

Training and Work Pathways Program

2019 Funded Projects

Project Owner	Asset Training
Project Title	<i>DOJ Cleaning Development Program Opportunities</i>
Brief Project Description	<p>The project will deliver nationally recognised training within the Tasmanian prison system, fostering access and equity to empowerment through training with meaningful and sustainable employment opportunities within the cleaning industry.</p> <p>Obtaining sustainable employment represents an important transition support from incarceration back into the community. This assists successful reintegration as socialisation while working assists with preventing recidivism, helps prevent old patterns reoccurring and fosters change of past identity building new self-worth.</p>
Length	12 months
Barriers	A history of offending/ imprisonment; Long-term unemployment; Language, literacy and numeracy (LLN) barriers
Target Cohorts	Prisoners/ former offenders; People with mental health issues
Project Base	Clarence City
Delivery Area(s)	Clarence City
Industry Path	Other services
Funding Amount	\$85,583
Contact Person	Russell Allie, rallie@asset-training.com

Project Owner	Neighbourhood Houses Tasmania
Project Title	<i>Pathways to Personal Power</i>
Brief Project Description	<p>This project will deliver accessible training into communities around Tasmania through the network of 35 Neighbourhood Houses, and create opportunities for local people to engage with a variety of programs designed to build self-confidence, emotional intelligence and life skills. The training content will support people onto pathways to future training and employment.</p> <p>Neighbourhood Houses are experts in engaging vulnerable members of their communities – people who are potentially disconnected, unemployed, and dealing with mental illness, isolated or lonely. For many people, Houses play a vital role in bridging the gap back into formal education and getting a job by providing opportunities to build confidence through healthy relationships, emotional support and practical assistance.</p>
Length	24 months
Barriers	Disconnect from education; Cross-generational unemployment; System funding gaps
Target Cohorts	Geographically isolated people/ communities; Women
Project Base	Glenorchy City
Delivery Area(s)	Clarence City, Devonport City, Glenorchy City, Kingborough, Launceston City, Tasman
Industry Path	General industry
Funding Amount	\$136,555
Contact Person	John Hooper, john@nht.org.au

Project Owner	Migrant Resource Centre (Northern Tasmania) Inc.
Project Title	<i>ACED - Aged Care Embraces Diversity</i>
Brief Project Description	<p>The program will be a collaboration between Migrant Resource Centre (Northern Tas) Inc. (MRCN) and Masonic Care. Employment in the aged care sector is increasing and these types of jobs are suited to the CALD workforce. The participants will be from the Launceston area, home to recently-arrived humanitarian entrants, refugees and other migrants. The program will deliver a mix of accredited and non-accredited training with supported work experience placements.</p> <p>A further 25 students will participate in job readiness training for services in the aged care sector. Their training will be a mix of accredited and non-accredited units. Wrap around individual support to reduce the barriers and disadvantage of the target group will be a feature of the program. This will be provided during training, work placement, assistance to secure employment and post-employment support.</p>
Length	15 months
Barriers	A minority culture background; Language, literacy and numeracy (LLN) barriers; Cross-generational unemployment
Target Cohorts	Migrants/ humanitarian entrants; Women
Project Base	Launceston City
Delivery Area(s)	Launceston City
Industry Path	Health care and social assistance
Funding Amount	\$109,651
Contact Person	Dianne Murphy, dianne.murphy@mrcltn.org.au

Project Owner	Australian Computer Society
Project Title	<i>Women in ICT Pathways Program</i>
Brief Project Description	<p>The objective of the project is to run a pilot partnership between the ACS and TasTAFE that aims to attract and retain women into the ICT profession through the establishment of a pathway program that integrates and promotes linkages between education and employment.</p> <p>The pilot project targets women ranging from early career entrants to mid-career entrants wanting to re-training, and aims to provide a wraparound education and career pathway solution in partnership with industry employers based out of Hobart.</p> <p>The project will allow ACS to play an important role in shifting community perceptions of the ICT profession and employer perceptions around diversity in the workplace by breaking down stereotyped barriers and perceptions.</p> <p>The mentor program will match women leaders in the ICT sector with students to coach them through their course and internship and assist students develop a career strategy and plan that empowers them to build industry networks, empowers confidence in the workplace, promotes professionalism, improves presentation and communication skills, and promotes life-long learning.</p>
Length	24 months
Barriers	A minority culture background; Disconnect from education; Perception of VET
Target Cohorts	Women; Young people (15 – 24 years)
Project Base	Hobart City
Delivery Area(s)	Brighton, Clarence City, Derwent Valley, Glenorchy City, Hobart City, Kingborough
Industry Path	General industry
Funding Amount	\$127,317
Contact Person	Tristan Richards; Tristan.Richards@acs.org.au

Project Owner	Child and Family Centre - East Devonport
Project Title	<i>Support Study Success (Triple S)</i>
Brief Project Description	<p>The Triple S (Support Study Success) program will support members of the East Devonport community in developing the skills, knowledge and confidence required to overcome the barriers to education and employment facing local residents.</p> <p>In partnership with TasTAFE, participants will complete the Certificate II in Skills for Work and Vocational Pathways. The program will provide participants with a mentor who will work alongside the teacher and provide individualised attention and support. This mentor will empower students to identify and overcome their own barriers to education and employment and assist in creating further opportunities for study and work placement.</p> <p>For the first time, this type of qualification will be provided onsite at the Child and Family Centre. This innovative and flexible approach will enable participants to engage in learning in a safe and familiar environment, increasing their chances of success and raising the aspirations of vulnerable community members.</p>
B3	7
Barriers	Disconnect from education; Cross-generational unemployment; Low motivation
Target Cohorts	Women; People with mental health issues
Project Base	Devonport City
Delivery Area(s)	Devonport City
Industry Path	Other services
Funding Amount	\$38,475
Contact Person	Jenny Mountney, jenny.mountney@education.tas.gov.au

Project Owner	GlobalNet ICT Pty Ltd
Project Title	<i>Stepping towards a Career in Horticulture</i>
Brief Project Description	<p>Stepping Towards a Career in Horticulture will bring Industry, training organisations, trainers, students and other stakeholders together to consider current pathways into professional horticulture, in particular the pathway through traineeships and apprenticeships – how effective are these pathways at meeting the needs of all stakeholders and how could these pathways be strengthened or modified to better meet those needs.</p> <p>As part of this investigation industry will be invited to be involved in four Steps in Rural Skills at Certificate II level, two to be run in the North and South. The steps will be formulated in discussion with industry; one will have a landscaping focus and another a nursery and garden – two employment areas in amenity horticulture. Steps will incorporate a strong work place element and will add to discussion on pathways into traineeships and apprenticeships and what employers are looking for in candidates.</p>
Length	24 months
Barriers	System funding gaps; Geographical remoteness; Perception of VET
Target Cohorts	Young people (15 – 24 years); Geographically isolated people/ communities
Project Base	Glenorchy City
Delivery Area(s)	Break O’Day, Devonport City, Glenorchy City, Huon Valley, Launceston City, Sorell
Industry Path	Agriculture, forestry and fishing
Funding Amount	\$149,330
Contact Person	Chris Toselli, chris.toselli@globalnetict.com

Project Owner	GlobalNet ICT Pty Ltd
Project Title	<i>Stepping further into Rural Skills</i>
Brief Project Description	<p>Stepping Further into Rural Skills is a project that will offer pathway opportunities to develop horticultural skills in Smithton, St Helens and Sorell, areas where in 2018 GlobalNet offered two "Steps" in Rural Skills. Two further 'Steps' will be delivered in each area to allow previous participants to complete the Certificate II in horticulture but also allowing others who favourably observed the 2018 program to participate.</p> <p>There will be a focus on the work place and pathways locally into horticulture. A work experience program and project-based learning will form part of the training strategy. The latter involves real work within the community on horticultural projects of local benefit.</p> <p>In response to industry feedback the Steps will include aspects of knowing the industry and understanding the growing role of technology in horticultural practice – both at a business and industry level.</p>
Length	18 months
Barriers	Geographical remoteness; Long-term unemployment; System funding gaps
Target Cohorts	Women; Geographically isolated people/ communities
Project Base	Glenorchy City
Delivery Area(s)	Break O'Day, Circular Head, Sorell
Industry Path	Agriculture, forestry and fishing
Funding Amount	\$149,500
Contact Person	Chris Toselli, chris.toselli@globalnetict.com

Project Owner	Migrant Resource Centre (Northern Tasmania) Inc.
Project Title	Care Careers in the Disability Sector
Brief Project Description	<p>The program will be a collaboration between Migrant Resource Centre (Northern Tasmania) Inc. (MRCN) St Giles and Life Without Barriers that delivers training (both accredited and non-accredited) and job readiness skills in four intakes with a total of 54 participants from a CALD background. The participants will be selected for their suitability for the disability sector taking into consideration their interests, skills, previous work experience and qualifications, language proficiency and personal attributes.</p> <p>Training will include familiarisation with job search skills, Australian workplace customs and culture. Industry training specific to disability sector will be included utilising professional trainers from partner organisations. Accredited training will be included. Participants will be offered forty hours of practical work placement in a buddy shift system. A point of difference with the program is the provision of wrap around support and mentorship at all stages providing early intervention and support for participants.</p>
B3	18
Barriers	Economic downturn and/ or industry restructure; System funding gaps; A minority culture background
Target Cohorts	Migrants/ humanitarian entrants; Women
Project Base	Launceston City
Delivery Area(s)	Launceston City
Industry Path	Health care and social assistance
Funding Amount	\$89,532
Contact Person	Ella Dixon, ella.dixon@mrcltn.org.au

Project Owner	Council on the Ageing (Tasmania) Incorporated
Project Title	<i>Getting to Work: Mature age work in Tasmania</i>
Brief Project Description	<p><i>The Getting to Work: Mature-age work in Tasmania</i> project will work with mature age job seekers, employers and employment services in a collaborative way to identify barriers and design solutions to increase mature age employment in Tasmania.</p> <p>The project will involve a consultation phase to contextualise existing knowledge of barriers to mature age work. The findings from the consultative phase will supplement existing research and inform the development of tailored information and resources for mature age job seekers, employment agencies and businesses in Tasmania.</p> <p><i>The Getting to Work: Mature Age Work in Tasmania</i> website will host these resources and a suite of related information, case studies and videos. The website will be the focal point of a broad communication plan to raise awareness of the benefits of mature age work for individuals and businesses and in addressing Tasmania's labour and skill shortages.</p>
Length	15 months
Barriers	Long-term unemployment; Economic downturn and/ or industry restructure; Poor physical health
Target Cohorts	Older people (45+)
Project Base	Hobart City
Delivery Area(s)	Hobart City
Industry Path	General industry
Funding Amount	\$61,520
Contact Person	Sue Leitch, suel@cotatas.org.au

Project Owner	Anglicare Tasmania
Project Title	Thyne House Employment Training & Mentor Program
Brief Project Description	<p>Anglicare has been providing on-site support services for Thyne House, since its establishment in 2011, which offers safe and affordable long term housing, support to access education, training, employment and other opportunities for young people aged 16 to 24. Prior to living at Thyne House, tenants are usually homeless.</p> <p>Unemployment among homeless young people is more than nine times the national average, and this project will provide support and opportunities for young tenants to markedly improve their employment prospects, thus setting them on a very different life trajectory. This will be founded on the establishment of a group of northern business representatives to provide mentoring, on-the-job training and employment opportunities.</p>
B3	18
Barriers	Disconnect from education; Lack of family/ social support; Experience of family violence
Target Cohorts	Young people (15 – 24 years); People with mental health issues
Project Base	Launceston City
Delivery Area(s)	Launceston City
Industry Path	General industry
Funding Amount	\$111,766
Contact Person	Belinda Jones, B.Jones@anglicare-tas.org.au

Project Owner	Tasmanian Centre For Global Learning (Trading As A Fairer World)
Project Title	<i>Pathways to Opportunities</i>
Brief Project Description	<p>Through this project, young people from migrant and refugee backgrounds will develop skills to enhance their employability while building empathy towards and understanding about communities settling in Tasmania.</p> <p>They will deliver their award winning Students Against Racism (SAR) cultural awareness workshops, meeting demand for diversity and social inclusion training in Tasmania while demonstrating to employers their potential as young people with diverse experiences, high levels of resilience, a capacity to learn, and strong communication and teamwork skills.</p> <p>Through investing their time, energy and personal experiences into delivering the workshops, they will learn what it takes to be a worker and demonstrate to employers what they have to offer. The contacts created will be utilised for further work placement opportunities and the knowledge gained will lead to informed choices regarding future study and employment pathways.</p>
Length	24 months
Barriers	Lack of English language fluency; Perception of VET; A minority culture background
Target Cohorts	Migrants/ humanitarian entrants; Young people (15 – 24 years)
Project Base	Hobart City
Delivery Area(s)	Clarence City, Glenorchy City, Hobart City
Industry Path	General industry
Funding Amount	\$128,853
Contact Person	Helen Hortle, admin@afairerworld.org

Project Owner	University of Tasmania (NDCO)
Project Title	<i>VET Sector Disability Awareness eTraining Project</i>
Brief Project Description	<p>In 2017, the Australian Industry and Skills Committee's (AISC) commissioned <i>The Inclusion of People with Disability in VET Cross Sector Project</i>. Beyond this project, several participants identified an additional need for a professional development resource specifically for VET Sector staff to raise awareness about the rights and support requirements of students with disability.</p> <p>VET Sector practitioners have basic training about working with individual needs, however there is minimal contextualised training about effectively supporting students with disability in the vocational education and training system. With the advent of the National Disability Insurance Scheme (NDIS), an increase in people with disability accessing further education, particularly VET, is anticipated.</p> <p>This project aims to develop two standalone eTraining packages targeted for VET staff (Program Support/ Administration and VET Practitioners) to better equip them with knowledge, understanding and skills about their roles and responsibilities, and how to effectively support students with disability to achieve positive training outcomes.</p>
Length	12 months
Barriers	Perception of VET; Low motivation; Geographical remoteness
Target Cohorts	People with disability; People with mental health issues
Project Base	Launceston City
Delivery Area(s)	Burnie City, Clarence City, Devonport City, Hobart City, Launceston City, West Tamar
Industry Path	Education and training
Funding Amount	\$39,150
Contact Person	Darlene McLennan, Darlene.McLennan@utas.edu.au

Project Owner	Migrant Resource Centre (Northern Tasmania) Inc.
Project Title	<i>Skilling up (for jobs in manufacturing)</i>
Brief Project Description	<p>The project will investigate the training and development pathways for a group of CALD people living in Launceston who are willing to pursue jobs in North West Tasmania, where skills and labour shortages exist in advanced manufacturing.</p> <p>MRC North (MRCN) will work in partnership with the Tasmanian Minerals and Energy Council (TMEC) and access TMEC's welding centre in Burnie to enable up to 12 participants acquire entry-level nationally recognised training, assessment and certification to ISO9606-1 category to fill existing vacancies that local businesses are finding difficult to fill. TMEC and MRCN will collaborate to ensure a successful trial of the training using TMEC's simulated augmented machine. TMEC will facilitate introductions to potential employers, and together with MRCN's wrap-around support, provide the project with great prospects of successful employment outcomes.</p>
Length	9 months
Barriers	A minority culture background; Long-term unemployment; Language, literacy and numeracy (LLN) barriers
Target Cohorts	Migrants/ humanitarian entrants; Young people (15 – 24 years)
Project Base	Launceston City
Delivery Area(s)	Burnie City, Launceston City
Industry Path	Manufacturing
Funding Amount	\$36,034
Contact Person	Ella Dixon, ella.dixon@mrcltn.org.au

Project Owner	The Windeward Bound Trust
Project Title	<i>Multi Industry Skills Training Reaching All Levels</i>
Brief Project Description	<p>This multi-stage project will provide disadvantaged young Tasmanian with a supportive training environment where they'll be able to learn new skills, build confidence and become well prepared to enter the workforce.</p> <p>The project will focus on proving skills training programs to participants, with a focus on skills that will prepare them for the changing future of the workforce, rather than an idealised career pathway.</p> <p>Using the Cluster Model developed by the Foundation for Young Australians, the project will focus on providing participants with the skills required to gain meaningful employment with kills in manual tasks related to construction, production, maintenance and technical customer service.</p> <p>Through providing our program and supporting young participants to develop their organisational and interaction skills, instilling a sense of achievement, positivity and optimism to build confidence to seek permanent employment on completion of the program.</p>
Length	24 months
Barriers	Long-term unemployment; Low motivation; Cross-generational unemployment
Target Cohorts	Young people (15 – 24 years)
Project Base	Hobart City
Delivery Area(s)	Hobart City
Industry Path	General industry
Funding Amount	\$220,631
Contact Person	Sarah Parry, office@windewardbound.com.au

Project Owner	Centacare Evolve Housing
Project Title	<i>Build Up Tassie Industry Link</i>
Brief Project Description	<p><i>Build Up Tassie Industry Link</i> will make connections with and support local employers to provide meaningful work opportunities for young job seekers. It will work with businesses undertaking the construction work that is part of the <i>Bridgewater Gagebrook Herdsmans Cove Masterplan</i>.</p> <p>The aim is to generate increased social benefit for the community by supporting businesses to invest in the future workforce and provide meaningful work experience opportunities for local young people who are at risk of long term unemployment. The project will facilitate greater participation by local construction businesses to generate local sustainable jobs and support job seekers in the Brighton area.</p> <p>This will contribute to breaking cycles of entrenched disadvantage and strengthen the local economy. Build Up Tassie Industry Link, is the next stage for the Build Up Tassie program.</p>
Length	24 months
Barriers	Long-term unemployment; Economic downturn and/ or industry restructure; System funding gaps
Target Cohorts	Young people (15 – 24 years); People with mental health issues
Project Base	Brighton
Delivery Area(s)	Brighton
Industry Path	Construction
Funding Amount	\$149,998
Contact Person	Kylie Burgess, kylie.burgess@aohtas.org.au

Project Owner	Save the Children Australia
Project Title	<i>Out Teach Connections to Vocational Training</i>
Brief Project Description	<p>Out Teach Connections to Vocational Training provides a teacher and a youth worker to improve employment potential and opportunities for young people who have been, are, or at risk of contact with the criminal justice system and/or are experiencing barriers accessing vocational training and employment.</p> <p>The program is voluntary, providing one-to-one mentoring and teaching to support 16 to 21-year olds, experiencing tertiary and secondary levels of vulnerability, who require intensive, comprehensive and coordinated interventions.</p> <p>The program objectives are to: i) address physical and psycho-social barriers to training and employment; ii) support young people to meaningfully engage in educational/vocational training; iii) reduce offending behaviour; and, iv) increase job readiness skills and links to employment opportunities.</p> <p>Referrals will be made by Community Youth Justice, Community Corrections, Department of Education, Tasmanian Police Early Intervention Unit, Police and Community Youth Club (PCYC) and community services. Save the Children will partner with TasTAFE and Colony 47 to deliver the program.</p>
Length	12 months
Barriers	Disconnect from education; A history of offending/ imprisonment; Cross-generational unemployment
Target Cohorts	Young people (15 – 24 years); Prisoners/ former offenders
Project Base	Hobart City
Delivery Area(s)	Brighton, Clarence City, Glenorchy City, Hobart City, Kingborough, Sorell
Industry Path	General industry
Funding Amount	\$178,709
Contact Person	Lisa Cuatt, lisa.cuatt@savethechildren.org.au

Project Owner	Lady Gowrie Tasmania Incorporated
Project Title	<i>South East Regional Innovative Career Pathway</i>
Brief Project Description	<p>This pilot project will facilitate a professional pathway for 20 participants in the South East Regional Community into training and employment in the early childhood education and care (ECEC) sector/ school (Teacher Assistant), or other industries, through provision of an individualised pre-vocational/employment program.</p> <p>Significantly, the project will include training in two transferable units of competency, which will offer an introduction or re-introduction to the vocational training experience and flexibility in supporting participants in achieving the right fit with training and employment.</p> <p>The South East Region has been identified as the site for the project because significant planned growth for the early childhood education and care sector in Sorell will see a substantial increase in demand for qualified educators in line with National Law and Regulations requirements.</p>
Length	9 months
Barriers	Disconnect from education; Caring responsibilities; Lack of transport options
Target Cohorts	Young people (15 – 24 years); Older people (45+)
Project Base	Sorell
Delivery Area(s)	Clarence City, Sorell
Industry Path	Health care and social assistance
Funding Amount	\$23,574
Contact Person	Annette Barwick, annette.barwick@gowrie-tas.com.au

Project Owner	Nayri Niara
Project Title	<i>Our Way Home – Enliven Culture & Enhance Life</i>
Brief Project Description	<p>The <i>Our Way Home</i> program provides cultural connection, traditional healing, and life coaching to Tasmanians seeking to enter the creative, tourism and event industries. This holistic cultural support program will complement the provision of practical project management skills training provided by the Institute of Project Management and industry placements.</p> <p>Nayri Niara will deliver a flexible, place based and person-centred program that empowers participant on the journey towards claiming traditions of honour and respect, builds capacity to identify strengths and aspirations and assists with skills to address barriers/ trauma that obstructs participants from entering secure employment.</p> <p>The program will primarily target Tasmanian Aboriginal community members who have experienced intergenerational trauma and have complex needs. In the spirit of reconciliation and inclusiveness, the program will also provide placements for non-Aboriginal Tasmanians. This is a highly unique program within Australia that unites ancient tradition with modern innovation to enhance life experiences.</p>
Length	18 months
Barriers	A minority culture background; Cross-generational unemployment; Lack of family/ social support
Target Cohorts	Aboriginal and/ or Torres Strait Islander community members; Migrants/ humanitarian entrants
Project Base	Hobart City
Delivery Area(s)	Kingborough
Industry Path	Arts and recreation services
Funding Amount	\$113,822
Contact Person	Ruth Langford, ruth.l@nayriniaragoodspirit.com