



Management
Governance
Australia

IN PLAIN SIGHT

Investing in social equity to drive economic growth

Management Governance
Australia acknowledges
Traditional Owners of Country
throughout Australia and
recognises the continuing
connection to lands, waters
and communities.

We pay our respect to
Aboriginal and Torres Strait
Islander cultures, and to Elders
past and present.





“Economic growth alone does not necessarily translate into more and better jobs, especially for the poor, vulnerable and those at risk of being left behind... The extent to which economic growth is associated with and driven by a productive transformation is of major importance to the sustainability of economic development in the medium and long term.”



SOCIAL FUTURES

Victoria's Great South Coast Region (GSC) is "blessed with many significant natural and inherited comparative advantages which, if harnessed, can drive more prosperous and diversified futures for its communities."
(Economic Futures Report)

IN PLAIN SIGHT

Aim:

- “develop advice and strategies to uplift place-based economic participation
- highlights areas and towns where disadvantage and poverty are evident,
- provide “tangible advice and strategies that will address inequities that contribute to peoples’ ability to participate in GSC regional economy”.





WHAT GSC COMMUNITIES TOLD US:

- Lack of services
 - Childcare
 - Regional services and resources
- Supporting young people to stay in education
 - COVID impact
 - Youth voice
 - Whole of ecosystem response

- Lack of supporting infrastructure
 - Public transport
 - Key worker housing
 - Digital
- Barriers to Business Growth
 - Workforce shortages
 - Employability skills
 - Access to major tenders



IN PLAIN SIGHT

People in our towns living below the poverty line:

Coleraine – 46%

Lismore – 44%

Casterton – 43%

Mortlake – 40%

Simpson – 38%

Terang – 37%

Portland – 36%

Hamilton - 31%



“My family lives in a caravan at Hamilton caravan park. We are regularly late on rent or just unable to pay.”



Who is in the Workforce:

62.5% Victoria

51.1% Camperdown

44% Casterton

52% Portland

51% Mortlake

56% Hamilton

(% Labour force participation)



“Jane is Indigenous and doesn’t have a car or a license... she is limited to applying for jobs in locations that have public transport”



Leveraging local strengths

- Diversity of programs and services
- Passionate individuals and organisations working to make a difference directly in their communities
- Networks who could potentially lead, support and/or be involved in driving the Goals and Recommended Actions

NETWORKS

- Great South Coast Regional Partnership
- South West Vic Alliance (SWVA)
- Wimmera South West Local Site Executive Committee (LSEC)
- Community South West (CSW)
- Thriving Communities Partnership South West Victoria (TCP SWV)
- Local Jobs and Skills Taskforce (LJST)
- Beyond the Bell
- Local Learning and Employment Networks (LLEN) including South West LLEN and Glenelg and Southern Grampians LLEN
- South West TAFE
- South West Skills and Jobs Centre
- Deakin University Warrnambool Campus
- Learn Locals
- Neighbourhood Houses and Men's Sheds
- Eastern Maar Aboriginal Corporation
- Gundidj Mirring Traditional Owners Aboriginal Corporation
- Winda-Mara Aboriginal Corporation
- Gunditjmara Aboriginal Co-operative Limited
- Kirrae Health Services Inc
- Dhauwurd-Wurrung Portland & District Aboriginal Elderly Citizens Inc
- Worn Gundidj
- Budj Bim





TIME FOR CHANGE

The new Industry 4.0 economy offers great opportunities:

- Digital technology
- New energy
- Human machine interface relationships

However, poverty and inequity in our region are a heavy drag on our ability to optimise economic benefits for the region.

The Report identifies a small number of pathways to transform the social fabric of the GSC, to mobilise the region's resources and strengthen the effectiveness of existing initiatives.



GOALS



1: Ensure the benefits of economic developments are distributed fairly, to uplift regional prosperity and overcome barriers to growth caused by poverty and disadvantage.



2: Optimise local economic benefit by building Small and Medium Enterprise (SME) capability.



3: Drive economic benefit by strengthening the ability of families and carers and service ecosystems to support young people and other vulnerable people into learning and work.

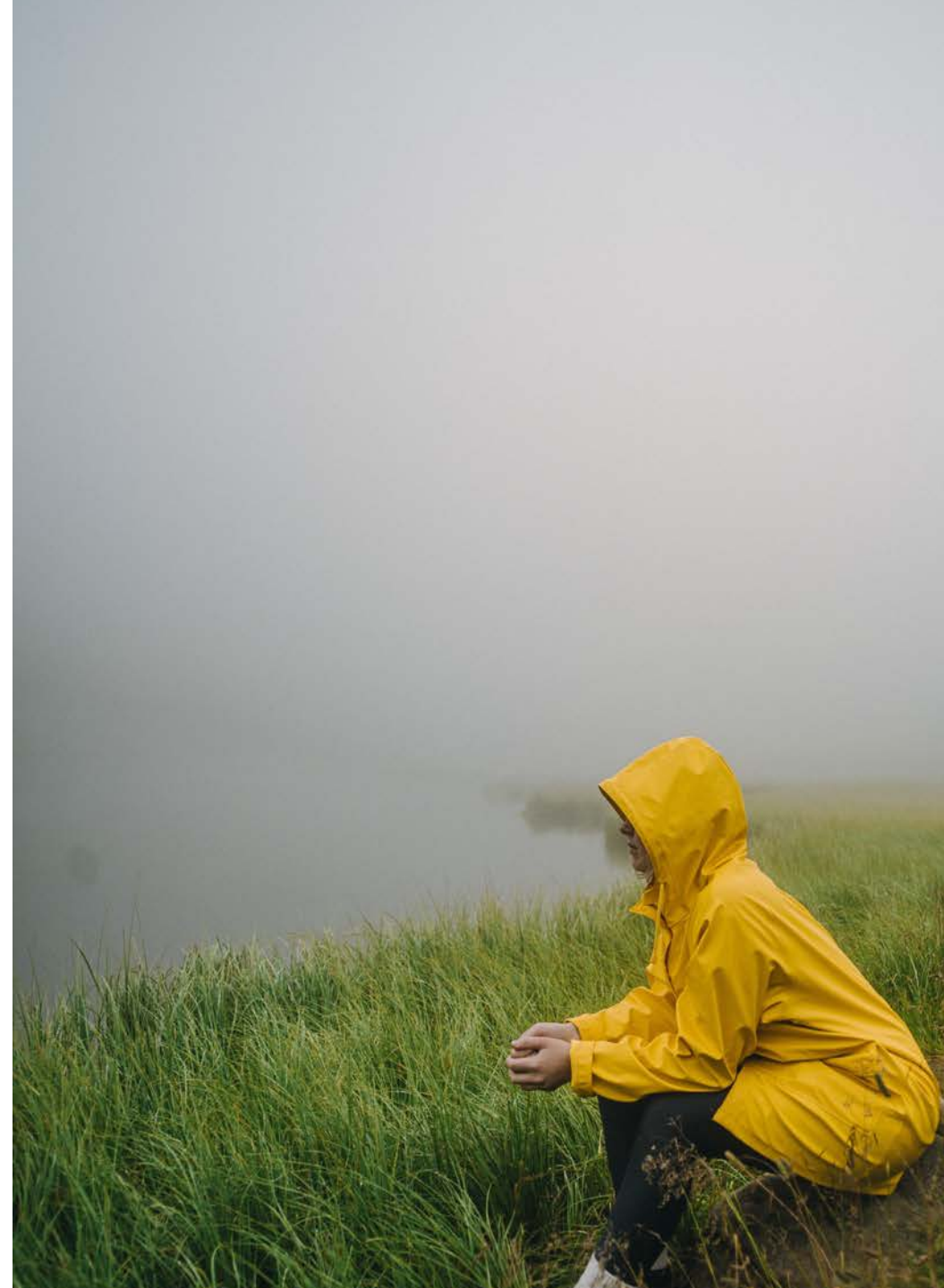


4: Address lack of childcare as a major barrier to accessing economic benefit

GOAL 1:

Ensure the benefits of economic developments are distributed fairly, to uplift regional prosperity and overcome barriers to growth caused by poverty and disadvantage.

- 1.1 Work with the Victorian Government to improve social procurement benefits to the region, through the inclusion of:
 - Place-based (postcode) priority cohorts targeted for employment and relevant to the GSC.
 - Provisions for regional businesses to be engaged in developments being undertaken in their region.
 - The requirement to invest in local initiatives that support vulnerable cohorts to stay in education and/or move into vocational pathways.
 - A mechanism for Social Procurement Framework compliance fines (anticipated in 2024) to be returned to the region for investment in local outcomes.
 - Accountability to the region through reports on the local social benefits to GSC Regional Partnership.
- 1.2 Develop Local Government Community Benefit Fund/s (CBFs) and identify regional priorities.
- 1.3 Use existing local government levers (e.g. permit system) to direct industry's social license commitments (funds and advocacy) into the CBF to address regional priorities.





Goal 2:

Optimise local economic benefit by building Small and Medium Enterprise (SME) capability.

2.1 Provide seed funding to establish GSC BUILD (Business Upskill & Innovate for Local Development) - a local business capability building initiative, informed in design by the Victorian GROW initiative, co-designed with vulnerable cohorts to ensure cultural safety and efficacy and predicated on a sustainable membership model, with the objectives being to:

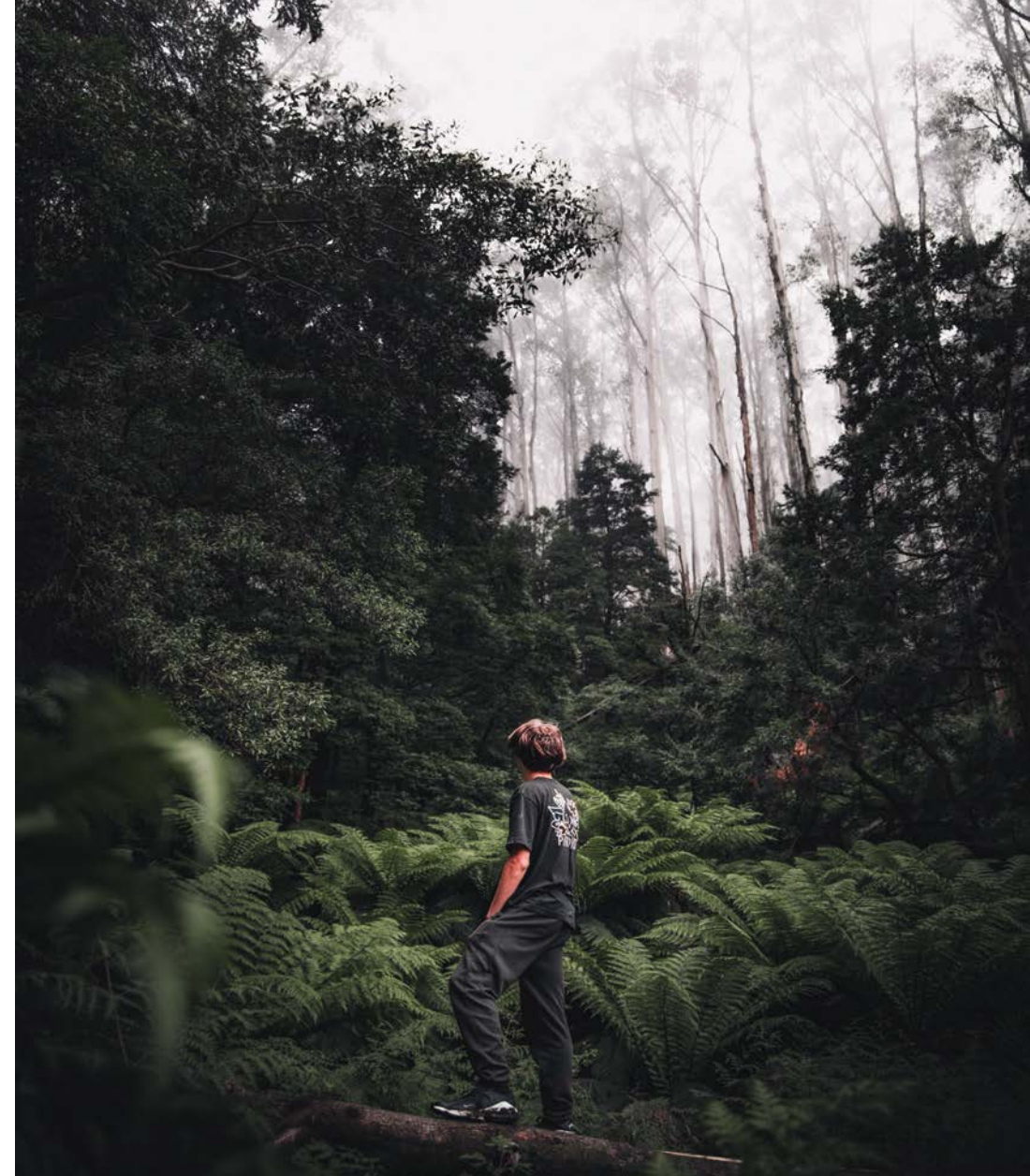
- Improve the ability of local SMEs and organisations to recruit, support and retain vulnerable people in employment to meet workforce shortages.
- Build the capability of local SMEs and organisations to provide career pathways for their workers through skills development, job design, mentoring, new work models and workplace innovation, to ensure sustainable employment.
- Support local businesses to meet Social Procurement Framework requirements and win competitive supply chain contracts.

2.2 Co-ordinate relationships between business and tertiary education and training providers to provide businesses with innovative thinking to provide new solutions to practical problems.

Goal 3:

Drive economic benefit by strengthening the ability of families and carers and service ecosystems to support young people and other vulnerable people into learning and work.

- 3.1 Analyse existing service provision in GSC towns to provide evidence of a) lack of access b) need for place-based services to address poor workforce participation rates.
- 3.2 Use evidence to build and advocate for regional policy and funding structures and KPIs to incentivise appropriate levels of service provision in small towns.
- 3.3 Develop an early intervention “supported ecosystem” model for vulnerable young people at high risk of disengagement from education. The model will leverage existing programs, local services and education providers (schools) to systematically connect with individuals and their families and caregivers of vulnerable young people and, working together, improve school retention. For example, locally based workers (with existing trusted relationships/networks) could be supported to provide ‘concierge’ support for young people and their families/carers, seeking access to appropriate services.
- 3.4 Co-ordinate place-based supports in GSC towns where poverty factors are well above the Victorian average to target, test, trial and measure pathways into employment for vulnerable people not in work or learning, or who are in highly precarious work, in particular young people, Indigenous job seekers in partnership with Aboriginal organisations and agencies, people with disability and women seeking to re-enter the workforce.



GOALS 4 :



Address lack of childcare as a major barrier to accessing economic benefit

- 4.1 Advocate for increased childcare and after school care places across the GSC.
- 4.2 Support the recruitment and retention of a local childcare workforce by:
 - Creating a regional Early Childhood Educator/Mentor to provide support for work placements across the GSC Centres in mentoring students/trainees/job seekers to enable more trainees to complete placements.
 - Attracting potential new workers to the sector through local partnerships with community-based programs, for example, Learn Local, LLENs and Neighbourhood Houses.
 - Exploring innovative approaches to support the upskilling of existing workers to Diploma level qualifications.

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Our way forward?