



SouthAustraliaWorks
linking people, skills and jobs



EMPLOYMENT AND SKILLS FORMATION

2006 – 2009 STRATEGIC PLAN

THE LIMESTONE COAST NETWORK

LIMESTONE COAST REGION

INTRODUCTION

The Network's Employment and Skill Formation Vision for the Region:

An innovative community built by skilled individuals and businesses

About the Network

The Limestone Coast Network operates on a number of levels. It is responsible for:

- Building strategic alliances within the region
- Provision of a coordinated response which most effectively uses the resources available to address employment and skills formation needs
- Contributing to community capacity through the building of local leadership and expertise
- Actively communicating information and representing other agencies, organisations or sectors
- Developing and endorsing a regional employment and skills formation plan
- Developing, monitoring and evaluating project responses to issues that have been identified in the regional employment and skills formation plan

The network has steadily developed so that it now enables the South Australia Works in the Regions team to access local information from a broad base and use this to develop a tailored program for the region.

Network Structure

The structure of the network in the Limestone Coast ensures that consultation and communication is broad and inclusive and ensures that stakeholders have a range of opportunities for involvement and representation. The network structure sets out processes for discussion, debate and decision-making. These processes include:

- **Collection and analysis of existing data.**
ABS data, regional profiles produced by Employment and Skills Formation Directorate and surveys and research already produced in the region provide valuable base line data from which the Limestone Coast Regions at Work Team explore and identify areas of need.
- **Existing plans and reports**
Organisations within the region such as the Limestone Coast Regional Development Board, the South East Area Consultative Committee, the South East Education and Training Association, industry sectors, the South East Local Government Association, the Department of Education and Children's Services and SE TAFE have strategic and action plans and annual reports which will be analysed by the Limestone Coast Regions at Work Team to inform the communication and consultation process.

▪ **Tabled reports and presentations to existing networks**

The Limestone Coast Regions at Work Team ensures that stakeholders in relevant networks and organisations receive regular reports outlining progress and seeking input to the planning process. The Limestone Coast Regions at Work Team makes presentations and seeks input from these networks and organisations. A database of these organisations has been developed to ensure that an inclusive process is in place.

▪ **Regions at Work E-Bulletin**

A regular E-Bulletin is distributed across the region by the Limestone Coast Regions at Work Team to ensure that individuals, organisations and networks who wish to receive information and provide feedback and advice to Regions at Work are able to do so. The E-Bulletin makes available:

- A report on progress on Regions at Work in the Limestone Coast
- Information on projects to be released
- An overview of State-wide projects
- A request for specific feedback or advice

▪ **Regions at Work Forums**

The Limestone Coast South Australia Works team convenes and facilitates a forum each year to gather targeted information from a broad range of individuals, organizations and networks. These forums enlighten ongoing planning and are open to any interested person.

▪ **Limestone Coast South Australia Works in the Regions Team**

The Limestone Coast South Australia Works in the Regions Team has responsibility for the implementation of the South Australia Works strategy within the region and consists of

- Employment and Skills Formation staff based in the region
- Limestone Coast Regional Development Board staff
- Employment and Skills Formation staff based centrally with a regional responsibility
- Administrative Support based in the region

The South Australia Works Regional Coordinator and South Australia Works Executive Officer are funded by the Directorate and located with the Limestone Coast Regional Development Board to develop, initiate and manage the South Australia Works program. The Limestone Coast Regions at Work Team provides leadership and program development and implementation to the activities of the network. Their role includes:

- Consulting with and engagement of stakeholders
- Coordination of the writing of the employment and skills formation plan
- Developing, implementing and evaluating program responses,
- Membership of Industry focussed networks and groups and
- Supporting the network.

Employment and Skills Formation officers based within the employment and skills formation directorate provide advice on employment and skills formation policy positions and governance issues. ESF staff support the development of employment and skills formation plans.

▪ **Limestone Coast South Australia Works Steering Committee**

The Limestone Coast Regions at Work Steering Committee works closely with the Limestone Coast Regions at Work Team. It provides strategic advice on strategic and action planning, capacity building, and project development, and endorses the Regions at Work Plan and project recommendations submitted by the Limestone Coast Regions at Work Team.

Membership is

- Limestone Coast Regions at Work Team members
- Limestone Coast Regional Development Board Executive Officer
- South East TAFE executive member
- Centrelink manager
- Business and Industry representatives
- Indigenous community representative
- Lutheran Community Care manager

The Steering Committee is chaired by the Chief Executive Officer for the Limestone Coast Regional Development Board.

▪ **Limestone Coast Regional Development Board**

The Limestone Coast Regional Development Board is accountable for the allocation of the funds which it receives from Employment and Skills Formation Directorate for Regions at Work. It receives recommendations, reports and documentation from the Limestone Coast Regions at Work Team to enable it to fulfil this responsibility with dependability and transparency.

Achievements of the Network

Overview of quantitative data

In 2004/2005 there were:

- 398 Participants in learning/work programs to date
- 239 Employment outcomes to date
- 5077 Accredited Training outcomes to date

In 2005/2006 it is anticipated there will be:

- 301 participants in learning/work programs
- 135 employment outcomes
- 14600 Accredited Training hours

Overview of qualitative data

A number of projects have achieved successful outcomes which have supported the development of career competencies in personal management, learning and work exploration and career building.

Successes with initiatives

- **Individual Career Planning**
The Career Development Centre has operated as a pilot for less than three months. It has supported over 70 people aged from 17 to 61 to develop a career plan and implement it. This initiative has the potential to underpin the South Australia Works in the Regions program.
- **Coaching and career planning programs**
These projects for mature age, indigenous and young people have led to training and jobs and now have wide acceptance and engagement in the region.
- **The gomixit.com website**
This website targets young people and provides a communication structure for information about local business and industry opportunities, training and education and youth services
- **The Youth Directory**
This business card sized directory provides information about essential services for young people
- **Entrepreneurship, small business skills development**
Regional support for the SAYES initiative led to the involvement of three businesses and has provided energy for the development of a regional program in the future. In addition, support for skills development for innovation, business start-up and growth has been important and is seen as an essential part of the work mix of the region.
- **Apprenticeship and trainee support**
Working with a range of partners, the transport, engineering, retail and processing meat and forest industries have been the focus for action with the result of increased interest and participation.
- **Travel support**
This project, administered by Red Cross, has successfully provided support to a wide range of individuals in the region and addresses a key barrier to training and employment, with excellent results.
- **Targeted Training**
Projects targeting tourism, retail, aged care, heavy vehicle, viticulture, agriculture multi-skilling, have achieved significant work outcomes.
Projects targeting skills development in Project Management and the Australian Career Development Studies have lifted the capacity and skills of the community.
- **Initial research and information through Solid Futures, *Count Me In***
This project developed a resource for Indigenous people which outlined work related services and programs and gathered a data base of individuals keen to be mentored. The project has formed the base for successful engagement of Indigenous people in the region.

- **Coaching and individual career planning program *Count Me In***
This project for Indigenous people has achieved outstanding results in terms of engagement, training and work outcomes
- **Great training and job outcomes for retrenched workers**
Limestone Coast South Australia Works has developed a clear plan for supporting retrenched workers and has worked with them to consistently achieve successful outcomes.
- **Individual Training**
Given the small numbers and dispersed population found in the Limestone Coast outside of Mount Gambier, South Australia Works has developed a system to support individuals seeking training support.
- **Targeted Training – e.g. driver’s license**
Support for individuals with a disability has led to increased involvement in training, work and community activities
- **Involvement in the University Steering Committee**
Involvement in this initiative has led to strong relationships with local government, training and tertiary education providers; and a clear community focus on the value of and need for skills development in the community
- **Research – e.g. Forest Industry Workforce, External Student needs, Aptitude testing**
These projects have provided important information leading to a Forestry Industry Workforce Development Plan, support for individuals involved in external studies and learning programs to enable individuals to pass aptitude tests leading to apprenticeships.
- **Participation and support for industry groups – e.g. forestry; engineering; automotive; meat industry; employment services; disability services; health board; education and training association,**
Participation in these groups has led to a stronger understanding of community issues and priorities and a more holistic understanding of the drivers and issues which impact on the South Australia Works program.

Challenges with initiatives

South Australia Works faces a number of challenges as it plans for future action

- **Challenges with future initiatives for young people**
 - Convincing young people to get involved
 - Linking mentoring projects to job outcomes
 - Covering isolated individuals and small groups across the region
- **Challenges with future initiatives for Indigenous people**
 - Initial slow involvement as links were built
 - Covering isolated individuals and small groups across the region
 - Ensuring project sponsors have skills and aptitudes (we’ve been very fortunate, but it has taken time)

- **Challenges with future initiatives for Mature Aged people**
 - Promotion of mature aged people as valued employees
 - Covering isolated individuals and small groups across the region
 - Building self esteem and confidence
- **Challenges with future initiatives for people with a Disability**
 - Promotion of people with a disability as valued employees
 - Covering isolated individuals and small groups across the region
 - Time taken to initiate the Project Can Do project for young people with a disability
- **Challenges with future initiatives for Community Capacity building**
 - Developing a clear structure and focus
- **Challenges with future initiatives for Business and Industry**
 - Finding ways to link which suit business and industry
 - Covering isolated individuals and small groups across the region

Engaging the Community and Forming Partnerships

Network development successes

The Network has developed and matured. Its successes include:

- **A data base of over 300 who receive the E-Bulletin and respond to it.**
The E-Bulletin is produced regularly and features current projects, opportunities to be involved in projects, information about state initiatives and requests for feedback and involvement in planning. Feedback about the E-Bulletin is positive and widespread.
- **A Steering Committee which provides strategic input and challenges the team's thinking.**
After a slow start, the Steering Committee has evolved into an important forum for discussion and futures thinking. It is an important guide for the South Australia Works team
- **Participation in a wide range of business, industry, local government, TAFE SA, community and service committees.**
The South Australia Works in the Regions team is currently involved in a wide range of committees. Some are project based and reflect the current focus of the action plan of the program, while others are strategic and provide a base for discussion and information gathering. Examples of this committee involvement include the University Steering Committee, Engineering Reference Group, Transport Industry Operators Group, VIVASA mentoring project group, Employment Services Network, Disability Services Network, Forest Industry Training Network, Forestry Workforce Development project and Meat Industry Project Regional Committee.

- **Partnerships with a wide range of regional organisations.**
South Australia Works in the Regions could not achieve outcomes without the involvement, energy and skills of a broad range of regional organisations. This involvement ranges from the project sponsors who work closely with the South Australia Works in the Regions team to ensure that they meet set targets, to the organisations who give time, guidance and resources to the program. Examples of these partnerships include;
 - the involvement of a large number of organisations including local government, TAFESA, training providers, employment services and community organisations in the Career Development Centre,
 - strong and open relationships with Employment and Disability Employment Service providers,
 - strong relationships with key players in major industry sectors in the region, including forestry, transport and engineering

- **Positive relationships with a wide range of individuals who broaden the team's understanding and knowledge base.**
A number of key individuals in the region provide information and astute advice to the team, which supports them in making sense of and acting on local needs. These individuals come from local government, training and employment agencies, not for profit and community organisations and business and industry sectors.

Network development challenges

The Network faces challenges to ensuring inclusion and cohesion.

- **Ensuring regional coverage.**
The Limestone Coast region has Mount Gambier as its population hub and most services are based in Mount Gambier and operate with outreach services to the remainder of the region. The E-Bulletin, targeted invitations for advice, information and involvement across the region and meetings with businesses, organizations, individuals and networks across the region are required to ensure that there is regional coverage. In addition, flexible program delivery strategies, which include individuals and small groups, are put into place.

- **Developing strategic directions and action plans from the wealth of information gathered.**
An enormous amount of information and advice is received throughout the year, which relate to future plans and programs. It is important to reflect on, review, prioritise and validate this information and advice to ensure that strategic direction and action are appropriate for the broad needs of the region.

REGIONAL EMPLOYMENT AND SKILL FORMATION DIRECTIONS

Overview of the Regional Profile

The Limestone Coast region covers an area of 21,376 square kilometres (2.1m hectares). This is 2% of the state's landmass. It has a population of almost 63,000, which is 4.1% of state's population. More than two thirds of the population (43,664) live in the Lower South East with 23,506 of these residents in Mount Gambier. Mount Gambier is now the largest regional centre in South Australia. Other towns of smaller size in the region include Naracoorte, Bordertown, Millicent, Penola, Keith, Kingston and Robe. The overall picture for the region is positive, with diversity, natural resources, reliable rainfall, abundant underground water, fertile soils, and well-established industries contributing to this. The region makes a contribution to the state GDP of \$5 billion per annum

Population has increased slightly over recent years, but is expected to decrease compared to that of the state population by 2011. The population projection for 2019 of 59,147 people is in line with the gradual decrease, which has occurred in the region in the near past. Negative net migration counteracts a higher than state average crude birth rate and lower than State average crude death rate.

The region has a higher than State average share of young people aged 0 to 14 years and of people aged 30 to 49 years, and lower than state average aged 55 years and older.

Labourers and related workers (17.2%), Managers and administrators (15.4%, mostly farm related) and tradespersons and related workers (12.7%) make up the major occupational groups in the region.

Industry sector employment is strongly clustered in Agriculture, Forestry and Fishing (21.1%) Manufacturing (17.5%) Retail Trade (14.3%) and Health and Community Services (7.0%). Growth is forecast (Monash University) in education, construction, manufacturing, business services and wholesale trade.

The region ranks below the State average in the proportion of individuals who have a degree or higher, Diploma or Certificate 111 or 1V. It has a higher percentage of individuals than the State average with no qualifications or a Certificate 1 or 11.

There have been increases in the numbers of individuals who commenced a Contract of Training. (3.3% increase from 2002 to 2003, and 10.6% increase from 2003 to 2004) In 2003, 39.6 % of Apprentices and Trainees were aligned with tradespersons and related industries, 19.9% with Labourers and related workers, 16.6% with intermediate clerical sales and service workers and 13.4% with intermediate production and transport workers.

The region is served by 7 local Councils, which work together on a number of responsibilities as the South East Local Government Association. Traditionally these responsibilities include 'roads, rates and rubbish', but increasingly Councils have looked at strategies to support growth in the regional economy as well as service provision. There is recognition that growth is dependant on the profile of the region as a good place to live, work and invest.

The Limestone Coast Regional Development Board, which is jointly funded by Local Government and State Government, works across these 7 Local Government areas. The board's objective is to facilitate, promote, encourage and develop commercial activity within the Limestone Coast to increase the economic viability of the region and to maintain and generate employment opportunities. There is recognition by the Board that without growth in overall population and growth in the skilled workforce, the region will not be able to implement initiatives leading to potential growth. The Board has strong links with a number of regional, State and Commonwealth agencies, and is co-located with officers or provides a service for the Employment and Skills Formation Directorate, South East Local Government Association (SELGA), AusIndustry, Austrade, Australian Taxation Office, South East Resource Information Centre (SERIC), Small Business Answers, Skilled Migration, Limestone Coast Tourism and Regional Food Officer. The South East Area Consultative Committee (SEACC) works across the same region and is Commonwealth funded. It provides advice and support to organisations within the community to access Commonwealth funds. Its focus is on economic growth and the factors which support this growth.

Industries

The Limestone Coast has a diverse industry base, which allows it to remain buoyant as a region when there are peaks and troughs within individual industry sectors. Key industries in terms of employment and generation of income are:

Forestry - Large scale local processing takes place in the region with further potential to develop this aspect. The industry is a major employer both indirectly and directly in the region.

Dairy Industry - The industry is expanding in the region, aided by underground water for pasture production. Recent announcements for value adding through cheese production will support this growth.

Viticulture – The viticulture industry has expanded significantly within the region. It is currently experiencing a situation of low grape prices leading to pressure on business growth and sustainability.

Agriculture - Agriculture includes sheep meat, wool, prime beef production and processing, grain, vegetable seeds, oil seeds and potatoes. It is a major employer in the region.

Retail - Mount Gambier is the major retail centre for the region, with smaller centres providing a range of services in other towns. The retail industry is one of three major employment sectors within the region.

Fishing / Aquaculture - The fishing and aquaculture industry includes rock lobster, abalone, Atlantic salmon, barramundi, trout and yabbies.

Tourism - The Limestone Coast has more visitation than any other rural area in South Australia. The majority of visitors come from the Eastern States. It is home to a World Heritage site, the Naracoorte Caves. Tourism is wine, nature and coastal attractions based, and provides employment in many related industry sectors.

Discussion on local knowledge

A number of discussions and meetings as outlined in the discussion of the network, inform local knowledge. A consultation forum held in March 2006 added to this information base. In addition local surveys, reports, plans and projects provide additional data. These include:

- South Australia Works in the Regions projects in 2003-06
- The Limestone Coast Strategic Plan for 2004-07 for the Limestone Coast Regional Development Board and the Limestone Coast Area Consultative Committee
- The South East Education and Training Association and Engineering Reference Group workforce development project in 2005
- The South Australia Works project with FITNET which looked at Workforce needs in the forestry industry in 2005-06
- The Limestone Coast Regional Development Board pilot project on skills and workforce development in 2003
- Research by South Australia Works into external learning and apprenticeship selection processes taking place in the region
- The targeted consultation with approximately 80 regional leaders in Mount Gambier on the South Australia Strategic Plan in March 2006.

These sources of local knowledge add to the regional profile in several aspects.

CHALLENGES AND OPPORTUNITIES

Workforce Development

- There is a shortage of skilled workers in a number of areas including a wide range of trades including engineering, trades, transport and forestry, and other skilled positions across a range of industries (e.g. agronomists, managers, project managers, health workers, and teachers). Ongoing support for take up of apprentices and trainees is required.
- The harvesting and haulage of the Blue Gum timber will almost double the amount of wood coming from the region's plantations in the next few years, causing further workforce shortages in a key industry sector in the region.
- Upgraded transport infrastructure has become an urgent and important need, given the volume of trucks required to transport raw commodities, especially timber. Ongoing support for growth in transport logistics and civil skills workforce development is required. There may be an increased need for value added manufacturing processes requiring appropriately skilled people.
- Water resource management is core to the sustainability of the region, and the shift to volumetric water use and the establishment of structures and systems to monitor water use will impact on a wide range of industries including viticulture, pasture management, horticulture, forestry and agriculture generally. A strong understanding of irrigation use and recognition and updating of prior learning will be critical.
- Changes to waste management strategies, taking into account environmental impacts on our water resource and other environmental factors, will lead to further transport and handling processes for regional waste streams including domestic, industrial and green wastes.

- Businesses are dispersed across the region, making transport to them and accommodation an issue. Given the lack of public transport in the region, this issue applies to all industries. It is particularly difficult in industries which have split shifts, such as dairying and service industries.
- Increasingly, training is required for job entry or progression. Training options are highly centralised in Mount Gambier, and thin markets in other areas make provision difficult. Entry-level training is increasingly pitched at a higher level than was previously the case. Learning and Training needs to be flexible, timely, appropriate and value for money. Access to training is often made difficult by cost, availability and entry level testing.

Innovation and Entrepreneurship

- There is strong interest in self-employment and innovation, as evidenced in the take up of support for Home Based businesses, the success of the Innovation Expo, involvement in the SAYES program and strong use of Small Business, Small Business Answers, Austrade, Food and AusIndustry programs.
- Many agricultural businesses show flexibility and entrepreneurship in dealing with shifting local and global markets, and are keen to increase their skills base.

Learning Culture

- There is recognition that first class Health and Education services are needed to attract and retain people in the region. The establishment in Mount Gambier of 60 full time places in the degrees of Nursing, Social Work, Business and Business Technology by the University of South Australia, and 15 places in Forestry by Southern Cross University is positive, and community interest around tertiary education provision is encouraging for continued expansion of services.
- Low airfares between capital cities have meant that regional tourism facilities have tough competition for the tourist dollar. The tourism and food industries may need support to develop new skills to match other premier tourism regions.
- While relocation and migration is a strategy to increase the workforce in the region, social infrastructure to support this needs to continue to be developed.
- A high proportion of businesses in the region are micro businesses. Agriculture, Forestry and Fishing, Retail Trade, Property and Business Services and Construction have a high percentage of single location registered businesses. Many small businesses report challenges with compliance and regulatory issues and need support in the processes of growing their business.
- Leadership and management of a diverse workforce in order to become an employer of choice will enable the recruitment and retention of a skilled workforce. Human resource management, succession planning, continuous improvement and skill development, generational difference and strategies to engage and retain workforce are issues which impact on the decisions individuals make around job choice and the availability of workers for business.

Career Development

- Individuals are more likely to benefit from training and to gain work if they are confident, can plan and manage their own career development and understand how to secure, create and maintain work.
- Current low prices for both the grape and potato harvest will impact on returns for growers, and will therefore impact on individuals who have traditionally found employment in these sectors.
- Several businesses have ceased trading in the region, leading to significant retrenchment of workers. South Australia Works has developed a planned response to closures in order to support individuals back into work.
- The Commonwealth Welfare to Work legislation will impact on a number of job seeker groups within the region, including single parents, Indigenous people, those with a disability and mature age workers, all of whom will need competencies to enter or re-enter the workforce.

Discussion on comparisons with State Averages

The Limestone Coast

- While the unemployment rate for the region is low against the state average, it does not reflect the number of individuals who are engaged in seasonal and casual work and those who are underemployed. In addition, there is a high number of young people under 25 who, because they are seen as dependant, do not appear within the unemployment statistics.
- Many of the industries provide seasonal labour only, which leaves people with periods of unemployment each year. Peaks and troughs in the need for labour affect vine pruning, grape and apple picking, potato grading, tree planting, retail employment, crayfishing and tourism. Many of the industries are highly casualised. Viticulture has increasingly relied on Labour Market Hire companies for the entry-level job selection process. Agriculture is a major employer in the region.
- Major retail chains, fast food outlets and service industries want just in time, job ready staff. Many rely on a part time labour force. Retail and service industries employ for the number of hours that they need at any given time. The unemployment rate does not reflect significant underemployment. Individuals need skills to manage this way of working. Retail is a major employer in the region.
- While the unemployment rate is low, there are peaks throughout the region, with Mount Gambier higher than other areas.
- Those who are unemployed may require a higher level of service to enable them to gain the career competencies necessary to find and maintain work. An individual, tailored approach has been successful.

Table showing the representation of target groups regions:

Region	U/E Rate and Total Unemployed	% unemployed	% Indigenous unemployed	% Mature Aged unemployed (45+)	% Youth Unemployed (15 – 24)
Adelaide Hills	2.3 819	4.8	17.5	2.8	13.3
Barossa	2.0 316	4.4	4.5	2.7	10.1
Eastern Adelaide	3.9 8416	5.8	20.8	3.5	14.5
Eyre	3.7 663	6.5	13.2	4.7	14.7
Fleurieu	3.8 543	6.8	19.3	4.9	19.1
Kangaroo Island	1.5 35	7.8	26.3	5.1	14.2
Limestone Coast	3.0 1038	5.1	13.2	2.8	11.7
Mid North	2.5 197	5.2	12.2	3.7	13.1
Murraylands	4.2 724	8	14.8	5.4	20.2
Northern Adelaide	7.8 7766	11	26.4	7.1	26.9
Northern region	5.3 800	7.7	14.9	6.3	19.1
Southern Flinders	5.4 564	11.5	45.6	8.6	28.9
Riverland	3.8 665	5.6	22.6	3.2	14.9
Southern Adelaide	6.5 7998	7.8	23.0	5.1	19.7
Western Adelaide	6.2 7665	9.5	27.2	6.8	21.8
Whyalla	6.6 696	13.2	34.6	8.7	32.0
Yorke	3.8 659	8.7	17.4	7.1	19.8
State		7.6	20.5	4.9	28.2

Source: DEWR Small Area Labour Markets December Quarter 2005 labour market data and 2001 ABS Census of Population and Housing

Links between objectives, strategies and targets with Regional Profile

The following themes and issues have been identified from the proceeding analysis, and form the basis for strategic and action planning. These areas of strategic intent are outlined below.

Workforce Development

South Australia Works in the Regions will support local communities and employers to build an appropriately skilled workforce for the Limestone Coast.

Workforce development is required to ensure the development of a workforce which can strengthen the region's industry base and compete in global markets. To enable this to happen the following strategies have been identified.

Strategy 1: Develop an integrated workforce development plan for regional core industries

Strategy 2: Deliver targeted, appropriate, flexible training programs to enable people to be employed in key regional industries

Strategy 3 Address barriers to training and employment

Strategy 4: Support individuals to understand the work opportunities available in the region

Innovation and Entrepreneurship

South Australia Works in the Regions will support the development of entrepreneurship, new enterprise and self-employment.

To compete in the local and global economy, individuals and businesses in the region need to be innovative and entrepreneurial. To enable this to happen the following strategies have been identified.

Strategy 1: Support young people to become innovative and entrepreneurial

Strategy 2: Develop regional skills and capacity to start up new enterprises

Strategy 3: Support existing business in developing skills to innovate and value add.

Career Development

South Australia Works in the Regions will support individuals to plan for and develop their careers.

The current labour market requires individuals to develop a range of career competencies in order to successfully manage their working life. To enable this to happen the following strategies have been identified.

Strategy 1: Develop career competencies in personal management, learning and work exploration and career building which will lead to work.

Strategy 2: Enable individuals to develop and implement their career plan.

Learning Culture

South Australia Works in the Regions will support the development of a learning culture to grow community capacity.

To ensure that the community builds and develops, individuals and businesses need to be part of ongoing learning. To enable this to happen the following strategies have been identified.

Strategy 1: Support business in developing skills in attracting and retaining their workforce

Strategy 2: Support training and tertiary education providers to build their services within the region

Strategy 3: Support projects which sustain the development of a learning community

South Australia Works in the Regions aims to provide leadership and support in regions that optimises learning and work outcomes and opportunities.

The Limestone Coast Region Vision is:

An innovative community built by skilled individuals and businesses

AREAS OF STRATEGIC INTENT

Objective 1 Workforce Development

South Australia Works in the Regions will support local communities and employers to build an appropriately skilled workforce for the Limestone Coast.

<p>Strategy 1: <i>Develop an integrated workforce development plan for regional core industries</i></p> <p>06/07 Support the research and development of planned strategies to address skills shortages and workforce issues in Forestry, Engineering and Transport.</p> <p>07/08 Support the research and development of planned strategies to address skills shortages and workforce issues in Agriculture and Retail industries.</p> <p>08/09 Support the research and development of planned strategies to address skills shortages and workforce issues in health and community services</p>	<p>Targets</p> <p>15-24</p> <p>40+</p> <p>Indigenous Disability Industry <input checked="" type="checkbox"/></p>
<p>Strategy 2: <i>Deliver targeted, appropriate, flexible training programs to enable people to be employed in key regional industries</i></p> <p>06/07 Implement training programs in Primary Industries, Transport and logistics, Manufacturing, Retail/Tourism and related industries</p> <p>07/08</p> <p>08/09</p>	<p>Targets</p> <p>15-24 <input checked="" type="checkbox"/></p> <p>40+ <input checked="" type="checkbox"/></p> <p>Indigenous Disability Industry <input checked="" type="checkbox"/></p>

<p>Strategy 3 Address barriers to training and employment</p> <p>06/07 Provide support for transport to and from accredited training and entry level work Provide support for individuals to take part in training, as identified in career planning.</p> <p>07/08 Provide support for transport to and from accredited training and entry level work Provide support for individuals to take part in training, as identified in career planning.</p> <p>08/09 Provide support for transport to and from accredited training and entry level work Provide support for individuals to take part in training, as identified in career planning.</p>	<p>Targets</p> <p>15-25 <input checked="" type="checkbox"/></p> <p>40+ <input checked="" type="checkbox"/></p> <p>Indigenous <input checked="" type="checkbox"/></p> <p>Disability <input checked="" type="checkbox"/></p> <p>Industry <input checked="" type="checkbox"/></p>
<p>Strategy 4: Support individuals to understand the work opportunities available in the region</p> <p>06/07 Participate in strategies and regional industry groups to increase apprenticeships and traineeships in the region. Investigate programs which will give people work experience in key industries Provide information about regional industry job opportunities and employment and training services through the gomixit website, the youth directory and the job matching website.</p> <p>07/08 Participate in strategies and regional industry groups to increase apprenticeships and traineeships in the region. Investigate programs which will give people work experience in key industries Provide information about regional industry job opportunities and employment and training services through the gomixit website, the youth directory and the job matching website.</p> <p>08/09 Participate in strategies and regional industry groups to increase apprenticeships and traineeships in the region. Investigate programs which will give people work experience in key industries Provide information about regional industry job opportunities and employment and training services through the gomixit website, the youth directory and the job matching website.</p>	<p>Targets</p> <p>15-26 <input checked="" type="checkbox"/></p> <p>40+ <input checked="" type="checkbox"/></p> <p>Indigenous <input checked="" type="checkbox"/></p> <p>Disability <input checked="" type="checkbox"/></p> <p>Industry <input checked="" type="checkbox"/></p>

Objective 2: Innovation and Entrepreneurship

South Australia Works in the Regions will support the development of entrepreneurship, new enterprise and self employment

<p>Strategy 1: <i>Support young people to become innovative and entrepreneurial</i></p> <p>06/07 Develop a regional program with collaboration from other stakeholders to support young entrepreneurs</p> <p>07/08 Maintain a regional program to support young entrepreneurs with partner backing</p> <p>08/09 Ensure the program is sustainable through partnerships.</p>	<p>Targets</p> <p>15-24 <input checked="" type="checkbox"/></p> <p>40+</p> <p>Indigenous</p> <p>Disability</p> <p>Industry</p>
<p>Strategy 2: <i>Develop regional skills and capacity to start up new enterprises</i></p> <p>06/07 Develop a regional program to recognise and act on ideas generation for start up businesses.</p> <p>07/08 Maintain the program with partner backing</p> <p>08/09 Ensure the program is sustainable through partnership funding</p>	<p>Targets</p> <p>15-24 <input checked="" type="checkbox"/></p> <p>40+ <input checked="" type="checkbox"/></p> <p>Indigenous <input checked="" type="checkbox"/></p> <p>Disability <input checked="" type="checkbox"/></p> <p>Industry <input checked="" type="checkbox"/></p>
<p>Strategy 3: <i>Support existing business in developing skills to innovate and value add.</i></p> <p>06/07 Implement seminars and workshops in innovation and export preparation.</p> <p>07/08</p> <p>08/09</p>	<p>Targets</p> <p>15-24</p> <p>40+</p> <p>Indigenous</p> <p>Disability</p> <p>Industry <input checked="" type="checkbox"/></p>

Objective 3 Career Development

South Australia Works in the Regions will support individuals to plan for and develop their careers.

<p>Strategy 1: <i>Develop career competencies in personal management, learning and work exploration and career building which will lead to work.</i></p> <p>06/07 : Implement coaching and mentoring for work programs for young, mature aged and Indigenous people</p> <p>07/08 Implement coaching and mentoring for work programs for young, mature aged and Indigenous people</p> <p>08/09 Implement coaching and mentoring for work programs for young, mature aged and Indigenous people</p>	<p>Targets</p> <p>15-24 <input checked="" type="checkbox"/></p> <p>40+ <input checked="" type="checkbox"/></p> <p>Indigenous <input checked="" type="checkbox"/></p> <p>Disability</p> <p>Industry</p>
<p>Strategy 2: <i>Enable individuals to develop and implement their career plan.</i></p> <p>06/07 Coordinate services provided by the Career Development Centre and seek support and funding from a range of stakeholders.</p> <p>07/08 Coordinate services provided by the Career Development Centre with partnership support and funding.</p> <p>08/09 Coordinate services provided by the Career Development Centre and ensure sustainability through partnership funding.</p>	<p>Targets</p> <p>15-24 <input checked="" type="checkbox"/></p> <p>40+ <input checked="" type="checkbox"/></p> <p>Indigenous <input checked="" type="checkbox"/></p> <p>Disability <input checked="" type="checkbox"/></p> <p>Industry</p>

Objective 4: Learning Culture

South Australia Works in the Regions will support the development of a learning culture to grow community capacity.

<p>Strategy 1: Support business in developing skills in attracting and retaining their workforce</p> <p>06/07 Implement seminars and workshops leading to awareness and understanding of workforce leadership in the current labour market Implement a Limestone Coast Business Scholarship program</p> <p>07/08</p> <p>08/09</p>	<p>Targets</p> <p>15-24</p> <p>40+</p> <p>Indigenous</p> <p>Disability</p> <p>Industry</p> <p style="text-align: right;"><input checked="" type="checkbox"/></p>
<p>Strategy 2: Support training and tertiary education providers to build their services within the region</p> <p>06/07 Participate in and support the University Steering Committee, the South East Education and Training and Training Association, TAESA and education sector transition programs through shared communication and joint projects</p> <p>07/08 Participate in and support the University Steering Committee, the South East Education and Training and Training Association, TAFESA and education sector transition programs through shared communication and joint projects.</p> <p>08/09 Participate in and support the University Steering Committee, the South East Education and Training and Training Association, TAFESA and education sector transition programs through shared communication and joint projects</p>	<p>Targets</p> <p>15-25</p> <p>40+</p> <p>Indigenous</p> <p>Disability</p> <p>Industry</p> <p style="text-align: right;"><input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/></p>
<p>Strategy 3: Support projects which sustain the development of a learning community</p> <p>06/07 Participate in and support the City of Mount Gambier in implementing seminars and workshops to develop a learning community</p> <p>07/08</p> <p>08/09</p>	<p>Targets</p> <p>15-26</p> <p>40+</p> <p>Indigenous</p> <p>Disability</p> <p>Industry</p> <p style="text-align: right;"><input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/></p>