

Training and Work Pathways 2017 – Funded Projects

Project Owner	Project Name	Funding	Delivery Area
Migrant Resource Centre (North)	<i>Jobs in Disability Services for Migrants</i>	\$103,950	North
<p>The project will assist migrants to enter the disability services workforce. It will target MRC clients who have completed Certificate II in Spoken and Written English, as well as other migrants with English language proficiency.</p> <p>The goal is to enrol participants in the program over 18 months. Participants will attend pre-employment support workshops, and have the chance to complete a number of accredited units, attend workplace tours, and undertake work placements. A key goal will to place participants into employment, with the option of further VET study.</p>			

Project Owner	Project Name	Funding	Delivery Area
Asset Training	<i>Department of Justice Cleaning Development Opportunities</i>	\$78,438	South
<p>This is the expansion of a past project proven successful for inmates at the Risdon Prison Complex. Previous delivery has seen participants exit from incarceration into work placements and employment, and reintegrated into the community.</p> <p>Training delivery will be run in small groups, ensuring that all participants are able to access quality training fostering learning support as the majority of participants may have learning barriers. This program will support 32 participants to complete the CPP20611 Certificate II in Cleaning Operations, including post completion exit from incarceration support, mentoring and development.</p>			

Project Owner	Project Name	Funding	Delivery Area
Beacon Foundation	<i>Beacon Industry Pathways Pilot Projects</i>	\$156,500	South/ North West
<p>The project will support 32 student participants at risk of disengagement from education to complete an Australian School-Based Apprenticeship, with the goal of a supported transition from school to employment. The project will trial two initiatives, one based on Hobart's eastern shore and the other in Burnie. Beacon will facilitate industry and employer engagement with learners.</p> <p>Present funding mechanisms forbid Beacon to work with small cohorts of ASbA/ VET participants to support their Year 11 (and subsequent Year 12 completion) through enhanced industry connection. VET pathways are an underutilised mechanism to ensure disengaged students remain in education and effectively transition to employment. This project will trial a new approach for Beacon, and if successful, can be replicated and scaled to support more schools in the future.</p>			

Project Owner	Project Name	Funding	Delivery Area
TasTAFE	<i>Working Well, Living Well</i>	\$79,812	North West
<p>The collaborative project will address barriers for TasTAFE and college students studying in North West Tasmania experiencing mental illness, and de-stigmatised the plight of students living with mental illness. The goals for <i>Working Well, Living Well</i> include the development of e-Resources around stress, anxiety and depression experienced in the VET environment for college and TasTAFE students. The engagement of students at the centre of the process so that outcomes are relevant to this population. The utilisation of students' unique experiences and specific skill set to formulate ideas for the project and design materials. To provide students with an opportunity to gain experience and skills through work placements with local employers in the graphic design and creative industries. To engage community collaborators to assist students achieve the desired outcomes and gain knowledge regarding mental health issues; and, Increase TasTAFE and college staff's knowledge of mental health issues and reasonable adjustments to better support students.</p> <p>Twenty participants will be drawn from the IT, Community Services, English, Visual Arts, Arts and Graphic Design departments, and there will be a work placement component (in local creative industry businesses) for learners.</p>			

Project Owner	Project Name	Funding	Delivery Area
GlobalNet Academy	<i>GlobalNet Training and Work Pathways 2017 Programs</i>	\$368,400	Statewide
<p>The project includes three separate components designed to support learners facing multiple barriers successfully access and complete qualifications in horticulture. The three components include, <i>Huon Certificate III in Horticulture</i>, the continuation of a training journey of a group of women who initially engaged in a Certificate I program funded via the Equity Support Small Grant Program in 2014. key goal of the project will be to conclude a series of projects that demonstrate how a diverse group of people facing significant barriers in a rural area, given appropriate support and encouragement, can successfully travel from a certificate I level of interest and skill to accepting the challenge of undertaking the full certificate III course. Built into the program design is a focus on small business skills, with a goal of providing participants with a firm underpinning to their own business enterprise.</p> <p>The second component is <i>Growing Step by Step – South East and Launceston</i>, which will facilitate the completion of a nationally accredited certificate II in Horticulture in Launceston for 16 learners unable to complete with another provider due to lack of support capacity; and an entire Certificate II in Horticulture for 25 learners in the SE region based out of Sorell.</p> <p>The third component is <i>Exploring the Landscape - Food Basket Skills</i>, a program supporting learners experiencing barriers to successfully accessing VET in Wynyard and Smithton. The project will focus on exploring the skills needed for the food basket vision of Tasmania, and exposure to the industries and employers involved. During the course, participants will learn basic food production skills and will have the opportunity to be assessed for the Certificate I in Agrifoods. This is a very general and hands on qualification and for many students, it may be the first success they experience, and so a spring board to further educational or vocational opportunities.</p>			

Project Owner	Project Name	Funding	Delivery Area
LINC Tasmania [Burnie]	Making the Difference	\$30,922	N/W
<p>The project focuses on supporting disengaged adults in Burnie to become self-directed learners and positive learning advocates, and involves a partnership with the local council, RTOs, support agencies and Employment Service Providers. Core goals include: i) build a more comprehensive view of the local barriers to participation and available community supports/ resources; and, ii) develop reusable and adaptable strategies and resources to address identified and emerging gaps and needs in supporting adults to engage in work and training.</p>			

Project Owner	Project Name	Funding	Delivery Area
Lifestyle Solutions (AUST) Limited	Beating The Odds: Job Coaching Pilot Program for OOHC Youth	\$107,178	South
<p>This project will support transitions to employment for young people in Out-Of-Home Care (OOHC) through a coaching model that prepares and supports youth, as potential employees (the supply), and workplaces/ employers (the demand). A Job Coach will use a casework approach to address the above barriers youth experience in successfully accessing the workplace. These strategies include mock interviews, strengths and skills assessments, professional conduct and - the critical element- work exposure sessions. Concurrently, job coaches educate and support employers in working with the needs of a disadvantaged youth while still addressing their business labour gaps.</p> <p>The project will involve a maximum caseload of five participants and five employers at any given time, with a project goal to assist up to 25 participants over the 12-month pilot. The target outcome will be that at least 70% of participants will have secured or retained part-time employment through the life of the project.</p>			

Project Owner	Project Name	Funding	Delivery Area
TasTAFE	I CAN Peer-to-Peer Mentor Support Project	\$64,702	South
<p>The key goals of the I CAN Peer-to-Peer Mentor Support Project are to: i) Pilot a sustainable peer-to- peer mentoring model as a key support mechanism for TasTAFE students on the autism spectrum; ii) Develop confidence, resilience and independent learning skills for TasTAFE students on the autism spectrum; iii) Build on opportunities for successful study and pathways to work for people on the Autism Spectrum; iv) Enhance the knowledge of TasTAFE staff to make appropriate adjustments to learning programs for this student group.</p> <p>Mentoring activities will have a strong focus on key study and employability skills that have been identified as critical for flourishing in the work environment.</p> <p>The program will be piloted in Hobart with the intention of implementation in the north and north west of the state in 2018. A minimum of ten students will participate as mentees in the 2017 pilot will be encouraged and supported to make the transition into mentors for subsequent years. After the pilot, TasTAFE have committed to embedding the key learnings into current and future practice.</p>			

Project Owner	Project Name	Funding	Delivery Area
Hamlet Inc.	On-the-job training project	\$80,000	South
<p>An expansion of an existing project that expands their innovative approach and genuine pathway opportunity out to people with disability. Hamlet Inc – a café/ restaurant operating on a social enterprise model in Hobart – will partner with Parkside; Epic Assist; Whitelion; Oak and Workskills to provide a structured and supported environment for people with disability to receive genuine work experience and training in front and back of house hospitality. This expansion will allow supported work experience for a further 50 people currently facing barriers to employment, with a goal of 50 per cent of program participants who complete their training program to be offered paid employment within 6 months of completion or continue into further VET training. The project dovetails with the existing TWPP16 grant, and supplements significant private investment from the project managers.</p>			

Project Owner	Project Name	Funding	Delivery Area
Northern Joblink Limited	Sparks & Spanners	\$74,956	North
<p>NJL will deliver a holistic work preparation program called <i>Sparks & Spanners</i> to young people aged 15–21 years of age who are, disengaged from education, and have LLN barriers. It will involve 30 participants and deliver six nationally recognised units, with a significant employability component. Paid employment is identified as the key output. The project partners with local employers, who have committed to offering supported work placements and indicated a growing demand for young and qualified workers in the automotive industry.</p> <p>When participants have completed the, support will be offered for an additional 12 weeks. Mentors will work with employers to understand how participants are progressing, and what actions will achieve the best possible outcome. NJL will also provide Cultural Competence Training and information for employers to assist with communication with young people, especially with those from particularly complex backgrounds of disadvantage.</p>			

Project Owner	Project Name	Funding	Delivery Area
Migrant Resource Centre (Southern Tasmania) Inc.	Inspire	\$74,956	North
<p>A project that aims to build the skills, capacity and confidence of 8 Bi-Cultural workers and 30 Community members from migrant and refugee backgrounds to share their experiences, knowledge and skills with wider audiences. Embedded within will be enhanced opportunities for positive interactions between the broader Tasmanian community and community members from diverse backgrounds. A particular focus will be given to core employability skills that will assist participants to be 'job ready'.</p> <p>Participants will be given training in: identifying their knowledge and talents that can be shared with the wider community; public speaking, presentation and performance skills; interpersonal and negotiating skills including (booking times, availability and negotiation of payment; marketing and communications. Participants who successfully complete training will be able to promote their services as speakers and performers through 'Inspire', a component of the MRC website.</p>			

Project Owner	Project Name	Funding	Delivery Area
Northern Joblink Limited	Work for a Week	\$76,206	N/W
<p>This project offers supported work placements with a mixture of local employers for a period of five days for 90 participants over 45 years of age, who have been unemployed for over two years. There will be a focus on attitudinal issues and building employability skills that will create industry networks and enhance employment options. Post program support will be offered to participants who secure employment, as well as those looking to enter into VET.</p> <p>This project addresses a significant gap, as there has been an increasing focus on supporting young people into employment, which has limited the opportunities for work experience for older Tasmanians. NJL will work with participants to identify their career of interest, and also promote industries where there are skills shortages and in those areas where older and mature age workers are welcomed.</p>			

Project Owner	Project Name	Funding	Delivery Area
Avidity Training Pty Ltd	Case study – Literacy for Work	\$12,135	North
<p>This project is a case study of the kind of intensive support required to address deep and entrenched disadvantage. The focus will be on an individual who disengaged from education very early. Consequently, at 18, his core skills are very poor. At present, has little prospect of gaining meaningful, sustainable employment and his barriers are such that Commonwealth employment services cannot work at the deep level required to address deficits.</p> <p>The case study throws light on the deficiencies of both the <i>Jobactive</i> and VET system in working with people with severe LLN issues (particularly in cases of referral to inappropriate courses). This project will offer individual support as opposed to group-based facilitation. It is responsive to the very specific needs of an individual where the system has failed him over a long period. Without intensive, targeted support, participants are at risk of a cycle of welfare and becoming increasingly disengaged.</p>			

Project Owner	Project Name	Funding	Delivery Area
Multicultural Council of Tasmania	Stronger Multicultural Community Organisations	\$75,330	Statewide
<p>The project will deliver a governance course for 20 participants from refugee backgrounds (13 in Hobart, 7 in Launceston) to enable them to participate effectively on community sector boards. The skills acquired are transferable, and provide a pathway for those who have disconnected from education. Through the training and assessment process, a set of customised resources to be used with migrant communities will be developed. All participants will develop an individualised study and employment pathway plan.</p> <p>The project emerged from engagement that found a number of specific issues affecting migrant community organisations. These included: more demanding compliance requirements; Challenges to the maintenance of strong governance; Challenges in engaging younger cohorts as leaders of organisations; Challenges of future viability and declining membership, for those with a declining population; and, challenges to establish their organisations and deal with growing populations with multiple, complex needs, for those new communities.</p>			

Project Owner	Project Name	Funding	Delivery Area
Avidity Training Pty Ltd	My Start in Community Services Program	\$62,860	North
<p>The My Start in Community Services program is a ‘soft-entry’ pre-employment program designed to remove barriers and reconnect parents with education to begin their learning journey towards gaining employment. The program will be targeted to 20 long-term unemployed parents in the George Town area, predominately female. The key goal for this program is to support parents to continue onto further training as a pathway to employment. While some parents may gain employment directly from this program, it is anticipated that the majority will need to continue their learning to gain employment.</p> <p>The project will be managed by Avidity, in partnership with George Town Community Hub (including Child & Family Centre and LINC), George Town Neighbourhood House and George Town Trade Training Centre. Avidity’s core business includes the delivery of accredited training programs for job seekers, normally funded by Skills Fund Jobseeker; however, these programs do not sufficiently meet the needs and problems that have been identified for this cohort.</p> <p>This program has been developed in collaboration with the above community partners, and rooted in the practice that recognises:</p> <ul style="list-style-type: none"> • That VET training alone is not sufficient to meet the needs of this cohort, and requires a significant non-accredited training component (‘soft-skills entry into training’). • Wrap-around supports are critical at achieving success, particularly the provision of adjunct childcare and additional LLN support. 			

Project Owner	Project Name	Funding	Delivery Area
TasTAFE	Pathways to Employment	\$79,142	N/W
<p>An innovative project that will see TasTAFE proactively engage with Devonport’s biggest employment services provider, Max Employment. In this, MAX have identified low digital literacy, poor motivation, little or no knowledge of the VET sector and suitable training pathways, low levels of LLN and long term unemployment (with no identified pathway to employment) as significant barriers to successfully attaining and maintaining employment.</p> <p>Similarly, has identified two high demand employment areas with under-skilled applicants in the region: Tourism/ Hospitality and Production Horticulture. The Pathways to Employment Program will offer entry level training in both of these identified streams with a delivery model that meets the <i>jobactive</i> requirement to maximise referrals.</p> <p>The training component – 30 Certificate IIs in Skills for Work and Training, in addition to production horticulture and Hospitality/ Tourism skill sets – will be funded out of the TasTAFE Deed, and MAX will be using employment service funds to support participants where possible.</p>			

Project Owner	Project Name	Funding	Delivery Area
Burnie Community House	LEAD Service Industry and LEAD Horticulture – Agri Foods	\$174,420	N/W
<p>Two projects will deliver a deep and supportive learning experience for 36 participants. This project builds upon earlier informal trials of integrated learning, and represents the next logical step of a process. It focuses on placed-based learning for those disengaged from learning and the long term unemployed. Training will draw on 70:20:10 workplace-learning frameworks and ‘flipped classroom’ concepts with a strong emphasis on practical, workplace based learning.</p> <p>Delivery will be via project-based learning/ action learning, in social enterprises – Hilltop Community Produce Store & Café, Hilltop Catering, Hilltop Veranda Dining and Hilltop Canteen Services, supported by a clear MoU with TasTAFE and evidence of deep engagement with the RTO to tailor delivery and assessment tools suitable for project. All TasTAFE training will be funded under existing Deed, with significant in-kind services offered by partner agencies.</p>			

Project Owner	Project Name	Funding	Delivery Area
Work & Training Ltd	Creating Sustainable Careers for Youth on King Island	\$75,320	N/W
<p>The project will directly address the workforce skills development needs for the tourism and hospitality sectors on King Island and – importantly – deliver a realistic and achievable career pathway for young people. This will result in significant personal and professional outcomes for those who take part.</p> <p>This program will be delivered in direct partnership between the King Island District High School and Work & Training. It will consist of training and work placement delivered to 16 participants over 50 days in total and – in close association with the hospitality/ tourism operators on the island – will feature a heavy focus on work experience activities.</p> <p>The ultimate outcome of this program will be for all participants to gain employment in a traineeship or apprenticeship in the hospitality/tourism sector on the island resulting in a greater number of young people remaining, undertaking vocational qualifications and meeting a demonstrated workforce development need. Casual and part-time opportunities are also anticipated outcomes for most participants.</p>			

Project Owner	Project Name	Funding	Delivery Area
The Windeward Bound Trust	Future Mariners of Tasmania	\$151,665.48	Statewide
<p>This proposal extends and builds upon a large enterprise that receives funding from many sources, including both public and private monies. In this sense, our co-investment is small, in that it builds upon an already existing program and extends its VET potential. The project will operate at four levels, from a basic introductory through to formal, structured qualification-based. That is, there is a logical internal pathway right through to formal work experience and/ or, employment.</p>			

In total, the project will support the engagement of 900 young Tasmanians from disadvantaged backgrounds into an experience with Windeward Bound. This ranges from day trip exposure to water recreation, marine environment, and maritime career possibilities, right through to the commitment to three “Leading Hands” which deliver full maritime qualifications within two years.

Project Owner	Project Name	Funding	Delivery Area
St Helens Neighbourhood House Association	THRIVE Build Project	\$250,000	East

Extremely innovative, and rooted in strong, existing partnerships in St Helens. The project will involve six participants completing the Certificate II in Building and Construction, and another receive 18 months of a four year apprenticeship in Carpentry in the construction of affordable social housing using recycled shipping containers.

Based on a successful Victorian project, the project will work towards establishing a sustainable social enterprise project building affordable social housing with minimum environmental footprint that is consistent with the Tasmanian Affordable Housing Strategy. The key goal will be to provide supported training opportunities to young people in the Break O’Day region in achieving this self-funding enterprise. A number of local builders have indicated their keenness to act as mentors, with a view to employing participants post-qualification.

The project will provide significant levels of co-investment by partner agencies, and if successful, future activities will continue to offer training and employment opportunities in the region.

Project Owner	Project Name	Funding	Delivery Area
MEGT (Australia) Ltd	Skills Potential Program	\$106,698	South

This project will support 18 young people with an intellectual disability to a pathway into the retail industry via a deep level of engagement and workplace exposure. This application reveals a gap in both Skills Tasmania’s program mix, and more broadly the NDIS structure, for more supported training delivery for people with intellectual disability, as while the costs are appropriate to cohort, they would not be funded via existing program mix.

Project Owner	Project Name	Funding	Delivery Area
Northern Joblink Limited	Community Exposure Program	\$32,775.17	North

The program will facilitate eight participants being exposed to various environments and opportunities in the community including work experience, volunteering, community involvement and assistance under the guidance of a community based mentor. For participants it is anticipated that involvement in the community (achieved through community collaboration) will assist to break down barriers and negative perceptions towards people with mental health barriers and or LGBTQI identity for young people. Participants will create their own Pathway Plan, and complete BSBWHS201 as an introduction to VET.

The project leverages off partnerships in supporting vulnerable participants in a safe and supportive project that will enhance their employability skills and provide including post-employment support where applicable.

Project Owner	Project Name	Funding	Delivery Area
True Trails Community Programs Association Inc.	Riding 2 Work and Accreditation (R2WA)	\$79,983	S/E

A deep engagement project working with four participants with an identified disability who have been referred via Court Mandated Diversion Program. The project delivers onsite flexible delivery of both nationally recognised training, literacy, numeracy and financial literacy training, in addition to core employability skills. The core units are a part of the Racing Licence required by Racing Services Tasmania.

This project builds upon a TWPP16 project that has proven highly successful. A highlight was the Department of Justice Corrective Services has given the RTW program site accreditation for Community Service orders, with accredited course participation to be considered as accrual of Community Service Order hours. This has demonstrated the highly motivational impetus offered through horsemanship activities, giving incentive to build learner capacity and VET outcomes. The opportunities therein are proving to have a major impact on the pathway into training and employment for a highly disadvantaged and challenging cohort in the South East region.

Project Owner	Project Name	Funding	Delivery Area
Migrant Resource Centre (Southern Tasmania) Inc	Effectiveness of Training and Employment Pathways for the Culturally Diverse	\$43,209	South

The goal of the project is to gain a comprehensive understanding of the long-term outcomes of training and work placements, for members of CALD communities. While evaluation immediately following completion of these courses indicates success rates for gaining employment, little is known about the impact of these courses beyond the initial 6-month period. Similarly, little is known about the benefits of training beyond employment, including increased self-esteem and confidence, increased knowledge of different career sectors, or the challenges and enablers for employers who employ people from culturally diverse backgrounds

This project will result in a report documenting a clear understanding of the short and long-term effectiveness and benefits of training for people from refugee and humanitarian backgrounds.

Project Owner	Project Name	Funding	Delivery Area
Whitelion	WhiteCub Forest Mentor Program	\$58,446	North

An industry driven project working with four highly disadvantaged young people. Participants will complete skills sets to lead to employment as machine operators. Another unit is included to provide broader options in transferable skills. The model of delivery features intensive case management support

and on-site employer visits, including mentoring support pre- and post- employment. A key goal is to give young people who would not normally access entry-level positions in forestry a start.

Project Owner	Project Name	Funding	Delivery Area
Workskills	Pathways for Women	\$11,540	South

This project aims to network and inspire 12 women currently connected to Wayraparattee Child and Family Centre into a learning pathway through VET. The 7-week program works within the local community to equip and connect support mothers of young children to explore training and employment pathways, increasing their personal efficacy and readiness to make substantial moves into future employment.