



# Outer Eastern LLEN Regional Overview

2020



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# Introduction

## About OELLEN

The Outer Eastern Local Learning and Employment Network (OELLEN) is a not for profit incorporated association and is one of 31 LLENs established across Victoria in 2001 and funded by the State Government to support 15-19 year old young people; particularly those at risk of making poor transitions; to attain year 12 or equivalent qualification, and transition successfully to further education, training or employment.

The OELLEN Region comprises the local government areas of Knox, Maroondah and Yarra Ranges, and works closely with a range of local stakeholders to broker partnerships and initiatives to support better outcomes for young people in the outer east of Melbourne.

OELLEN is also funded to deliver the State Government Structured Workplace Learning Program (SWL) in the OELLEN region to increase the number and quality of workplace learning opportunities available to school students enrolled in Vocational Education and Training (VET) and VCAL.

In addition, the OELLEN conducts research on issues affecting youth transitions, and the identification and dissemination of information regarding areas of local skill shortage.

### **Vision and Mission**

**Vision:** All young people in the Outer East of Melbourne have access to education, training and employment opportunities.

**Mission:** To facilitate local partnerships that enable young people in OELLEN's Region to be effectively engaged in school and transition successfully to further education, training or employment.

### **Purpose**

OELLEN exists to:

Drive solutions through partnerships in the community to improve outcomes for young people and connect them to opportunities via the development of real world skills/and preparing for careers of the future

Broker collaborative partnerships between local organisations that result in improved education and training outcomes for young people, in particular, those at risk of not making successful transitions.

## **Strategic Goals**

Our focus in 2019 was on improving educational engagement, retention, attainment and aspirations for young Aboriginal people, recently arrived young migrants, young people in out of home care, young people with additional needs and from low socio-economic areas. We placed an emphasis on encouraging female students to enter traditionally male dominated industries and STEM pathways.

OELLEN had two key goals in 2019

- 1) To increase local schools' understanding of:
  - employability skills, employment growth trends, skill shortage areas and training options
  - current best-practice in career development, including Career Action Plans and pathways models
  - potential local industry opportunities and connections
- 1) To strengthen the connections between local industry and schools through:
  - building the capacity of local industry to embed school engagement in their planning and recruitment
  - raising the profile of emerging industries locally to support future employment

Upskilling local employers around the benefits and processes for engaging with schools and youth

## **Environmental Scan**

This regional review provides an environmental scan of the Maroondah, Knox and Yarra Ranges LGAs from the perspective of the community and economy of each area. It examines factors affecting young people in the region and their education, training and employment outcomes.

The review generates insights from the diverse range of data and other information that is available at a local government area level from the Australian Bureau of Statistics (ABS) and other sources.

The data includes the latest available in August 2020.

## Abbreviations

<b>ABS</b>	Australian Bureau of Statistics
<b>DET</b>	Department of Education and Training (Victoria)
<b>LGA</b>	Local Government Area
<b>LTU</b>	Long term unemployment
<b>OELLEN</b>	Outer Eastern Local Learning and Employment Network
<b>VCAL</b>	Victorian Certificate of Applied Learning
<b>VCE</b>	Victorian Certificate of Education
<b>VET</b>	Vocational Education and Training

## Key Messages

- **Increased Educational Attainment is needed in all its forms**
- **Health Care and Social Assistance Remains an important sector**
- **We need to consider the employment trends across Melbourne as the majority of our residents work outside our region**
- **The impacts of COVID 19 are compounding the already challenging youth employment landscape**

# Regional Overview



The Outer Eastern LLEN Region comprises three local government areas - Knox, Maroondah and Yarra Ranges, and extends from the Outer Eastern suburbs of Melbourne to parts of the Yarra Valley.

## Population

Yarra Ranges, and extends from the Outer Eastern suburbs of Melbourne to parts of the Yarra Valley. A total regional population of 442,558 in 2019.

## Regional employment Rate

The August 2020 unemployment rate in Victoria for those over 15 years of age was 7.5%.

## Business

A total of 27, 329 businesses.

## Education (2016)

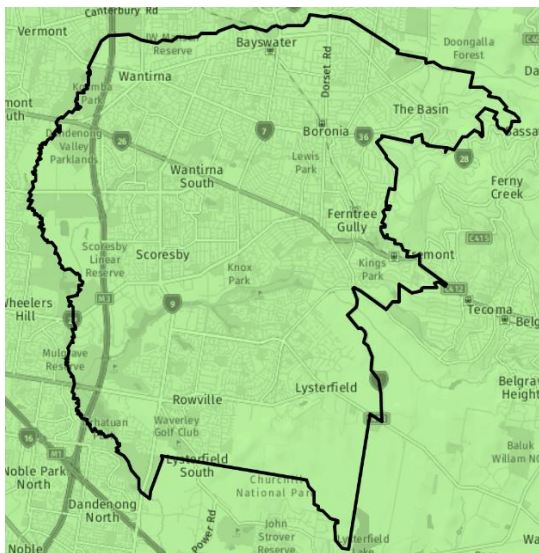
A total of 117,526 residents of the region were in education and training including: 7,127 in pre-school; 33,831 in primary school; 28,015 in secondary school; 7,884 in TAFE; 16,448 in a university; 3,612 in other types of education; and 20,609 not specified.

## Jobs

There were 179, 195 jobs in the outer metropolitan geographic region (NIEIR 2019).

## Employed Residents

A total of 244, 800 residents were in employment in the Outer Eastern Region in 2019.



**Knox LGA is located in Eastern Melbourne, south of the Maroondah LGA, and is approximately 20-25 kilometres south-east from Melbourne's CBD.**

**Knox LGA covers an area of 114 square kilometres and is mostly residential with significant areas of commercial and industrial land use and some rural areas.**

The major population centres are Wantirna, Bayswater, Boronia and Ferntree Gully, and the major industrial and employment precincts are the Scoresby/Rowville Employment Precinct, and the Bayswater/Bayswater North Industrial Precinct. The population of Knox was estimated to be 165,412 in 2019, which reflects 0.64% change per year since the 2011 census. Population projections are estimated to be 192,407 in 2041.

## Jobs



**80,648**

## Businesses



**14,055**

## Employed residents



**91,089**

## Largest Industry (by employment)



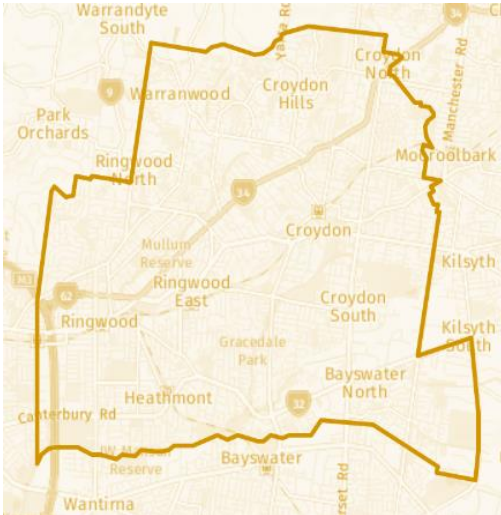
**Manufacturing**

## Where do we work?

65.4% of Knox residents worked outside of the LGA in 2016. As 5% of Knox residents had no fixed work that meant that only 29.6% of Knox residents worked within the LGA in 2016.

Source <https://economy.id.com.au/knox/employment-by-industry>

# Maroondah LGA



**The Maroondah LGA is located in the east of the metropolitan Melbourne region, approximately 25 kilometres from Melbourne’s CBD. Maroondah covers an area of 61 square kilometres and is predominately residential with substantial parklands and a range of commercial, industrial and semi-rural areas.**

New housing development has occurred in the northern and southern boundaries of the municipality.

Maroondah’s population was estimated to be 118,558 in 2019, with a projected estimated 0.82% annual growth to 146,335 by 2041.

## Jobs



**52,428**

## Businesses



**9,654**

## Employed residents



**65,807**

## Largest Industry (by employment)



**Retail**

## Where do we work?

Only 34.2% of the workers in Maroondah also lived within the LGA in 2016, which equated to 14, 459 people out of the 42, 221 people working in Maroondah that year.

Source:

<https://economy.id.com.au/maroondah/employment-census>



# Yarra Ranges LGA



**The Shire of Yarra Ranges covers a large area of 2470 square kilometres and is located adjacent to the Maroondah and Knox LGAs. The Shire extends across an area from 35 kms to 110 kms east of Melbourne's CBD. Yarra Ranges encompasses large rural areas as well as urban areas.**

The main population centres are located in Lilydale, Belgrave and Mooroolbark and these are areas that are closer to the Melbourne CBD. The central and eastern parts of the LGA are more rural and include the wine producing regions of the Yarra Valley. There is significant open space and national park areas in the LGA, including the Dandenong Ranges. Yarra Ranges' population was estimated to be 159,462 in 2019. Population projections suggest this will grow to an estimated population of 185,902 in 2041

## Jobs



**46,119**

## Businesses



**13,670**

## Employed residents



**87,904**

## Largest Industry (by employment)



**Retail**

## Where do we work?

56.8% of Yarra Ranges residents travel outside of the LGA for work. With 7.3% of the Yarra Ranges community not working, that means only 35.9% (26,714 people in 2016) of workers in the Yarra Ranges live in the LGA.

Source: <https://economy.id.com.au/yarra-ranges/employment-census>

# Labour Market

## Key Issues

The burden of long-term unemployment (LTU) is being disproportionately felt by youth, particularly 15-19-Year-old young people.

Five industry areas account for around half of total employment.

The impacts of the COVID-19 pandemic are yet to be fully understood as they relate to unemployment and in particular youth unemployment.

## Outer Eastern Region Job Market data 2016

	Yarra Ranges	Knox	Maroondah	VIC	VIC State trend since 2011
Mining	0.2%	0.2%	0.1%	0.3%	→
Manufacturing	9.9%	16.0%	13.8%	7.8%	↓
Electricity, Gas, Water and Waste Services	0.9%	0.7%	0.5%	1.1%	→
Construction	9.3%	8.1%	8.7%	8.3%	→
Wholesale Trade	2.6%	9.2%	2.8%	3.2%	↑
Retail Trade	12.4%	11.8%	15.1%	10.2%	↓
Accommodation and Food Services	9.4%	5.9%	6.6%	6.6%	↑
Transport, Postal and Warehousing	2.9%	3.2%	2.2%	4.7%	→
Information Media and Telecommunications	0.8%	1.0%	0.8%	1.9%	↓
Financial and Insurance Services	1.0%	2.2%	1.5%	3.9%	↓
Rental, Hiring and Real Estate Services	1.4%	1.3%	1.4%	1.6%	↑
Professional, Scientific and Technical Services	5.1%	4.9%	5.4%	7.9%	↑
Administrative and Support Services	3.0%	2.7%	3.0%	3.4%	↑
Public Administration and Safety	3.0%	2.8%	3.4%	5.3%	→
Education and Training	11.5%	5.8%	8.5%	8.7%	↑
Health Care and Social Assistance	9.9%	11.7%	15.0%	12.5%	↑
Arts and Recreation Services	2.6%	1.5%	1.0%	1.9%	↑
Other	4.5%	4.3%	4.7%	3.6%	→

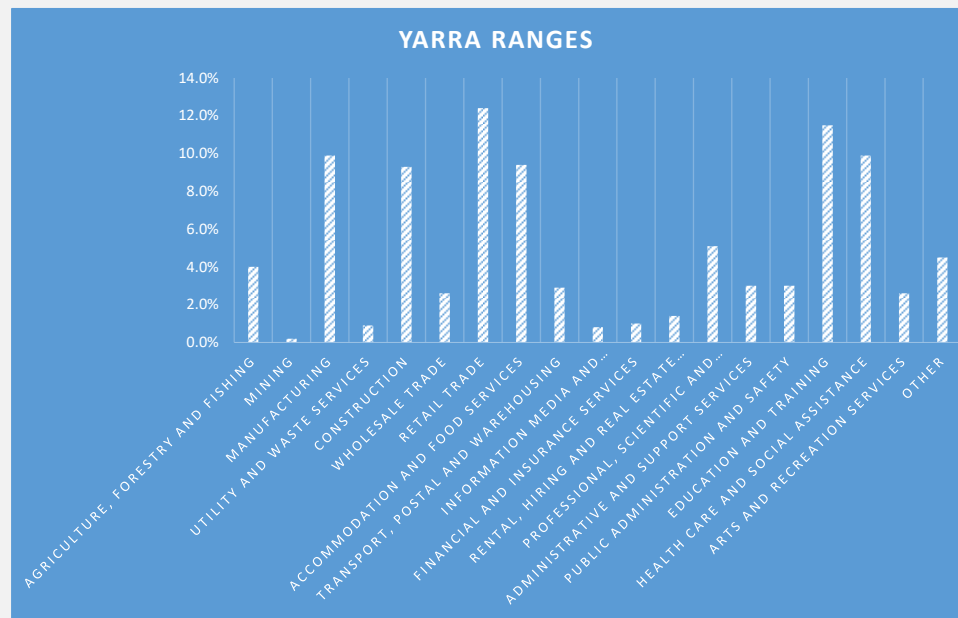
Source: [economy.id.com](http://economy.id.com) Employment (Census) by industry sector

Of the industries represented across the three Outer East LGA's, manufacturing is of note as being a higher employer in the region than it is across the rest of the state. Overall, the state level of manufacturing jobs declined between 2011 and 2016. If this trend continues there could be negative impacts on the local job market. Similarly, local employment is more strongly aligned to the retail sector than elsewhere in the state which has seen a decline in employment levels in the period 2011 to 2016.

Industries that have shown growth in the last decade across the state include:

- Wholesale Trade
- Accommodation and Food Services
- Rental, hiring and Real Estate Services,
- Professional Scientific and Technical Services
- Academic and Support Services
- Education and Training

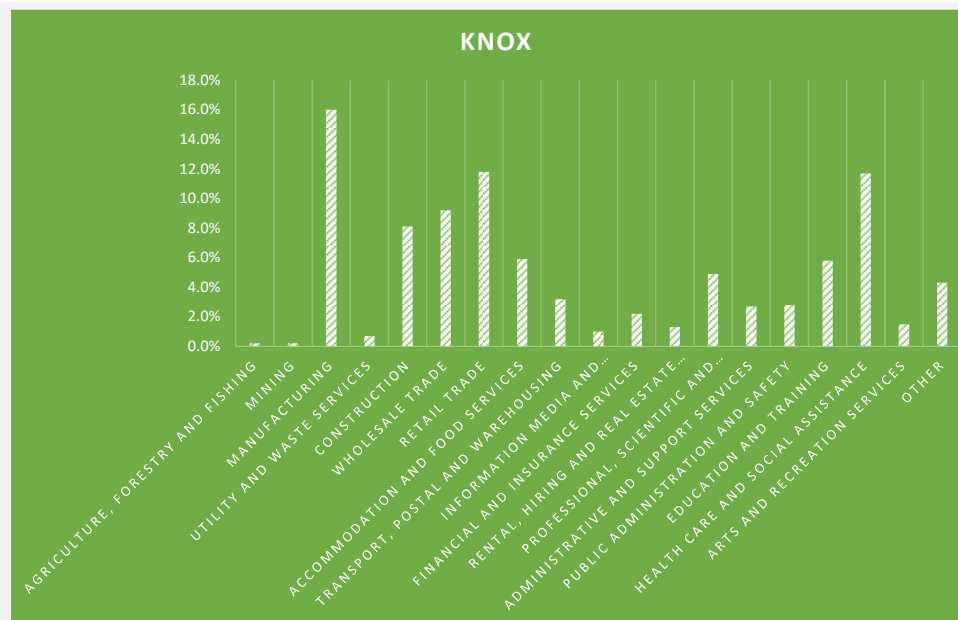
- Health Care and Social Assistance
- Arts and Recreation Services.



The primary employers in the Yarra Ranges are retail businesses closely followed by education and training.

Accommodation and Food Services which are highly represented in the Yarra Ranges and as a growth employer. This trend was looking positive for the region. However, the impacts of the pandemic have been felt significantly by this sector so it remains to be seen if this trend will continue. The downwards trend of retail employment is also a concern for the Yarra Ranges.

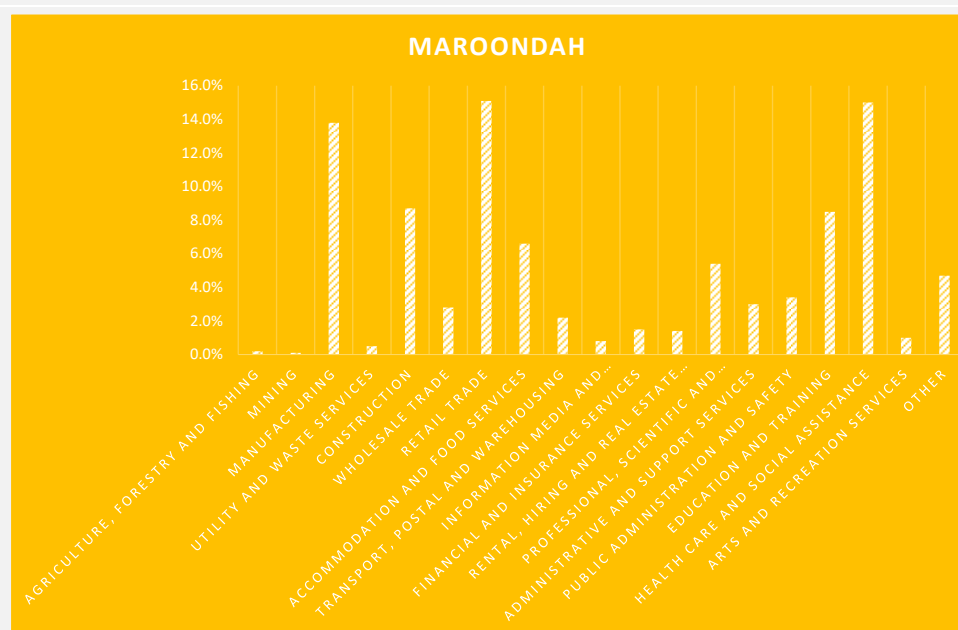
Source: <https://economy.id.com.au/yarra-ranges/employment-census>



The primary employers in Knox are manufacturing businesses closely followed by retail and health care and social assistance.

Wholesale Trade is a growth employer statewide. With 9.2% of Knox employment in this industry and only 3.2% statewide, Knox may benefit from this upward trend.

Source: <https://economy.id.com.au/knox/employment-by-industry>



The primary employers in Maroondah are retail businesses closely followed by health care and social assistance and manufacturing.

The decrease in employment opportunities state-wide in both retail and manufacturing are therefore of concern for Maroondah.

Source: <https://economy.id.com.au/maroondah/employment-census>

# Projected Employment Growth

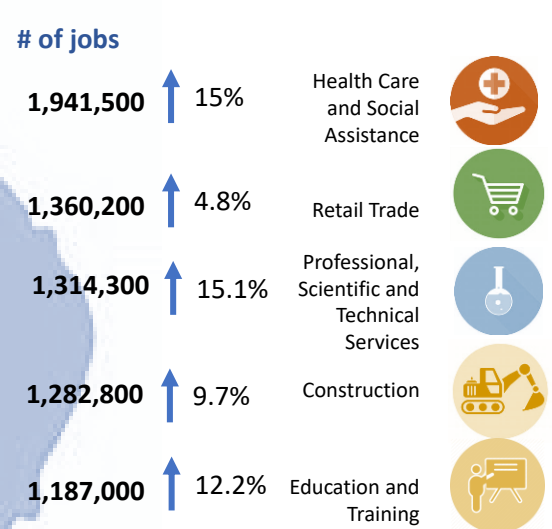
Melbourne's Outer East was projected to experience a 20.4% increase in employment over the period 2019 to 2024, placing it in 10<sup>th</sup> place in the top 15 employment growth regions in the state (Australian Government Labour Market Portal).

## National Outlook

### Top 5 employing industries Australia 2019



### Top 5 employing industries Australia 2024 Projections

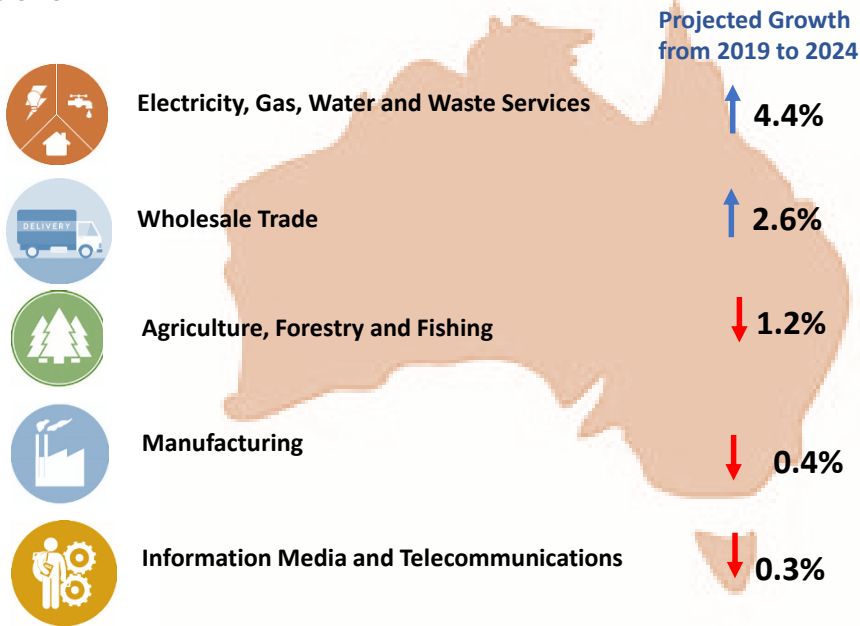


Source: Labour Market Information Portal - 2019 Employment Projections - for the five years to May 2024

The projected employment growth data for Australia shows that the top five industries employing industries in 2019 will still be employing the most people in 2024. These industries are Health Care and Social Assistance, Retail Trade, Construction, Professional, Scientific and Technical Services and Education and Training. Professional, Scientific and Technical Services is forecast to experience more pronounced growth than Construction and will move in to fourth position over the coming years. Despite having a projected employment growth rate of only 4.8%, Retail Trade will hold its place as the second largest employing industry in the country.

The industries with the highest projected growth rates are also within the top five employers. Another industry with forecasted high growth is Accommodation and Food Services with 10% projected growth in employment numbers across the country. This is however an industry that has been significantly impacted by the current pandemic and one that may continue to be impacted for some time if travel restrictions are maintained. Similarly, the Arts and recreation services field was projected to increase employment by 10.4% and this number is now in question due to the pandemic.

## Lowest five industries in projected growth from 2019 to 2024 Australia



Across Australia over the coming four years several industries are projected to see a decline in their overall employment numbers or at the least, very low growth rates. These industries are Electricity, gas, water and waste services, Wholesale Trade, Agriculture, Forestry and Fishing, Manufacturing and Information Media and Telecommunications. It is important to note that while these are not high employment industries in the OELLEN region, as the majority of residents in the OELLEN region work in other LGA's our young people entering the workforce may be impacted by these trends.

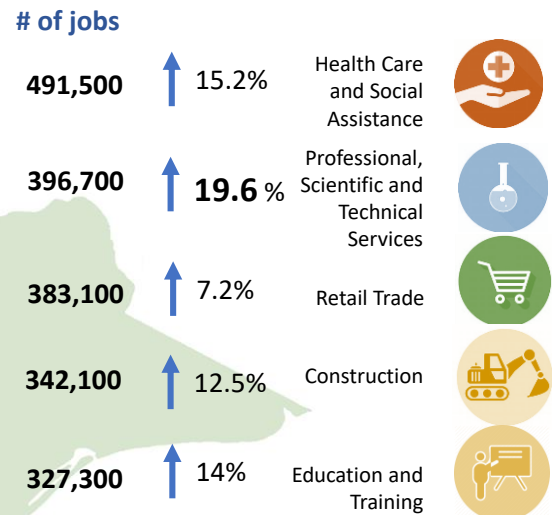
Source: Labour Market Information Portal - 2019 Employment Projections - for the five years to May 2024

## Victorian Outlook

### Top 5 employing industries Victoria 2019



### Top 5 employing industries Victoria 2024 Projections



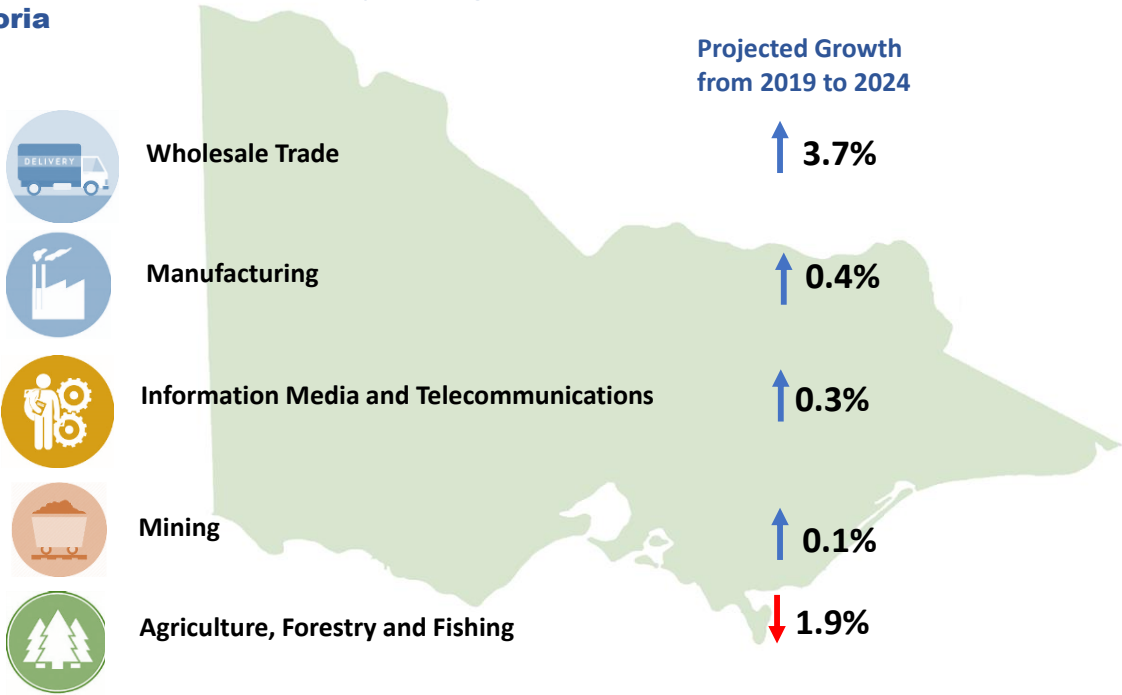
Source: Labour Market Information Portal - 2019 Employment Projections - for the five years to May 2024

While the top five employing industries in 2019 in Victoria match those across the country in the same year, the order of their ranking differs. Construction employed fewer people in Victoria last year than Professional, Scientific and Technical Services, dropping construction to fourth place in our State.

Professional, Scientific and Technical Services is forecast to continue this growth trend and to also surpass Retail Trade by the year 2024 in Victoria with 19.6% growth over the coming years making it the fastest growing industry in the State.

The projected Victorian employment growth rates over the period 2019 to 2024 are greater than their national counterparts in many industries. Construction in Victoria is forecast to increase its share of the employment market at a greater rate than the rest of the country with 12.5% growth in the state compared to 9.7% nationally. Retail Trade employment in Victoria is also forecast to outstrip the national growth rate with 7.2% growth compared to 4.8% across the country. Professional, Scientific and Technical Services are also tipped to grow faster in Victoria than the rest of the country with forecasted rates of 19.6% versus 15.1% respectively. The Education and Training industry will just pip the national growth rate at 14% putting it just under 2% ahead on the rest of the country.

**Lowest five industries in projected growth from 2019 to 2024  
Victoria**



Source: Labour Market Information Portal - 2019 Employment Projections - for the five years to May 2024

A notable difference between the Australia wide projections and the state numbers is that Electricity, Gas, Water and Waste does not appear in the State list of low growth industries as it has projected growth of 7.2% in Victoria. In its place we see Mining with only 0.1% growth in our State compared to 6.2% nationally.

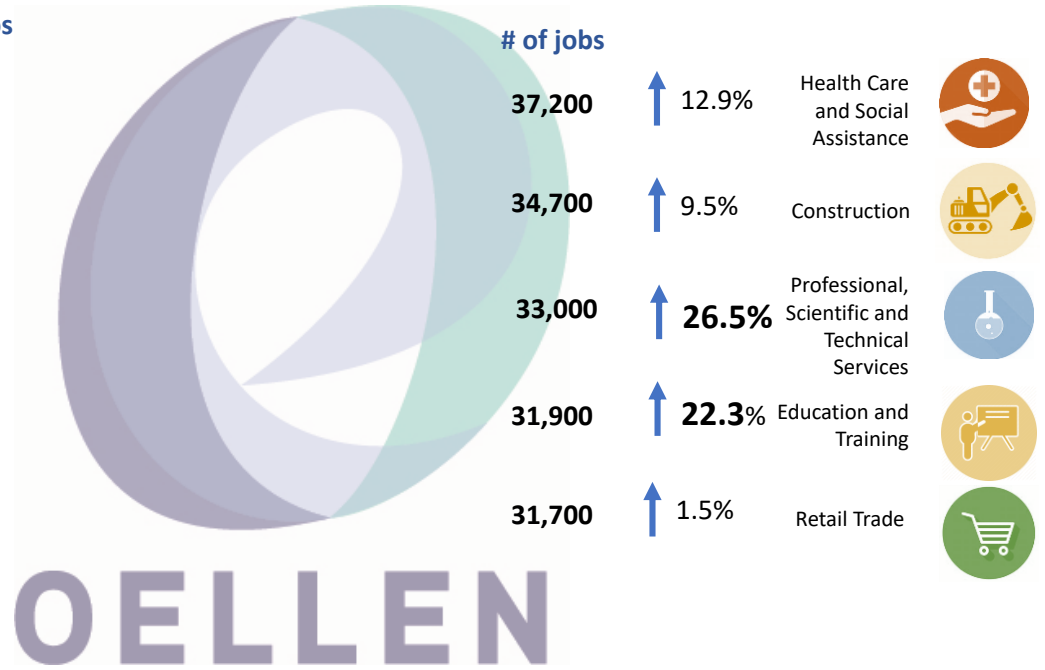
Manufacturing features as a low growth industry at both the state and national levels however, in Victoria it is still clinging to some positive growth at 0.4% compared to a -0.4% decline nationally. This pattern is repeated in the Information Media and Telecommunications field with 0.3% growth forecast for Victoria while the industry is projected to decrease by -0.3% overall in Australia.

# OELLEN Outlook

## Top 5 employing industries Melbourne Outer East 2019



## Top 5 employing industries Melbourne Outer East 2024 Projections



Source: Labour Market Information Portal - 2019 Employment Projections - for the five years to May 2024

The employment outlook for Melbourne’s outer eastern region, which is served by OELLEN, is expected to largely mirror the National and State trends between 2019 and 2024.

One key difference between this region and the State and National views is that in 2019, Manufacturing was a bigger employer in the region than Professional, Scientific and Technical Services. This is not forecast to stay the case however with strong growth (26.5%) in these services forecast to bring them into the regions top five by 2024 while Manufacturing will drop out of the top five with only 1% growth.

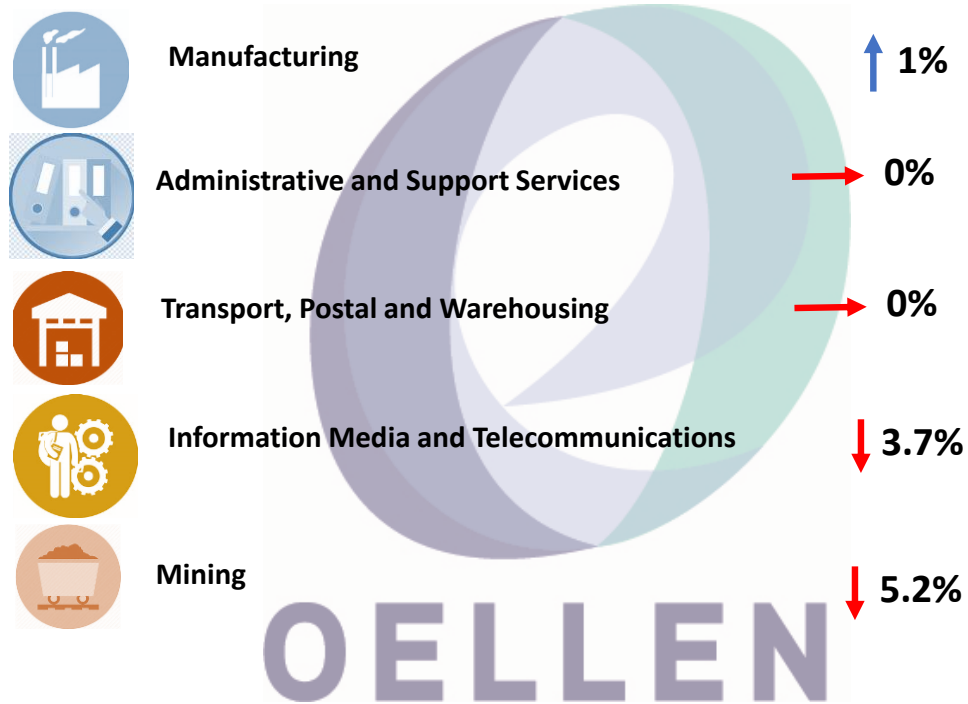
Retail Trade will maintain its position in the top five employing industries in the outer east of Melbourne however the forecasted growth (1.5%) in this area is lower than the Country (4.8%) and the State (7.2%). This slowing in retail growth locally sees it drop from 2<sup>nd</sup> place to 5<sup>th</sup> in our ranking. The order of the outer east top five is forecast to be slightly different to the State and National views. One thing that is consistent across all three views is the dominance of the Health Care and Social Assistance industry in employment numbers.

When looking at the lowest growth industries over the coming four years for Melbourne’s Outer Eastern suburbs we see some differences to the State and National picture. Unsurprisingly, mining is not a big industry in this part of Melbourne and the few jobs in this industry will further decline with -5.2% growth forecast. The Administration and Support Services and the Transport, Postal and Warehousing industries will stagnate in the near future within our region with 0% growth forecast. Notably, the Information, Media and Telecommunications industry will see it’s greatest decline in the OELLEN region compared to State of National views of the data with a -3.7% growth prediction suggesting those with an interest in this field will have to travel out of their region to find employment.



## Lowest five industries in projected growth from 2019 to 2024 Outer Eastern Melbourne

Projected Growth  
from 2019 to 2024



Source: Labour Market Information Portal - 2019 Employment Projections - for the five years to May 2024

# Education

## Key Issues

The majority of jobs growth over the next five years is projected to be in higher skilled occupations

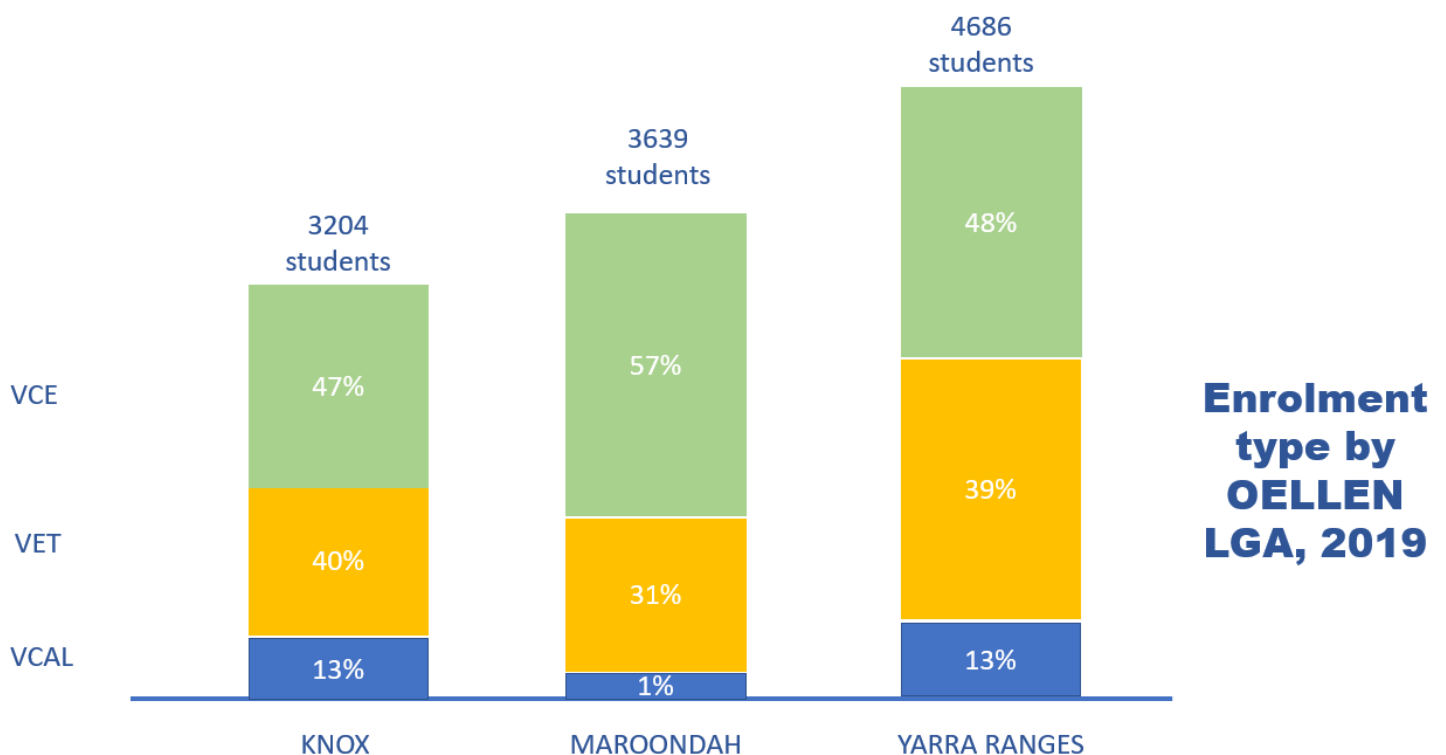
Education and training are essential for entry into the employment market.

Early school leavers face difficulty competing for jobs and securing employment.

The impacts of the COVID-19 pandemic are yet to be fully understood although we know that many jobs have been lost and the job market will be increasingly competitive.

Some industries are being impacted more than others, including retail and tourism which are large employers in the Outer Eastern region.

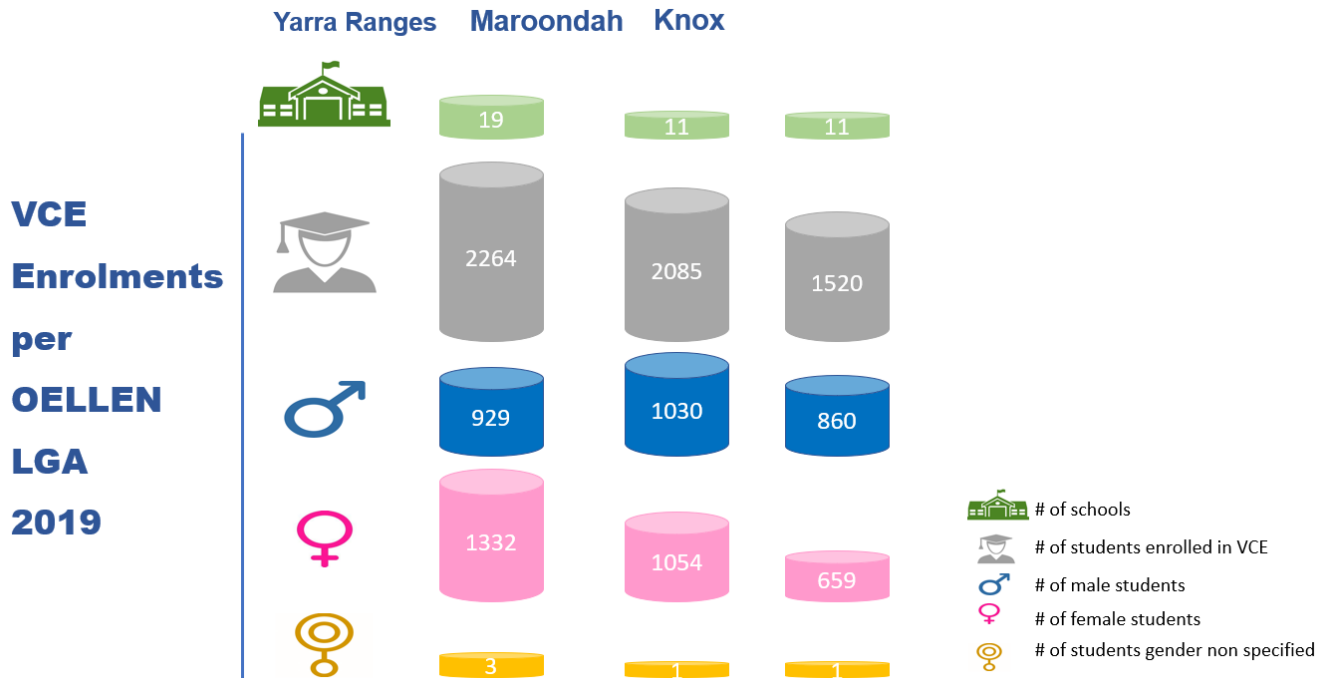
VCE is the most common form of year 12 enrolment across all three LGA's followed by VET and then VCAL enrolments.



Source: Victorian Curriculum and Assessment Authority ABS extract (Jan 3, 2020). Worksheets: VCE LLEN 2019, VCAL LLEN 2019 and VET LLEN 2019

# Victorian Certificate of Education (VCE)

The VCE is the certificate a majority of students in Victoria receive on satisfactory completion of their secondary education. The VCE provides diverse pathways to further study or training at University or TAFE and to employment. There were 5869 students enrolled in VCE in the OELLEN Region in 2019. This is slightly lower than the 2017 figure of 6094.



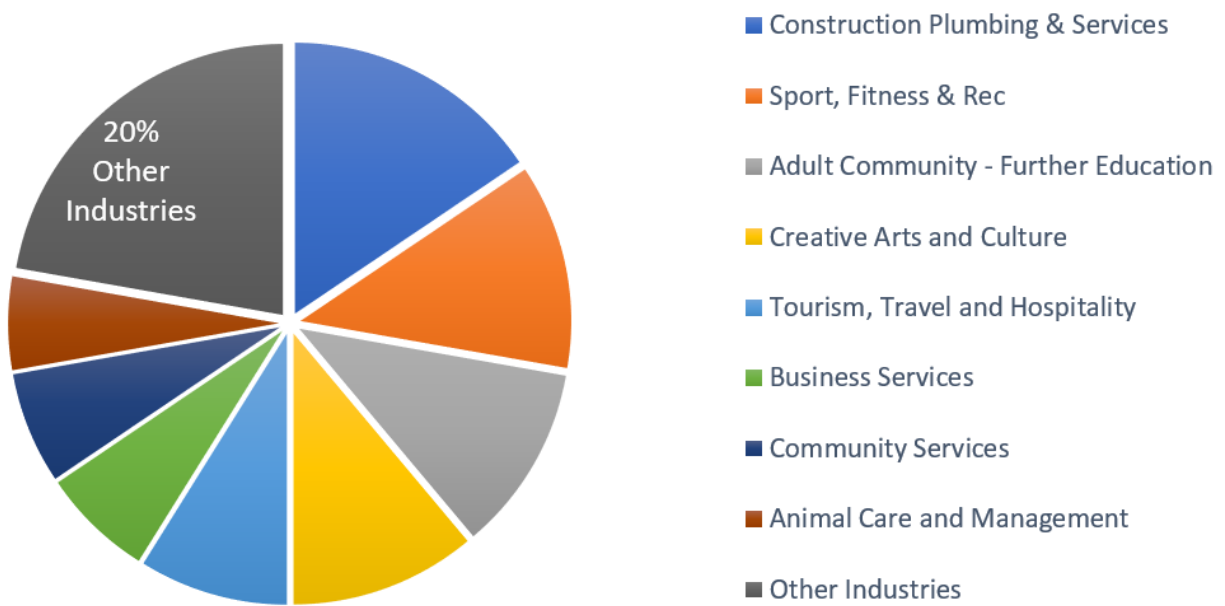
Source: Victorian Curriculum and Assessment Authority ABS extract (Jan 3, 2020). VCE LLEN 2019 worksheet

# Vocational Education and Training (VET) in schools

VET in school programs are undertaken as part of school studies and focus on students developing industry specific and workplace skills. These programs have the potential to increase educational attainment and provide vocational pathways for some students. Students who complete all or part of a nationally recognised qualification may receive credit towards satisfactory completion of their VCE and/or VCAL

Analysis of OELLEN Schools' enrolment data from the Victorian Curriculum and Assessment Authority (VCAA) indicates total enrolments have been fluctuating over the past 5 years with enrolments of 4070 in 2012, dropping to 3729 in 2014 and then returning, increasing somewhat to 4081 in 2016 and 3908 in 2017. This figure increased in 2019 to 4220.

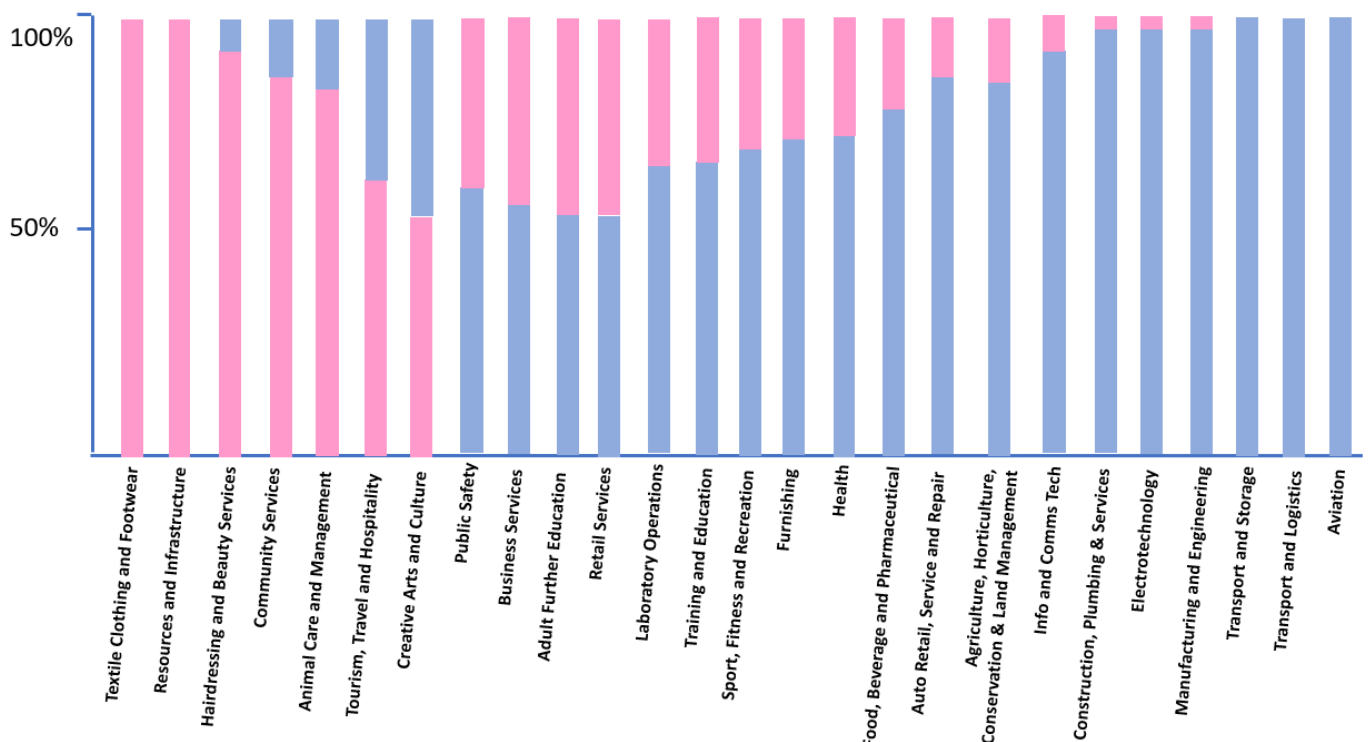
## 80 % of VET Enrolments in the OELLEN region are in just 10 Industries



Source: Victorian Curriculum and Assessment Authority ABS extract (Jan 3, 2020). VET LLEN 2019 Worksheet

There is still a gender divide in some industries for VET studies with females exclusively making up the enrolments in Textiles, clothing and footwear as well as Resources and Infrastructure. Conversely the fields of Aviation, Transport and Logistics, and Transport and Storage have exclusively male enrolments.

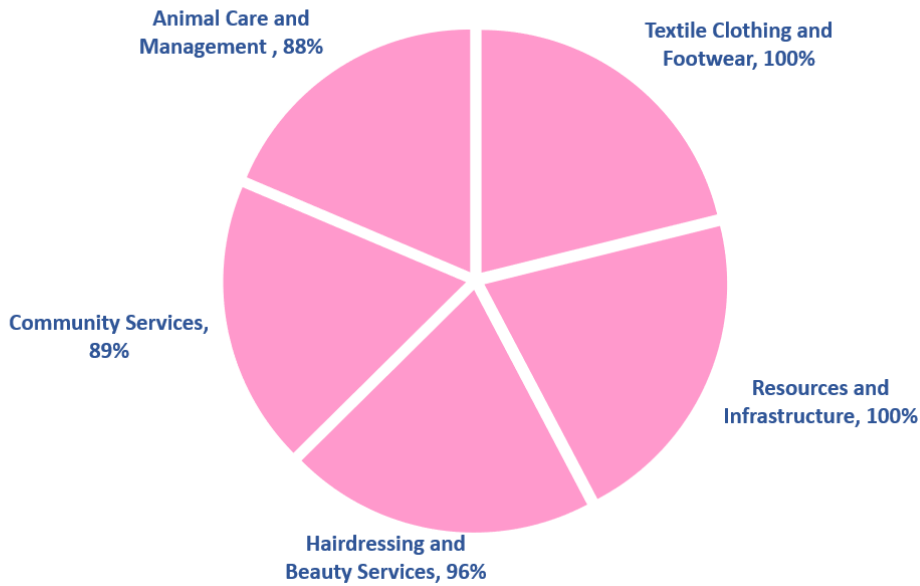
## VET Enrolments across industry by gender for the OELLEN region, 2019



Source: Victorian Curriculum and Assessment Authority ABS extract (Jan 3, 2020). VET LLEN 2019 Worksheet

Other industries with high female enrolments are shown below.

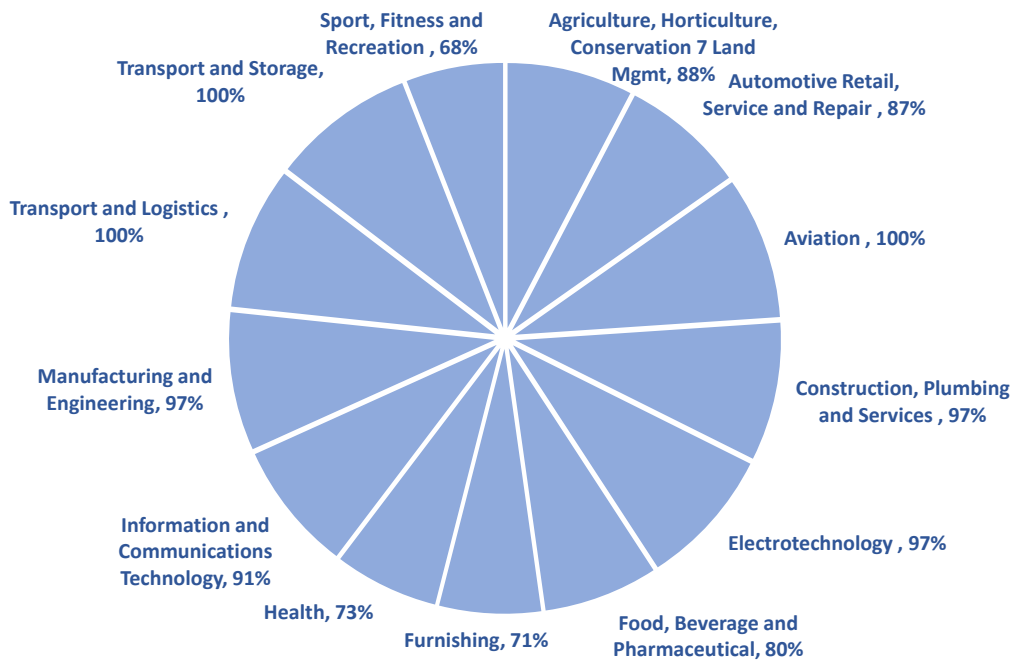
### VET Industries with high female enrolments, OELLEN Region 2019



Source: Victorian Curriculum and Assessment Authority ABS extract (Jan 3, 2020). VET LLEN 2019 Worksheet

There are still a large number of industries with higher male enrolments than female as shown below.

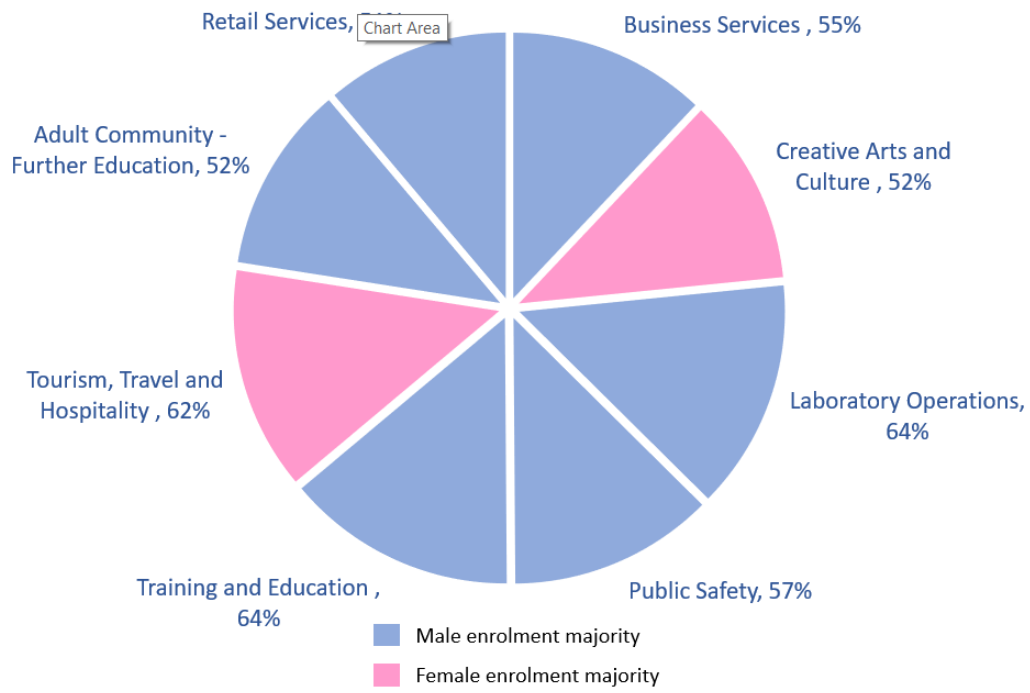
### VET Industries with high male enrolments, OELLEN Region 2019



Source: Victorian Curriculum and Assessment Authority ABS extract (Jan 3, 2020). VET LLEN 2019 Worksheet

Industries where we are seeing a more even distribution of enrolments are depicted below.

## VET Industries with equality in gender enrolments



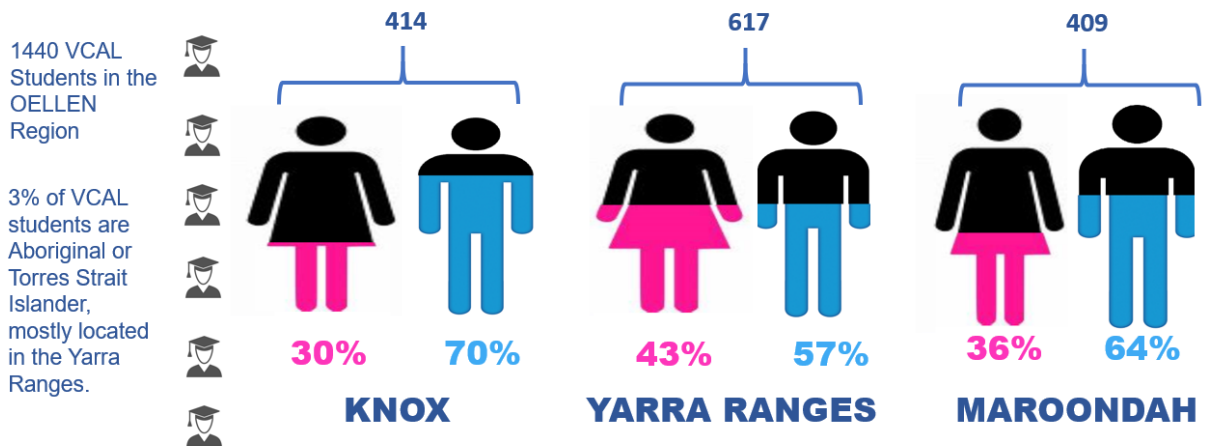
Source: Victorian Curriculum and Assessment Authority ABS extract (Jan 3, 2020). VET LLEN 2019 Worksheet

# Victorian Certificate of Applied Learning (VCAL)

The VCAL certificate, like the Victorian Certificate of Education (VCE), is an accredited secondary certificate. VCAL is a hands-on option for Year 11 and 12 students and provides practical workrelated experience and opportunities to build literacy, numeracy, and personal skills that are important for life and work.

- There were 1440 VCAL Students in the OELLEN Region
- 3% of VCAL students are Aboriginal or Torres Strait Islander, mostly located in the Yarra Ranges.
- Across all three OELLEN LGA's there are more males enrolled in VCAL subjects than females.

## VCAL Enrolments in each OELLEN LGA, 2019



\*Across all three OELLEN LGA's there are more males enrolled in VCAL subjects than females.

Source: Victorian Curriculum and Assessment Authority ABS extract (Jan 3, 2020). VCAL LLEN 2019 Worksheet

# On-Track Destination Data

On-Track is a Victorian Government initiative which surveys school-leavers who have left school in the last six months from years 10, 11 and 12. The survey collects data about their destinations, reasons for not continuing in education and training and details on the occupations and hours worked of employed school leavers.

On-Track ensures school leavers are contacted within six months of leaving school to see if they are on a path to further education, training or employment. It also enables young people to seek further advice and assistance via On-Track Connect, a referral service if required to get back on track.

## Post School Destinations of school completers

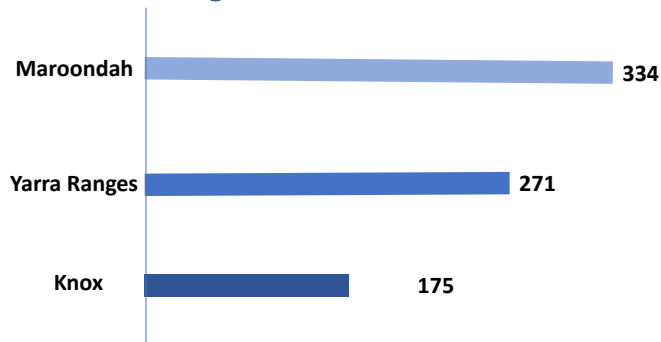


Source: On Track 2019 survey results – Destination of school leavers report - <https://www.education.vic.gov.au/about/research/Pages/ontrack.aspx#link5>

The 2019 On Track survey report provided data on the post school destinations of students from Maroondah, Yarra Ranges and Knox who responded to the survey.

The overwhelming majority of respondents went on post school to commence a bachelor’s degree of some description. Consistent with previous years data, Maroondah had the highest number of students enrolled in a bachelor’s degree at 334, followed by Yarra Ranges at 271 and Knox with 175 enrolments.

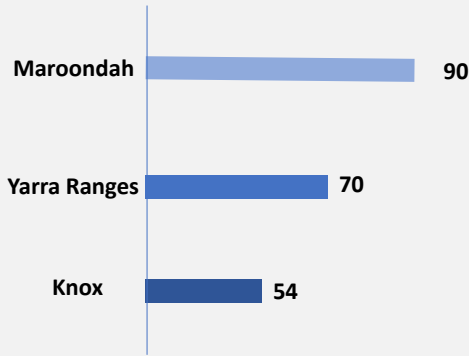
### Post School Destinations of School Completers 2019 OELLEN - Bachelors Degree Enrolments





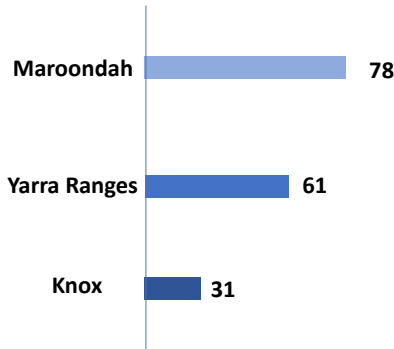
A Cert IV or higher was the next most popular destination amongst respondents. Mirroring Bachelor's degree enrolment patterns Maroondah had the highest number of enrolments at 90, Yarra Ranges recorded 70 enrolments and Knox had 54.

### Post School Destinations of School Completers 2019 OELLEN - Cert IV or higher



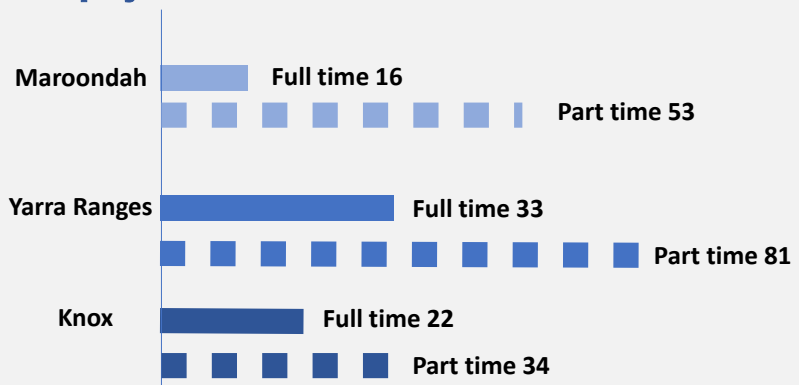
The next most common category of post school destination was for school completers who had deferred from their enrolment in further education.

### Post School Destinations of School Completers 2019 OELLEN - Deferred



As we have seen in the data above, Maroondah typically reports the highest number of responses and this is to be expected given the LGA's high response rate to the survey compared to our other LGA's (despite Maroondah having the lowest population of our three LGA's). Interestingly, employment data post school shows a variation to the trend of Maroondah holding the highest number of students. Yarra Ranges respondents had the highest rates of employment, both fulltime and part time, followed by Knox for full time employment and Maroondah for part time.

### Post School Destinations of School Completers 2019 OELLEN - Employment



Source: On Track 2019 survey results – Destination of school leavers report - <https://www.education.vic.gov.au/about/research/Pages/ontrack.aspx#link5>

## Post School Destinations of school completers

The post school destinations data for early school leavers is very low with very few responses per LGA and therefore needs to be viewed with caution.

## Post School destinations for early school leavers



Source: On Track 2019 survey results – Destination of school leavers report - <https://www.education.vic.gov.au/about/research/Pages/ontrack.aspx#link5>

Yarra Ranges is strongly represented in the apprenticeship data with 25 of the 42 early school leavers completing an apprenticeship coming from that LGA. Yarra Ranges also accounts for a significant amount of the employed early school leavers with 13 in full time employment and 6 in part time employment.

## References

economy.id.com - Employment (Census) by industry sector

Labour Market Information Portal - 2019 Employment Projections - for the five years to May 2024

On Track 2019 survey results - <https://www.education.vic.gov.au/about/research/Pages/ontrack.aspx#link5>

The Impact of the Pandemic on the Victorian Labour Market and its implications for young people, National Skills Commission

Victorian Curriculum and Assessment Authority ABS extract (Jan 3, 2020). Worksheets: VCE LLEN 2019, VCAL LLEN 2019 and VET LLEN 2019