

Working Regions Action Plan Murraylands

PRIORITY 1: Ensure that people with low educational attainment have access to learning, training and employment pathways

STRATEGY 1: Strengthen partnerships to increase foundation skill levels that enhance the participation and career choices of those most disadvantaged in the labour market.

1. Background / Rationale

Career Development Services

The lack of literacy and numeracy skills associated with low educational attainment was highlighted as a major issue during the stakeholder forum session undertaken in the Murraylands Network Region in March 2011. The Murraylands *South Australia Works* Network has identified for 2011-14 the need for career development services (CDS) and foundation skills programs to address low levels of regional educational attainment, and post school qualifications to increase workforce participation.

CDS have been delivered in the Murraylands region since 2006. Learning's from an extensive evaluation in 2009 informed the development of a new framework for delivery in 2010. The framework aligns with the new strategic directions of *South Australia Works* providing complimentary services in collaboration with our Commonwealth partners.

The Murraylands Career Development Services (CDS) is a 'smart' model delivered in partnership with our local Job Service Australia (JSA) providers. Strong links with JSA providers enable outreach services to be delivered across five district council areas extending services to the Aboriginal community. JSA stream 1 clients not eligible for services for 3 months are now referred to the CDS before they lose confidence and motivation to re-enter the labour force. Our JSA partners have recognised a decline in stream 2 clients as they are transitioning into the labour force through the support and services of the CDS.

CDS will assist individuals to gain the skills and knowledge necessary for them to make informed choices and to manage their life, learning and work. CDS will assist those unemployed and underemployed, and play a vital role in supporting retrenched individuals in times of a company closure. The CDS will also play an active role in regional career and industry expos.

The CDS is available for individuals, groups, industry and the community. Services will be available on a fee for service arrangement through local schools and workshops delivered in partnership with the Murraylands Innovative Community Action Network (ICAN) through the Independent Learning Centre.

For individuals we recognise people learn in different ways and can offer more ways to enter training and the support required to keep people in training. Individuals will gain a knowledge and understanding of employment prospects and how to get there. People will be supported by enhancing their skills and capabilities to achieve their career aspirations that include but are not limited to:

- Professional individual career guidance and planning;
- Quality information, resources and advice to support informed decision making;
- Assistance to research training, professional development and employment opportunities;
- Referral service to other services and programs that assist individuals in reaching their goals

The Murraylands CDS is underpinned by a network of partnerships with Industry, Education, Job Networks, Community, Government and other service providers. Links to volunteering and work experience opportunities will be explored to build work habits and increase confidence and skills as pathways to employment.

The Murraylands CDS will continue to engage with Regional Development Australia Murraylands and Riverland (RDA M&R) to align career advice with enterprise development in the region. The new delivery mechanism in partnership with the JSA's 'shows off' the strengths of the new directions of *South Australia Works* and how strong partnerships can have a significant impact on supporting those individuals with multiple barriers in accessing the labour market. These services are essential in growing the skills necessary to participate in a highly skilled, knowledge based economy.

2. Participants and Target Groups

The Career Development Service will assist 135 people including:

- 40 young people (17-24 years)
- 60 people aged 25 – 39 years
- 35 Mature aged people (40+ years)

3. Anticipated Outcomes

Pathways outcomes

Career Development Service will focus on creating pathways which will allow participants to gain meaningful and sustainable employment. Pathways outcomes include:

- 2 people returning to school
- 10 Qualifications Outcomes
- 5 Volunteer outcomes
- 10 people completing accredited modules or training
- 10 Further Education outcomes

In addition 5 pre-employment program workshops in collaboration with ICAN, Job Services Australia, Community and Youth Centres will be delivered.

Employment Outcomes

Career Development Services will focus on identifying meaningful and sustainable employment outcomes for participants. Although employment is not the primary short-term focus of this initiative, the career development service will target:

- 45 employment outcomes

4. Budget / Working Regions Allocation

This Working Regions allocation for this project is \$150,000 in the 2011-12 budget.

5. Other Funding Sources

Commonwealth

The *South Australia Network* will be working in partnership with the local Employment Coordinator and Job Services Australia agencies to secure funding to engage an Aboriginal Career Development Coach.

Job Services Australia

Workskil, MADEC Employment and Training and Finding Workable Solutions all contribute funding to this project and provide substantial in kind support that includes infrastructure, human resources, operational and administration support. Career Development Services are negotiated on a case by case basis. Services are available free of charge for stream 1 and 2 clients and a negotiated fee for service arrangement for stream 3 and 4 clients.

DECS

Careers Development Services will be offered on a fee for service arrangement to schools and in particular students on the ICAN program. Career Development Coaches will be available on a needs basis to be negotiated with the school and will also be conducting workshops through the Independent Learning Centre for students and post school leavers.

RDA M&R

RDA M&R will Project Manage the Career Development Services contracted through our Job Service Australia Providers and provide executive support to the CDS focus group.

Organisation	Funding Contribution
Commonwealth	\$30,000.00
Job Services Australia	\$80,000.00
DECS	\$5,000.00
RDA M&R	\$9,000.00
Total	\$124,000

6. Cross Regional Partners

The Murraylands CDS is a part of the South Fleurieu CDS Network and participates in regional Career Expo activities and State Career Development conferences.

Working Regions Action Plan Murraylands

PRIORITY 1: Ensure that people with low educational attainment have access to learning, training and employment pathways

STRATEGY 2: Lead collaborative partnerships to identify and facilitate 'learning and earning' pathways.

1. Background / Rationale

Workforce Connect Program

This initiative recognises that one of the biggest barriers to workforce participation particularly for our youth and the prime age working population is the lack of foundation and employability skills. The Murraylands Growth Survey identifies the need for programs to work with individuals and employers that address these barriers increasing local supply and meeting industry demand.

This initiative will engage individuals into the 'real world' of work combined with practical mentoring support and case management. This project will have a focus on employability skills, coaching, recognition of employer expectations, and appropriate workplace behaviours. The project will have a two-fold benefit including work experience for participants and exposure to potential new employees for employers linked closely with the CDS.

Workshops will be delivered in partnership with ICAN to capture those most disengaged prior to leaving school. Strong industry engagement will take place across the Murraylands region in partnership with the Business Development Manager, RDA M&R.

This project recognises the need for young people to have access to foundation skills training and to gain employability skills to increase their workforce participation opportunities. Exposure to real work opportunities with potential employers that is managed, coupled with foundation and employability skills training will prepare our young people for the workforce and enable them to sustain employment into the future.

A key strength of the Murraylands is its strong partnerships and the ability to work collaboratively across sectors to achieve the best results for the region. This provides the region with the capacity to address the above priority. The following projects will specifically target groups facing barriers to participating in learning and work. The projects will provide local solutions, creating learning and training pathways.

2. Participants and Target Groups

The Workforce Connect program will engage 40 participants through work experience and training opportunities into the labour market. Target groups include:

- 15 Young people 16-24
- 15 people aged 25 – 39 years
- 10 Mature aged people +45

3. Anticipated Outcomes

Pathway Outcomes

- 2 people returning to school
- 5 Qualifications Outcomes
- 2 Volunteer outcomes
- 2 people completing accredited modules or training
- 5 Further Education outcomes

Employment outcomes

- 6 Employment Outcomes

4. Budget / Working Regions Allocation

This project is allocated \$30,000 in the 2011-12 budget.

5. Other Funding Sources

Job Services Australia

Job Services Australia will be contributing through their work experience program and on a case by case basis for stream 3 and 4 clients.

Industry

Industries in partnership with Job Services Australia contribute funding to support industry based work placement in materials and clothing on a case by case basis.

Organisation	Funding Contribution
Job Services Australia	\$10,000.00
Industry	\$5,000.00
Total	\$15,000

6. Cross Regional Partners

At this stage cross-regional activity has not been identified.

Working Regions Action Plan Murraylands

PRIORITY 1: Ensure that people with low educational attainment have access to learning, training and employment pathways

STRATEGY 1: Strengthen partnerships to increase foundation skill levels that enhance the participation and career choices of those most disadvantaged in the labour market.

1. Background / Rationale

Stepping Stones (LLN, Foundation Skills)

As the Murraylands and Riverland Regional Roadmap and Strategic Plan highlights, the region “has among the poorest levels of educational attainment in South Australia” (RDA, 2010: 84). Comparing educational attainment by SGR Murraylands and Riverland have approximately 23,300 people whose highest level of educational attainment is year 11 or lower in 2006.

The region acknowledges that people with low educational attainment are more vulnerable to periods of unstable employment, unemployment or being out of the labour force altogether, unless they are able to improve their foundation skills. Increasing workforce participation requires improved access to training and improving the attainment of qualifications.

This project will identify and assist people to overcome barriers so they can participate with confidence and contribute within their community. This project will open the doors for individuals to participate in foundation skills programs, literacy and numeracy, and wellness activities supported through a coordinated partnership of agencies. Agencies will include DECS, Murraylands Headspace, health, welfare, housing, and drug and alcohol services.

Development of motivation, confidence and self-esteem is an essential strategy that assists people experiencing barriers to engage in society. With the right tools and support systems individuals will gain the confidence and knowledge to re-engage in the labour market, and access training, education that will raise their skill levels and increase their participation in the labour market. The foundation skills program will also support individuals to transition into accredited training programs.

This project will have multiple tiers and work closely with the Independent Learning Centre providing Language Literacy and Numeracy training and foundation skills training for individuals, young people enrolled in Flexible Learning Options and ICAN on a fee for service arrangement. This project will be closely linked with our CDS and Ticket to Training program. Participants will be identified through a range of referral points that include Job Services Australia, CDS, Centacare, youth and community organisations, DECS, disability support services, health, housing,

SAPOL, and other community and health agencies. This will enable this project to address barriers to participation through these partnerships.

2. Participants and Target Groups

The Stepping Stones project aims to assist 30 young people facing multiple barriers in participating in the labour force.

- 5 Aboriginal people
- 25 Young people 16-24

3. Anticipated Outcomes

Pathway Outcomes

- 1 people returning to school
- 1 Qualifications Outcomes
- 3 people completing accredited modules or training
- 9 Further Education outcomes

Employment outcomes

This is a re-engagement project to provide individuals with the necessary tools, knowledge and support mechanisms so in the future they have the confidence to participate in the labour force.

Pre-employment Pathway Outcomes

- 3 pre-employment foundation skills programs delivered in collaboration with ACE, Job Services Australia, Community and Youth Centres.

4. Budget / Working Regions Allocation

This project is allocated \$25,000 in the 2011-12 budget.

5. Other Funding Sources

The *South Australia Works* Network will work closely with Job Services Australia Providers, Community Centres, Youth Agencies, ACE, Skills for All, to source additional funding.

Organisation	Funding Contribution
Youth Sector Organisations	\$5,000.00
DFEEST, Adult Community Education	\$15,000.00
Total	\$20,000

6. Cross Regional Partners

It has been identified that Eyre Peninsula has a similar project. Discussions with Eyre may add value to the Murraylands model based on their learning's.

Working Regions Action Plan Murraylands

PRIORITY 2: Assist individuals who are marginalised in the labour market to transition to sustainable learning, training and employment pathways

STRATEGY: 1. Link services that support NESB migrant and their families to make effective transitions into employment participation and the community

1. Background / Rationale

Building Communities

Workforce participation barriers for migrants were highlighted as a key priority during the stakeholder forum session undertaken in the Murraylands Network region in March 2011.

The Murraylands is home to a growing population of migrants seeking support and services to ease their transition into the region and enhance their contributions within the community. Over the past five years to 2009-10, 529 new migrants settled in Murraylands and Riverland, with 215 of them (around 41 per cent) settling in Murray Bridge LGA.¹ New migrants from non-English speaking backgrounds or culturally and linguistically diverse backgrounds sometimes experience the same literacy and numeracy difficulties as people with low educational attainment. In addition, they experience skill recognition issues and cultural barriers to workforce participation.

The Murraylands *South Australia Works* Network will collaborate with the Murray Bridge Community Centre, Lutheran Community Care New Settlers Centre, Skills Recognition Services and Adult Community Education (ACE) to deliver literacy and numeracy competencies in a culturally appropriate environment. In addition the network will work with the Department of Immigration and Citizenship to improve regional data collation in relation to our migrant labour force identified as an area of need through our strategic planning process 2011.

This initiative will support migrants to complete Language Literacy and Numeracy (LLN) training with the objective to be able to engage in accredited training programs to identify career pathways.

The Lutheran Community Care New Settlers Centre has identified several groups of migrants with refugee backgrounds who have expressed interest in developing skills to gain sustainable employment in providing Family Day Care Services. A barrier for migrant families participating in the workforce is the lack of child care services that has the capacity and skills to look after children of another culture. Simply, women will participate in the labour market if they had the option of child care services that they deemed were culturally appropriate.

¹ Data provided by DFEEST Skills Recognition Unit, from the Department of Immigration and Citizenship. Note that these represent gross (not net) numbers.

The program will provide participants with Australian Culture in Work Place awareness through the provision of mentoring and interpreters support. The course will include LLN, Cultural Competence, Job Search Skills, Occupational Health and Safety as well as job application and interview skills through the Murraylands CDS.

2. Participants and Target Groups

Building Communities will assist 35 newly arrived migrants or NESB migrants to engage in learning, training or work.

- 35 Newly arrived or NESB Migrants

3. Anticipated Outcomes

Pathway Outcomes:

- 5 Volunteer outcomes
- 5 people completing accredited modules or training
- 2 Further Education outcomes

Employment outcomes

- 2 Employment Outcomes

4. Budget / Working Regions Allocation

This project is allocated \$20,000 in the 2011-12 budget.

5. Other Funding Sources

Job Services Australia

In partnership with *South Australia Works* and Skills for All through the Skills Recognition Services, migrants registered through a JSA in the Murraylands will have local access to SRS. Job Service Australia will provide training in Job Search Skills in partnership with the Career Development Services that will provide the individualised support.

DIMIA

The *South Australia Works* Network will be working in partnership with DIMIA to improve the data collation on migrants in the Murraylands region. An application will be submitted to DIMIA seeking funding for our Building Communities program.

Organisation	Funding Contribution
Job Services Australia	\$6,000.00
DIMIA	\$10,000.00
Total	\$16,000

6. Cross Regional Partners

This initiative is Murraylands specific. No cross-regional opportunities have been identified at this stage.

Working Regions Action Plan

Murraylands

PRIORITY 2: Assist individuals who are marginalised in the labour market to transition to sustainable learning, training and employment pathways

STRATEGY 2: Foster a whole of community approach to support Aboriginal people to transition into sustainable learning, training and employment pathways

1. Background / Rationale

Project 5: Aboriginal Learning on Country

The workforce participation barriers for Aboriginal people were highlighted as a key priority, during the stakeholder forum session undertaken in the Murraylands Network region in March 2011.

The Murraylands has a substantial Aboriginal population. The unemployment rate for Aboriginal people in The Coorong SLA was 59.4 per cent. The most significant issues of concern relate to low levels of educational attainment, unemployment, poor health and drug and alcohol dependency. The underlying factors relate to the legacy of history and the dispossession of people from their land. Clearly, these issues hinder increased participation by Aboriginal people in the social, economic and cultural life of the community in general.

The success of this project is built on significant partnerships and contributions. This program was recently evaluated by Clear Horizon under the *Managing Significant Change* technique. The sustainable benefits and changes made in people lives and within the community were significant that included being proud to hold their head high within their community, re-engaging with their families, seeking further education and training opportunities were notable by their families and colleagues.

This initiative is an innovative strategy to engage Aboriginal people in learning and work through strong partnerships and a program that is culturally shrewd. The program fosters participants' connection back to the land providing meaningful and sustainable employment and training pathways.

The project will build on the 2010-11 program engaging and sustaining Aboriginal people in learning and work at Monarto Zoo. Training takes place in a small group environment involving mentoring, cross-cultural interactions, confidence building and individuals are given ownership of an area of interest, for example plant species, and animal control. Accredited training is provided through a Traineeship in Certificate II in Land Conservation and Management. All partners work in collaboration to mentor and assist participants to access employment opportunities beyond the 1 year scope of the formal training and work provided.

With the development of Wild Africa the ALoC Management Committee will explore the possibilities of a continued pathway of employment through Zoos SA in Certificate III Land Conservation and Management, recognising that some individuals have the potential and skills to become future mentors and trainers for the ALoC programs both locally and across the State.

This model has been well researched and trialled and will have life changing impacts on not only the individuals but their families and communities they are a part of. The project fosters the benefits of practical learning, mentoring, cultural understanding, and cross-cultural interactions, but overarching this is the 'life changing' benefits to the individual, their families, the organisations they are a part of and within their community. *'These individuals will start giving back to their community because they have the capacity to do so'.*

2. Participants and Target Groups

Aboriginal Learning on Country will assist 6 participants that include 5 Aboriginal people to transition into learning, training or work.

- 3 Young people (16 – 24 years)
- 3 people aged 25 – 39 years

3. Anticipated Outcomes

Whilst this project provides direct employment outcomes as the individuals move through their traineeship they will obtain a qualification in Cert 11, Land Conservation and Management and have the opportunity to continue into Cert 111. Individuals also participate in Volunteering activities outside their employment at Monarto Zoo.

Employment outcomes

- 6 Employment Outcomes

Pre-employment Pathway Outcomes

- 1 pre-employment program workshop facilitated through Job Services Australia, in partnership with ALoC Management Committee.

4. Budget / Working Regions Allocation

This project is allocated \$20,000 in the 2011-12 budget.

Timeframe: March 2012 to March 2013

5. Other Funding Sources

Organisation	Funding Contribution
RDA M&R	\$5,000.00
Murray Darling NRM Board	\$65,000.00
Zoos SA, Monarto Zoo	\$45,000.00

DEEWR	\$73,500.00
Job Services Australia	\$77,000.00
Cwth \$ Aust Apprent Centres	\$5,000.00
DFEEST TFIRRAC (Cwth \$)	\$10,000.00

Substantial in-kind support is provided through all of the ALoC key stakeholders.

6. Cross Regional Partners

The Learning on Country projects across the State are closely affiliated. Built into the Monarto ALoC program are several trips away to Calprum in the Riverland where individuals are given the opportunity to learn about other species of flora and fauna in other areas and collaborate with the other trainees. The cross-regional collaborations are an integral part of the program. An ALoC at Warrawong is currently being explored in partnership with the Adelaide Hills region.

Working Regions Action Plan Murraylands

PRIORITY 2: Assist individuals who are marginalised in the labour market to transition to sustainable learning, training and employment pathways

STRATEGY 3: Assist people with disabilities and mental health barriers to gain access to pathways into sustainable employment

1. Background / Rationale

Workforce Skills Supported Employment Project

The Murraylands has seen an increase in the demand for services for people with a disability. The workforce participation barriers for people with disabilities as well as those suffering poor mental health were highlighted as major issues during the stakeholder forum session undertaken in October 2010 and March 2011. Approximately 5% of the Murray Mallee population has a disability and is in need of assistance, higher than the State average of 4.84%.

Finding Workable Solutions (FWS) in collaboration with the *South Australia Works* Network aims to increase the workforce participation opportunities for people with a disability and those caring for people with a disability.

This is a new model that will provide accredited workforce training, hands on welding and construction training as well as on the job experience. Individuals will be supported through case management and on-the-job mentor support. The project will provide wrap around services and ongoing support beyond the scope of the project.

The project aims to transition the most disadvantaged participants who do not fit the eligibility criteria for Work for the Dole and require supported employment opportunities into a 6 month project to supply goods and services to business in the Murraylands area.



An engaging project that is based on an eco-friendly business, where individuals will gain experience in a work environment whilst being mentored, and supported. Individuals will gain the foundation skills they need and learn life skills to help them transition into employment and training pathways. The project will increase workforce participation, provide learning and work opportunities through skills development enabling marginalised individuals to transition into meaningful pathways.

2. Participants and Target Groups

The Workforce Skills Supported Employment Project will assist 30 people with a disability.

- 30 People with a disability

3. Anticipated Outcomes

Pathway Outcomes

- 2 Qualifications Outcomes
- 2 Volunteer outcomes
- 2 Further Education outcomes

Employment outcomes

- 15 Employment Outcomes

4. Budget / Working Regions Allocation

This project is allocated \$30,000 in the 2011-12 budget.

5. Other Funding Sources

Organisation	Funding Contribution
Workforce skills for People with a disability	\$5,000.00
Back Office Biz	\$5,000.00
Community and business receiving the goods or services	\$10,00.00
Workskil	In-kind
FWS, Brinkley Salvage and Save	In-kind

6. Cross Regional Partners

Cross-regional opportunities have not been identified at this stage.

Working Regions Action Plan

Murraylands

PRIORITY 3: Increase workforce participation through taking advantage of regional opportunities for economic growth

STRATEGY 1: Provide skills development aligned to the needs of Individuals and the demands of industry.

1. Background / Rationale

Skills for Jobs in Demand

Economic development in partnership with targeted workforce participation initiatives will play a key role in facilitating growth and providing skilled workers. Educational opportunities, particularly at a tertiary level, will be vital in supporting and retaining people in the region, and ensuring a skilled future workforce.

The traditional industry sectors of agriculture, manufacturing drive the local economy. However, the growth in the retail trade sector is encouraging diversity of the economy, so is the emergence of new industry sectors like alternative energy, niche manufacturing, education and tourism. A number of new industries that include a new retail precinct, development of the equine recreational precinct, and the expansion and development of other industries that include mining and tourism will help to drive growth in the region and provide new training employment opportunities for Murraylands jobseekers.

With the development of new and expanding industries in the region this project will focus on skilling job seekers for targeted. This project provides the region with the capacity to be strategic and responsive to industry driven demand. It will assist in building the workforce capacity within the region to meet workforce skills and labour demand and capitalise on local jobs for local people. Flexibility has been built into this initiative so that individuals can be skilled, up-skilled and groups of people trained in a particular vocation required by industry.

The focus of this project will be on industries that show evidence of growth or future growth as identified through the Murraylands Jobs Growth and Investment Survey. Whilst Murraylands has access to skilled labour it does not have the capacity to meet a high labour demand and therefore it is imperative to skill the existing labour pool to meet future demand.

Priority industries sectors and enterprises will be reviewed on a regular basis by the Network based on advice received from RDA, M&R, Industry Skill Boards (ISB), *South Australia Works*, Strategy, Training and Skills Commission and the Economic Development Board.

2. Participants and Target Groups

Skills for Jobs in Demand will assist a total of 40 participants to gain the skills and knowledge necessary to meet Industry driven demand.

- 10 Young people 16-24
- 15 People aged 25-44
- 15 Mature aged people +45

3. Anticipated Outcomes

Pathway Outcomes

- 3 Qualifications Outcomes
- 4 Volunteer outcomes
- 3 people completing accredited modules or training
- 1 Further Education outcomes

Employment outcomes

- 15 Employment Outcomes

4. Budget / Working Regions Allocation

This project is allocated \$25,000 in the 2011-12 budget.

5. Other Funding Sources

As there are multiple initiatives under this project other funding sources will be identified in the project briefs to be approved by the *South Australia Works Executive* team.

6. Cross Regional Partners

The Murraylands will be working in collaboration with Adelaide Hills and Fleurieu region(s) on the Jobs in Mining initiative.

Working Regions Action Plan

Murraylands

PRIORITY 3: Increase workforce participation through taking advantage of regional opportunities for economic growth

STRATEGY 1: Provide skills development aligned to the needs of Individuals and the demands of industry.

1. Background / Rationale

Ticket to Training

The *South Australia Works* Network through its partnerships will engage with Industry to build the regions workforce capacity to meet workforce skills and labour demand capitalising on local jobs for local people. In doing so local people will have the skills required to meet local employment demand resulting in both social and economic benefits for the region. Workforce participation rates and attainment levels will increase, Industry demand can be achieved and the region will retain its skilled workers

With the development of new and expanding industries in the region this project will complement the Skills for Jobs in Demand, and CDS and focus on skilling job seekers for industries in the Murraylands region.

Ticket to Training will increase skill attainment levels and workforce participation by providing funding to individuals to address barrier(s) to employment and training pathways. The project provides immediate support after an initial assessment and works with individuals who can demonstrate a training need that requires an immediate one-off response to re-engage into the labour market.

Ticket to Training offers participants individualised support, and direct access to services through the CDS. Participants are provided with the tools to research potential employment and training opportunities as identified through the Jobs Growth and Investment Survey and Time Tracker tool.

This project has strong industry connections direct with the employer and the individual so training can be tailored to meet the needs of both. The project will assist in building the workforce capacity within the region to meet workforce skills and labour demand and capitalise on local jobs for local people. This project has been very successful in assisting individuals to transition into the labour force in particular those facing financial barriers to accessing training, drivers licenses and other industry tickets.

These strategies allow the Network to be strategic and responsive to the demands of industry. They will address the needs of the individual, local businesses and conditions in the local labour market, so that potential employees are able to be sourced from the local or regional labour pool.

2. Participants and Target Groups

Ticket for training will assist **38** individuals to transition into training and work with an anticipated 24 being up-skilled.

- 10 Young people 16-24
- 18 People aged 25-39
- 10 Mature aged people +45

3. Anticipated Outcomes

Pathway Outcomes

- 12 Qualifications Outcomes
- 2 Further Education outcomes

Employment outcomes

- 13 Employment Outcomes

4. Budget / Working Regions Allocation

This project is allocated \$29,270 in the 2011-12 budget.

5. Other Funding Sources

Job Services Australia

Job Services Australia refer people that require training, up-skilling and/or other support such as a licence to the Ticket to Training program. Individuals are assessed on a case by case basis and funding is negotiated for stream 3 and 4 clients.

Commonwealth – Productivity Places Program

Ticket to Training in collaboration with the CDS will work with Productivity Places Program Providers to link people into training aligned with their career development goals.

Industry/Individual

Individuals are assessed on a case by case basis. Complementary funding is accessed through the JSA's if appropriate and in some circumstances industry has contributed to funding training for an individual they are seeking to employ. Individuals pending on their circumstances may also contribute.

Organisation	Funding Contribution
Job Services Australia	\$5,000.00
Commonwealth - PPP	\$10,000.00
Industry	\$3,000.00

Individual	\$2,000.00
Total	\$20,000

6. Cross Regional Partners

No cross-regional activity has been identified at this stage, however it is recognised that this model operates in other regional areas in particular those in rural areas.

Working Regions Action Plan Murraylands

PRIORITY 3: Increase workforce participation through taking advantage of regional opportunities for economic growth

STRATEGY 1: Provide skills development aligned to the needs of Individuals and the demands of industry.

1. Background / Rationale

Network Alliance

The Murraylands *South Australia Works* Network recognises the need for a highly-skilled workforce to meet the needs of our changing economy and labour market. The Network draws on knowledge of changing trends in regions and their impact on industry demand for labour and skills. Through our partnerships we have a shared knowledge of state and regional industry workforce planning needs. This knowledge is the basis for priorities and actions identified in the Murraylands strategic and action plan 2011-14.

The Murraylands reviewed its Network in late 2010 and adopted a new structure to assist in driving the new strategic directions of *South Australia Works*. The *South Australia Works* Network will continue to build strategic partnerships across Industry, Government and the Community to position itself to respond to regional needs and deliver quality and effective regional strategies. The Murraylands will hold 3 strategic forums this financial year (2011-12) to gather local intelligence, discuss regional issues and opportunities that will underpin the development of the *South Australia Works* strategic plan and action plans. There will be community engagement and strong links to other regional and state networks.

The Network will drive research and the regional Murraylands Growth report that will underpin regional planning and work in collaboration with the Cross-sectoral Team, DFEEST to feed in systemic issues.

Through the Network's continued investment in the regions workforce participation needs our community can build the foundations for the Murraylands to enjoy social and economic prosperity.

2. Participants and Target Groups

The Murraylands *South Australia Works* Network is supported by 15 key members that represent target groups identified as a priority area within this plan and the Murraylands region.

3. Anticipated Outcomes

- No outcomes are anticipated through this project

4. Budget / Working Regions Allocation

RDA M&R will manage the Network Alliance project.

This project is allocated \$25,000 in the 2011-12 budget. An outline of the Network Alliance project is below. Further details will be outlined in the project brief and budget to be approved by the *South Australia Works* Executive team.

Item	Working Regions Funding
Project Management	\$2,900.00
Professional Development	\$1,600.00
Network Forums (including 'Step Up' Forum)	\$7,500.00
Murraylands Job and Growth Report	\$13, 000.00
Total	\$25,000.00

5. Other Funding Sources

It is anticipated that other funding sources will contribute **\$5,000** towards this project through the *South Australia Works* Network Alliance.

Industry and RDA M&R contributions will support the development and regional distribution of the Murraylands Job and Growth Report 2012 – 2015.

Organisation	Funding Contribution
Commonwealth - JSA	\$2,000.00
Industry	\$2,000.00
RDA M&R	\$1,000.00
Total	\$5,000.00

6. Cross Regional Partners

The *South Australia Works* Network will work closely with other *South Australia Works* programs to support initiatives both local and State-wide.