



Annual Report 2019



OELLEN

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2019 was a year of partnership development for the Outer Eastern Local Learning and Employment Network.

Working with teachers, students, employers and the community we continued to enable a high performing future workforce that can adapt in a complex and dynamic world.

OELLEN's 2019 Goals

Linking Schools and Industry

OELLEN had two key goals in 2019

1) To increase local schools' understanding of:

- employability skills, employment growth trends, skill shortage areas and training options
- current best-practice in career development, including Career Action Plans and pathways models
- potential local industry opportunities and connections

2) To strengthen the connections between local industry and schools through:

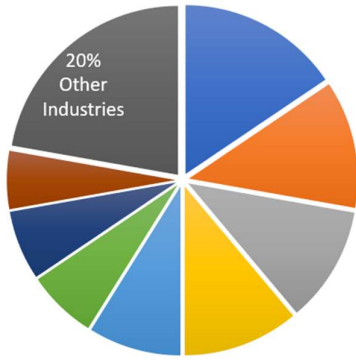
- building the capacity of local industry to embed school engagement in their planning and recruitment
- raising the profile of emerging industries locally to support future employment
- Upskilling local employers around the benefits and processes for engaging with schools and youth

Our focus in 2019 was on improving educational engagement, retention, attainment and aspirations for young Aboriginal people, recently arrived young migrants, young people in out of home care, young people with additional needs and from low socio-economic areas. We placed an emphasis on encouraging female students to enter traditionally male dominated industries and STEM pathways.

| 2019 Partnerships Developed with | Category |
|---|-----------------------------------|
| Association for Children with Disabilities | Peak body (disability services) |
| Australian Centre for Career Education | Career Education |
| Box Hill Skills & Job Centre | Skills & Job Centre |
| Swinburne Skills and Job Centre | Skills & Job Centre |
| Centre for Excellence in Child and Family Welfare | Community |
| Maroondah Career Teachers Network | Education |
| Knox Career Teachers Network | Education |
| Stephanie Alexander Kitchen Garden Foundation | Education |
| Swinburne Skills First Reconnect | State Govt funded support program |
| Ticket to Work | Peak body (disability services) |
| Women with Disabilities Victoria | Community |
| at EAST | Career Education |

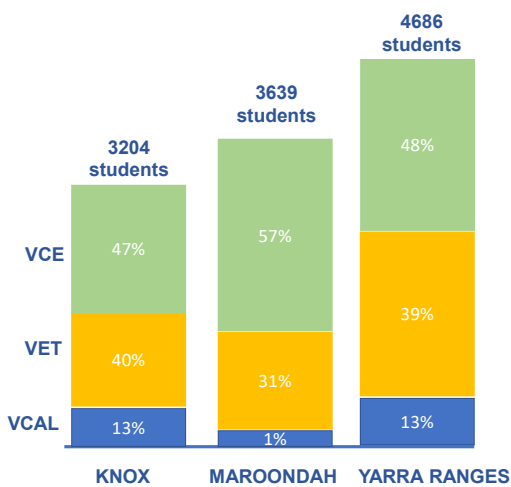
Who are we as a region?

80% of VET Enrolments in the OELLEN region are in just 10 industries

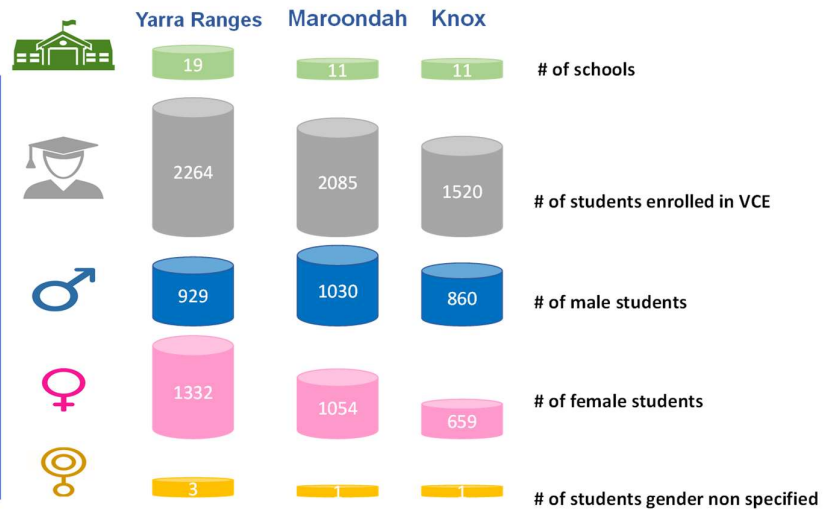


- Construction Plumbing & Services
- Business Services
- Sport, Fitness & Rec
- Community Services
- Adult Community - Further Education
- Animal Care and Management
- Creative Arts and Culture
- Other Industries
- Tourism, Travel and Hospitality

OELLEN Enrolments 2019

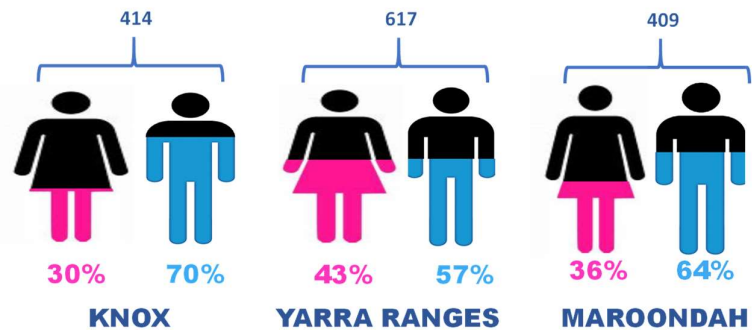


VCE Enrolments 2019



VCAL Enrolments 2019

- 1440 VCAL Students in the OELLEN Region
- 3% of VCAL students are Aboriginal or Torres Strait Islander, mostly located in the Yarra Ranges.
- Across all three OELLEN LGA's there are more males enrolled in VCAL subjects than females.



Post School Destinations



The Structured Workplace Learning Program

In 2019 OELLEN was one of 31 LLENs across Victoria who partnered with schools, industry bodies, local employers, training providers and the Department of Education and Training to support students to take up a record 5,417 Structured Workplace Learning (SWL) opportunities across Victoria.



The state-wide portal enables students to access a range of industry options to suit their courses and interests.

Placements in industry allow students to gain valuable experience in a workplace to enhance and reinforce competencies they have demonstrated in a classroom or simulated environment. It also enables them to gain valuable workplace attributes such as communication skills, teamwork, problem solving, time management and to understand Occupational Health and Safety protocols in a real-life setting.

Placements occurred in manufacturing and engineering, automotive, allied health, beauty, building and construction, retail, hospitality, horticulture, sports and rec, community services and creative industries. OELLEN exceeded its target of 266 advertised positions offering a total of 460 advertised positions in this reporting period.



Most notably:

We recruited over **48** new employers for the SWL program last year, providing industry placements to support the range of courses students are enrolled in as part of their VCAL or VCE program.

16 new construction industry employers came on board during this DET reporting period.

OELLEN's relationships with local employers continues to grow, specifically Bowens offered **29** placements during this DET reporting period.

200 OELLEN student placements were from **32** eligible secondary schools in the OELLEN region.

SWL Collaboration across LLEN's

For the State-wide SWL portal, OELLEN has provided a further **67** student placements for **44** Victorian Secondary schools from other LLEN regions. It is a very pleasing result to provide students from eligible Victorian secondary schools' access to placements to further support their VET or VCAL programs that may not exist with their local region. Adding to this, OELLEN region schools had **55** placements in other LLEN regions. Combined, this result reflects the strong ongoing support and training OELLEN provides school staff to access opportunities and in turn, OELLEN schools assist the broader LLEN network to achieve its state-wide target.

An ongoing challenge is engaging local private and public hospitals to provide Allied Health SWL opportunities for students. In 2019 the two hospitals that have provided SWL placements in the OELLEN region prefer now to concentrate on university student placements and withdrew from the SWL program. OELLEN will continue to approach and advocate for students in this industry as they are extremely worthwhile and highly sought-after opportunities.

In 2019



5,417

Structured Workplace Learning (SWL) opportunities were offered across Victoria. That's a record!



460

positions were advertised by OELLEN on the SWL Portal



267

students were placed by OELLEN through the SWL portal



76

Victorian Secondary Schools assisted by OELLEN with placements

Fourth Annual SWL Breakfast



The 4th Annual OELLEN SWL breakfast was well attended with 58 guests including local employers, OELLEN region teachers, trainers and principals and

- April 2019

representatives from the Department of Education and Training.

This has become an annual event and increases the strength of a collaborative school/industry partnership.

Speakers this year reinforced the need to develop strong partnerships between school and industry to support young people to be better prepared for the transition from school to further education and training or employment.

Girl Geek Academy – SWL Case Study

Building Girls' Aspirations in STEM careers

The case for Change

Early Leavers unemployed or underemployed six months after leaving school:

25.8%
Knox

15%
Maroondah

12.9%
Yarra
Ranges



5-year trends in VET enrolments reflect stereotypical gender choices and demonstrate a lack of alignment with projected employment growth.

The highest VET enrolment area for female students is in Wholesale, Retail and Personal Services.

OELLEN identified a need to change perceptions that males are more suited to careers in STEM.

The Event

A Series of workshops for year 9 girls delivering the Girl Geek program to students who were on the precipice of making subject choices for the following year. The 'hands on' workshop really engaged the students and provided insight into careers pathways such as cybersecurity and taught the students how to develop an app. The LLEN brokered a partnership with the Girl Geek Academy and participating schools, booked a venue for the initial workshop and followed up contact with schools.

The Partnership

The partnership provided opportunity for girls, not only to develop an interest in STEM, but also to believe that a STEM career was an achievable goal. The partnership contributed to Education State Targets:

• Breaking the Link

Ensuring more students stay in school and breaking the link between disadvantage and outcomes for students.

• Learning for Life

More students achieving excellence in reading, maths, science, critical and creative thinking and the arts, by sparking curiosity, raising aspirations and demonstrating the relevance of education to the workplace

Feedback



Girls had all increased their understanding of pathways in STEM and developed new skills and confidence to explore and apply technology.



Connecting schools with business and industry allows insight into the skills and knowledge required by the future workforce and opportunity for students to experience the world of work.

Events linked to the curriculum ensure that these are not 'one off' events with no connection to the teaching, learning and career development of students.



The event opened career possibilities that the girls had not previously considered.



Considering curriculum and timetabling, planning lead times need to be at least 1 term ahead.

For maximum impact an action plan should be developed with key goals and deliverables

Reflections

Spotlights on Local Partnerships

Apprenticeship and Traineeship Information Evenings

June 20, 2019, Oct 24, 2019 - for young people, teachers, parents, and carers.

OELLEN, in partnership with Box Hill Institute Skills and Jobs Centre, organised two highly successful apprenticeship and traineeship information evenings for schools, students and their parents.



The evenings provided an opportunity for the audience to understand this pathway and to speak with local employers and their apprentices specifically about SWL, apprenticeships, traineeships and future pathways in our region.



OELLEN looks forward to expanding these sessions in 2020 and beyond.

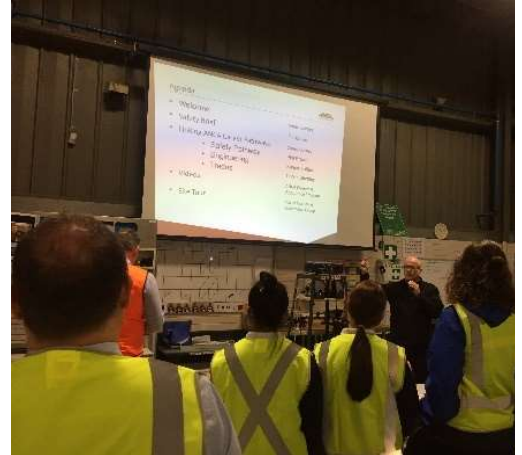


Tech School Partnership & Tours

OELLEN in partnership with the Yarra Ranges Tech School, local industry and Yarra Ranges council organised 3 Manufacturing Industry tours for local schools in 2019.

This exciting opportunity provided students and teachers with an opportunity to visit and learn about the various other path on offer from local employers Mobile Automation, Cummins Engineering and ANCA.

Manufacturing continues to be a misunderstood pathway in our region and events such as this assist in dispelling the myths around this industry's future potential and to showcase future employment opportunities in emerging industries.



OETTA Culinary Competition

7th November 2019



Following the successful outcomes of the 2018 competition, the OETTA Interschool Culinary Competition was held again in November. Year 11 Hospitality and Kitchen Operations students participated in the competition. They presented some amazing culinary delights.

The second annual OETTA Interschool Culinary Competition was held on Nov 7th 2019 at Aquinas College. Congratulations to the team from Ranges Tech who repeated their performance from 2018 and won again this year.

Congratulations to all the contestants who participated and to the staff, trainers and the Wurundjeri Trade Training Centre! It was incredible to see a group of Year 11 students who are studying Cert II in Hospitality & Kitchen Operations as a VET subject, come up with such amazing culinary delights. Hospitality is a major industry in our region and continues to be an ongoing source of employment.

OETTA Partners

- St Joseph's College
- Ringwood Training
- Healesville High School
- Swinburne – KIOSC
- Ranges Tech
- Belgrave Christian School

Youth Initiative providers network (YIP)

OELLEN established the Youth Initiative Providers Network to foster collaboration and community of practice between Government funded youth programs in the Outer East. The group continued to meet in 2019 on February 12, 2019; April 30, 2019; June 25, 2019; September 10, 2019; and November 12, 2019 to and provide a collaborative forum to discuss issues around young people no longer enrolled in education.

OELLEN VCAL Network

In 2019 the OELLEN VCAL Network continued to provide professional learning activities to schools across our region.

The following list provides a snapshot of these activities.

February 13, 2019 VCAL New Numeracy Forum

- This activity was held in partnership with the Eastern Region VCAL QA Panel and Box Hill Institute to introduce VCAL Numeracy and literacy teachers to changes to be implemented in 2019. Feedback from the 26 participants was extremely positive, with all stating that it had increased their understanding and confidence to implement the program in 2019

August 14, 2019 VCAA Vet SWL Recognition Workshop.

- OELLEN facilitated a workshop on behalf of the VCAA. 36 teachers participated in the three-hour workshop which provided information on:
 - assessment and administrative requirements
 - roles and responsibilities
 - the Workplace Learning Record (WLR),
 - administration of VASS enrolment and results

February 27, 2019 VCAL Induction Day

- held in partnership with Eastern Region QA Panel– 30 New VCAL teachers and Coordinators attended. Feedback from participants was very positive. Coordinators were very appreciative of the Quality Assurance workshop that gave them the opportunity to complete the template for QA Day (March 28)

August 14, 2019 VCAL Teachers and Coordinators PD.

- OELLEN facilitated an afternoon PD session for VCAL teachers and Coordinators on to provide information on:
 - Ongoing updating and monitoring of the OELLEN Vocational Learning teachers' online Community of Practice which we hope to further develop in 2020.

Industry Engagement Round Table

May 8, 2019 Industry Engagement Round Table

50 people attended the 4-hour session.

Participating organisations included:



Yarra Ranges Secondary School
Principals, teachers and students

Industry Representatives attended from:



Manufacturing



Robotics



Biosecurity



Sport and Recreation

Outer East Seen Network

Supporting better employment pathways for young people with disabilities

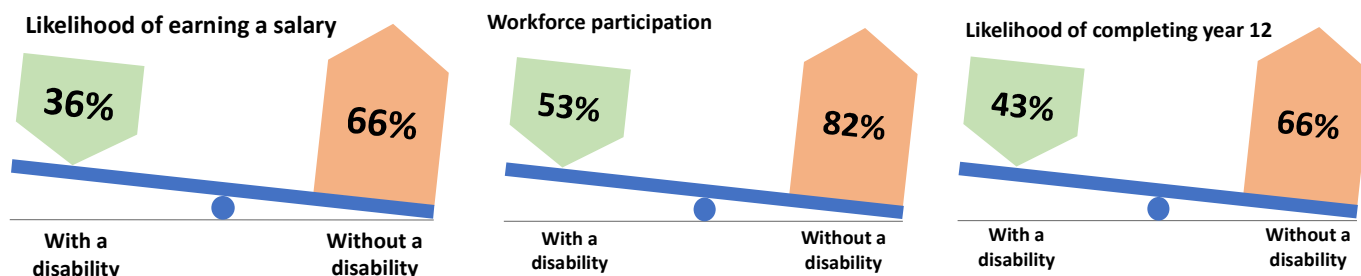
OELLEN established a new and unique network to support transitions for young people with disabilities into post-school study or employment.

The goals of this 12-month project were to:

- increase awareness of barriers facing students with disabilities when developing and enacting career plans
- provide networking to support information exchange across schools
- identify areas of professional development and connect transition and employment services to schools.

Why another network?

With 4.35% of Victorian students (26,500 students) having a recognised disability and many others who are non-funded and/or living with a non-disclosed disability, these issues affect many young people.



Source: Every Opportunity, State Government, 2018

Identified gaps in knowledge:

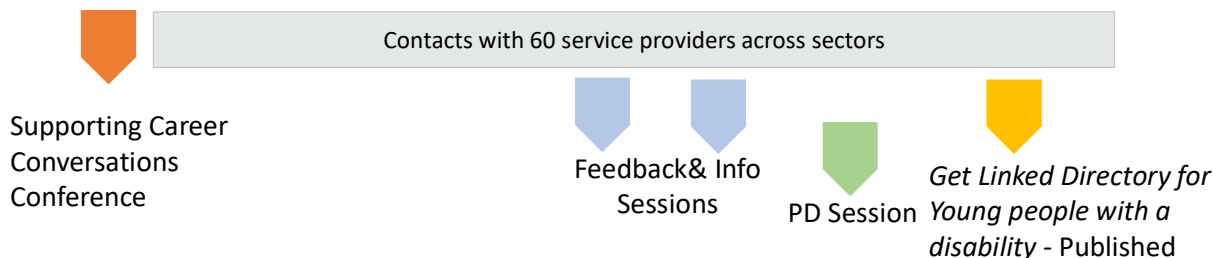
- Understanding of the NDIS
- Locating services and programs in the area to support post school transitions
- How pathways planning interfaces with employment post-school services for students with a disability

Feedback

"Best PD I've been to in a long time"
"I used the strategies suggested in a PD I ran three days later with staff in inclusivity"
"Being able to hear about what programs were available. The opportunity to provide feedback on gap areas and ways to improve outcomes for young people who have a disability."
"Great resources and info to take away and good networking opportunity"
"Especially the discussion about not limiting our young people and that 'career' is not about employment"

Network Events and Milestones

2018/2019



Other sample OELLEN Activities 2019

EVENTS

September 9th Outer East SEEN Career Planning Workshop

This workshop was delivered by the CEO Australian Centre Career Education and attended by 30 teachers and education staff working with students with disabilities. Participants learned about approaches to support career planning for students with disabilities and explored a range of available resources.

Disability Professional Development Day

OELLEN facilitated a Professional Learning Day for teachers, community educators and disability employment providers currently working with young people with disabilities. The workshop focused on strengthening career conversations, building aspirations, accessing real work experience opportunities and current information on NDIS funding and supports

10 Career Development Sessions

In partnership with BHI Skills and Jobs Centre, 10 Career Development sessions implemented within schools. Activities included skills for the future, 5-year projected employment trends, understanding strengths, building a Resume and mock interviews.

Carer Capacity development Information Evening November 12, 2019,

OELLEN partnered with the Centre for Excellence in Child and Family Welfare and Brighter Futures to increase the capacity of carers to support education and career pathways of young people in their care. 13 carers registered for an information evening held at Realm Ringwood. Feedback was extremely positive, with participants keen to attend any future events.

June 27, 2019 Parent Forum

OELLEN in partnership with ACD (Association for Children with Disabilities) held a parent forum focused on transitions and pathways beyond school for young people with disabilities, and how parents can play a hugely positive role in developing career conversations with their children

2019 Ticket to Work (TTW):

OELLEN partnered with TTW, Uniting Employment Services and Eastern Ranges School to support a pilot program to enhance after school work opportunities for students with a disability.

Five students were introduced to the pilot, with potential to work with a DES service to find after school, part time work. Partners provided expertise and services to provide a successful pilot Ticket to Work program.

ONGOING ACTIVITIES

2019 Get Linked Information Resource for Young People with a Disability

OELLEN consulted with groups offering School Leaver Employment Supports (SLES) programs, DES providers and Community Services in the Outer East to create a resource booklet to assist young people, parents, educators and community on programs available to support post school transitions to further training and employment. Hard copies were distributed to schools and the resource was posted onto the OELLEN website.

2018-2019 Women with Disabilities Victoria.

As a partner in the Reference group for the *Women with Disabilities Victoria Enabling Young Women Leadership Program*, OELLEN contributed to planning and assisted in interviewing applicants, marketing and promotion, and feedback for future programs

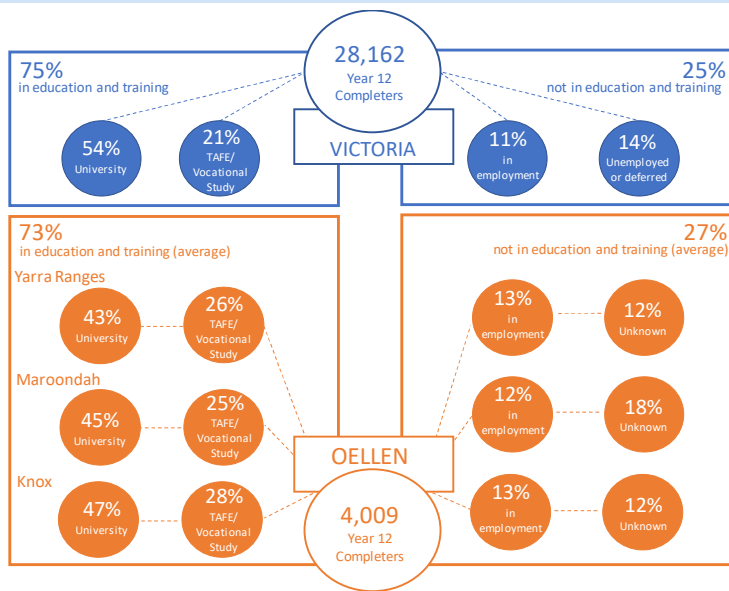
2018-2019 Partnership with Stephanie Alexander Foundation Kitchen Garden Foundation (SAKGF) Advisory group

The LLEN identified the SAKGF program as a strategy to engage students and introduce them to a potential local career pathway in Horticulture. OELLEN contribution included mapping VCAL outcomes to the Kitchen Garden project. Two Yarra Ranges schools have joined the program and OELLEN obtained a 'Telstra Kids' grant to set up the garden at an Outer East school.



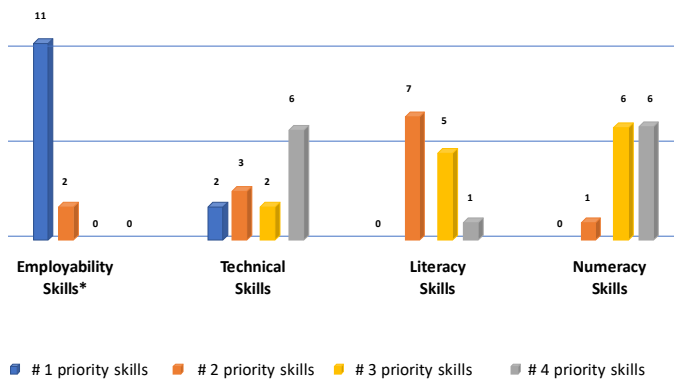
“Break the link with disadvantage” by brokering partnerships within the local community that will increase retention, raise aspirations, and support successful post-school transitions for vulnerable youth in the area

OELLEN Jobs for Youth research



OELLEN hosted a Charles Sturt University Master of Social Work student for her placement this year. Brooke undertook a research project while with us to explore what local employers are looking for in young job applicants with a view to sharing this knowledge with school career educators and increase alignment between career education and industry expectations.

Which skills are more important to you when making a recruitment decision? (Rank most to least important 1-4)



*Note: employability skills include professionalism and communication, personal presentation, teamwork

The report corroborated existing data that industry employers value employability skills such as teamwork, people skills and being hardworking more than industry specific technical skills or numeracy and literacy.

This research's finding that relevant technical skills were one of the lowest priorities and expectations of local employers should be of comfort to the many young people who have expressed fears of being underqualified in another recent research project. Demonstration of a positive attitude and a passion for the field were cited by many employers who took part in our survey as the most appealing qualities a candidate could demonstrate.

Respondents also indicated that they had a strong awareness of vocational programs offered in schools and a willingness to engage with students and schools to assist in smooth transitions from school to work. Busy schedules were the biggest challenge for employers wanting to engage with schools and one research recommendation was to utilise many employers infrequently to avoid burning out these valuable partners.

On Track Connect

64 young people were referred to OELLEN, with 51 being Year 12 Completers and 13 Early School Leavers.

Many of those listed had incomplete details, with a high percentage without phone numbers forwarded.

Engagement numbers with this service could be further improved by the provision of more accurate contact details for school leavers.

There was strong uptake of referrals to the Skills and Jobs Centre. We observed that very few young people were aware of the careers service offered through SJC and were appreciative of having an opportunity to develop their career plans according to their skills, strengths and interests. There is a need to offer more complete career service points for this cohort, separate to the income-based services through Centrelink and Transition to Work.



Career planning services that involved both work and education were highly sought.

Most young people contacted were open to education and training and interested in developing sustainable plans to move forward. Other services were recommended beyond the SJC, including Centrelink, Transition to Work, and volunteering opportunities to build work experience, a common barrier for many young people developing skills for employment.



Thank you

Board Members

| | | |
|----------------------|-------------------|--|
| Chair: | Helene Rooks | VALA |
| Deputy Chair: | Linda Kearley | Swinburne (resigned) |
| Treasurer: | Mark Heuston | Croydon Community School (resigned) |
| Secretary: | Heidi Tucker | MDLC |
| Director: | Janet Claringbold | City of Maroondah |
| Director: | Adam Cooper | Lilydale Heights College |
| Director: | Rosina Fotia | Yarra Ranges |
| Director: | Tara Lemmens | Swinburne |
| Director: | Lea Jones | Healesville High School |
| Director: | Allan Rennick | City of Knox |
| Director: | Lou Zarro | |

Staff

A big thank you to the hardworking staff at OELLEN.

| | |
|--------------------------------------|---|
| CEO | Fiona Purcell |
| Office Manager | Debra Ceko |
| LLEN Project Officers | Cherie Messerle and Jennifer Royle |
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