SUPPORT DOCUMENT

Building learning communities: Partnerships, social capital and VET performance—Support document

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This document was produced by the authors based on their research for the report *Building learning communities: Partnerships, social capital and VET performance*, and is an added resource for further information. The report is available on NCVER's website: <http://www.ncver.edu.au >

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Restructuring Rural Landscape

Wide Bay Burnett, Queensland

Regional Summary

Wide Bay-Burnett comprises several sub-regions. The retirement and resort developments around Hervey Bay. These are the most northerly outposts of the strip of such settlements extending from well south of Sydney along the east coast. Around and behind Bundaberg is a region of intensive agriculture, growing mainly sugar cane. Bundaberg has developed as a regional centre and has manufacturing industries based on agricultural processing. Maryborough and Gympie are old established towns with trade exposed manufacturing industries, whose future is uncertain. Their rural hinterland comprises mainly small farms, many of which are on poor country. However round Kingaroy and in several other places intensive agriculture is practised.

Major Centres: *Bundaberg, Hervey Bay, Maryborough* (State of the Regions 2003, p.A1.134)

The Facts and the Flavour

As indicated in the State of the Regions Report (Australian Local Government Association, 2003) the Wide Bay Burnett region of Queensland encompasses several sub-regions. Our research within the region focused on vocational education and training (VET) in the Hervey Bay, and Maryborough and Gympie areas.

In 2003, the total population of the region was 242,418. The age distribution trends for the area suggest the population was becoming older, gaining working age and older residents to the area but losing its younger residents. Unemployment in the region at this time was relatively high at 23.8%. In 2001, the three largest earning industries in the region were manufacturing (earning $2,076 million per year), retail trade ($1,002 million per year) and agriculture, forestry and fishing ($991 million per year). While these three industries demonstrated growth within the region, several other industries were also becoming significantly stronger. These included government administration and defence (9.7% real growth per annum), personal and other services (9.1% real growth), accommodation, cafes and restaurants (8.5% real growth) and also the areas of education, and cultural and recreational services which both demonstrated 7.0% real growth.

The restructured rural landscape of Hervey Bay and Maryborough is one of the fastest growing areas in Australia and is expected to double its population within the next ten years. This presents a number of opportunities for the regional VET plan. The strong growth areas for vocational training are retail trade, aged-care and other service areas, construction, and tourism, with manufacturing appearing to be a stable industry through boat and locomotive train building. VET appears to be investing across all of these emerging employment areas. However, there is an issue concerning the multiple numbers of training providers that compete for clients. This can negatively impact on the quality of the training available.

Hervey Bay could easily be described as a lifestyle/amenity landscape with the explosion of "baby boomers" venturing there to retire near the water. This has created an upsurge in VET for the aged-care and health industries. Retail has also become a driving force in the local economy and Hervey Bay operates as a hub for the retail industry within the region. Tourism is providing opportunities for VET in hospitality with successful spin-offs from whale watching enterprises and increased visitors to Fraser Island. The evidence suggests that these areas of VET are very well serviced within this landscape.

There are some interesting partnerships emerging between non-profit client based organisations and profit driven tourism organisations in the region which are beneficial to both partners as a result of their clients' success in training. One such innovative partnership, which is based on an holistic support system for clients, is demonstrated by the Wesley Training Centre in Maryborough. The Wesley Training Centre provides a counselling service for clients as well as assisting them with VET and employment through their partnership with Kingfisher Bay Resort.
However, construction is an industry in which VET is struggling in this region. In Hervey Bay, the problems are specifically linked to time and management issues. Employers are either too busy to offer on-the-job training (as is currently the case), or there is not enough work to provide the correct training requirements for the trainees. This emerged as a trend in the delivery of VET in the construction industry across the majority of the study landscapes.

Resource Landscape

Burdekin Dry Tropics, North Queensland

Regional Summary

North Queensland is centred on Townsville. The region has two intensive agricultural areas, both originally developed for sugar: the Burdekin Delta (Home Hill, Ayr) and the Herbert River Valley (Ingham). Much of the rest of the region has recently been cleared to provide low quality pasture. The region includes the north end of the Bowen Basin in the Bowen Shire, and has its own coal export point at Abbot Point. The economic base of Townsville includes education, defence and the processing of minerals originating in North West Queensland. Despite the existence of Magnetic Island, the region is less involved in tourism than the other Queensland east coast regions.

Major Centre: *Townsville* (State of the Regions 2003, p.A1.119)

The Facts and the Flavour

In 2003, the population of Queensland's North was 208,133. The unemployment rate within the region was relatively high at 12.2% but this figure had been declining since 1998. The age distribution for this region reflects a population that is becoming younger. In 2001, the three largest earning industries within the region were manufacturing (earning $2,064 million per year), government administration and defence ($1,034 million per year) and retail trade ($882 million per year). The region also demonstrated significant growth in several industries including communication services (8.5% real growth per annum), personal and other services (8.2% real growth) and accommodation cafes and restaurants (7.3% real growth). Alongside these growth patterns, there was also strengthening in the health and community services, education, construction, and electricity, gas and water supply industries.

When examining the Burdekin as a resource landscape, VET seems to be a little disjointed in its approach and lacking in collaborative partnerships. Individually, VET providers are doing some exciting and innovative things with training however there is a real need to encourage and develop more productive partnerships within this region. External governance arrangements surrounding VET partnerships struggle because not all parties are prepared to make decisions at the regional level. This hinders the VET sector's decision making process and places institutional barriers in the way of building effective correlations between the delivery of VET with the local economy.

Rural industries are widely represented across the Burdekin region however this industry experiences difficulties in attracting trainees into VET programs. The difficulties seem to lie with the Industrial Relations Acts pertaining to work conditions in rural industries and balancing the trade-off between a full time income, training wages or welfare monies. Nationally, rural industries tend to find it difficult to recruit and retain their employees. Small businesses within this region also raised problems with the competency based assessment model, arguing it was often difficult to work with at the small business scale, as it did not always give a complete and accurate assessment of the trainee's skills and 'job readiness'.

It is interesting to note that Indigenous VET organisations were very much aware of the social impact and relationships between VET and social and economic development. For instance, the Townsville Community Development Employment Project (CDEP) addresses VET in a holistic manner by positioning VET within an extended family model that supports 'the whole person'. The outcome of this approach is that the trainee views themselves in a more positive light which in turn leads them to seeing the VET sector as a viable option for achieving their own life goals or objectives. The Townsville Community Development Employment Project (CDEP) also supports the development of small enterprises, which are built around vocational training and skills development. For example, catering, lawn mowing and landscaping enterprises are now partnering with the rural industry sector to care for the country. This is achieved through land care projects, such as weed control and feral animal control, in partnership with related government agencies.

Resource Mining Landscape

Mt Isa, North West Queensland

Regional Summary

North West Queensland is a belt of tropical savannah divided into hard country and soft. The hard country, with rock underfoot, has proved to be a major mineral province. Mt Isa is the main city and supply centre. There are few other towns since the newer mines are mostly fly-in fly-out. The soft country supports extensive grazing, but has sufficient rainfall for there to be potential for intensification in some places.

Major Centres: *Mt Isa* (State of the Regions 2003, p.A1.122)

The Facts and the Flavour

The population of Queensland's North West region was 32,881 in 2003. The age distribution trends for this region suggest a population that is becoming younger with a pattern of losing its young, working age and senior residents. That Mt Isa is widely known for its mining industry is reflected in the regional production statistics for the region. Mining is easily the largest earning industry within the region earning a total of $2,196 million in 2001. The next most profitable industries within this landscape were agriculture, forestry and fishing (earning $409 million per year) and manufacturing (also earning $409 million per year). Both mining and agriculture demonstrated strong growth at 6.9% real growth per annum. However other fast growing industries were government administration and defence (9.7% real growth), construction (8.5% real growth) and property and business services (7.0% real growth).

The remote location of this mining landscape creates issues for both the availability and retaining of qualified VET staff in the region. The Mt Isa regional population profile could be described as transient, that is to say, trends suggest that people either come to the area for a short time and leave, or return sporadically for short periods with few settling permanently in the region. This region also has a significantly smaller population than any of the other landscape sites studies as part of this research project. However one critical aspect of the VET sector in this region is that relationships and trust are seen as the most important factors in building and maintaining VET partnerships. As such, formalised agreements are scarce in this region. Overall however, VET has established working partnerships across the major industry sectors in this landscape and it appears that VET is making use of the major regional economic drivers such as mining, agriculture, construction, and government services effectively.

The majority of coordination and delivery of vocational training in this region is undertaken by the Spinifex College Education Precinct. This Education Precinct is a multi-partner campus with TAFE and the Senior College situated side-by-side, and incorporating a Junior Campus which has access to weekly TAFE delivered courses. Within this landscape, VET has developed strong links with the mining industry. Xstrata, Mt Isa Mines (MIM) maintain training programs which focus on supporting local community people to undertake future fulltime employment with them. This has been successful although the recent decision by Xstrata to use 'fly-in-fly-out' staff from outside the region has provoked some discussion within the VET sector.

VET is also operating in the area of environmental management within this region. The Southern Gulf Catchment Group is currently designing courses in Conservation and Land Management in partnership with TAFE to address the local employment needs of Aboriginal people. 21.8% of this region's population is Indigenous. While this project is currently in its infancy, it is hoped that it will create VET activities, employment opportunities and new enterprises that support the social and economic growth of Aboriginal people in this region and provide real opportunities that can lead to them getting back on country.

A new and exciting enterprise has emerged within the region which has the potential to create new training opportunities. The Red Claw industry in the Richmond area is an innovative concept based on creating a consortium of Red Claw growers. This will operate through the local council who will act as a broker and training provider for the industry. The development of this new enterprise demonstrates the multi-functionality of the landscape with the potential to not only sustain livestock within this region but also to utilise its water ways for commercial Red Claw production.

Intercultural Landscape

Alice Springs, Northern Territory

Regional Summary

Outside Darwin, the Northern Territory comprises conservation reserves and low productivity pastoral country. Productions statistics are dominated by offshore oil and gas and onshore minerals, but these do not yield much in employment or local income. In the two towns, Katherine and Alice Springs, defence and tourism are important parts of the economic base. Outside the towns and mining settlements, the people are predominantly Aboriginal, and mostly live in communities which, due to lack of economic base, are heavily dependent on social security in its Community Development Employment Project (CDEP) form. A remarkably high proportion of community commercial income comes from the sale of art.
N.B. Unemployment figures in remote regions can display excess variation.

Major Centres: *Alice Springs, Katherine* (State of the Regions 2003, p.A1.188)

The Facts and the Flavour

The Lingiari region of the Northern Territory comprises the entire Territory excepting the Darwin area. Our research in the region centred on Alice Springs and surrounding areas.
In 2003, the population of this region was 87,219 with an unemployment rate of 11.6%. However, as indicated in the State of the Regions Report (Australian Local Government Association, 2003), unemployment statistics in remote areas can display excess variation and for a more accurate picture should be compared with Community Development Employment Project (CDEP) statistics. However, in 2003 the region demonstrated a very high rate of unemployment at 39.6%. Data from 2001 suggests that the three largest earning industries in the region are mining (earning $3,353 million per year), manufacturing ($834 million per year) and government administration and defence ($438 million per year). Industries demonstrating rapid growth in terms of real growth in 2001 are listed as cultural and recreational services (9.3% real growth), agriculture, forestry and fishing (8.1% real growth), and a strengthening of the manufacturing industry (7.0% real growth). These figures represent the strong economic roles of tourism and defence in the region. These industries also reflect a mobile population both into and out of the region.
The educational statistics for the region suggest that while post-school qualifications for the region are relatively low at 18.9%, almost half of these qualifications are at the Certificate level.
The inter-cultural landscape and remote location of Alice Springs has a number of implications for the delivery of training. Common and popular training options in the region include rural skills, horticulture, agriculture, welding and manual arts, plumbing, motor mechanics and health care. For the most part, employment opportunities are limited and the skills acquired in training programs translate readily to skills that are required within communities. In some cases, these may be critical mainstream survival skills for residents in remote communities where training does not necessarily lead to paid employment. It is, in fact, essential that training is relevant to communities and the benefits of training must be tangible if it is to be effective. As such, training providers prioritise social capital when planning their offerings and may build training around community projects such as establishing community gardens or construction of community infrastructure. Training providers have explored flexible delivery options such as

mobile and intensive delivery modes and alternative assessment procedures. The nature of the landscape demands more innovative responses if training is to be viable in the region. For example, Charles Darwin University delivers VET into remote communities with the aid of their Mobile Adult Learning Unit and the Centre for Appropriate Technology delivers training for homelands communities either on-site or from their hostel facility in Alice Springs.

That Alice Springs reflects an inter-cultural landscape in Australia is an important and critical feature of the region. 41.6% of the population are Indigenous and a large majority of the population (30.4%) speak Indigenous languages as their first language. This has important implications for vocational training in the region which is, for the most part, offered only in English. While some attempts have been made to provide training in Indigenous languages, funding has rarely been ongoing. This provides challenges both for training providers and those enrolled in training programs. Racism appears to be an ongoing problem, and while Indigenous people are being trained, they are significantly less likely to find employment. Although small individual Aboriginal enterprises are abundant within the art industry, Aboriginal participation as the 'public face' of their enterprise was not evident. The role of managing and marketing Indigenous art to the public was undertaken by mainstream art brokers. Tourism is another major industry which is growing and provides ample opportunity for Indigenous expertise, and while this is evident in some areas, it is yet to be tapped to its fullest potential. Training in the areas of hospitality, horticulture and health work reflect the most common areas of enrolment for Indigenous training participants and these areas of study reflect the limited areas of paid employment that may be available. Mining is a major industry in this region with the majority of mining leases on Aboriginal land. However, this does not always align with the development of local Aboriginal livelihoods within this industry. Interestingly, despite providing a strong economic base for the region, mining and vocational training were not discussed by any training provider.

Amenity/Lifestyle Landscape

Bunbury, Western Australia

Regional Summary

The Peel/South West region comprises the two WA planning regions on the coast south of Perth, the first centred on the resort town of Mandurah and the second on Bunbury, which is an old established port. The region is noted for its resource based industries: bauxite and alumina, coal and power, and forestry and timber products. The coastal strip is intensively farmed, by Western Australian standards, and Margaret River is known for its viticulture. In addition, much of the coastline, especially Mandurah and Busselton, is a resort and retirement area which bears comparison with the New South Wales coast. In the timber country there is conflict between the timber industry and conservation with its allies in tourism.

Major Centres: *Mandurah, Bunbury* (State of the Regions 2003, p.A1.167)

The Facts and the Flavour

In 2003, the total population of the Peel-South West region in Western Australia was 216,201. The age distribution trends suggest an ageing population which is gaining seniors in keeping with its growing popularity as a retirement area. However, the region is also attracting younger and working age residents. In 2001, the three largest earning industries in the region were manufacturing (earning $4,675 million per year), mining ($1,756 million per year) and construction ($1,068 million per year). Of these three industries manufacturing was growing at a significant rate (real growth of 10.1% in 2001) whilst mining demonstrated a decline in growth (-1.9%). Alongside the growth in manufacturing however, several other industries were strengthening in the region including government administration and defence (8.4% real growth) and finance and insurance (6.4% real growth).

Our research focused on the areas surrounding Bunbury and Mandurah which are noted for their appeal as amenity landscapes. People settle here to enjoy the lifestyle and commute to Perth and Fremantle for employment. VET is responding effectively to the new economy surrounding the amenity landscape. This amenity or lifestyle landscape reflects a region of growth, with the growth areas being predominately in the areas of construction and community services. Health services, education and tourism are also well represented in VET. The region reflects a dynamic commercial mix with emerging and diversifying industries changing the face of the economic landscape. This landscape, "with Bunbury as its port capital, [is currently] Australia's fourth-fastest growing region" (Dodd 2005, p.8).

There appears to be little input from VET into the natural resources areas such as mining and forestry other than by the Western Australian Department of Conservation and Land Management. They have initiated some innovative responses to social needs for Indigenous people with their Ranger training programs. The program allows Indigenous people to undertake their training on country in partnership with University and training providers, and this in-turn leads to fulltime employment with the Department of Conservation and Land Management. While this approach is not new, the support the Department of Conservation and Land Management provides to Indigenous communities may be unique. The Department of Conservation and Land Management assists in building social and economic networks within the VET structure that support the development of small cottage spin-off industries within

Indigenous communities. For example, small tourism ventures such as four wheel-drive tours, craft work, and bush food enterprises are encouraged to network with other departments and private corporations so that they might prosper and grow.

In this region, VET is focused on training for employment, with particular success with employment outcomes in the construction industry. For example, the Apprentice and Traineeship Company offers vocational training which involves the trainees and apprentices building demountable offices on the training site. This training has become so popular that the company is selling the demountable offices at a nominal price. The profits from these sales are used to purchase further materials in order to continue the on-the-job training requirements for the trainees. Further innovative partnerships are evidenced in the burgeoning viticulture industry in the Margaret River area which has established a number of effective training partnerships between local growers and industry, TAFE and universities. The success of these partnerships is undoubtedly reflected by the growing profile of the Margaret River wines.

While the region is demonstrating steady growth across a number of industries, the unemployment rate is still relatively high (9.5% in 2003 and steadily rising since 1998). However this does seem to be a trend within high growth regions (e.g. a similar trend is noted in the Wide Bay and Cradle Coast regions). Presumably when the economic base of these diversifying regions is more well established, the impact on unemployment rates will become apparent (as is case in the Burdekin Dry Tropics region).

Manufacturing Landscape

Adelaide Plains, South Australia

Regional Summary

The Adelaide Plains region includes the southern or urbanised part of the plain which begins with Adelaide airport and extends into the Lower and Mid North of South Australia. The region includes old established inner suburbs, old established independent settlements now incorporated into the metropolitan area (particularly Port Adelaide and Gawler), and an extensive area of post war planned development in which public housing was provided to accommodate workers in new manufacturing industries. Manufacturing is more important as an element in the economic base that in virtually any other part of Australia, and the region has not been favoured by Commonwealth policies over the past several decades. Given that central Adelaide is less buoyant than Global Sydney, the region has not been able to develop the alternative reliance on commuting which has helped to keep its equivalents in Sydney prosperous.

Major Centres: *Port Adelaide, Salisbury, Elizabeth* (State of the Regions 2003. p.A1.143)

The Facts and the Flavour

In 2003, the total population of the Adelaide Plains region of South Australia was 484,275. The demographic data suggests a regional population that is becoming younger and losing its working age and senior residents. Statistics from 2001 indicate that the three largest earning industries for the region were manufacturing (earning $13,809 million per year), wholesale trade ($2,089 million per year) and transport and storage ($1,858 million per year). The economic base provided by the manufacturing industry for this region is significant and manufacturing continues to demonstrate real growth (4.9% real growth per annum in 2001), however other fast growing industries in this region are cultural and recreational services (9.6% real growth), communication services (7.2% real growth) and finance and insurance (6.2% real growth).

Despite the fact that manufacturing provides such a strong economic base for the region, this ‘manufacturing landscape’ may be rapidly becoming an ‘amenity landscape’ as people move to Elizabeth for the lifestyle and commute to Adelaide for work. This trend is reflected in the growth of recreational and cultural services in the region.

While statistics suggest that manufacturing in the region continues to grow, some down sizing in the industry has created its own issues. However, there seems to be little talk of its impact on the region, and the focus seems to be on future enterprises and opportunities. Market gardening is a major industry in this region which VET is currently investing in, particularly in the Virginia area. The Virginia Horticulture Centre leads the way in delivering VET to non-English speaking people and training is seen by the participants as an essential part of their successful market gardening business. The trucking industry is another major area of growth for the region, as is retail and the community services industry. In general, VET seems to be linking effectively with most areas of the supply chain, with the exception of the trucking industry it would seem. This assumption is based on the lack of mention about trucking within the interviews conducted despite the transport industry being a growth area.

Elizabeth TAFE has initiated several exciting community focused VET programs. These programs are directly linked to building and maintaining the social capital within the region. Programs such as the design and construction of the Rage Cage, and the Majors Leadership

Program are consistent with their aims to develop social and human capital. The relationships that exist between VET providers and the local authorities within this region are significant in that they enable productive partnerships to develop and grow. This reflects the idea that the relationship between economic and social development is recognised as a way forward and is intrinsically connected to the effective delivery of VET in this region.

Regenerating Landscape

Cradle Coast, Tasmania

Regional Summary

North West Tasmania comprises the urban strip along the North West coast (Devonport to Ulverstone, Burnie and Wynyard, with Stanley and Smithton beyond) plus the hinterland of this strip including the West Coast. The coastal North West is dairy farming country, while further inland plantation forestry is in conflict with the conservation of native forest and so with the tourist industry. The West Coast has a history of more than a century of mining, but tourism is now gradually overshadowing mining as its economic base. Extensive tree plantations were originally started to support a paper industry, but the two industries have become disconnected and much of the product of the plantations is exported as woodchips.

Major centre*: Burnie, Devonport* (State of the Regions 2003, p.A1.182)

The Facts and the Flavour

In 2003, the total population of Tasmania's North West region was 106,484. Demographic data for the region suggests an ageing population, losing its younger and middle aged residents. At that time, the region also demonstrated a very high rate of unemployment at 21.1%. Data from 2001 suggests that the three largest earning industries for the region were manufacturing ($1,448 million per year), agriculture, forestry and fishing ($410 million per year) and retail trade ($358 million per year). At the same time, several industries demonstrated a decline in their real growth per annum (e.g. mining showed a significant decline at -7.9% per annum and property and business services at -2.9%), however industries such as finance and insurance (4.8 % real growth per annum), accommodation, cafes and restaurants (3.4% real growth) and health and community services (2.5% real growth) were growing stronger.

Despite the perceived educational and social difficulties in the Cradle Coast region, it seems to be coping fairly well in relation to VET. The people interviewed agree that tourism is a growing industry which attracts training and creates job opportunities, and they also state that there is much more to this region than mining and timber. It was interesting to note that timber and mining did not feature at all in the interviews conducted.

The beauty of this region is beginning to be realized by mainland Australians, not only as a tourist destination but also as a place to retire. This has created an aged-care industry which is growing very quickly, and this is reflected in the growth of the health and community services sector in the region. Manufacturing is another area of growth and stability. Opportunities are also present in the areas of 'wind farming', floriculture, and small crop farming. While the region has "done it tough in the past", the future looks bright for the Cradle Coast. This landscape is also interesting in that the strong local focus on social well-being sets it apart from the other landscape study areas. This isn't to say that they are forgetting economic development in the region; rather they understand that social development and economic development go hand in hand.

This largely seems to be the result of effective and trusting partnerships between local government, state government departments, industry, and community. The Cradle Coast Authority is the driving force behind this workable model which brings to life 'whole of government and community partnerships'. The Cradle Coast Authority is part of the federally funded ‘Sustainable Regions Program’. Its purpose is to foster economic, social, and environmental sustainability for the region. This funding has allowed the Cradle Coast Authority to nominate key priorities for the region within the ‘Cradle Coast Sustainable Regions Investment Plan’.

The region has identified six key priorities, of which participation in education and training is one. More importantly VET is seen as a critical part of the bigger picture within the Investment Plan which ensures that training links to the other five priorities for the region. VET is prioritised through the Stronger Learning Pathways project which connects learning to both the economy and the environment.

The Stronger Learning Pathways project has created space for dialogue between schools, TAFE, registered training organisations, and Skills Centres which addresses issues of ‘doubling-up’, as well as providing training support for the whole community, not just certain sectors. For example, one of the major responsibilities of the Skills Centres is job readiness, whereas TAFE takes responsibility for the industry skills training. This holistic approach to VET within the region ensures a focus on meeting social and economic objectives and promotes effective collaboration to achieve these goals.

Broad Acre/Farming Landscape

Horsham, Victoria

Regional Summary

The Mallee-Wimmera comprises the plains north of the Grampians and the Dundas hills. The region is classic wheat/sheep country. Rainfall diminishes northward, as does the reliability of the harvest; in the northern part of the region the Sunset country does not have sufficient rainfall to be worth clearing. Though wheat remains the basic crop, rain fed agriculture is increasingly supplemented by oilseeds. Along the Murray there are irrigation areas: some of these have fallen on hard times due to saltation, but the intensive viticulture areas still prosper. Horsham is the chief town in the Wimmera, and Swan Hill and Mildura serve irrigation areas along the Murray.

Major Centres: *Mildura, Horsham* (State of the Regions 2003, p.A1.89)

The Facts and the Flavour

In 2003, the total population of the Mallee-Wimmera region was 142,388. The unemployment for the region was measured at 10.2% at this time. Our study centred on vocational training in Horsham, the main centre for the Mallee region. Data from 2001 suggests that the three highest earning industries for the region were agriculture, forestry and fishing (earning $2,281 million per year), manufacturing ($1,257 million per year) and retail trade ($509 million per year). The two top earning industries were also among the top three growth industries for the region (manufacturing with a real growth of 5.3% and agriculture with a real growth of 5.1%) along with strengthening in the mining industry (5.1% real growth per annum).

The State of the Regions Report (Australian Local Government Association 2003) indicates that the Horsham region has a declining and ageing population, yet within the VET sector Horsham appears to be sustaining steady growth. The University of Ballarat offers a weekend school for health personnel seeking to update their skills in the latest medical initiatives. The University of Ballarat also works in partnership with secondary schools in the region to transport young people (by bus) into Horsham so that they can undertake vocational training placements. Such placements are not always available in the smaller communities surrounding Horsham. Networks of employers within the town assist with these work placements, and together with TAFE, Schools and University, deliver relevant training. Horsham is a centre that provides almost all of the community services and retail industries for the region. Its commitment to promoting and delivering VET indicates strong social responsibility to the region as a whole.

The Birchip Cropping Group is extremely innovative and responsive to community needs. Their training is almost all community driven. This "community of farmers" opt for training and research priorities that match their particular needs and wants. The training is, for the most part, economically driven and focused on better production. However, the social capacity that the training creates is vast. In this region distance is an issue, as are the busy lives farmers lead, which in-turn creates isolation for themselves and their families. The training days are often conducted on country where either accredited or non-accredited training is delivered and families come together to share knowledge and socialise.

VET is responding to the local economy through the TAFE 'Hot Rod' program which partners with the local auto-mechanics and engineer firms to deliver training across this particular supply chain. This agriculture and broad acre farming landscape requires auto-mechanics to service their vehicles locally. The 'Hot Rod' program provides participants with the skills to fulfil this service as well as the opportunity to be involved in the motor racing industry. It is interesting to note that through this program only, VET is addressing two areas of need for the region, manufacturing and agriculture. The Victorian Governments Local Learning and Employment Networks appears to be an important catalyst in the development of future initiatives within this region.

Irrigation Landscape

Shepparton, Victoria

Regional Summary

The Goulbourn region has two main parts. The hill country 'north of the divide' includes the headwaters of the Goulbourn. Economic activity is a mixture between high rainfall grazing and forest reserve, with some tourism. The area is within the Melbourne hobby farm belt, and indeed some of it is within commuter range. The Goulbourn Valley proper is the plain between Seymour, where the river leaves the hills, and the Murray River. The important agricultural areas are irrigated with intensive dairy and orchard production. The chief city of the Valley, Shepparton, is noted for its food processing industries.

Major Centres: *Shepparton* (State of the Regions 2003, p.A1.74)

The Facts and the Flavour

The total population of Victoria's Goulbourn region was 198,649 in 2003. The population was demonstrating a trend toward becoming older as it was losing younger residents and gaining working age and seniors to the area. In 2001, the three top earning industries were manufacturing (earning $3,821 million per year), agriculture, forestry and fishing ($1,557 million per year) and retail trade ($681 million per year). Of these industries, manufacturing demonstrated the strongest growth for the region with 8.1% real growth at that time. Several other industries were also strengthening at the rate of around 3.0% real growth per annum and included electricity, gas and water supply, health and community services, personal and other services, finance and insurance, cultural and recreational services, and education.

Manufacturing is clearly the most important economic contributor to this region. As such, it is worth mentioning that the food processing plants received very little mention in the interviews conducted in this landscape despite the fact that they are one of the major partners with the VET sector. Goulbourn TAFE does however provide most of the legislated required training (e.g. Occupational Health & Safety training) for the large food processing plants. A significant portion of the VET focus was also concentrated into the areas of construction, agriculture, and health services.

The Victorian TAFE system has deliberately initiated a competitive funding model for education and training. This has created "lean, mean learning machines that have the tendency to be outcome focused rather than people focused. This prompted one interviewee to state, *"We used to be fat-cats, but now we are anorexic and therefore cannot function as well as we should be able to"*. This situation has however forced some innovative VET partnerships to be established which deliver some interesting training options. On the other hand, it has also created an environment where competition leads to doubling up in course delivery.

Wodonga Institute of TAFE has partnered with the Victorian Government initiative, Local Learning and Employment Networks, and schools to deliver VET in hospitality in an innovative way. "Hospitality on Wheels" is a semi-trailer that travels to remote communities and schools to deliver vocational training in this mobile and flexible mode. Further to this, Wodonga TAFE has also developed partnerships with the motor sports industry to deliver VET in engineering and motor technologies through project based activities. These project based activities culminate with the participating students gaining work experience in the pits at motor racing events each year.

Peri-Urban Landscape

Outer Western Sydney, New South Wales

Regional Summary

Sydney is centred on Penrith. It comprises two sub-regions. The Western part of the Cumberland plain includes new manufacturing areas and several defence facilities (particularly airfields). Its educational infrastructure is integrated into the local economy. There are extensive new housing estates, whose residents are employed locally or in Mid West Sydney, with a few commuting as far as Global Sydney. The strip of settlement across the Blue Mountains has more of a resort character, with a tradition of long distance commuting.

Major Centres: *Penrith, Katoomba* (State of the Regions 2003, p.A1.17)

The Facts and the Flavour

The region of Outer Western Sydney covers a large area ranging from Parramatta, west into the Blue Mountains. In 2003, the population of the area was 319,879. The rate of unemployment at that time was 7.1%. Data from 2001 suggests that the three largest earning industries in the region are manufacturing (earning $2,143 million per year), construction ($1,230 million per year) and retail trade ($1,048 million per year). The growth in these industries reflects the spread of urban settlement and development into areas that have previously been rural or semi-rural. This pattern is in keeping with the growing population of the region. While these three industries provide a strong economic base for the region, other fast growing industries include cultural and recreational services (real growth of 7.3%) and property and business services (real growth 6.4%).
The demographics across Western Sydney vary greatly. These variances in the demographic structure of the region are taken into account in aligning VET offerings and play an important role in strategic planning undertaken by training providers (e.g. the population in Baulkam Hills has a high rate of academic qualifications whereas Mt Druitt area has a comparatively low rate of post trade qualifications). This type of data is used to guide the most relevant offerings in each area. Reflecting the demographics of the region, the vocational and training options for residents of Western Sydney are diverse and while manufacturing, construction and retail are strong, there are also a range of options available including horticulture, information technology, engineering, business administration, hospitality, and so on. The demand for vocational education is growing and starts early. In some high schools approximately 70% of their senior students are enrolled in VET. In many cases senior students pursuing VET still have the option to pursue tertiary studies if they desire to do so, and many senior students that have undertaken some VET training will continue with further educational options at TAFE or university.
Lifelong learning is also strongly evidenced and while VET training may begin at high school, TAFE reports that a majority of the enrolments are 'second chance' learners aged over 25. Vocational training is also used as a way of valuing employees and local councils pursue a policy of lifelong learning for their staff. For example, Penrith City Council offers almost 100 traineeships across a variety of industry areas (i.e. child care, information technology, business administration and so on) to both new entrants and existing employees. This is a significant commitment to both training and staff development. However, it was revealed that the perception of training varies widely across client base for private providers. While younger clients are accustomed to the need for training to secure employment and are more likely to fit

the category of 'lifelong learner', older clients (i.e. 45 years and up) may have a different view. For example, they may be required to seek training because their current employment now requires certified qualifications or they need to change careers or re-enter the workforce after a long break. If these clients have been away from formal education for a long period, they can find training very challenging. Often however, vocational training is the path through which people will make the step from unemployment or part time work to full time employment.

The region shows evidence of pursuing innovative arrangements such as public-private partnerships and education precincts to enhance training options. For example, the Blacktown School-Industry Network is located within the Nirimba Education Precinct at Quakers Hill and is co-located with not only secondary and tertiary education providers but also a business incubator. Penrith City Council has also explored the delivery of the Certificate IV in Local Government – Planning and Management of the Physical Environment for their staff as a response to the current nationwide shortage of qualified planning staff. In providing this training and developing these skills, there may be opportunity to support the attainment of tertiary level skills in this field for Council employees.

In general, there is a strong feeling of community pride within the region and many residents that grow up in Western Sydney, will return to the area and settle here. There are many employment opportunities in this region that make this both an attractive and viable possibility.

Manufacturing Landscape

Wollongong, New South Wales

Regional Summary

During the last century, the Illawarra developed as a coal-based manufacturing area. Coal is still mined, thought the deposits are now a long way back from the mine adits in the Illawarra range, and there is still manufacturing industry, but it no longer employs many people. There is an important bulk port, but its trade is hampered by the lack of natural corridor inland. The region is relatively close to Sydney, and commuter traffic has developed. The part of the region over the top of the Illawarra escarpment comprises water reserves and a long established hobby farm area.

Major Centres: *Wollongong, Nowra* (State of the Regions 2003, p.A1.35)

The Facts and the Flavour

In 2003, the population of New South Wales' Illawarra region was 410,754. While the manufacturing industry is no longer is the major employer in the region, it is still the top earning industry earning $4,629 million in 2001. The next most profitable industries were construction ($1,686 million per year) and retail trade ($1,498 million per year). Industries demonstrating strong growth in the region were government administration and defence (12.4% real growth per annum), personal and other services (6.5% real growth) and cultural and recreational services (6.2% real growth). Alongside these growing industries, several other industries demonstrated a steady growth including accommodation, cafes and restaurants, property and business services, and finance and insurance (all growing at a rate of around 5.5% per annum). This strengthening and diversity in the economic base may have contributed to the declining unemployment rate within the region.

Illawarra Institute of TAFE services this manufacturing landscape via several campuses located throughout the region. Regional service delivery is at an all time high with a doubling of regional students over the past five years. This appears to be the result of innovative leadership which is focused on organisational leaders and an understanding of the organisational governing systems of their VET partnerships. This has enabled TAFE to function more effectively and efficiently with their partners.

Illawarra Institute of TAFE is the major VET contributor in this landscape and has formal partnership arrangements with a broad range of clients. It is significant for this landscape that VET appears to be embedded across all areas of the local economy. Even though the mining industry is in decline, mining and manufacturing industries continue to be a strong force in VET offerings. The mining training offered by Illawarra TAFE is widely recognised throughout the mining industry and recently representatives from that institution were invited, as the only training providers, to attend an international mining conference to discuss their offerings with industry clients. Alongside this, TAFE has also developed training partnerships with the Department of Defence to provide training in the areas of Food Hygiene, Occupational Health & Safety, Electrical Testing and Safety Inspections, and more. The popular training areas of retail, community services, and construction are also well represented in this region.

It was noted that pre-vocational training is much needed to build the social capabilities of individuals. However, there appears to be a huge gap in support from TAFE and other training organisations to put these types of VET programs in place. Youth unemployment in this region indicates that this is an area that VET needs to concentrate some energy into. Interviews within this region also revealed that in some cases the VET sector and its clients have differing views on the success of their partnership relationships.

Resilient Landscape

Orange, Central West New South Wales

Regional Summary

The Central West of NSW consists mainly of hilly country, beginning just past the Blue Mountains and ending with the last of the slopes in Lachlan Shire. Its principal towns include Lithgow, Bathurst, Orange, Cowra, Parkes and Forbes. The agricultural base varies from orchards in the hight country round Orange to extensive wheat/sheep farming in Lachlan Shire. Lithgow was first developed as a manufacturing town because of its coal mines, and coal is still mined for power generation and export. The Bathurst/Orange growth centre also has some manufacturing, particularly that gained as a result of Commonwealth growth-centre policies in the 1970s.

Major Centres: *Lithgow, Bathurst, Orange* (State of the Regions 2003, p.A1.26)

The Facts and the Flavour

In 2003, the total population of the Central West region in New South Wales was 179,114. Demographic data for the region suggests an ageing population, losing its younger and middle aged residents. Within this region, the three largest earning industries are manufacturing (earning $1,193 million per year), agriculture, forestry and fishing ($1,099 million per year) and mining ($1,001 million per year). Of these industries both mining (6.3% real growth per annum) and agriculture (3.4% real growth) were strengthening. Alongside the growth in these industries, regional production in the area of government administration and defence was also strengthening with a real growth rate of 5.4% in 2001.

Within this region, Orange is a robust and resilient community which as some locals say seems to be "recessional and drought proof" because it operates as an important regional centre which smaller communities depend on for their services. Despite the closure of several large Meat Processing Plants in and around Orange over the past few years, the community has progressed quite well. VET has played a critical role in maintaining this steady growth by retraining and up-skilling the local workforce for future employment.

Mining is one of the major industries for the region, as is the viticulture industry which has a flow-on effect for tourism in and around Orange. As with many other regional centres, aged-care is another area of growth. For the most part however, landscape use in this region is multi-functional with industries ranging from mining, agriculture, viticulture, and tourism, through to manufacturing (Electrolux), health and community services, and retail trade prevalent in the area.

On the surface VET seems to be addressing regional needs and linking with the regional economy. The Western Institute of TAFE, for example, has employed Training Partnership Managers to build relationships and contractual agreements with large regional companies to design, deliver and assess their training needs. They are also establishing effective relationships with several universities which will enable community residents to undertake advanced university coursework through shared use of resources. These TAFE-University partnerships will also be reflected in organisational partnering in research activities which will enhance the region's ability to provide cutting edge education and training services.

Interestingly the Western Institute of TAFE records that 44% of their students in 2003 were enrolled in courses that were funded from monies outside the allocated State Treasury Budget.

What does this mean? Is it that partnerships are succeeding, or is it that TAFE has to go look externally to source funding for their survival?

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Landscape Matrix

Key Criteria	**Wide Bay Burnett, QLD**	**Burdekin Dry Tropics, QLD**	**Mt Isa, QLD**	**Northern Adelaide, SA**	**Orange, NSW**	**Wollongong NSW**	**Outer Western Sydney, NSW**	**Shepparton VIC**	**Horsham, Western VIC**	**Bunbury, WA**	**Alice Springs, NT**	**Cradle Coast/ Burnie, TAS**
REGIONAL PROFILE DATA												
Total Population (2003)	242,418	208,113	32,881	484,275	179,114	410,754	319,879	198,649	142,388	216,201	87,219	106,484
No. of households (2003)	98,365	78,815	13,130	200,701	67,461	155,868	112,527	76,068	56,812	83,170	28,698	43,481
Workforce (2003) (%) % growth 1998-2003	110,605 (45.6%) 0.4%	98,861 (47.5%) -1.8%	18,390 (55.9%) -3.0%	237,900 (49.1%) 1.3%	79,500 (44.4%) -1.3%	199,060 (48.5%) 1.9%	177,965 (55.6%) 2.1%	97,071 (48.9%) 0.8%	75,691 (53.2%) 1.6%	106,265 (49.2%) 3.3%	44,124 (50.6%) 2.5%	53,204 (50%) 0.6%
Employment 2003 % growth 1998-2003	89,350 0.1%	88,080 -1.9%	16,308 -4.9%	205,193 1.8%	69,837 -1.8%	178,247 2.1%	166,200 2.5%	86,822 0.9%	68,686 1.8%	97,079 3.1%	31,613 -0.1%	43,937 0.4%
Unemployment 2003 (%) % growth 1998-2003	21,255 (23.8%) 1.5%	10,781 (12.2%) -1.1%	2,082 (12.8%) 37.8%	32,707 (15.9%) -1.5%	9,663 (13.8%) 2.8%	20,812 (11.7%)) -0.3%	11,765 (7.1%) -1.8%	10,188 (11.7%) -0.1%	7,005 (10.2%) -0.2%	9,186 (9.5%) 5.7%	12,511 (39.6%) 11.6%	9,267 (21.1%) 1.5
Age Distribution - Trends	Becoming older. Losing young, gaining workforce age and seniors.	Becoming younger. Gaining youth, losing working age and seniors.	Becoming younger. Losing young and working age, losing seniors more.	Becoming younger. Gaining young, losing working age and seniors.	Becoming older. Losing young and middle aged, losing seniors less.	Becoming older. Gaining young and working age and seniors more.	Balanced. Balanced losses.	Becoming older. Losing young, gaining workforce age and seniors.	Becoming older. Losing young and middle aged, losing seniors less.	Becoming older. Gaining young and working age and seniors more.	Becoming younger. Losing young and working age, losing seniors more.	Becoming older. Losing young and middle aged, losing seniors less.
Regional Prod'n Output 2001 $ million Real growth % p.a.												
Agriculture, Forestry & Fishing	$991m 3.1%	$648m 2.4%	$409m 6.9%	$281m 5.6%	$1099m 3.4%	$145m 3.2%	$140m 2.9%	$1557m 3.1%	$2281m 5.1%	$727m 2.0%	$264m 8.1%	$410m 1.9%
Mining	$298m 3.5%	$806m -0.2%	$2916m 6.9%	$82m -9.5%	$1001m 6.3%	$577m -4.2%	$20m -3.9%	$12m -6.6%	$143m 5.1%	$1756m -1.9%	$3353m 4.4%	$290m -7.9%
Manufacturing	$2076m 1.8%	$2065m 0.4%	$409m 3.0%	$13809m 4.9%	$1993m 2.6%	$4629m 1.5%	$2143m 2.4%	$3821m 8.1%	$1257m 5.3%	$4675m 10.1%	$834m 7.0%	$1448m 2.5%
Electricity, gas & water supply	$361m 1.9%	$286m 6.2%	$56m 1.6%	$598m 0.8%	$366m 0.8%	$320m _2.2%	$176m -0.8%	$334m 3.7%	$254m 2.2%	$396m 1.0%	$82m -2.5%	$130m -0.4%
Construction	$740m 2.5%	$788m 5.9%	$182m 8.5%	$1587m 0.4%	$584m 0.8%	$1686m 4.5%	$1230m 2.2%	$577m -2.1%	$374m -1.7%	$1068m 3.6%	$362m -4.6%	$264m 1.2%
Wholesale Trade	$661m 5.9%	$656m 5.2%	$110m 5.1%	$2089m 1.2%	$527m 2.5%	$874m 2.9%	$682m 3.4%	$633m 1.7%	$533m 1.5%	$518m 2.8%	$148m 1.1%	$230m -1.4%
Retail Trade	$1002m 5.7%	$882m 5.6%	$134m 2.9%	$1549m 2.2%	$635m 2.4%	$1498m 4.9%	$1048m 3.9%	$681m 1.9%	$509m 1.6%	$798m 5.5%	$304m 0.1%	$358m 0.8%
Accommodation, cafes & restaurants	$430m 8.5%	$416m 7.3%	$93m 4.9%	$511m 4.9%	$314m 2.4%	$813m 5.8%	$558m 5.1%	$242m 1.4%	$156m 0.9%	$316m 5.4%	$285m 4.4%	$153m 3.4%
Transport & storage	$430m 2.1%	$651m 1.8%	$158m 1.1%	$1858m 3.0%	$385m -1.1%	$697m 2.2%	$395m 5.7%	$359m 1.3%	$265m 1.2%	$412m 5.4%	$267m 2.9%	$294m 2.4%
Communication services	$141m 2.6%	$218m 8.5%	$23m 1.2%	$489m 7.2%	$109m -0.1%	$269m 4.2%	$104m -3.3%	$96m -2.6%	$76m -2.6%	$93m 1.4%	$76m 3.6%	$51m 0.5%
Finance & insurance	$224m 5.3%	$541m 5.2%	$31m 0.4%	$551m 6.2%	$176m 2.1%	$550m 5.4%	$221m 3.1%	$197m 3.1%	$158m 3.9%	$145m 6.4%	$71m 5.3%	$112m 4.8%
Property & business services	$437m 3.9%	$545m 4.8%	$101m 7.0%	$1266m 3.5%	$459m 2.2%	$1451m 5.6%	$827m 6.4%	$397m 0.1%	$296m 1.9%	$531m 2.4%	$268m -1.0%	$153m -2.9%
Govt admin & defence	$337m 9.7%	$1034m 5.9%	$124m 9.7%	$747m 2.7%	$279m 5.4%	$736m 12.4%	$765m 5.2%	$274m -2.7%	$136m -0.5%	$196m 8.4%	$438m 5.5%	$132m 2.3%
Education	$332m 7.0%	$338m 5.7%	$51m 2.1%	$649m 3.3%	$298m 2.9%	$660m 4.6%	$473m 4.8%	$289m 3.0%	$208m 1.8%	$222m 4.1%	$207m 2.9%	$128m 0.5%
Health & community services	$436m 6.4%	$407m 6.0%	$55m 0.0%	$802m 2.1%	$360m 2.6%	$799m 5.4%	$526m 5.5%	$354m 3.5%	$299m 1.9%	$354m 5.7%	$244m 4.8%	$216m 2.5%
Cultural & recreational services	$105m 7.0%	$162m 5.5%	$16m 2.7%	$314m 9.6%	$94m 2.1%	$293m 6.2%	$228m 7.3%	$141m 3.0%	$79m 1.4%	$131m 5.0%	$150m 9.3%	$33m 1.0%
Personal & other services	$197m 9.1%	$222m 8.2%	$38m 0.3%	$525m 3.7%	$176m 2.1%	$365m 6.5%	$295m 5.8%	$156m 3.3%	$124m 2.8%	$177m 5.0%	$169m 1.3%	$77m 1.9%
Gross Regional Product (GRP)	**$4689m 4.3%**	**$5344m 4.4%**	**$2308m 7.2%**	**$10579m 1.3%**	**$4475m 2.8%**	**$8774m 3.4%**	**$5778m 3.9%**	**$4730m 2.3%**	**$4223m 3.3%**	**$5497m 3.1%**	**$4676m 0.9%**	**$2,119 0.3%**
GRP – Share of Australia	0.8%	0.9%	0.4%	1.8%	0.8%	1.5%	1.0%	0.8%	0.7%	0.9%	0.8%	0.4%

Key Criteria	**Wide Bay Burnett, QLD**	**Burdekin Dry Tropics, QLD**	**Mt Isa, QLD**	**Northern Adelaide, SA**	**Orange, NSW**	**Wollongong NSW**	**Outer Western Sydney, NSW**	**Shepparton VIC**	**Horsham, Western VIC**	**Bunbury, WA**	**Alice Springs, NT**	**Cradle Coast/ Burnie, TAS**
CREATIVE ASSOCIATIONS												
Collaboration	o Education & Training Reforms For The Future (ETRF) plays strong role in starting the dialogue o Evidence of strong personal relationships o Larger organisations & large registered training organisations tend to partner o Small and medium enterprises don't engage o Top heavy with government agencies and not many local businesses o Government driven policy o Some elements of collaboration however not a collective feel	o Lots of talk about collaboration o Within Community Development Employment Projects (CDEP) model – areas for training including on or off site modes o Without capacity to make decisions, some departments are slowed by waiting for approval from central office – delays regional activity	o No formal partnerships o Strongly based on trust, i.e. "no need to sign" o Commitment to partnerships o Isolation makes the need to work together effectively more critical o Mining industry reinvigorated after change of ownership and management approach	o Community organisations, training organisations & local council working together	o TAFE are signing agreements with schools and University of Charles Sturt to deliver training and to undertake research into training and education futures. o Centre for Regional Education – Orange, partnerships between TAFE, Uni of Sydney and schools to deliver more advanced courses within the region o International training through TAFE off-shore, also partnerships with the Wool Industry to deliver training interstate o Interactive Distance Learning, Nation wide telecommuni-cations strategy (Optus), Partnering with School of the Air to deliver training for adults as well o Informal relationships also make great partnerships, are web like and cut through the red tape o Industry and training providers seem to have fairly good relationships in place	o Illawarra TAFE is major player o TAFE partnering with mining industry to deliver training o TAFE feel they are going well but some community sees it differently o Seems somewhat uncoordinated and splintered within this region o Generally there is a lack of support from local businesses, the businesses are small and training is seen as a cost o Need to build relationships between Indigenous organizations, business people and training organizations	o TAFE a strong player in the region and often working with local councils and larger organisations o Public-private partnerships identified as a strength o Partnering btw educational institutions can be problematic due to funding & institutional arrangements – recognition that clients of different institutions are not shared clients – problem of educational silos o However not a strong feel of collaboration across region, organisations tend to focus on their core business & partner where beneficial	o Tension btw collaboration versus competition → competing against each other, can lead to double ups, waste of resources o Partnering out of need rather than support – these forced partnerships may not lead to best outcome for clients	o Tension btw collaboration versus competition → makes it difficult to partner o Local Learning & Employment Networks	o Partnerships based on 'how' not 'what' – shared approach o Personalities & relationships are critical o Department of Conservation & Land Management's ability to create networks & links for communities, especially in indigenous communities	o Overall, a decreased level of collaboration due to broader spread of funding options, i.e. there isn't the same motivation to partner & share resources o Willingness to be flexible	o Competition vs Collaboration o Partnering with industry to deliver training o Larger industries seem to access their own training, whereas smaller businesses find it difficult financially to provide training o Cradle Coast Authority driving effective and trusting partnerships between local government, state agencies, industry and community o Stronger Learning Pathways project has created space for dialogue between schools, TAFE, registered training organisations and Skills Centres to occur

Key Criteria	Wide Bay Burnett, QLD	Burdekin Dry Tropics, QLD	Mt Isa, QLD	Northern Adelaide, SA	Orange, NSW	Wollongong NSW	Outer Western Sydney, NSW	Shepparton VIC	Horsham, Western VIC	Bunbury, WA	Alice Springs, NT	Cradle Coast/ Burnie, TAS
Shared Resources & Markets	○ Wesley Training Centre– a "one stop shop" that links social development, training & employment ○ Literacy training for high school students provided by Gympie TAFE on TAFE campus	○ Question: Does the indigenous funding arrangement improve or create the capacity for co-location and co-learning to occur because it has to address a combination of social AND training needs?	○ Spinifex College Education Precinct	○ Focus on community identified projects	○ TAFE employ Training Partnership Managers to build relationships to design, deliver and assess training for large companies. For example structuring training for Manildra Flour Mill. Manildra has earned a worldwide reputation as "The Leader" in vital wheat gluten, native and modified wheat starches, specialty wheat proteins and alcohol.	○ Greencorp is a good option for the future because it provides a holistic service, employment, training and personal support program combined	○ Training providers must be responsive as there are many competitors in the market ○ Small registered training organisations compete effectively, e.g. Workplace Australia Group at Burwood recently listed by *Business Review Weekly* as one of fastest growing organisations in Australia ○ Blacktown School Industry Network is part of Greater Western Sydney Schools Alliance – respect each other's territory but assist each other if required ○ Nirimba Education Precinct at Quakers Hill, Uni of Western Sydney. TAFE, govt high school, private high school, business incubator	○ Holistic approach taken by Community Development Employment Projects (CDEP) (similar to Burdekin)	○ Local Learning & Employment Networks ○ Ballarat University, Horsham TAFE and neighbouring high school in partnership ○ Identified problems for partners working together due to constraints of funding model – creates educational silos	○ Campus – high school, TAFE and Edith Cowan Uni on same site with focus on curriculum alignment ○ Multi-partner site with focus on viticulture	○ Cooperative Research Centre for Desert Knowledge – 28 partners in formalised relationship ○ Training is provided at community's request, e.g. Central Australian Remote Health Development Services Management Board has members from remote communities who can identify and request specific training needs for these communities ○ Seed funding stopped ○ Community Studies program for higher school certificate being developed to recognise traditional and cultural knowledge ○ Development of facility with crèche for young mothers to finish high school - identified social issue ○ Boarding facilities for remote students on Centre for Appropriate Technology site in Alice Springs ○ More freedom to experiment with innovative/ alternative delivery (e.g. Charles Darwin University's football training course & high school with crèche)	○ Cradle Coast Authority, Stronger Learning Pathways project, playing similar role as Education & Training Reforms For The Future in Queensland and Local Learning & Employment Networks in Victoria

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Learning Environments	◦ Basic online teaching and e-tools (lots don't like it as "hands on" training/ 'training on the job' is preferred) ◦ Video conferencing (becoming too expensive to be viable) ◦ Analysis of how accreditation should work is required	◦ Learning Centre model as a "one stop shop" of another kind ◦ Funding is often an issue as it is only received in the form of limited seed funding ◦ Seed funded training projects never end up being mainstreamed as a core training approach ◦ Traineeships not recognised or given sufficient value (dole is survival money; need to look at promotion & marketing of traineeships) ◦ Rural Industries (Charters Towers), difficult to keep people on the land – is this part of capacity building for farmers?; continual replacement of staff leads to continual cycle of training.	◦ TAFE is main player ◦ Also another registered training organisation specialising in mining industry working in this region ◦ Stronger in attempt to link to indigenous community ◦ Spinifex College Education Precinct ◦ "On Country" training	◦ Focus on non-English speaking clients (e.g. provision of interpreter services) ◦ Very good examples of project based and applied learning (e.g. Rage Cage)	◦ For indigenous kids offering VET in yr 11 is too late because many leave school in yrs 9 and 10 ◦ User choice has created a dollar driven climate which impacts on the quality of training provided ◦ Increasingly TAFE are required to find funding elsewhere (i.e. externally). 44% of students enrolled in programs at Western Institute of TAFE are not funded through State Treasury budget. They are funded either by private, corporate, or other federal sources.	◦ Project based on-the-job training and building a relationship with the trainer works for Indigenous people ◦ Online training for Quarry Management through the Australian Institute of Quarry Management	◦ Non-profit organisations (e.g. Mission Australia) link welfare clients from Centrelink with training, employment and other services ◦ All training delivered in English despite significant presence of other language or cultural groups ◦ Blacktown School Industry Network has found some employers who will accommodate cultural needs in work placements (i.e. Muslim students in hospitality training, the restaurant won't use pork during the placement) ◦ Strong preference for 'in house' training at place of employment	◦ Holistic approach taken by Community Development Employment Projects (CDEP) (similar to Burdekin) ◦ Indigenous & TAFE links ◦ Fitting the client around the partnership to some extent ◦ Ford Motor Company link to TAFE ◦ TAFE (as major registered training organisation) linked to big canneries to provide training ◦ Very innovative group – *Learning Solutions* – capacity building, hospitals and health care ◦ Mobile Hospitality Truck ◦ Community based training with real projects developed out of capacity building projects ◦ Indigenous Security Officers – addressing relevant social issues ◦ Some funding problems in providing up to date equipment and resources	◦ Weekend School by University of Ballarat ◦ Automotive training example, the car which is built from scratch and sold ◦ Birchip Cropping Group – don't call it training but self identified learning. Non accredited, no paperwork. Self identified learning is flexible, interested parties may go and research and learn and then deliver knowledge to others.	◦ TAFE actively researches alternative flexible delivery of training	◦ Training is provided at community's request, e.g. by Central Australian Remote Health Development Services and Charles Darwin Uni ◦ Conflict of which language to use ◦ Different models to move people forward ◦ Charles Darwin University has Mobile Adult Learning Unit, a semi trailer fitted out with classroom ◦ Different methods of assessment (photos, videos, oral, observation) ◦ Training delivered in first language (not English) no longer funded – seed funding problem	◦ School/ Learning is a community wide concept, not just something that occurs inside four walls ◦ Flexibility is important ◦ Community of Learners established at Circular Head

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Learning Pathways	○ Fragmented approach to work placements, school subjects and traineeships ○ No overall coherence in spite of Regional VET Plan		○ Prepared to take on new locally based projects ○ Local enterprises ○ Southern Gulf Catchment Group – focus on sustainability	○ Building on existing skills of clients – not based on deficit model	○ Previously people in the bush valued on-the-job skills, rather than education, now that attitude has changed significantly as proven by the large enrolments into courses across the board with external money for training. ○ People are more concerned with a pathway, rather than training	○ Autonomy of TAFE (similar to Victorian model) which allows flexibility vs the provision of public education and perceived inflexibility in NSW TAFE system ○ TAFE provides a gateway service to young people ○ High success rate from training into fulltime employment (Community Development Employment Projects (CDEP model)) ○ Red tape prevents effective support for disabled trainees, this seems to be the feeling through most traineeships	○ Second chance learning is significant part of TAFE enrolments ○ The ability to bundle skills into a qualifications is flexible and attracts clients ○ Majority of TAFE learners are over 25 years and 'return to learn' ○ Public-private partnerships (e.g. TAFE and Coca-Cola – pilot project to deliver 'in house' training was very successful) ○ Traineeships valued as important (e.g. Penrith City Council offers ~100 traineeships a year to new and existing employees which are highly sought after. Individuals may pursue one of these placements prior to entry to tertiary study or employment in their field) ○ Widely accepted by younger learners who are more likely to fit category of lifelong learner but can be difficult or challenging for older learners who have been away from formal education for some time ○ VET training does not discount possibility of other educational options and further study		○ Birchip Cropping Group – don't call it training but self identified learning. Non accredited, no paperwork. Self identified learning is flexible, interested parties may go and research and learn and then deliver knowledge to others.	○ Career pathway focus – training as an entry point to further education & employment ○ "On Country" training	○ Training for indigenous people is not necessarily an entry point to employment – racism & discrimination an ongoing problem	○ Scholarship offered by Local Councils for local people to undertake Business Degree ○ Example in Launceston of two competing training providers playing a complemen-tary role on the education value chain

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Leadership	○ Education & Training Reforms for the Future and Local Area Plans as drivers ○ No standout leadership but often individual leadership has gotten things started				○ Council leadership is crucial to economic growth which leads to training		○ Demand for VET is growing & in some high schools up to 70% of senior students are enrolled in voc ed ○ Wide offerings across a range of areas – increased level of choice			○ Personalities & relationships are critical ○ "On Country" training by Department of Conservation & Land Management, i.e. ranger training ○ Ideas about accrediting traditional knowledge	○ Example of Central Australian Remote Health Development Services, focus on strong internal organisational structure and valuing and training their own staff as well as delivering these services to their clients ○ Ideas about accrediting traditional knowledge	

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DIMENSIONS OF IMPACT												
Skills Development & Knowledge Transfer	○ Need for audit of local skills ○ Why not train local people? ○ Focus on job rather than education ○ Agriculture & horticulture training not sufficient ○ Timber and marine & boat industries not well developed ○ Do they really understand local economy? ○ Aged care is a focus ○ Small and medium enterprises – too busy, lack of time	○ Courses not really linked to local needs ○ Sugar not mentioned in interviews	○ Training & courses linked to local enterprise ○ For example, bush tucker, sandalwood, red claw, tourism		○ Lack of skilled workers or workers identified ○ Three Meat Processing plants closed in quick concession and retraining was crucial for the people to get back into to work ○ Mining, Aged Care & Viticulture are focus areas	○ Small & medium enterprises want broad range of skills with those skills being measured, whereas large industry want specifically skilled personnel at competency based skills ○ Generally a lack of support from local business, for small business training is seen as a cost ○ Need to improve existing learning opportunities, should do courses to learn a new skill not just to get a certificate in something ○ Pre-vocational training much needed to build social capabilities of individuals	○ Training mostly used as a bridge from unemployment or part time work to full time employment ○ Training more strongly tied to further education or employment opportunities (e.g. Penrith Council recognises employment is tied to skills (as opposed to the old service model) and is committed to lifelong learning for their staff. Some appointments have training built in) ○ Focus on building skills ○ Wide offerings across a variety of areas = high level of choice	○ Small and medium enterprises too busy		○ Courses linked to local needs ○ Dept of Conservation & Land Management – training indigenous people as rangers to progress into further career opportunities – career pathway approach	○ Challenges model that training can only be focused on economy/ employment, i.e. training can be about improved livelihoods in remote areas ○ Lack of integration btw training programs and the demonstrated need for generic professional skills	○ Growth in aged care, health services & manufactu-ring ○ Diversifying into 'wind farming', floriculture, and small crops ○ More to this region than mining and timber
Enterprise Development		○ Community Development Employment Projects (CDEP) doing a few small enterprises, e.g. Landcare, control of weeds & feral animals	○ Training & courses linked to local enterprise ○ For example, bush tucker, sandalwood, red claw, tourism ○ Red Claw Consortium with Richmond Council – local producer developed a red claw yabby market to Brisbane and Cairns and looking to form consortia with neighbours to grow yabbies in their dams on cattle properties so as to meet export demand		○ Kinross Private School creates business and employment ○ Focus on future enterprise for Indigenous people in the conservation and environment areas, National Parks etc		○ Formal arrangements with educational institutions, particularly in terms of Nirimba Education Precinct which includes Business Incubator on site and has involvement from private sector ○ However not strong generally		○ Birchip Cropping Group – lots of research and learning linked to grain production	○ Dept of Conservation & Land Mgt's support of spin off cottage industries and establishing networks in indigenous communities (social & economic benefits) ○ Focus on construction, retail and services industries ○ Construction of office structures now a spin off venture that funds purchase of further construction materials for trainees (Apprentice & Traineeship Company)	○ Market gardens at John Holland Bore (100km out of Alice Springs), a Horticulture Corporation ○ Establishment of hair salon at Ti Tree has had clear health benefits in community and provides future training options	○ Tulip farming example of value adding other farm activities

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Supply Chain Connections			○ VET is making use of the major regional economic drivers such as mining, agriculture, construction, and government services effectively	○ Training & funding centred on regional community projects, e.g. projects to invest in and build resources around ○ Community Leadership Program – local government	○ Growth in viticulture links into development of tourism in the region		○ Local networks as starting point but will readily look outside region if required	○ Attempt through Local Learning & Employment Networks to link to local economy	○ Conscious of importance of local skills & engage in local supply chains ○ TAFE's Hot Rod program linking agriculture, mechanics and manufacturing	○ Government Training Organisation with focus on construction has provided office buildings (project based on real physical outcomes) ○ Local focus but unrealised potential for spin offs from major local industries	○ Community focussed and project based approach to increase social capital and physical infrastructure ○ Economic multiplier effects restricted due to racist attitudes – decreased harvest of economic potential of indigenous knowledge & skills amidst heavy tourist traffic	
Mobilising Social and Other Forms of Capital			○ Sustainability & environment → Southern Gulf Catchment Group addressing indigenous cultural needs ○ Mining companies → large percentage of 'fly in - fly out' staff detrimental to community & social capital, e.g. no one in town to use recreational facilities. Change of shifts and local staff has increased community capital.	○ Community Leadership Program – local government ○ Assets based model ○ Community based projects ○ Collaboration between training providers, local authority and community	○ TAFE's maintaining of resources to address everyone's training needs irrespective of socio-economic background – i.e. training accessible by all members of community	○ VET is interdependent with regional social and economic development, e.g. Water management and waste water treatment are areas where students are being involved along the South Coast. ○ The first TAFE Institute to offer a Graduate Cert in Sustainable Development	○ Not a strong focus on community based projects			○ Collaboration between training providers, local authority and community	○ Training focused on building both social capital and physical infrastructure ○ Community projects to add infrastructure, e.g. metal furniture, transportable goalposts, tuckerboxes, tool boxes (welding courses) ○ Horticulture & irrigation training – important skills in maintaining water supplies in remote areas ○ Establishment of hair salon at Ti Tree has had clear health benefits in community and provides future training options	○ Training helps keep people in the region, builds social capital within individuals which leads onto community ○ There is a strong sense of willingness, to work towards the greater good for the region rather than just for your organization
Civic Engagement			○ Education & Training Reforms For The Future bringing people out of the woodwork to talk	○ Regional Investment Model – identified need to focus regionally ○ More community & regional focus ○ Collaboration between training providers, local authority and community	○ Area Consultative Committee is a great driver in the region			○ Local Learning & Employment Networks a vehicle for involvement (similar to Education & Training Reforms For The Future in Queensland to start the dialogue)			○ Challenges model that training can only be focused on economy/ employment, i.e. training can be about livelihoods in remote areas	○ Cradle Coast Authority partnership based on Sustainable Regions Investment Plan

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Innovation & Creativity			○ Entrepreneur-ship linked to leadership roles, e.g. such as with the Red Claw Consortium or Southern Gulf Catchment Group initiatives		○ International training through TAFE off-shore, also partnerships with the Wool Industry to deliver training interstate ○ Interactive Distance Learning, Nation wide telecommuni-cations strategy with Optus, Partnering with School of the Air to deliver training for adults as well	○ The compliance training such as Occupational Health & Safety dominates VET and at this stage is restricting innovation. Observation: this seems to be the bread and butter while innovation is the cream and takes more resources.	○ Public-private partnership arrangements with educational institutions, particularly in terms of Nirimba Education Precinct which includes Business Incubator on site and has involvement from private sector				○ Flexible & mobile approach – distant & remote locations (e.g. Mobile Adult Learning Unit) ○ Very strong remote delivery focus to respond to landscape	○ Cradle Coast Authority, a workable model which brings to life ‘whole of government and community partnerships’ ○ Its purpose is to foster economic, social, and environmen-tal sustainability for the whole region.