACK data report and show the major destination for early school leavers in the OELLEN area in 2008 was education and/or training (63%). This is 8.6% more than the 2007 figure (54.5%).

The OELLEN destination for early school leavers figure is higher than for Gateway LLEN (57.3%). In comparison, the Gateway LLEN figure for 2008 is 4.1% more than for 2007. Most early school leavers in the OELLEN catchment have taken up an apprenticeship or traineeship (51%). This is a marked increase of 14.86% on the apprenticeship/traineeship figures for 2007 and 26.24% above the 2006 figures.

A significant figure, is the increase in the uptake of apprenticeships by early school leavers in the OELLEN. In 2007, the number of early school leavers taking up an apprenticeship was 106 (36.8%). In 2008, the number of apprenticeships was 180 (45.2%). This is a large increase of 74 (69.4%) over the 2007 figures.

Early school leavers from the Gateway LLEN are also more likely to take up an apprenticeship or traineeship (39.3%). Although these figures are lower than OELLEN, the take up rate for apprenticeships/traineeships in Gateway has also been markedly higher than in 2007, with a 39.86% increase.

There has been a 20.79% increase in the numbers of OELLEN early school leavers moving into VET (12.1%), either at entry level or at Certificate IV or higher, compared to 2007 (10.1%).

Even though there has been considerable increase in the OELLEN VET figures, the figures are still far lower than the comparative figures for Gateway LLEN. This is despite a 28.29% decrease in the percentage of early school leavers from Gateway accessing VET in 2008 (18%) compared to the previous year (25.1%).

However, the proportion of early school leavers accessing VET in the OELLEN catchment has been in a steady decline since 2003 when 23% took up VET/TAFE studies. This steady decline is also evident in Gateway LLEN where 27.2% of early school leavers were in VET/TAFE. The Victorian figure for the 2003 shows 26.3% of early school leavers in VET/TAFE. In 2008, this figure has declined to 18%.

There are fewer early school leavers from the OELLEN catchment in either full or part-time employment in 2008 (28.1%) than in 2007 (34.1%), accounting for a decrease of 17.1%.

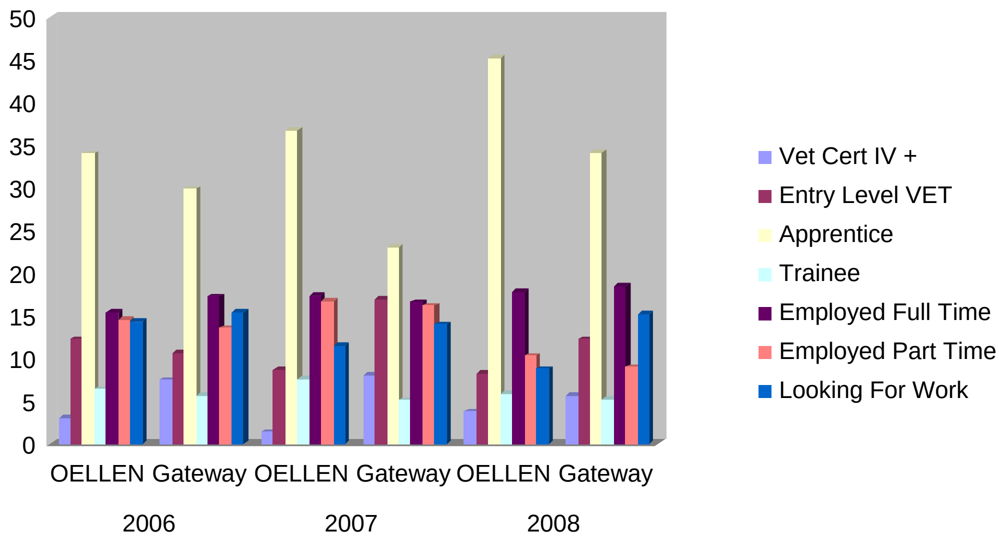
There has been a similar decrease in the Gateway catchment with 16.6% less participation in full or part-time employment (27.5%) from the previous year (32.8%).

There are fewer early school leavers from OELLEN looking for work in 2008 (8.8%) than in 2007 (11.5%) and 2006 (14.3%). This represents a 38.46% decrease in the percentage of OELLEN early school leavers looking for employment from 2006 to 2008 and shows a downward trend over the period. These figures may be indicative of the strength of the economy and the labour market over the period. The Global financial crisis and its negative impact on the Australian and Victorian economies will, in all likelihood, have an unfavourable effect on both full and part-time employment opportunities for young people in 2009 and 2010.

Early School Leaving Summary:

- Education and training was the major destination for OELLEN early school leavers
- Most early school leavers took up an apprentice ship or traineeship.
- There were increased enrolments in VET over the previous year.
- Enrolments in VET are less than in other eastern metropolitan region LLEN catchments.
- Participation in VET has been trending down since 2003.
- There is a decrease in employment.
- There is a decrease in those looking for employment.

Graph 1: *Comparison of the destination figures of early school leavers in OELLEN and Gateway LLEN between 2006 – 2008.*



ON TRACK data shows the proportion of Year 12 completers in either education or training in the OELLEN in 2008 was 70.7%. This was a significantly lower rate than in 2007 (74%). Despite this, the OELLEN proportion is not far short of the overall Victorian figure of almost 72%. The proportion was also lower than in either Gateway LLEN (82.5%) or Boroondara (81.4%) which were both significantly higher than the overall state proportion.

University (39.2%) is the favoured destination for students successfully completing Year 12 in the OELLEN catchment. The proportion of Year 12 finishers going on to university in 2008 (39.2%) has declined from 2007 (42.3%) and 2006 (40.5%). It is interesting to note that the proportion of OELLEN students going to University is lower than the overall Victorian figures. However, the decline in the proportion of Year 12 completers going on to University is consistent with overall Victorian figures which show a peak in 2007 (47.4%) followed by a decline in 2008 (43.9%).

There is a far higher rate of Year 12 students attending university in Gateway LLEN (56.7%) and Boroondara (68.1%), although as with the OELLEN, these figures are lower than in 2007, with Gateway having a 7.22% decrease and Boroondara a 5.81% decrease.

OELLEN students attend VET (20.8%) in greater proportion to students from Gateway (18.3%) and Boroondara (9.9%). However, the 2008 ON TRACK figures show a 10.73% decrease in the number of Year 12 school leavers accessing VET from the OELLEN catchment compared to 2007. This compares with a slight increase of 2.81% in Gateway students and a 13.1% decrease in Boroondara students accessing VET in 2008, compared to 2007. There has been a downward trend in the proportion of year 12 completers enrolling in VET since 2003 when 28.9% went on to VET after completing Year 12.

In 2008, a higher proportion of OELLEN Year 12 finishers accessed apprenticeships/traineeships (10.7%) than in either Gateway (7.5%) or Boroondara (3.4%). This has been the trend since 2006.

Almost 18% of Year 12 school leavers from OELLEN catchment went on to either full-time or part-time employment in 2008. This is a slight increase on the 2007 figure (17.3%). The proportion of Year 12 finishers going on to either full-time or part-time employment in the Gateway LLEN (9.1%) and Boroondara (6.9%) is substantially less than students from OLELLEN (17.9). All figures presented are lower than the overall Victorian figure (24%)

There were slightly more OELLEN Year 12 finishers looking for work in 2008 (2.6%) than in 2007 (2.3%). This proportion is higher than for Year 12 finishers in Gateway (1.8%) or Boroondara (0.9%) in 2008. The proportions presented for OELLEN are all lower than the overall Victorian figure (3.8%).

The figures for Year 12 finishers in the OELLEN who have deferred their studies is higher (8.8%) than for 2007 (6.4%) and 2006 (7.2%). Boroondara had the highest deferral rate (10.8%) while Gateway LLEN had the lowest (6.6%). This is consistent with figures for 2007 where Boroondara had the highest rate of deferral (6.8%) followed by OELLEN (6.4%) with Gateway LLEN the lowest (6.4%).

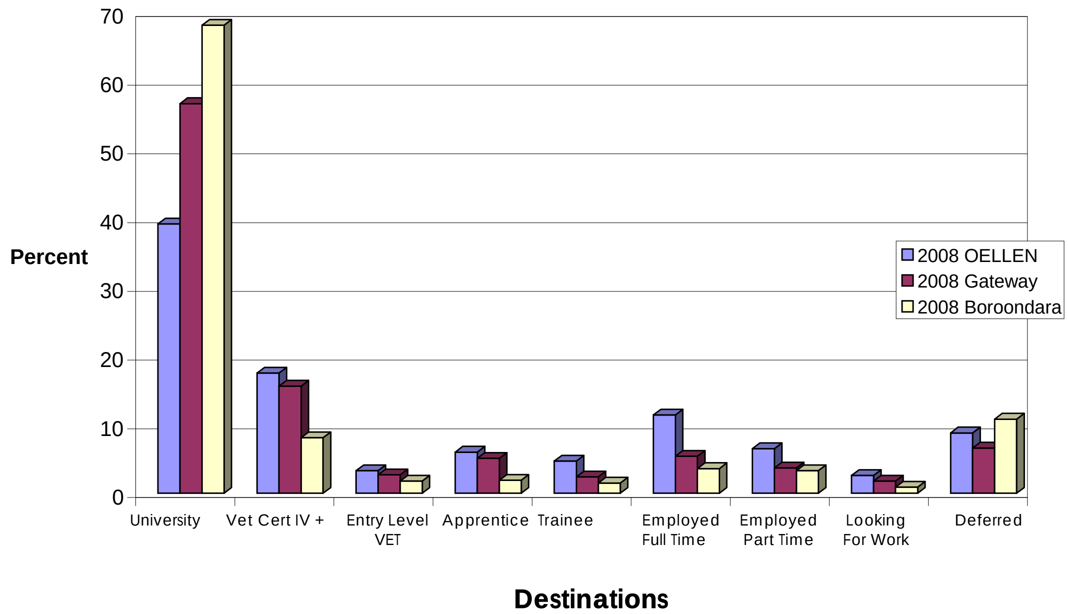
The OELLEN deferral figure is lower than the overall Victorian deferral figure (11%).

The deferral rate for the OELLEN is reflected in the lower numbers of Year 12 finishers going on to university in 2008 and an increase in the proportion of students going onto full-time work.

Table 8: *Year 12 Destinations: Comparative data for OELLEN, Gateway and Boroondara LLENs (Percent)*

	2006			**2007**			**2008**		
	OELLEN	**Gateway**	**Boroondara**	**OELLEN**	**Gateway**	**Boroondara**	**OELLEN**	**Gateway**	**Boroondara**
University	40.5	55.9	72.2	42.3	61.1	72.3	39.2	56.7	68.1
VET Cert IV +	19.4	17.3	10.7	19.2	14.3	9.5	17.5	15.6	8.1
Entry Level VET	5.5	3.4	1.5	4.1	3.5	2.0	3.3	2.7	1.8
Apprentice	5.5	4.5	1.4	5.1	2.9	1.2	6.0	5.1	1.9
Trainee	3.7	2.0	1.5	3.3	1.8	1.5	4.7	2.4	1.5
Employed Full Time	7.0	4.3	2.5	8.1	3.9	2.7	11.4	5.4	3.6
Employed Part Time	8.4	5.4	2.0	9.2	4.9	3.0	6.5	3.7	3.3
Looking For Work	2.9	2.0	1.0	2.3	1.8	1.0	2.6	1.8	0.9
Deferred	7.2	5.3	7.2	6.4	5.8	6.8	8.8	6.6	10.8
Total	100	100	100	100	100	100	100	100	100

(Source: 2006-2008 ON TRACK Year 12, DEECD 2008)



Graph 2: *Comparison of 2008 destinations in OELLEN, Gateway and Boroondara (inclusive of Early school leavers and Year 12 completers)*

Summary Destinations for Year 12 Completers

- University is the most favoured destination for OELLEN Year 12 completers.
- The proportion of Year 12 completers going on to education and / or training is less than in 2007.
- The proportion of year 12 completers going on to university is significantly less than comparable LLENs, but falls just short of the overall Victorian figure.
- There has been a decrease in enrolments in VET since 2007.
- There has been a downward trend in VET enrolments since 2003

- There was an increase in the take up of apprenticeships and traineeships over 2007.
- There was a slight increase in proportion of year 12 completers going on to employment.
- There was a slight increase in deferrals.

Comparison of destinations for Year 12 completers and Early School Leavers.

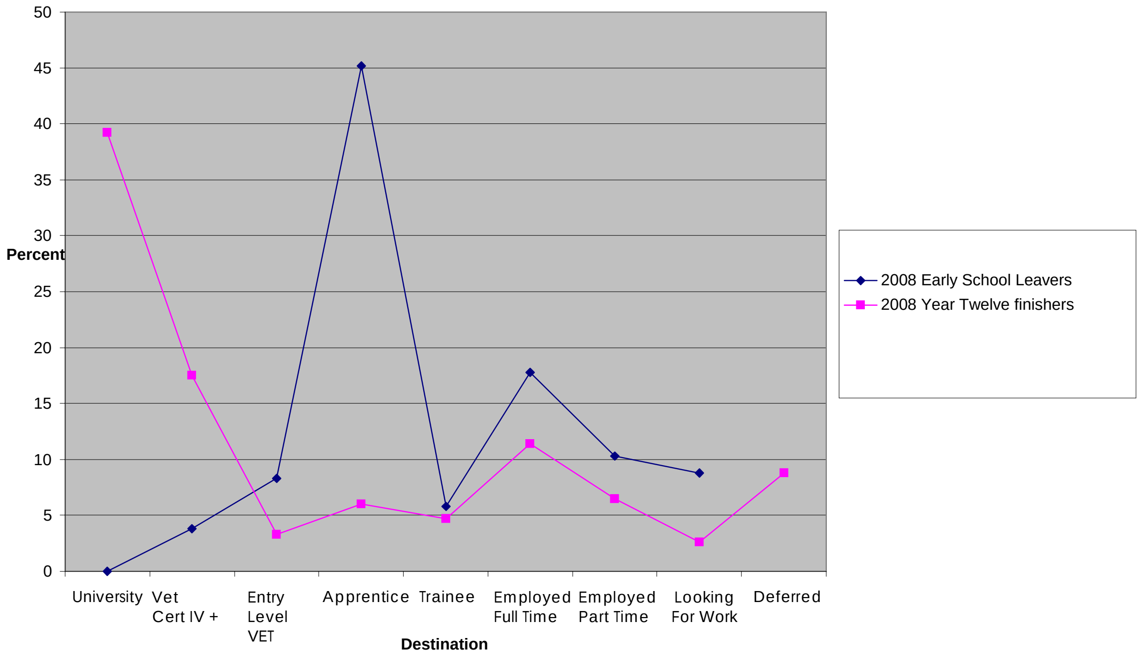
Whilst 39.2% of Year 12 finishers in the OELLEN catchment proceed to University another 20.8% enter into a VET qualification. In the early school leavers cohort 12.1% enter into VET training. These latter young people take up apprenticeships and traineeships at a far higher rate (51%) than those who have completed Year 12 (10.7%). Early school leavers are more likely to be either full-time or part-time employed (28.1%) than Year 12 finishers (17.9%). There is a higher proportion of early school leavers looking for work (8.8%) than Year 12 finishers (2.6%).

The proportion of Year 12 finishers going on to university in 2008 (39.2%) has declined by three percent from 2007 (42.3%), but is only marginally lower in comparison with the proportion for 2006 (40.5%).

Table 9: *Destinations of Year 12 completers and early school leavers in OELLEN for the period 2006 – 2008*

	2006		**2007**		**2008**	
	Early School Leavers	**Year Twelve Completers**	**Early School Leavers**	**Year Twelve Completers**	**Early School Leavers**	**Year Twelve Completers**
University	0.0	40.5	0.0	42.3	0.0	39.2
Vet Cert IV +	3.0	19.4	1.4	19.2	3.8	17.5
Entry Level VET	12.3	5.5	8.7	4.1	8.3	3.3
Apprentice	34.0	5.5	36.8	5.1	45.2	6.0
Trainee	6.4	3.7	7.6	3.3	5.8	4.7
Employed Full Time	15.5	7.0	17.4	8.1	17.8	11.4
Employed Part Time	14.5	8.4	16.7	9.2	10.3	6.5
Looking For Work	14.3	2.9	11.5	2.3	8.8	2.6
Deferred		7.2		6.4		8.8
Total	100	100	100	100	100	100

Graph 3: Comparison between OELLEN Early School Leavers and Year 12 Finishers Destinations



VET in Schools

The VET In Schools (VETiS) programs comprise the nationally recognised Vocational Education and Training certificates which are undertaken as part of VCE or VCAL, by senior students. VETiS provides employment pathways by giving students the opportunity to develop work ready skills and knowledge which can be utilized in finding appropriate employment.

VETiS programs can be taken at Certificate I, II or III level and will give students an overview of industries they may be interested in. All units completed during a VET program count toward continued study, if the student decides to continue on at TAFE.

VETiS in OELLEN

VETIS in the OELLEN region has seen significant growth in enrolments over the period 2005 to 2008, with total enrolments increasing from 2,783 in 2005 to 3,697 in 2008. This is an increase of 32.84% over the period and an increase of 6.97% from 2007 to 2008. Only a small number of VETIS enrolments identified as being Aboriginal or Torres Strait Islander with total of 12 (10 male, 2 female) VETIS enrolments the OELLEN 2008.

There has been a 43.73% increase in female enrolments in VETIS over the period 2005 (1,164) to 2008 (1,673). The increase from 2007 (1,579) to 2008 (1,673) was 5.95%. Female enrolments accounted for 45.% of total enrolments in 2008. In 2007, the percentage of female enrolments was about 46.%.

Male enrolments in VETiS over the period 2005 (1619) to 2008 (2024) have increased by 25.2%. The increase from 2007 (1877) to 2008 (2024) was 7.83%. Male enrolments accounted for 55% of total enrolments for 2008. In 2007, male enrolments totalled about 54% of all enrolments.

Comparatively, VETiS enrolments in Inner Eastern have increased by 19.2% in 2008 (1,027) over 2007 enrolments (860). Female enrolments have increased by nearly 24% in 2008 (654) compared to the 2007 enrolments (528). Female enrolments accounted for 64% of total enrolments in 2008. There has been an increase in male enrolments by 12.35% (373) over the 2007 enrolments (332). Male enrolments accounted for 36 % of all enrolments in 2008.

VETiS Enrolments in Gateway LLEN have increased by 7.38% (2954) compared to 2007 (2751). Female enrolments accounted for 41% (1,208) of total enrolments. In

2007, female enrolments accounted for 39% (1,065) of total enrolments. This is an increase of nearly 14% over the period. Male enrolments accounted for 59.% (1,745) of total enrolments in 2008. In 2007, male enrolments accounted for 61% of the total enrolments. There has been a small increase of 3.5% in male enrolments over the 2007 figure. In Victoria, the proportion of females enrolled in VETIS is 45%. Males account for 55% of enrolments.

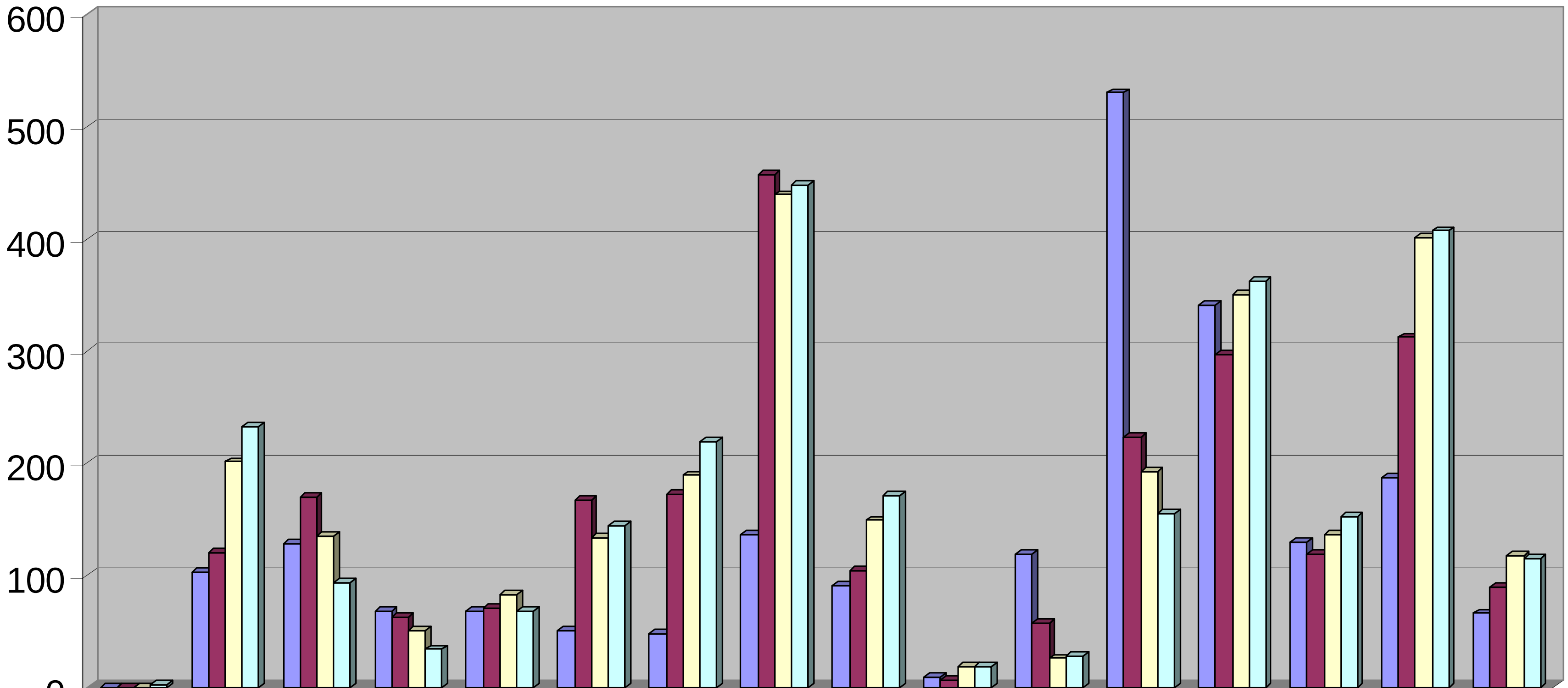
On the following page, the graph highlights the key VET in Schools programs in the OELLEN over the years 2005 – 2008 by industry and by gender. The most popular industry for males doing VETIS was Culture and Recreation (Entertainment), followed by Building and Construction, Information Technology and Wholesale, Retail and Personal Services. Of the industry sectors which had significant enrolments, the Community Services and Health industry has the lowest uptake by males compared to all other industry sectors.

The popularity of Culture and Recreation (Entertainment) for males, continues a trend which started in 2006 when there was a significant shift to that Industry and away from Information Technology. In fact, there has been a 71% decrease in males enrolling in VETIS IT industry since 2005. Enrolment numbers in Culture and Recreation (Entertainment) have been steady since 2006 when there was a 236% increase over 2005 enrolments.

In 2008, the most popular industry for young women doing VETIS was wholesale, retail and personal industries, followed by tourism and hospitality, then cultural, recreational and entertainment, then community services and health. The lowest uptake by females in the Industry sectors looked at was the Building and Construction Industry with just two female enrolments in 2008.

The Information Technology sector has been steadily losing female enrolments since 2005. The 2008 figures are an 82.5% decrease over 2005 figures. Enrolments in Culture and Recreation (Entertainment) have increased steadily over the period with an increase from 48 in 2005 to 219 in 2008. This is an increase of 356% over the period. There has been an increase of 16% over the previous year.

Key VETiS Programs 2005-2008



	Building and Construction	Build & Construct - male	Business	Business - male	Cultural & Recreation - Recreation	Cult & Rec- Rec - male	Cultural & Recreation - Entertainmen	Cult & Rec- Ent - male	Community Service & Health	Comm Serv & Health - male	Information Technology	Info Tech - male	Tourism and Hospitality	Tour & Hosp - male	Wholesale Retail and Personal	WRAPS - male
2005	0	103	128	68	68	51	48	136	91	9	119	530	341	130	187	66
2006	0	120	170	63	71	167	172	457	104	6	57	223	297	119	312	89
2007	0	201	135	51	83	134	189	439	149	19	26	192	350	136	401	117
2008	2	232	93	34	68	144	219	448	171	19	28	155	362	152	407	115

VETIS Key Industries Summary

- There has been continued growth in VETIS enrolments
- The proportions of males and females enrolling in VETIS is about the same as the Victorian figure.
- Females are enrolling in VETIS in increasing proportions.
- The growth of enrolments is greatest among females.
- The most popular key industry for VETIS is Culture and Recreation (Entertainment)
- The most popular key Industry for Males is Culture and Recreation (Entertainment)
- The most popular Key Industry for Females is Wholesale, Retail and Personal.
- The least popular key industry for males is Community Services and Health
- The least popular key industry for females is Building and Construction.
- Enrolments in Information Technology continue to decline

Young People: Future Employment, Education and Training

> ***"We're there saying to young Australians you need to step up. You need to step up by keeping yourself in education and training" (Julia Gillard, Federal Employment Minister, quoted in Canberra Times, 01/05/09)***

Young people without a job during the current economic downturn will have to take responsibility and persist with education and training to position themselves for future employment. This is the clear message from the Federal Government which has tightened eligibility requirements for Youth Allowance and Family Tax Benefit. The Government's position will force young people to "earn or learn" and is primarily based upon the evidence that young people without a Year 12 qualification will have trouble gaining employment.

The Government's position highlights the difficult task faced by young people when making decisions about their future. Forecasts of Australia's economic position, including employment and unemployment figures, sometimes vary greatly between forecasters. In recent times, the national economic indicators have revealed an Australian economy that is proving to be more robust than first thought when the Financial Crisis gripped in 2008. There is an emerging belief that Australia's unemployment rate, while comparatively high compared to unemployment figures of the recent past, will not be as high as previously forecast. In June, the unemployment rate increased from 5.7% to 5.8% —this was lower than market expectations of 5.9%.Despite this, Victoria with a rate of 6% has Australia's second highest unemployment rate. Only New South Wales has higher unemployment with a rate of 6.1[38].

In the following pages, information is provided which is indicative of the employment market into the near future and takes account of the fluctuating and uncertain economic conditions that prevail.

The information is adapted from *Jobs Outlook 2009*, provided by Access Economics for Skills Victoria[39].

2009 Jobs Outlook for Victorian Industries

Skills Victoria has released an Outlook for the Victorian Labour Market in 2009. The report was produced by Access Economics and presents their views on the economic and employment outlook across sixteen Victorian Industries. The report also takes account of the Industry Skill Needs Reports produced by The Victorian Industry Training and Advisory Boards representing the various sectors.

[38] ABS, 6202.0 - Labour Force, Australia, Jul 2009
[39] "Economic outlook for specific Victorian Industries"; Report by Access Economics for Skills Victoria, April 2009

Automotive

The Automotive report highlights that current employment levels in passenger motor vehicles and parts manufacturing cannot be sustained. Further, plant restructuring and the Global Financial Crisis will mean many jobs lost in the automotive industry. Lower skilled jobs will be a focus of many of these job cuts.

Automotive Training Victoria says demand for workers in vehicle maintenance and repair will be ongoing. Training for new people entering the workforce will be reduced, but training demand for existing workers will continue. This will be particularly strong in the repair and servicing of light and heavy vehicles and includes training in new technologies.

There is some demand for people to train for qualifications in mechanics and body repair. Occupations at risk are those involved in the automotive production process such as fitters, builders and trimmers. Occupations with a steady demand are in the repairs and maintenance area.

Building and Construction

Victoria has experienced a sustained period of construction activity over the past few years. However, Access Economics predicts construction activity to fall back sharply through 2009 and 2010. This will have a moderating effect on employment with a sharp fall envisaged in 2011 after current work and planned work starts to dry up.

The Federal Governments fiscal stimulation package will benefit Victoria's construction sector to some degree.

It is expected that in 2010 there will be demand for occupations associated with housing. These include:

- Bricklayers
- Roofers
- Tilers

There is likely to be strong demand for trades such as finishing, tiling and plastering.

- Labourers
- Carpenters

Occupations linked to commercial construction will be in less demand in 2010.

The Building Industry Consultative Council Industry Advisory Body (BICCIAB) reports that “boom and bust” skills shortages and oversupply will have future consequences for the availability of trained and skilled workers to meet industry requirements.

There are considerable skill shortages across the range of occupations in building and construction. High amongst the skill shortage areas are:

- bricklaying
- roofing
- plumbing
- gas fitting
- electrical and air conditioning
- plastering
- carpentry
- tiling
- painting.

Business Services

Access Economics points out that because Business Services covers a wide variety of occupations it sees employment growth to be relatively stable through 2009. However, occupations such as real estate agents and financial analysts will have substantial job losses.

Employment demand will also be limited with only a few occupations having a rise in demand such as debt collection and receivers.

Skills shortages identified by Business Skills Victoria included:

- Town planners, occupational and health workers
- Business Management and business administrative officers
- Finance, accountants, bookkeepers and other paraprofessionals
- Skills related to sustainability and environmental development waste management.

Community Services and Health

Whilst not immune from external factors such as the Global Financial Crisis, employment in the Community Services and Health Industry Sectors has been solid over the past few years. Employment opportunities in Aged Care, and broader health areas continue despite the financial environment. There is expected to be modest employment growth across the industry in through 2009 and 2010.

Occupations which have some demand in the Community Services and Health Sectors include:

- Division 2 Nursing
- Children's Services including Child Care
- Aged Care

Culture and Recreation

Employment in Culture and Recreation is somewhat dependent on discretionary spending such as tourism, so the Global Financial Crisis will have a detrimental impact. People employed on a freelance, casual or contract basis in the Culture or Recreation Industries are at risk of losing their jobs in the current economic environment.

However, there are various occupations currently in high demand including:

- Broadcast Engineers and technicians
- Electricians and carpenters
- Learn to swim instructors
- Fitness instructors

The report notes that the industry needs more recognized qualifications and training and workforce training needs are likely to increase into the future.

Electro-Technology And Communications

Companies will employ fewer workers and try to include latest technologies to keep their businesses profitable. Manufacturing which includes printing and electro-technology will be affected and can expect rising unemployment.

Employment growth will be greatest in Information Technology and Communications industries in 2009 and 2010.

Call Centre and Telemarketing opportunities will diminish.

There are labour shortages for the following occupations:

- Electrical lines people
- Electrical fitters
- Signalling maintenance
- Welders

Renewable energy and other emerging industries will offer opportunities for employment in the future.

Food Processing

Modest growth in the Victorian Food industry is forecast through 2009 and 2010. Drought and bushfires have had impact recently, but there has been an upward trend in employment levels.

It is expected that demand for workers such as butchers and bakers will remain steady over the next twelve months.

There may be opportunities in renewable energy and other ‘green’ industries.

Regulatory requirements, the need for a broader range of skills and growing complexities in job roles, and greater use of technology will see further training requirements in the future.

Forestry

Victoria’s recent bushfires have affected thousands of hectares of plantations and destroyed or damaged timber mills. There will be a resulting effect on employment in the industry but as yet the full effect isn’t known.

Demand for skills and occupations across the forestry sector have been waning and the February bushfires will likely have a further negative effect on employment in the sector.

Furnishing

The furnishing industry has been negatively affected by the economic downturn, especially in manufacturing. This economic downturn has added further pressure on an industry that has been struggling in recent times because of cheaper imports. Furniture retailing is expected to suffer from lower demand for furnishings.

Employment in the furnishing industry is expected to decline through 2009, with some recovery in 2010. There may be some increase in demand for people with 'renovation work' skills.

There is a shortage of skilled workers in the following occupations:

- Designers
- Kitchen and Bathroom Installers
- Cabinet Makers
- Labour with specific skill sets such as Curtain Fitters
- People with technical and customer service skills.

Metals and Engineering

A range of factors have impacted upon the Metals and Engineering sector, including the Global Financial Crisis, which have implications for employment all the way down the supply chain. Significant cutbacks in the mining sector have impacted the Metals and Engineering sector as well. A wide range of occupations throughout the sector including those in aerospace, mining, and component manufacturing for the automobile industry have been affected.

Demand for workers will weaken throughout 2009. There are opportunities opening up in emerging technologies including:

- Alternate power technology for vehicles
- Solar Technology
- Renewable energy
- Nanotechnology
- Biotechnology

It is envisaged that current economic conditions have negatively affected the need for further training and upskilling across industries.

Primary

Primary Industry has been under pressure for a number of years mostly due to drought and international trade restrictions and fluctuations. The GFC and the economic downturn, as well as the February bushfires, have all impacted recently and employment in Primary Industry is expected to have a modest fall in 2009. There will be job losses in horticulture and dairy related occupations.

There is likely to be less demand for the following:

- Nursery workers
- Green keepers
- Landscape gardeners
- Gardeners

The trend toward using science and technology to make primary production more efficient will likely lead to more demand for the following:

- Agricultural Scientists
- Environmental Scientists

- Agricultural Technicians

There are current and emerging skills shortages. These are related to the following:

- Risk Management related to climate change
- Bio-security protocols and disease outbreak management
- Sustainable water management
- Fire Prevention Management
- Micro-chipping domestic animals
- Bio-crop selection management
- Animal welfare

Racing

Employment in the racing Industry is expected to remain steady throughout 2009with a slight increase expected in 2010. Racing Victoria has highlighted that the Racing Industry gets overlooked as a career choice by many because of its working conditions, workplace health and safety, little knowledge of career pathways, and perceived lifestyle disadvantages.

Large sections of the Racing Industry are employed on a part time or casual basis, usually on race days. There are shortages in occupations such as stable hands.

Legislative changes have meant that jobs in some areas such as jockeys and stable hands now have specific qualifications and entry level requirements.

Skills shortages remain in the industry and include the following:

- Risk management, bio-security and occupational health and safety.

- Track and turf management
- Computer Literacy skills

Textiles, Clothing and Footwear

Employment in Textiles, Clothing and Footwear has been declining for a number of years and continues to do so. Occupations at further risk of reduction include:

- Sewing Machinists
- Shoemakers
- Machine Operators

There is a need to train workers in the production and manufacture of ‘high quality’ products. There also needs to be formal recognition of the training and skills existing in the industry.

Transport and Storage

The Transport and Storage Industry is suffering from the effects of the GFC and the slowing economy, with some sectors ceasing to recruit. In December 2008, it had the second largest decrease in employment behind wholesale trade.

Occupations expected to be in reduced demand are:

- Waterside Workers
- Freight Handlers
- Forklift Drivers
- Despatch Clerks, Receiving Clerks, Logistics Clerks
- Chauffers
- Taxi Drivers

There is also less demand for road and rail drivers in some areas, but there is still some requirement for customer service staff, station and driving staff.

There is also a skill shortage for drivers of heavy licenced road vehicles in the long haul category.

Despite the current reduced demand in the Transport and Storage Industry it is expected that the future outlook is fairly good.

Water

The Victorian Water Industry Association says that the economic downturn will be unlikely to have a "major impact on employment numbers in the industry."[54] The report highlights a number of critical skill requirements for the water industry.

- Trained and skilled operators – There is current recruitment of employees without relevant industry skills.
- Water quality staff
- Technical officers with skills in SCADA (Supervisory Control and Data Acquisition) design and maintenance support.
- Network/hydraulic modelling engineers
- Water waste water strategic experts
- Regulatory reporting expertise
- Incident management capability and training
- Stakeholder management and development of associated skills

There may also be an increased demand for engineers, plant operators and technicians, due to construction of future plant and projects. There is an ongoing shortage of qualified trades people such as plumbers and welders.

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[54] Economic Outlook for Specific Victorian Industries, Access Economics p.52
[58] www.communityindicators.net.au

Wholesale, Retail, Tourism and Hospitality

There is a mixed outlook for employment in the Wholesale, Retail, Tourism and Hospitality Industries. Overall there will be marked contraction in employment in 2009 with some growth in 2010.

Service Skills Victoria notes that global financial factors will have significant negative impact on the Tourism and Hospitality sector.

Household goods and food retailing are believed to be relatively unaffected by the economic downturn, but areas such as soft goods, cafés and restaurants and department stores are historically sensitive to economic downturns.

Demand for the following occupations is expected to decrease throughout 2009.

- Waiters
- Bar Staff
- Baristas
- Café Workers
- Chefs
- Cooks
- Kitchen hands

Demand for occupations in the Tourism sector may be affected in 2009. Some occupations where demand will decrease are:

- Travel agents
- Tour Guides
- Flight Attendants

Demand for some retail occupations will be lower in 2009, but demand will depend upon activity in different industry sectors. Areas where demand may be lower include:

- Sales assistants and sales persons (non food retail)

There is expected top be less demand for the following occupations in more discretionary industries:

- Beauty
  Therapists
- Salon Managers and assistants

The Skills Victoria report notes that workers with leadership and managerial skills will be required in the future. Also chefs and hairdressers are on the Department of Education, Employment and Workplace Relations Skilled Vacancy Index.

EMPLOYMENT GROWTH BY INDUSTRY – VICTORIA (From Economic outlook for specific Victorian industries)

% change on previous year	2004	2005	2006	2007	2008	2009	2010
Automotive	10.3%	11.7%	-5.9	-9.5%	-4.0%	-10.0%	1.0%
Building and construction	4.0%	6.6%	9.8%	-0.4%	2.6%	-2.9%	-1.9%
Business services	-3.6%	6.3%	3.3%	2.5%	4.4%	0.0%	1.2%
Community services & health	9.3%	4.5%	6.0%	-4.3%	7.3%	0.4%	0.8%
Cultural & recreation	7.3%	15.4%	-2.3%	9.3%	-3.1%	-2.8%	2.8%
Electro Technology& Communications	1.3%	-4.3%	5.4%	-6.5%	4.9%	2.6%	0.9%
Food	4.6%	4.4%	4.7%	6.6%	4.1%	2.6%	0.9%
Forestry	-24.4%	-2.5%	48.3%	-15%	0.8%	-17.1%	-0.2%
Furniture	7.5%	-24%	-5.3%	5.1%	-0.1%	-16.0%	4.5%
Metals and Engineering	-17.2%	0.6%	24.6%	-13.0%	7.4%	-0.3%	2.8%
Primary Industry	9.0%	-6.1%	-2.8%	5.0%	5.6%	-4.2%	-0.2%
Racing	14.8%	15.2%	-7.1%	9.8%	-2.3%	-0.1%	1.2%
Tourism & Hospitality	5.6%	1.6%	-11.2%	16.8%	-1.8%	-0.4%	2.7%
Textile, Clothing & Footwear	-15.9%	-11.9%	2.9%	-8.7%	-15.2%	-17.5%	-8.6%
Transport, distribution & logistics	7.1%	5.7%	4.2%	-4.9%	6.3%	4.0%	1.5%
Water	38.8%	22.4%	17.1%	-26.7%	47.2%	0.6%	4.7%
Wholesale & Retail	0.2%	2.1%	0.6%	3.6%	0.8%	-0.9%	0.4%
Victoria	**2.2%**	**2.7%**	**1.9%**	**3.0%**	**1.6%**	**-0.2%**	**0.1%**
Australia	**1.8%**	**3.3%**	**2.1%**	**2.9%**	**2.2%**	**0.1%**	**0.1%**

Note that the data stated above relate to ABS industry categories and do not necessarily correspond precisely with the industry and occupation coverage of each Victorian ITAB.

Indexes of relative socio-economic disadvantage

The following table presents the index of relative socio-disadvantage for the LGAs in the OELLEN. The Index of Relative Socio-Economic Disadvantage is derived from the 2006 Census of Population and Housing and measures aspects of social and economic conditions in an area. Attributes of the population of an area such as educational attainment, income, employment and occupation contribute to the index value. A low score indicates a high level of disadvantage.

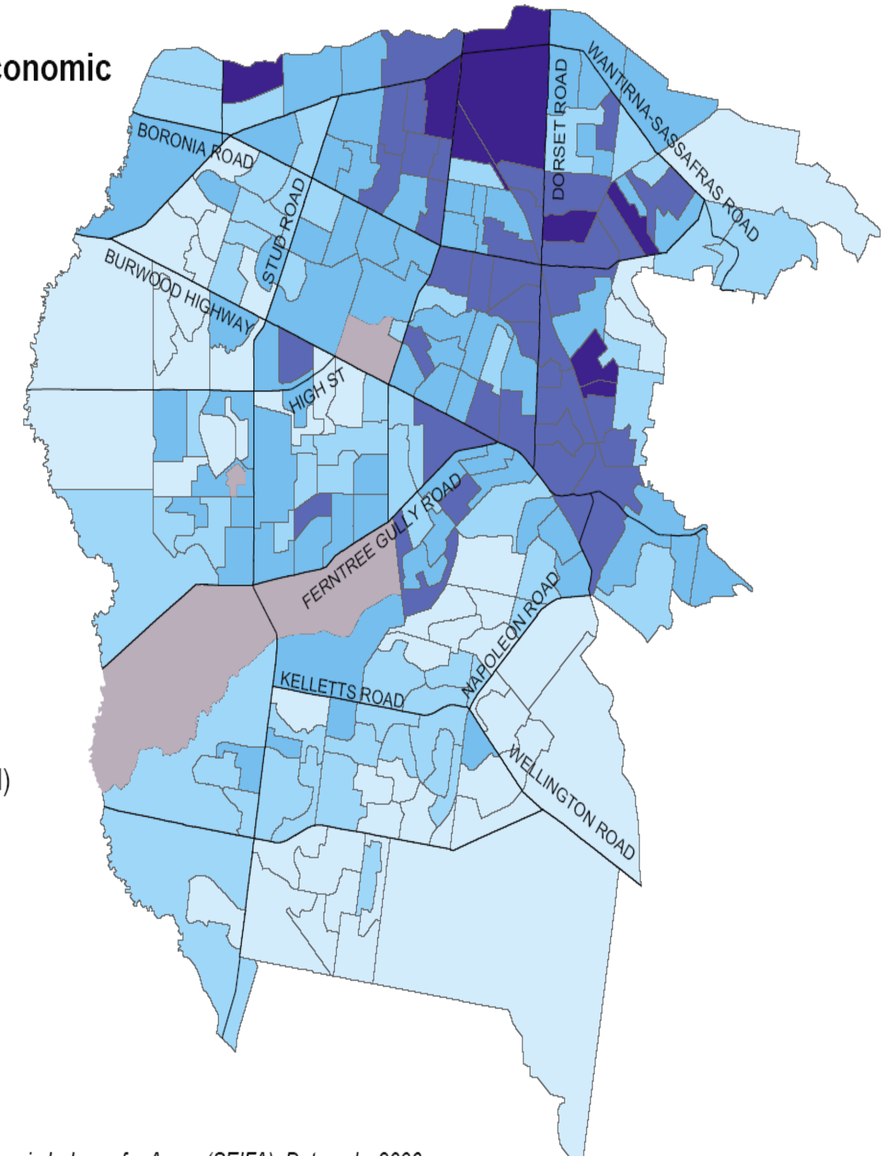
The 2006 Index of relative socio-disadvantage shows that the LGAs in the OELLEN catchment are among the least disadvantaged in Victoria. Boroondara is ranked 79th and is the least disadvantaged of LGAs in Victoria.

Table: Ranking of LGA's in Index of Relative Socio Economic Disadvantaged

	Knox	Maroondah	Yarra Ranges
2006	68	64	63

* 2006 – Out of 79 LGAs

City of Knox,
SEIFA Index of Relative Socio-economic Disadvantage, 2006

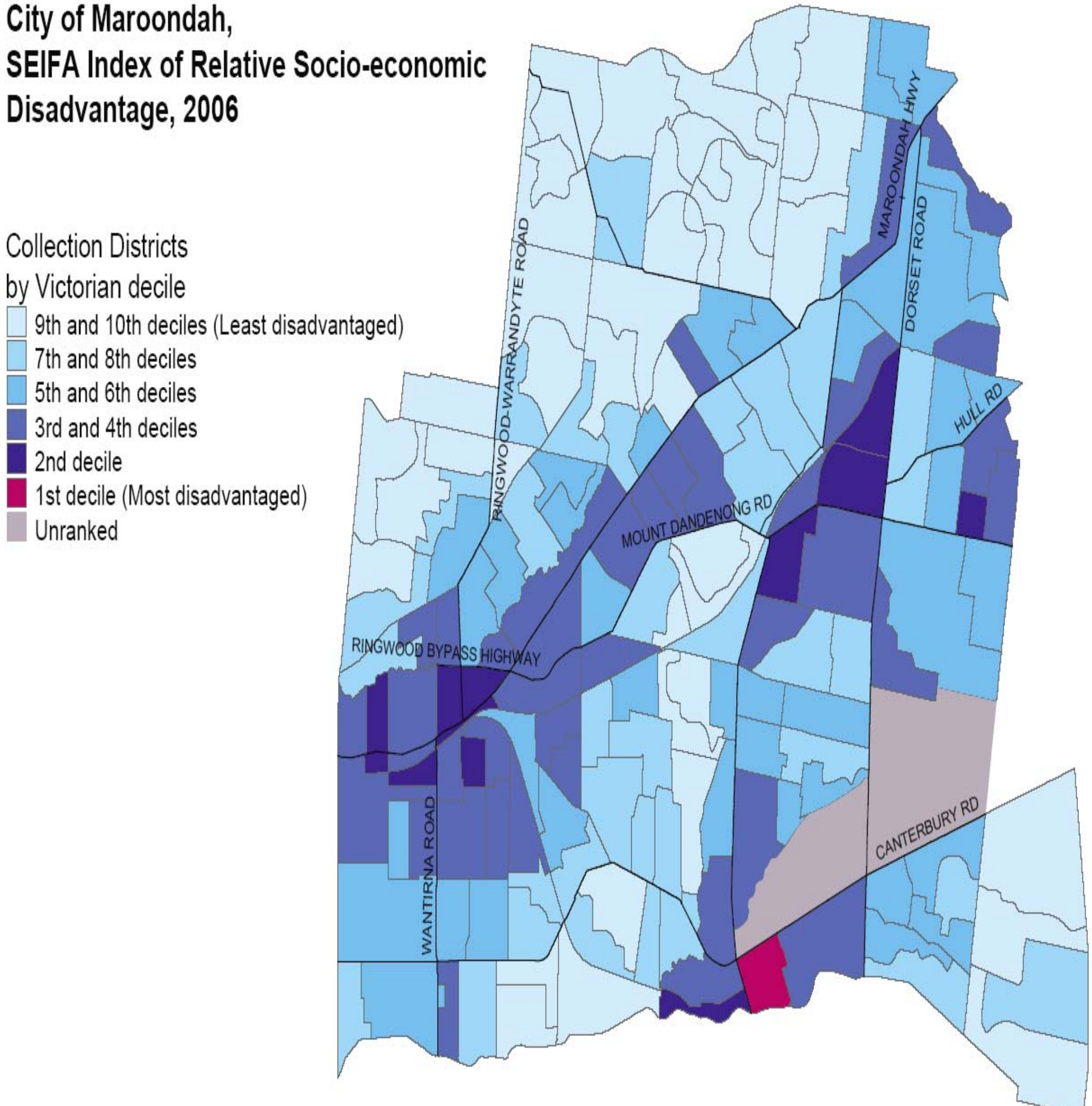


Collection Districts
by Victorian decile

- 9th and 10th deciles (Least disadvantaged)
- 7th and 8th deciles
- 5th and 6th deciles
- 3rd and 4th deciles
- 2nd decile
- 1st decile (Most disadvantaged)
- Unranked

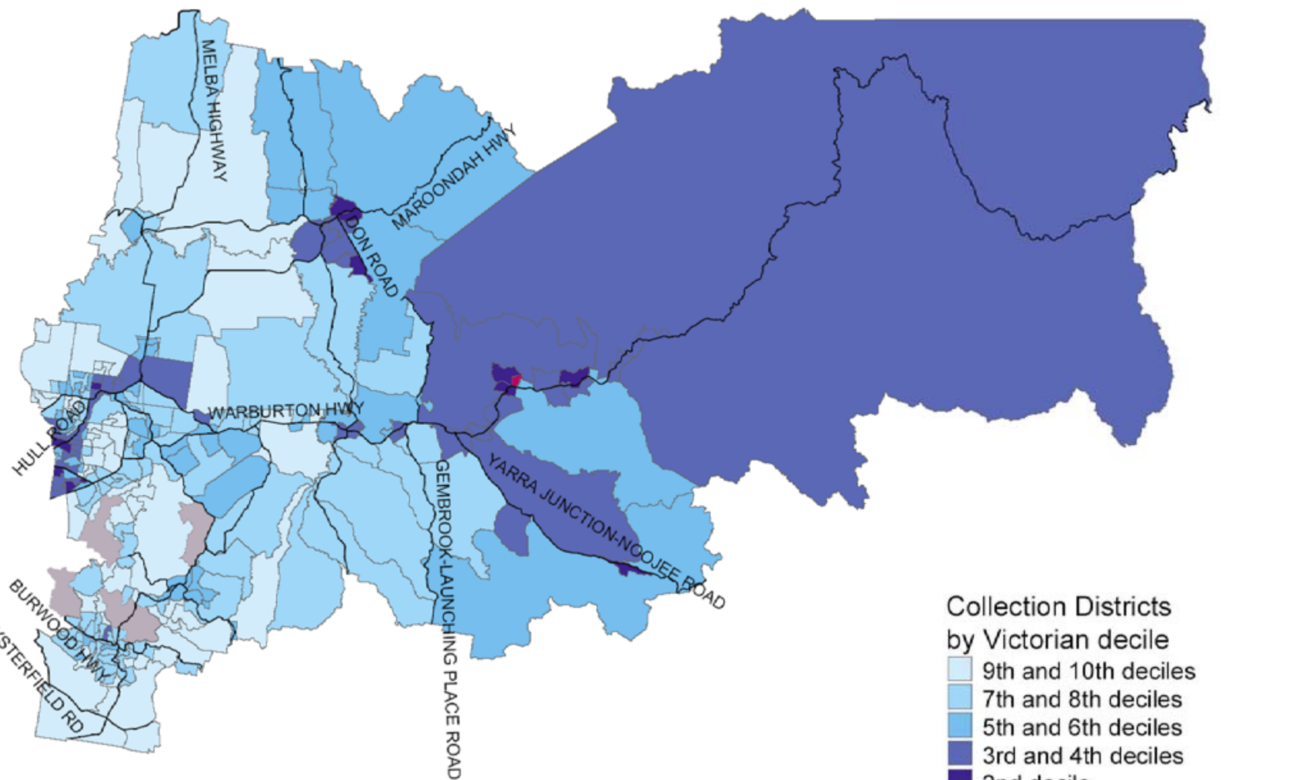
Source: 2008, ABS, *Cat no. 2033.0.55.001 Socio-economic Indexes for Areas (SEIFA), Data only, 2006*

City of Maroondah, SEIFA Index of Relative Socio-economic Disadvantage, 2006



Source: 2008, ABS, *Cat no. 2033.0.55.001 Socio-economic Indexes for Areas (SEIFA), Data only, 2006*

Yarra Ranges Shire, SEIFA Index of Relative Socio-economic Disadvantage, 2006



Source: 2008, ABS, *Cat no. 2033.0.55.001 Socio-economic Indexes for Areas (SEIFA), Data only, 2006*

Community Indicators:

Community Indicators Victoria is a collaborative project hosted by the McCaughey Centre, School of Population Health, University of Melbourne. The community wellbeing indicators are utilized to improve citizen engagement, community planning and policy making.

Community wellbeing reports are presented for the three local government areas which comprise the OELLEN. Comparisons are made with the Gateway LLEN, Inner Eastern LLEN, as well as a Victorian state average. [58]

Self Reported Health: In the 2007 community Indicators survey respondents were asked to rate their health as excellent, very good, good, fair or poor.

OELLEN (53)			GATEWAY LLEN (52)			IELLEN	VIC
Knox	Maroondah	Yarra Ranges	Manningham	Monash	Whitehorse	Boroondara	
55.5	51.6	51.9	57.6	50.9	47.7	58.5	54.3

55% of respondents from Knox rated their health as excellent or very good. This was just above the state average of 54.3%. Manningham (57.6%) and Boroondara (58.5%) both had responses well above the state average. All other respondents in the LGA'S reported a lower than state average rate of health. Whitehorse reported the lowest rate (47.7%)

Subjective Wellbeing: In the 2007 survey, subjective Wellbeing was measured using the Australian Unity Subjective Wellbeing Index. Respondents rate their wellbeing in an index of 1 – 100. The Australian average is 75.

OELLEN (76)			GATEWAY LLEN (76)			IELLEN	VIC
Knox	Maroondah	Yarra Ranges	Manningham	Monash	Whitehorse	Boroondara	
76.1	76.1	75.8	76.7	75.2	76.1	77.8	76.4

Responses from all the LLENS (OELLEN 76, Gateway 76, IELLEN 77.8) indicate an average subjective wellbeing on or near the state average. All indexes are slightly above the Australian average.

Community Connection: Respondents rated their satisfaction with feeling part of the community in a range of 0 – 100.

OELLEN (69.1)			GATEWAY LLEN (69.1)			IELLEN	VIC
Knox	Maroondah	Yarra Ranges	Manningham	Monash	Whitehorse	Boroondara	
68.6	68.2	70.6	69	67.7	70.8	71.4	70.7

Both the OELLEN and the Gateway LLEN had an average community connection score of approximately 69. This was marginally below the state average score of 70.7. The IELLEN had a score marginally above the state average score. Regional LGA's consistently had a community connection score well above the state average.

Social Support: When asked the question, if they could get help from friends, family or neighbours when they needed it, respondents answered either definitely, sometimes or not at all.

OELLEN (93.3)			GATEWAY LLEN (91.3)			IELLEN	VIC
Knox	Maroondah	Yarra Ranges	Manningham	Monash	Whitehorse	Boroondara	
93.9	93.1	92.9	91.4	90.0	92.6	92.9	n

The OELLEN had a slightly higher average number of respondents reporting that they could definitely get help from friends, family or neighbours when they needed it. Knox had the highest rate (93.9) and Monash had the lowest rate (90.0). There was no Victorian score given.

Safety: Respondents were asked how safe they felt when walking alone during the day and at night?

OELLEN (D. 95.5 N 61.4)			GATEWAY LLEN (D. 96.7 N.68.9)			IELLEN	VIC
Knox	Maroondah	Yarra Ranges	Manningham	Monash	Whitehorse	Boroondara	
D.94.6	97.3	94.6	96.7	95.0	98.4	97	96
N.62.9	55.3	66.2	72.2	68.5	66.1	76	66.5

D= Day N= Night

When walking alone in their area during the day nearly 96% of residents in OELLEN felt safe or very safe. This is compared to nearly 97% of residents in Gateway LLEN and 97% in IELLEN. The state average was 96%. When walking alone at night residents in the OELLEN had a significantly lower percentage of residents who felt safe or very safe, at 61.4%. This was also lower than the state average of 66.5%. Residents in Gateway LLEN and IELLEN had a higher average number of residents who felt safe or very safe, than the state average. Maroondah in the OELLEN had the lowest percentage of residents feeling safe or unsafe at night, in the LGA'S represented.

Skilled Workforce: This measure utilizes the Australian and New Zealand Standard of Classification (ANZSCO) *People Employed in Highly Skilled Occupations:* ANZSCO classifies any occupation with a skill level of 1, 2, or 3 as highly skilled. This is expressed as a percentage of people who are employed in the classification areas.

OELLEN (51.2)			GATEWAY LLEN (57.2)			IELLEN	VIC
Knox	Maroondah	Yarra Ranges	Manningham	Monash	Whitehorse	Boroondara	
50.1	50.8	52.9	55.2	58.8	57.7	64.9	56.3

51.2% of people employed in the OELLEN worked in highly skilled occupations. This is somewhat below the state average of 56.3%. By comparison, both Gateway LLEN (57.2) and Boroondara (64.9) had highly skilled workforces above the state average.

Income: The following is the gross weekly household income.

OELLEN (656)			GATEWAY LLEN (683)			IELLEN	VIC
Knox	Maroondah	Yarra Ranges	Manningham	Monash	Whitehorse	Boroondara	
665	692	611	719	654	676	934	600

Gross weekly household income for the OELLEN was $656, well above the Victorian Average of $600. The highest household income was in Boroondara ($934) and the lowest income was in Yarra Ranges ($611).

Educational Qualifications: The percentage of persons aged 25 and over with Tertiary or TAFE qualifications.

OELLEN (52.2)			GATEWAY LLEN (58.3)			IELLEN	VIC
Knox	Maroondah	Yarra Ranges	Manningham	Monash	Whitehorse	Boroondara	
51.3	53.3	52.1	57.7	58.3	60	71.6	50.7

The OELLEN's percentage of people aged 25 or over with a tertiary or TAFE qualification was just over 52%. Although this is above the state average (50.7), the percentage lags well behind Gateway LLEN (58.3). Knox (51.3) had the lowest percentage of those with Educational qualifications in the LGA's, and Boroondara (71.6) the highest.

Housing Affordability: Percentage of households spending 30% or more on mortgage or rental payments.

OELLEN (16.5)			**GATEWAY LLEN (14.7)**			**IELLEN**	**VIC**
Knox	Maroondah	Yarra Ranges	Manningham	Monash	Whitehorse	Boroondara	
16.3	16.2	17.1	13.6	15.7	14.8	14.9	17.7

OELLEN (16.3%) had the highest percentage of people spending 30% or more of their income on mortgage or rental payments. Shire of Yarra Ranges (17.1%) had the highest percentage among the LGAs represented. This was still below the state average of 17.7%. Manningham (13.6%) was the lowest of the LGAs.

Transport Limitations: Percentage of persons who had their day to day transport limited or interrupted.

OELLEN (18.9)			**GATEWAY LLEN (19.5)**			**IELLEN**	**VIC**
Knox	Maroondah	Yarra Ranges	Manningham	Monash	Whitehorse	Boroondara	
21	16.8	19	19.8	16.9	21.9	19.8	20.3

Transport limitations reported from respondents from the OELLEN (18.9%) were somewhat lower than the state average (20.3%). The city of Maroondah (16.8%) had the lowest percentage of respondents reporting transport limitations while Whitehorse (21.9%) had the highest.

Community Acceptance of Diverse Cultures: Respondents were asked if they agree with the statement, "it is a good thing for a society to be made up of people from different cultures".

OELLEN (89.2)			GATEWAY LLEN (93.7)			IELLEN	VIC
Knox	Maroondah	Yarra Ranges	Manningham	Monash	Whitehorse	Boroondara	
88.6	92.2	86.8	92.3	94.4	94.5	94.5	89.4

Figures show that Community acceptance of diverse cultures in the OELLEN is about the state average (89.4). Yarra Ranges (86.8) sits below the state average, while Maroondah (92.2) is above the state average.

All other LGAs looked at had acceptance rates above the Victorian figure.

Crime: The figure shown is the rate of crime per 100,000. The rates shown are for the year June 2008 / 2009. The lower figure is the percentage change from the previous year's crime statistics. (Source: Victoria Police 2008 / 2009 crime statistics)

OELLEN			GATEWAY LLEN			IELLEN	VIC
Knox	Maroondah	Yarra Ranges	Manningham	Monash	Whitehorse	Boroondara	
5442.6	5991.5	3915.3	3179.9	5215.9	4392.9	4336.9	7087.9
-6.8%	-8.2%	-0.8%	8.1%	6.6%	-7.4%	-4.1%	-1.7%

The rate of crime for all LGAs in the OELLEN was significantly lower than the state average (7087.9). Maroondah recorded the highest rate of crime (5991.5) while Yarra Ranges recorded the lowest. Each of the LGAs recorded decreases in the rate of crime from the previous year. Manningham recorded the lowest rate of crime overall, of all the LGAs looked at. Both Manningham and Monash recorded increases in their rates of crime. However, their rates of crime were still somewhat lower than the Victorian State average.

Family Incidents: Police call outs for family incidents per 100,000 population and instances where charges were laid.

OELLEN			GATEWAY LLEN			IELLEN	VIC
Knox	Maroondah	Yarra Ranges	Manningham	Monash	Whitehorse	Boroondara	
890	498	662	464	532	559	470	632.2
-5.1%	7.6%	0.6%	17.2%	-0.7%	8.8%	11.9%	5.1%

(Source: Victoria 2008 / 2009 crime statistics)

Knox had the highest number of police call outs for family incidents of the LGAs in the OELLEN catchment (890). Yarra Ranges recorded the second highest police call out rate (662). Both these call out rates were higher than the state call out rate (632). All other police call out rates were below the state rate. Manningham recorded the lowest call out rate of the LGAs looked at (464). Maroondah recorded the highest increase in police call outs for family incidents in the OELLEN catchment. Knox recorded a decrease for call outs by the police.

Education and Training

Federal Government Initiatives

The Federal Labor Government introduced the 'Education Revolution' in 2007 and has developed many initiatives and strategies since then to support the policy.

The Education Revolution aims to deliver high quality accessible education and training through all levels of the education and training system. In doing this, the government has developed priority areas which have import on the education and training opportunities and options for young people in the OELLEN.

In summary, the Federal Government's initiatives are:

Education

- The creation of Trades Training Centers, with all secondary schools able to apply for an investment of up to $1.5 million dollars per high school. The Trade Training Centers in Schools Program aims to give secondary students access to high quality trade training facilities designed to meet industry needs and create trade-related pathways, assisting students to successfully transition from school to work or further education and training. The program will help increase the proportion of students achieving a year 12 qualification.
- The creation of 500 new or refurbished science laboratories and language centers. Schools will need to demonstrate they are able to have the new or refurbished facilities constructed within the 2009 /2010 financial year.
- The 'Digital Education Revolution' provides new or updated Information and Communications Technology for Years 9 to 12 students in secondary schools. Up to $1.5 million was made available to eligible schools to bring the computer to student ratio to 1:2. The government aims to have this ratio improved to 1:1 by 2011. Online curriculum material and teacher professional development is an important aspect of the program. There will also be the deployment of fibre connections to Australian schools, delivering broadband speeds of up to 100 megabits per second. The development of the Australian Vocational Broadband Network is part of the Digital Education Revolution and will give TAFEs access to fast broadband network that is tailored to the specific requirements of the training sector.
- Improved articulation and connectivity between the Higher Education and VET sectors giving students more streamlined pathways into and between the two sectors.
- Development of a National Curriculum to begin in 2011.
- A student focused system where Universities will be able to offer all eligible students a University place resulting in 50,000 additional new students by 2013.

- The introduction of performance funding in Tertiary Education setting agreed targets for teaching quality, participation, student engagement and completion rates.
- The lifting of low socio economic status enrolments (SES) in Universities by rewarding institutions for increased attraction and retention rates of students from disadvantaged backgrounds. Universities will be encouraged to build long-term partnerships with schools and communities in disadvantaged areas to lift participation in and access to higher education.
- A reformed student income support scheme more targeted to those students in greatest need.
- Decreasing the gap between the levels of indigenous and non indigenous students attaining year 12 or its equivalent.
- Increased support for students with Autism and their families, with a focus on staff development for teachers, school leaders and other school staff in building their skills and understanding of working with children with an Autism Spectrum Disorder
- Increased funding for non government schools

Council Of Australian Governments (COAG) Jobs and Training Compact

COAG has agreed to establish a compact with Young Australians. The Compact ensures that every Australian under 25 years of age is guaranteed an education or training place. The compact has three core principles:

1. Anyone under the age of 17 must be earning or learning, they must be in full time school, training or work;

2. If they are under the age of 20 and are not working, they will be provided with a training place with the first priority - a year 12 or equivalent VET qualification;

3. If they are under the age of 25 and not working they are guaranteed a training place to ensure they have the skills needed to be part of the economic recovery.

It is expected that the compact will provide up to 135,000 young people with higher qualifications.

Apprenticeships

The Federal government has introduced the Australian Apprenticeships Access Program to assist disadvantaged and ‘at risk’ job seekers with pre-vocational training, support and assistance to obtain and maintain an Australian Apprenticeship.

Job seekers may also be supported into employment, further education or training.

Participants in the Access Program will receive the following:

- a minimum of 150 hours pre-vocational training;
- up to 13 weeks job search support;
- together with the employer, 13 weeks post-placement support in an apprenticeship, further training or employment.

There are an extra 3650 places available in the Access Program for 2009 – 2010. These places have been reserved for young people aged 19 – 24 who are at risk of long term unemployment.

Green Jobs

The Federal Government announced 50,000 new green jobs and green skills training places in late July 2009. This is comprised of

- 10,000 National Green Jobs Corps – long term unemployed youth will take part in 26 weeks of green job training and work experience.

- 30,000 apprentices trained with new Green Skills and will complete their training with practical job ready green skills.
- 4,000 training places for insulation installers – to help long term unemployed or disadvantaged people into the workforce through extra training and short term - stimulus funded - insulation installation jobs.
- 6,000 new jobs contributing to environmental sustainability in priority local economies.[59]

There is still some lack of clarity around the meaning behind the term "green job." According to The Age (29 July 2009) "The UN environment program offers this definition: "We define green jobs as work in agricultural, manufacturing, research and development (R&D), administrative, and service activities that contribute substantially to preserving or restoring environmental quality. …Much of the promised boost in green employment turns out to be in non-productive (but costly) positions that raise costs for consumers."

The article says that "…There is no doubt the green economy will create industries, jobs and investment opportunities." It is likely that these green jobs will include traditional occupations with skills development targeted towards building a more sustainable environment.

Victorian Government Initiatives

The Victorian Education and Training System has been undergoing a period of reform for several years now.

Reforms have included:

- raising the school leaving age from 15 to 16
- Guaranteed training places in TAFEs, Centres for Adult Education, Adult Multicultural Education Services or community education providers for young people 20

[59] Media Release,Prime Minister 30 July 2009,

years of age to complete Year 12 or an equivalent qualification.

In 2008, the State Government committed $316 million to reform the Victorian training sector. Within the commitment there is a guarantee of a training place for every eligible Victorian who wants one.

Key changes in training to be implemented from July 1st are:

- courses will be divided into the following categories:

1. Foundation skills (Literacy, numeracy and language skills) Maximum fee $500.
2. Skills Creation (Certificates I & II) Maximum fee $875.
3. Skills Building (Certificates III & IV) Maximum fee $1000.
4. Skills Deepening (Diplomas and Advanced Diplomas) Maximum fee $1500.
5. Apprenticeships and Traineeships - Fees remain at the 2008 rate (subject to indexation), maximum fee $903.

* People aged up to 20 will have a government subsidized training place at any qualification level

- People aged 20 and over can access training at the foundation skills level and for any qualification at a higher level. (please note – this does not apply to people holding tertiary level qualifications)
- Competitive delivery of Diploma and Advanced Diploma Courses
- Income contingent loans for Diploma and Advanced Diploma Courses

Data analysis – What it is telling us?

VETiS data

A review of the VETIS data allows a number of observations to be made.

- Participation in VETIS continues to grow in the OELLEN with nearly 33 percent growth over the 2005 to 2008 period. The increase from 2007 to 2008 was nearly seven percent.
- The growth in female participation in VETIS has been marked over the period at nearly 44 percent. This far outstripped growth in male participation which grew at 25 percent over the period.[60]
- Female participants accounted for 45% of total enrolments as compared with male enrolments being 55% of the total. There has been a steady increase in the proportion of females participating in VETIS since 2005 when 41.8 percent participated.
- Enrolments across the Key VETIS programs in 2008 shows that students are generally participating in industry areas defined by traditional gender roles. Strong examples of this can be found in the following industries; Building and Construction where only 2 of the 234 enrolments were female; Community Services and Health where just 19 of the 190 enrolments were male.
- Of interest is the marked increase in enrolments in the area of Culture and Recreation (Entertainment) where there was a total of 184 enrolments in 2005. In 2008, the total number of enrolments had grown to 667. The shift appears to relate to both males and females moving away from Information Technology in 2006, with a steady decline in enrolment in Information Technology continuing since then. The shift to Culture and Recreation (Entertainment) was most pronounced among males.

[60] OELLEN Data disk VET enrolments

Destination data

Exit Year 12

The proportion of exiting Year 12 students proceeding on to university has declined marginally during the period 2006-2008. According to the On Track data the percentage of young people entering university in this cohort in 2008 was 39.2%, as compared with the figures of 42.3% (2007) and 40.5% (2006). The decline is roughly in line with the overall Victorian figure which shows a decline in numbers of year 12 completers going on to University in 2008 (44%) compared to 2007 (47%).

VET is the second most common destination of Year 12 completers. However, in common with the overall Victorian figures this destination has been in decline since 2003.

One needs to consider if the data reflects the number of young people who may choose to move to schools located in inner urban areas and that are perceived to provide an improved educational outcomes.

In fact, if one looks at the total number of enrolments of Year 9 students in 2005 for OELLEN, (5378 –August Census) and compare it with the 2008 Year 12 enrolments (3873) we need to consider what may be the destination of the young people who comprise the 1498 or 27.89% variance. One could postulate that some of these young people are engaged in Apprenticeships and Traineeships, or have enrolled in the inner urban schools to complete their education. Further analysis of this variance could be beneficial if a comprehensive picture of destinations for this cohort is to be understood.

Early School Leavers

Whilst it is encouraging to see early school leavers are trending towards apprenticeships and traineeships, almost twenty percent of this cohort (19.1%) are either under employed or unemployed. The 2008 figures are an improvement on the 2006 (28.8%) and 2007(28.2%) figures. However, one could anticipate a return to less encouraging figures for 2009 due to weaker prevailing economic conditions.

Advice on potential career opportunities for young people:

According to U.S. Department Labour research, young people will have 10-14 jobs by the time they are 38. If this is to be the case, we need to reflect on what this may mean for their education and training options.

The drivers of potential career destinations are multiple and complex. It is recognized that presenting industry profiles or likely employment opportunities will only be a small influencing factor in a young person's decision making process. Other important influences continue to be familial, significant others (including teachers), media and peers.

The VETiS program offered by RTOs and schools may be based on available resources e.g. (availability of skilled personnel) and not solely on areas of industry demand. This supply driven model offers a young person the opportunity to explore various industries before finding an area that may result in an employment destination for a period of time.
Additionally, the experiential base of young people is added to by the practical and hands on nature of VET in contrast to a traditional academic pathway.

If, due to exponential growth in technology, we can't be clear of what jobs will exist in the future, then we need to build the portfolio of skills and experiences to enable a young person to embrace their future with resilience and flexibility. The challenge for us is to disregard our baby boomer approach to career planning, which silo's industry sectors and limits career choices to one or two jobs for life.

On this point there is a flashing neon light of caution that we need to be cognisant of as a result of the current Victorian government skills reform, ‘Securing Jobs For Your Future’. This reform clearly focuses on supporting an individual who is building their skills in a vertical alignment within the Australian Qualifications Framework. That is, support for an individual is guaranteed only if the individual continues to gain ever higher qualifications.

However, the requirement to continually increase the qualification level may limit lateral or cross industry career movements. This is especially important for young people to keep in mind when making education, training and career choices. For example, where a young person has undertaken a certificate III in hospitality and then chooses to take a gap year/s to travel, then post age twenty they may face a barrier when trying to change to an alternative industry sector at the same AQF level. Current government policy will force the individual to bear the full financial cost of that choice. There will be no government support.

Therefore, skills development opportunities and their linkages to skills reform and accredited training will need to be more synchronized with young people’s life stage development in order for all young people to benefit.

Schools in OELLEN

School	Location	LGA	VCAL
CATHOLIC			
Aquinas College Tel: 9259 3000 Web: www.aquinas.vic.edu.au	Ringwood	Maroondah	
Mater Christi College Tel: 9754 6611 Web: www.materchristi.edu.au	Belgrave	Yarra Ranges	**VCAL**
Mount Lilydale Mercy College Tel: 9735 4022 Web: www.mtlilydale.melb.catholic.edu.au	Lilydale	Yarra Ranges	**VCAL**
St Josephs Regional College Tel: 9758 2000 Web: www.stjosephs.com.au	Ferntree Gully	Knox	
GOVERNMENT			
Bayswater Secondary College Tel: 9729 2555 Web: www.bayswatersc.vic.edu.au	Bayswater	Knox	**VCAL**
Boronia Heights College Tel: 9762 4044 Web: www.bhsc.vic.edu.au	Boronia	Knox	**VCAL**
Croydon Community School Tel: 9723 3112 Web: www.croydoncs.vic.edu.au	Croydon	Maroondah	**VCAL**
Croydon Secondary College Tel: 9725 8277 Web: www.croydonsc.vic.edu.au	Croydon	Maroondah	**VCAL**
Emerald Secondary College Tel: 5968 5388 Web: www.emeraldsc.vic.edu.au	Emerald	Yarra Ranges	**VCAL**

Fairhills High School Tel: 9758 5022 Web: www.fairhills.vic.edu.au	Knox	Knox	**VCAL**
Healesville High School Tel: 5962 4088 Web: www.healesvillehs.vic.edu.au	Healesville	Yarra Ranges	**VCAL**
Heathmont College Tel: 9871 4888 Web: www.heathmont.vic.edu.au	Heathmont	Maroondah	**VCAL**
Lilydale Heights College Tel: 9735 1133 Web: www.lhsc.vic.edu.au	Lilydale	Yarra Ranges	**VCAL**
Lilydale High School Tel: 9735 5644 Web: www.lilydale.hs.vic.edu.au	Lilydale	Yarra Ranges	
Maroondah Secondary College Tel: 9870 4551 Web: www.maroondahsc.vic.edu.au	Croydon	Maroondah	**VCAL**
Monbulk College Tel: 9756 6208 Web: www.monbulkcol.vic.edu.au	Monbulk	Yarra Ranges	**VCAL**
Mooroolbark College Tel: 9727 8100 Web: www.mooroolbarkcollege.vic.edu.au	Mooroolbark	Yarra Ranges	**VCAL**
Norwood Secondary College Tel: 9871 0400 Web: www.norwood.vic.edu.au	Ringwood	Maroondah	
Parkwood Secondary College Tel: 9876 1633 Web: www.parkwood.vic.edu.au	Nrth Ringwood	Maroondah	
Pembroke Secondary College Tel: 9725 7733 Web: www.pembrokesc.vic.edu.au	Mooroolbark	Yarra Ranges	**VCAL**

Ringwood Secondary College Tel: 9870 2002 Web: www.ringwoodsc.vic.edu.au	Ringwood	Maroondah	**VCAL**
Rowville Secondary College Tel: 9755 4555 Web: www.rowvillesc.vic.edu.au	Rowville	Knox	**VCAL**
Scoresby Secondary College Tel: 9763 8788 Web: www.scoresbysc.vic.edu.au	Scoresby	Knox	**VCAL**
Sherbroooke Community School Tel: 9755 2007 Web: www.sherbrooke.vic.edu.au	Sassafras	Yarra Ranges	
Upper Yarra Secondary College Tel: 5967 1877 Web: www.uysc.vic.edu.au	Yarra Junction	Yarra Ranges	**VCAL**
Upwey High School Tel: 9754 2838 Web: www.upweyhs.vic.edu.au	Upwey	Yarra Ranges	**VCAL**
Wantirna College Tel: 9801 9700 Web: www.wantirnacollege.vic.edu.au	Wantirna	Knox	**VCAL**

Independent

Billanook College Tel: 9725 5388 Web: www.billanook.vic.edu.au	Mooroolbark	Yarra Ranges
Glenvale School Tel: 9735 9098	Lilydale	Yarra Ranges
Lilydale Adventist Academy Tel: 9728 2211 Web: www.laa.edu.au	Lilydale	Yarra Ranges
Little Yarra Steiner School Tel: 5967 1953 Web: lyss.vic.edu.au	Yarra Junction	Yarra Ranges

Luther College Tel: 9724 2000 Web: www.luther.vic.edu.au	Croydon	Maroondah
Melbourne Rudolf Steiner School Tel: 9876 2633 Web: www.mrss.com.au	Warranwood	Maroondah
Mount Evelyn Christian School Tel: 9736 2976 Web: www.mecs.vic.edu.au	Mt Evelyn	Yarra Ranges
Mountain District Christian School Tel: 9756 7244 Web: www.mdsc.vic.edu.au	Monbulk	Yarra Ranges
Oxley College Tel: Ph: 9727 9900 Web: www.oxley.vic.edu.au	Chirnside Park	Yarra Ranges
The Knox School Tel: 9801 9233 Web: www.knox.vic.edu.au	Knox	Knox
Tintern Girls Grammar School Tel: 9845 7888 Web: www.tintern.vic.edu.au	Ringwood	Maroondah
Waverley Christian College Tel: 9871 8600	Wantirna Sth	Knox
Worawa Aboriginal College Tel: 5962 4344 Web: www.worawa.vic.edu.au	Healesville	Yarra Ranges

Australian Technical Colleges

ATC Bedford Rd, Tel: 9870 2002 Web: www.atcem.edu.au	Ringwood	Maroondah

TAFE INSTITUTES

Box Hill Institute
Tel: 9286 9356
Website: www.bhtafe.edu.au

Chisholm Institute
Tel: 9212 5000
Website: www.chisholm.vic.edu.au

Holmesglen Institute of TAFE
Tel: 9564 1640
Website: www.holmesglen.vic.edu.au

RMIT TAFE
Tel: 9925 2000
Website: www.rmit.edu.au/programs/types/tafe

Swinburne University of Technology TAFE
Tel: 1300 368 777
Website: www.tafe.swin.edu.au

General Information: TAFE have an extensive variety of programs and courses suitable for people of all ages.

Each TAFE will have its own course directory/information.

For more information on the programs available, contact the individual TAFE Institue or the TAFE Courses Directory www.tafe.vic.gov.au

ACE PROVIDERS

K.Y.M. Services	673 Mountain Highway Bayswater	Tel: 9722 5777
Morrison House	Old Hereford Rd Mount Evelyn	Tel: 9736 1457
Mountain District Learning Centre	13-15 The Avenue Ferntree Gully	Tel: 9758 7859
The Pines Learning Centre	1/520 Blackburn Rd Doncaster East	Tel: 9842 6726
Upper Yarra Community House	2463 Warburton H'way Yarra Junction	Tel: 5967 1776

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Victorian Local Government Association Regional Profile from 2006 ABS Census

www.knox.vic.gov.au/Files/EconomicDevelopmentStrategy2008-2018.pdf

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