



Employment and Skills Formation  
Network  
for the  
Limestone Coast Region  
Employment and Skills Formation  
Annual Action Plan 2008-09 (Part 3)



### **ENDORSEMENT**

The Network participated in local consultation in the development of this Employment and Skills Formation Action Plan. It is endorsed by the:

Signature

Chair      |Grant King|

Date

South Australia Works in the Regions funds allocated to deliver this plan will be placed with |the Limestone Coast Regional Development Board| and is endorsed by:

Signature

Chair      |Dale Baker|

Date

## CONTENTS

<i>GRANTEE / NETWORK INTRODUCTION</i> .....	4
<i>OVERVIEW OF ACTIVITIES AND ACHIEVEMENTS FROM 2007-08</i> .....	6
<i>PERFORMANCE REPORT</i> .....	7
<i>2008-09 ACTION PLAN – LINKS WITH THE 3 YEAR STRATEGIC PLAN &amp; NEW AND EMERGING ISSUES</i> .....	8
<i>OBJECTIVES AS DETAILED IN THE 3 YEAR STRATEGIC PLAN</i> .....	10
<i>PLAN PROCESS</i> .....	11
<i>HOW THIS PLAN WAS DEVELOPED</i> .....	12
<i>Community Consultation</i> .....	12
<i>Data Analysis</i> .....	12
<i>HOW THIS PLAN WILL BE IMPLEMENTED (INCLUDING PROCUREMENT PROCESS)</i> .....	14
<i>OBJECTIVE 1</i> .....	16
<i>Rationale for the Objective and Strategies</i> .....	16
<i>Proposed Initiatives</i> .....	16
<i>OBJECTIVE 2</i> .....	18
<i>Rationale for the Objective and Strategies</i> .....	18
<i>Proposed Initiatives</i> .....	18
<i>OBJECTIVE 3</i> .....	19
<i>Rationale for the Objective and Strategies</i> .....	19
<i>Proposed Initiatives</i> .....	19
<i>OBJECTIVE 4</i> .....	21
<i>Rationale for the Objective and Strategies</i> .....	21
<i>Proposed Initiatives</i> .....	21
<i>GLOSSARY OF TERMS</i> .....	22
<i>INITIATIVE TOTALS</i>	<i>APPENDIX 1</i>
<i>INITIATIVE SUMMARY</i>	<i>APPENDIX 2</i>

### GRANTEE / NETWORK INTRODUCTION

The Limestone Coast Regional Development Board (LCRDB) works closely with the Limestone Coast Employment and Skills Formation Network (LCESFN) in delivery of the *South Australia Works in the Regions* program. The LCRDB operates within a Strategic Plan which outlines a number of strategies aimed at developing the region. In particular, Goal 2;

*"To increase education and training participation to enhance the skills base of the region and meet the current and future workforce needs of business & industry,"*

fits strongly with the vision of the LCESFN;

*"An innovative community built by skilled individuals and businesses."*

The plans of the LCRDB and the LCESFN are grounded by the six building blocks that form the structure of South Australia's Strategic Plan. This synchronicity of plans enables a targeted and coordinated approach to common issues, and ensures that energy and resources are not duplicated.

The *South Australia Works in the Regions* program aims to link people with skills and jobs, and has been successful in achieving this aim in this region. In addition it has provided the LCRDB with a broader perspective on issues related to education, training and employment services through the networking practices which it has established.

The *South Australia Works in the Region* program enables the Board to carry out projects to the value of \$300,000 to

meet common objectives. Successful delivery, monitoring and review of these projects is carried out by the LCRDB and the LCESFN. The LCESFN has established a number of processes to ensure that consultation and communication is broad and inclusive and that stakeholders have a range of opportunities for involvement and representation. The network sets out processes for discussion, debate and decision-making. The LCESFN structures and processes include:

- The Limestone Coast South Australia Works Steering Committee which provides advice on strategic and action planning, capacity building, and project development, and endorses the South Australia Works in the Regions Plan and project recommendations submitted by the Limestone Coast South Australia Works in the Regions Team. The Steering Committee meets bi-monthly. Committee membership and terms of reference were reviewed last year with a view to ensuring broad membership of the committee.

- Collection and analysis of existing data including ABS data, regional profiles produced by the Workforce Development Directorate of DFEEST and surveys and research already produced in the region:

- Analysis of current plans and reports within the region including those of 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

## South Australia Works in the Regions

Children's Services and TAFE SA Regional – South East Campus.

- Tabled reports and presentations to existing networks to ensure that stakeholders in relevant networks and organisations receive regular reports outlining progress and to seek input to the planning process. These networks include the Employment Services Network, South East Education and Training Association, South East Local Government Association, Independent Learning Centre, Transport Industry Operators Group, Engineering Reference Group, Forest Industry Training Network, Logging Investigation Training Association, University Steering Committee and Lifelong Community Learning Working Group. These organisations provide valuable ongoing intelligence about the regional labour market. A database of these and other organisations has been developed to ensure that an inclusive process is in place.

- A regular *South Australia Works in the Regions* E-Bulletin distributed across the region to ensure that individuals, organisations and networks who wish to receive information and provide feedback and advice to *South Australia Works in the Regions* are able to do so.

- A *South Australia Works in the Regions* forum which is convened and facilitated each year in March to gather targeted information from a broad range of individuals, organizations and networks.

|

### **OVERVIEW OF ACTIVITIES AND ACHIEVEMENTS FROM 2007-08**

The Limestone Coast Employment and Skills Formation Network is on target to achieve its anticipated employment and training outcomes for 2007-08. Projects are carried out within four objectives; Workforce Development, Innovation, Career Development and Learning Culture.

Initiatives which were successful in supporting young people include workforce training for the viticulture industry, the Maths@Work project, individual career development and targeted training through the Career Development Centre, attraction to and information about local industries through the Career Expo and the Gaining Ground project which enables young parents to gain accredited training in Childcare in a mentored environment.

Initiatives which were successful in supporting mature age people include the Engineering forum, viticulture training, individual career development and targeted training through the Career Development Centre and attraction to and information about local industries through the Career Expo.

Initiatives which were successful with Indigenous people include the *Count Me In* project which provides individualised support. In addition, Indigenous participants have utilised the Career Development Centre.

Three projects, which aim to support farmers affected by drought and partners of migrants, have been timed to run in the next few months and data is therefore not yet available on their success.

The LCESFN is particularly delighted with the outcomes achieved by the Career Development Centre (CDC), which was nominated for a project award at the *South Australia Works Awards*. The CDC has supported over 670 individuals since it was initiated two years ago, with approximately 60% employment outcomes, as well as training and volunteer outcomes. In addition, the CDC has provided support and advice to other networks wishing to establish a CDC, with the result that there are now five centres across South Australia, with others at the planning stage.

**PERFORMANCE REPORT**

### **2008-09 ACTION PLAN – LINKS WITH THE 3 YEAR STRATEGIC PLAN & NEW AND EMERGING ISSUES**

The LCESFN 2008-2009 Action Plan has direct links with its Strategic plan. This Strategic plan outlined four objectives which have provided the guideposts for the strategic intent of the Action Plan: Workforce Development, Innovation, Career Development and Learning Culture. The 2008-2009 Action Plan will build on strategies implemented in previous years in these areas and develop new strategies for emerging needs which have been identified.

The LCESFN has developed many partnerships and linkages within the region, and is well positioned to leverage funds and intelligence so that the 2008-2009 Action Plan reflects the needs of the region. Links are particularly strong with the LCRDB strategic and action plan and with the Limestone Coast Regionalisation of the South Australian Strategic Plan Project, which has gained \$170,000 in funding. This funding is targeted toward Workforce Development and Population growth, and the strategies within the project mirror those within the ESF strategic plan, which will enable an increased focus in this area.

#### **New and Emerging Issues**

The processes for consultation and information gathering by the Network, which have been previously outlined, have led to the identification of additional issues for consideration. These issues were raised for consideration:

- The majority of businesses within the region are family run, and have managed their enterprise in times when there was an abundant workforce who loyally stayed with their employer. With shifts in the labour market and the way it operates these businesses are not well placed to be employers of choice, and are experiencing issues with attraction and retention of workers.
- These same businesses have limited management skills to thrive in an increasingly competitive environment.
- The region has traditionally seen itself as an agricultural society. Recent events (several businesses closing as the result of management decisions, large franchise businesses moving into the region, the drought, severe frosts, water competition, the first graduates from the University of South Australia's Mount Gambier campus, the launch of Mount Gambier as a Learning City later this year) are forcing a re-evaluation of this perception.
- The dairy industry is expanding at speed and discussions with industry owners, training providers and job seekers show a growing need for a skilled workforce.
- The meat processing industry will increase within the region with intensified needs for labour, which has traditionally been hard to fill.
- The timber industry faces imminent need next year for an expanded workforce as the blue gum harvest comes on stream. This workforce will include harvest operators, truck drivers and logistics and management specialists.
- The impact of the mining industry on the retention of skilled workers in the region.

## South Australia Works in the Regions

- Drought continues to have an impact, especially in the Upper South East. This means that projects that support off farm employment or alternative farm income streams are needed.

- Issues around the use of the water aquifer by competing industries across the region have the potential to lessen investment and growth in the region, particularly in the timber industry.

- Many current unemployed have a range of barriers to employment, including mental illness, confidence and self esteem issues, lack of transport due to loosing their license or never having gained a license, physical disability and family and housing issues. This means that projects which address multiple barriers are needed.

- Increasing numbers of young people are seeking alternative options to complete their SACE while also completing accredited training. The expansion of existing linkages with these programs will ensure a seamless transition from school.

- Upskilling and Recognition of Prior Learning could enable individuals to gain the 'ticket' they need to enter employment.

- There are likely to be changes to the ways in which Job networks and Centrelink operate, which could have an impact on the way in which this program operates.

- Mothers returning to work have become an increasing cohort of participants at the Career Development Centre, and there is the opportunity to address their needs through both individual career development and group workshops.

- Local Government and the LCRDB are committed to increasing population in the region through attraction strategies. Job availability for migrants and their partners will be needed to ensure people move to the region.

### **OBJECTIVES AS DETAILED IN THE 3 YEAR STRATEGIC PLAN**

#### **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.

#### **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.

#### **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.

#### **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.

### **PLAN PROCESS**

#### **South Australia Works in the Regions Program Principles:**

The following principles taken from The *South Australia Works in the Regions* Project Management Guide provide information and assistance to Grantees and others responsible for the management of *South Australia Works in the Regions* (the Program) in a manner consistent with sound, accountable, legal and justifiable planning practices.

#### **'Good practice' principles for South Australia Works in the Regions**

- Partnerships will be developed at all levels of the program to maximise opportunities and promote the establishment of strategic links to achieve the Program's objective;
- The Program will develop close links to the local labour market so that participation leads to sustainable jobs;
- The Program will use its local links and partnerships to meet an identified need, to target gaps in services, or to add value to existing activities;
- The Program will place particular emphasis on working with organisations and communities that value and engage the target groups;

- Mechanisms will be developed that promote and enable decision making to be made at the local level;
- Monitoring mechanisms will be implemented and used as a basis for continuously improving the quality of the program;
- Program outcomes will contain a mix of employment, academic and vocational education, occupational skills, personal development and on-the-job training

### HOW THIS PLAN WAS DEVELOPED

#### Community Consultation

An enormous amount of information and advice is received throughout the year, which relates 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.

A number of discussions and meetings as outlined in the discussion of the network, inform local knowledge. A consultation forum held in March 2008 added to this information base. This forum contributed in-depth and considered opinion, particularly in the area of workforce development. In addition local surveys, reports, plans, meetings and projects provide additional data. These include:

- The regional profile provided through DFEEST and other data, which gives an overview of industry growth and decline, employment related and demographic data.
- The DEEWR Better Connections Workshop held in the region early this year
- consultation from previous projects. South Australia Works in the Regions projects in 2008-09 program commenced in 2004
- The Limestone Coast Strategic Plan for 2004-07 for the Limestone Coast Regional Development Board and the Action Plan for 2008
- Discussions with the South East Education and Training Association, the Transport Industry Operators group, the Engineering Reference Group, TAFE managers, the Dairy Industry and the Employment Services Network throughout 2007.

- The South Australia Works in the Regions research project on skills and workforce development in the forest industry in 2007
- Involvement by South Australia Works in skills development forums such as the University Steering Committee, the Learning City Working Group and the Trades School planning group.
- The targeted consultation with local government leaders from across the region last month by the LCRDB.

#### Data Analysis

The LCESFN Strategic Plan outlines a profile for the Limestone Coast Region. (downloadable at <http://www.lcrdb.com/SA Works ESF Strategic Plan 2006-2009.pdf>)

In addition, some key factors for consideration can be found in the Limestone Coast Regional 2008 profile (downloadable at [http://www.workforceinfoservice.sa.gov.au/\\_media/wis/regional/profiles2008/Limestone\\_Coast.doc](http://www.workforceinfoservice.sa.gov.au/_media/wis/regional/profiles2008/Limestone_Coast.doc))

The following quotes from the profile have influenced strategies within the action plan;

- 'Above average populations of children (0-14 years) and younger adults (25-44 years)'

**ACTION: Optimise linkages to agencies working with young people as they leave school.**

- 'Population projections based on the core working age population (15 to 64 years) show that the working age population in the Limestone Coast region will peak in 2011

## South Australia Works in the Regions

and slowly decline in the following years. Both Kingston and Wattle Range are projected to experience substantial declines in working age population'

**ACTION: Ensure participation rates are high through excellent HR practices in business.**

- 'Significant labour force characteristics include:  
Continuing low levels of unemployment  
Above average participation rates for all key populations  
Domination of Agriculture, Forestry & Fishing and Manufacturing in providing employment'

**ACTION: Support key industries to employ people**

- 'As counted at the 2006 Population Census, the Limestone Coast region had a higher concentration of residents employed as Managers & Administrators (almost all of whom were Farmers or Farm Managers), Intermediate Production & Transport Workers, and Labourers compared with the State.'

**ACTION: Ensure managers have management skills.**

- 'At the time of the 2006 Census, the industries in which the largest proportion of residents were employed were:  
Agriculture, Forestry & Fishing (5,682 or 18.8 per cent)  
Manufacturing (5,030 or 16.8 per cent)  
Retail Trade (4,328 or 14.5 per cent)'

**ACTION: Work with other regional organisations to maximise employment opportunities in these key sectors**

- 'Limestone Coast residents have below average levels of school achievement, with 27.7 per cent of the population

aged 15 years and older having completed Year 12 or equivalent. This compares to 38.3 per cent of the State population. At the time of the 2006 Census, the proportion of Limestone Coast residents with tertiary or vocational qualifications was lower than for the State. The proportion of individuals with a Degree or higher was only 6.7 per cent compared with 13.0 per cent for the State'

**ACTION: Work with other key regional agencies to build learning achievement levels**

In addition, the Dairy Industry of South Australia site, talks about growth in the dairy industry in the region

- The South East of the state is regarded as an integral part of the future growth of the "South-West" milk field, which can justify further investment in processing and manufacturing capacity in the region - most likely in the Millicent-Mt Gambier corridor. The extension of that zone - to include the lower Murray River lakes and other parts of the lower Murraylands region - provides further adjacent milk supply that will assist underpin such investments in the Millicent-Mt Gambier precinct. The South East is one of the fastest growing and most competitive milk production regions - not only in Australia, but in the world.' (downloadable at [http://www.dairyindustrysa.com.au/opportunities\\_for\\_investment/growing\\_dairy\\_regions?SQ\\_DESIGN\\_NAME=printer\\_friendly](http://www.dairyindustrysa.com.au/opportunities_for_investment/growing_dairy_regions?SQ_DESIGN_NAME=printer_friendly))

**ACTION: Work with the dairy industry in promoting the industry and providing training**

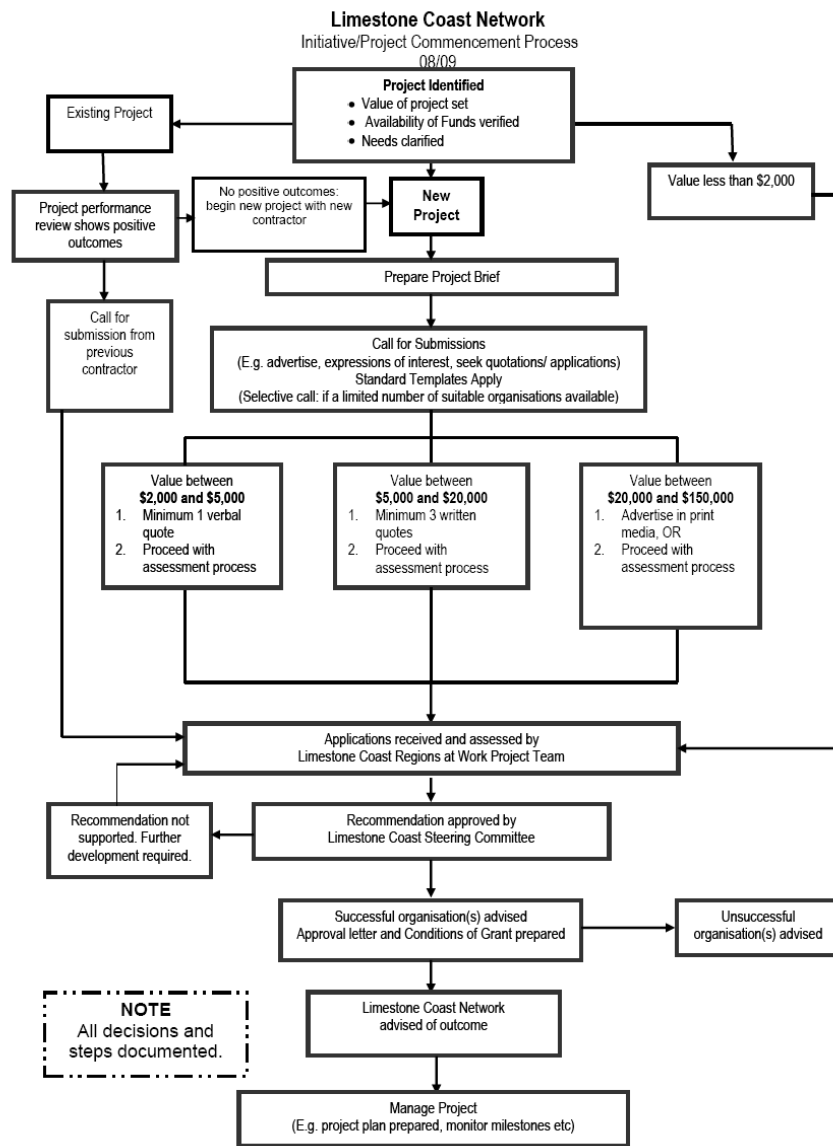
### ***HOW THIS PLAN WILL BE IMPLEMENTED (INCLUDING PROCUREMENT PROCESS)***

The Limestone Coast Regional Development Board is accountable for the allocation of the funds which it receives from the Employment Programs Directorate for South Australia Works in the Regions. It receives recommendations, reports and documentation from the LCESFN to enable it to fulfil this responsibility with dependability and transparency.

The LCESFN works closely with the Limestone Coast South Australia Works in the Regions Team. It provides strategic advice on strategic and action planning, capacity building, and project development, and endorses the South Australia Works in the Regions Plan and project recommendations submitted by the Limestone Coast South Australia Works in the Regions Team. It includes representation from a range of community stakeholders.

The process used by the LCESFN to implement the plan is outlined in the diagram attached .(Appendix3)

# South Australia Works in the Regions



### **OBJECTIVE 1**

**Objective 1: Workforce development:** Build an appropriately skilled workforce for the Limestone Coast.

#### **Rationale for the Objective and Strategies**

The workforce issues identified last year continue to challenge the region. These issues show a shortage of skilled workers in the trades, health, agronomy, project and business management; looming labour needs for the timber, transport, meat processing and dairy industries; water resource management issues, and the need for value adding in the tourism and food industries.

Successful strategies in the 2007-2008 plan included training in the viticulture industry and maths for trades. Initial work with migrants and their partners is yet to be evaluated.

In addition, there has been a growing realisation that strategies that address the demand side of workforce development rather than only the supply side, will lead to increased growth in jobs. This has been a persistent theme of the South Australia Works in the Regions plans and discussions over the last two years. 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.

Discussions have led to planning with local government, DTED and the LCRDB on this issue as part of the Limestone Coast Regionalisation of the South Australian Strategic Plan project. South Australia Works in the Regions will work collectively on this project to ensure that businesses are employers of choice.

#### **Proposed Initiatives**

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: WORKFORCE PLANNING:**

*Work with Employers to "Futureproof" Workforce requirements and develop "Employer of Choice" strategies.*

South Australia Works in the Regions will work with local government, the LCRDB, DTED and Industry to implement strategies in the Limestone Coast Regionalisation of the South Australian Strategic Plan project. This joint project approach

will enable South Australia Works in the Regions to leverage significant additional funding and work cooperatively to achieve our objectives.

### **Strategy 2: WORKFORCE TRAINING:**

*Deliver targeted, appropriate, flexible training programs to enable people to be employed in key regional industries.*

South Australia Works in the Regions will continue to work with TAFE SA to support training in the viticulture industry. In addition, as the result of discussions with the dairy industry and TAFE SA training providers, it will support a project to build a skilled workforce for the dairy industry through targeted training and promotion activities. It will also continue to provide targeted training to build skills for entry into the trades

*Initiative Targets are attached as Appendix 1.*

### **OBJECTIVE 2**

#### **OBJECTIVE 2: INNOVATION:**

*Support entrepreneurship, enterprise and self employment*

#### **Rationale for the Objective and Strategies**

There is strong interest in self-employment and innovation, as evidenced in the take up of support for Home Based businesses, and strong use of Small Business, Small Business Answers, Austrade, Food and AusIndustry programs. Many businesses show flexibility and entrepreneurship in dealing with shifting local and global markets, and are keen to increase their skills base. Many Primary industry based businesses and those reliant on them, will need to continue to look for other avenues to generate revenue, given the impact of drought in the region.

#### **Proposed Initiatives**

South Australia Works in the Regions will again 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: Innovation**

*Support people to innovate in response to drought conditions.*

While a similar project is currently running and an evaluation is yet to be completed, there is enough anecdotal evidence to

suggest that the project (modified through evaluation) should be run again .

#### **Strategy 2: Packaging and Upskilling**

*Enable individuals to package their skills to market themselves as employees, particularly those affected by drought* While a similar project is currently running and an evaluation is yet to be completed, there is enough anecdotal evidence to suggest that the project (modified through evaluation) should be run again .

*Initiative Targets are attached as Appendix 1.*

### OBJECTIVE 3

#### CAREER DEVELOPMENT:

*Enable individuals to develop their careers*

#### Rationale for the Objective and Strategies

A number of factors influence the choice of career development strategies as a core part of the Action plan. They include:

- 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.
- 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 continues to have an impact on a number of job seeker groups within the region, including single parents, parents returning to work, those with a disability and mature age workers, all of whom will need competencies to enter or re-enter the workforce. The Gaining Ground project delivered by Anglican Community Care which supports young parents to develop skills and accredited training in childcare, has been successful and will continue to be needed.
- The Career Development Centre (CDC) project, developed in 2006, uses a career development process with individuals, which is proving extremely successful. From February 2006 to April 2008 it has had 670

participants, 305 employment outcomes, 103 training outcomes, 5325 accredited training hours and 37 volunteer outcomes. In addition, monitoring of the numbers of individuals visiting the CDC for advice and information about labour market opportunities since January of this year has shown an average of 2 inquiries per day. CDC participants are able to access support for targeted training provided through a Registered Training Organisation after assessment of the need.

- While the Indigenous Count Me In project has achieved excellent employment and training outcomes over the last three years, the numbers of participants requiring this support has decreased and the Burrendies Indigenous Corporation now provides support through its programs. In addition, Indigenous people are accessing the CDC in increasing numbers.

#### Proposed Initiatives

##### **Strategy 1: Gaining Ground**

*Continue the Gaining Ground project to support young parents to develop skills and accredited training in childcare*

The Gaining Ground project provides a service for young mothers which builds their skills as parents while they also gain accredited training. Feedback is that it fills a gap and enables reconnection with the community

##### **Strategy 2: Career Development Centre**

As outlined above, evaluation shows that the Career Development Centre achieves excellent employment and

training outcomes, (currently approximately 60% employment outcomes) and provides a range of other outcomes which enable participants to gain the skills to manage their career.

*Continue the Career Development Centre project to develop career competencies in personal management, learning and work exploration and career building, which will lead to training and work for all individuals in the community.*

### **Strategy 3: CDC Training**

Evaluation of the training component shows that because the training is targeted to the career goals of each individual, it is more likely to lead to work.

*Continue to support individuals to access training through the CDC training project.*

*Initiative Targets are attached as Appendix 1.*

### OBJECTIVE 4

#### OBJECTIVE 4: LEARNING CULTURE:

*Grow Community capacity through ongoing learning*

#### Rationale for the Objective and Strategies

Several factors influence strategies to build a learning culture in the region. They include:

- There is recognition that first class services are needed to attract and retain people in the region. Additionally opportunities for growth and development need to be available for continued upskilling of people in the community. The recent graduation in Mount Gambier of the first 38 nursing and business students from the Mount Gambier campus of the University of South Australia has increased understanding of the opportunities available in the region. Degrees in Nursing, Social Work, and Business by the University of South Australia, and in Forestry by Southern Cross University is positive, and community interest around tertiary education provision is encouraging for continued expansion of services.
- South Australia Works in the Regions has provided leadership and worked in partnership with local government, education and training providers, the Area Consultative Committee and community groups on the University Steering Committee and the Learning Community initiative.

- Individuals in the community need to access current labour market intelligence which will enable them to make informed career choices through events such as the Rotary Career Expo which is implemented through the partnership of a wide range of service providers, community groups and industry sectors.
- 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.

#### Proposed Initiatives

##### **Strategy 1: Career expo**

*Support the career expo in providing current information about career opportunities in the region*

##### **Strategy 2: Learning Community**

*Support projects which sustain the development of a learning community. In particular support the launch of Mount Gambier as a Learning Community as part of Adult Learning Week*

##### **Strategy 3: Strategic**

*Support the Limestone Coast Employment and Skills Formation network to work strategically to develop a learning culture.*

*Initiative Targets are attached as Appendix 1.*

### **GLOSSARY OF TERMS**

<b>Accredited Training</b>	Training unit competency that forms part of a national training package
<b>Community Capacity</b>	Community capacity consists of the networks, organisations, attitudes, leadership and skills that allow communities to manage change and sustain community-led development
<b>DFEEST</b>	The Department of Further Education, Employment, Science and Technology, acting through Employment and Training Services
<b>Employment and Skills Formation Action Plan</b>	The plan to be developed at the commencement of the funding period which details the Grantee's proposed learning and work programs for any one (1) year of the funding period
<b>Employment Outcomes</b>	Any paid work (including, but not limited to apprenticeships, traineeships, group training and self-employment)
<b>Further Education and Training Outcomes</b>	Where following completion of South Australia Works in the Regions activity, the participant moves onto further education and training (eg: TAFE, RTO, University)
<b>Network</b>	The mechanism for leading and informing locally identified solutions to employment and skills formation issues
<b>Non-accredited Training</b>	All other training not covered by a national training package
<b>Participant</b>	(i) High Level Participant Outcome Jobseekers out of work, out of training, out of school and engaged in training, job search, a case management project or some similar activity. Also applicable in upskilling underemployed people and backfilling

## **South Australia Works in the Regions**

upskilled positions

- (i) Low Level Participant Outcome  
Persons attending activities in the nature of career expos, workshops, or conferences for the purpose of career planning / preparation or participants in research projects or surveys

### ***South Australia Works in the Regions***

The South Australia government initiative intended to facilitate employment and skills formation outcomes for South Australians within their local communities

### ***Social Inclusion***

Social inclusion is experienced by individuals, families and communities when they have access to the opportunities they need to live rewarding and secure lives

### ***Upskilling***

- (i) Existing employees self-assesses as being underemployed and that upskilling will lead to additional income / more secure employment
- (ii) Filling of a vacancy created through the upskilling of an employee. Contingent on employer contributing funding for training
- (iii) Upskilling assistance may be provided to an employer that deems its staff 'at risk' of losing jobs

### ***Volunteering Outcome***

Where following completion of South Australia Works in the regions activity, the participant moves into volunteering