

Regional Workforce Planning

Circular Head Education and Training
Consultative Committee and Circular
Head Council

Volume 2: Data pack

29 September 2021



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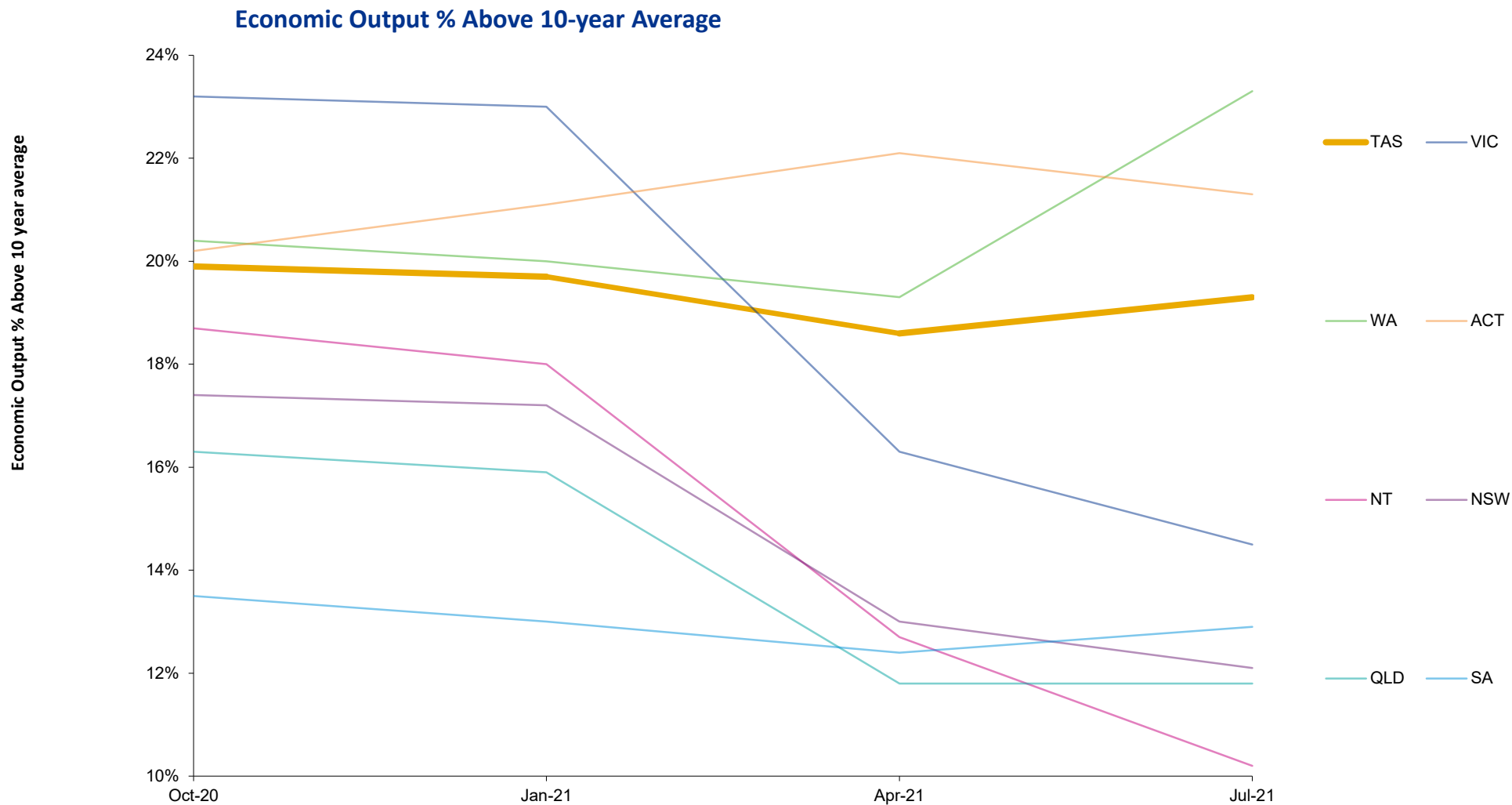


1. Tasmania's performance



State of the States – Economic Output

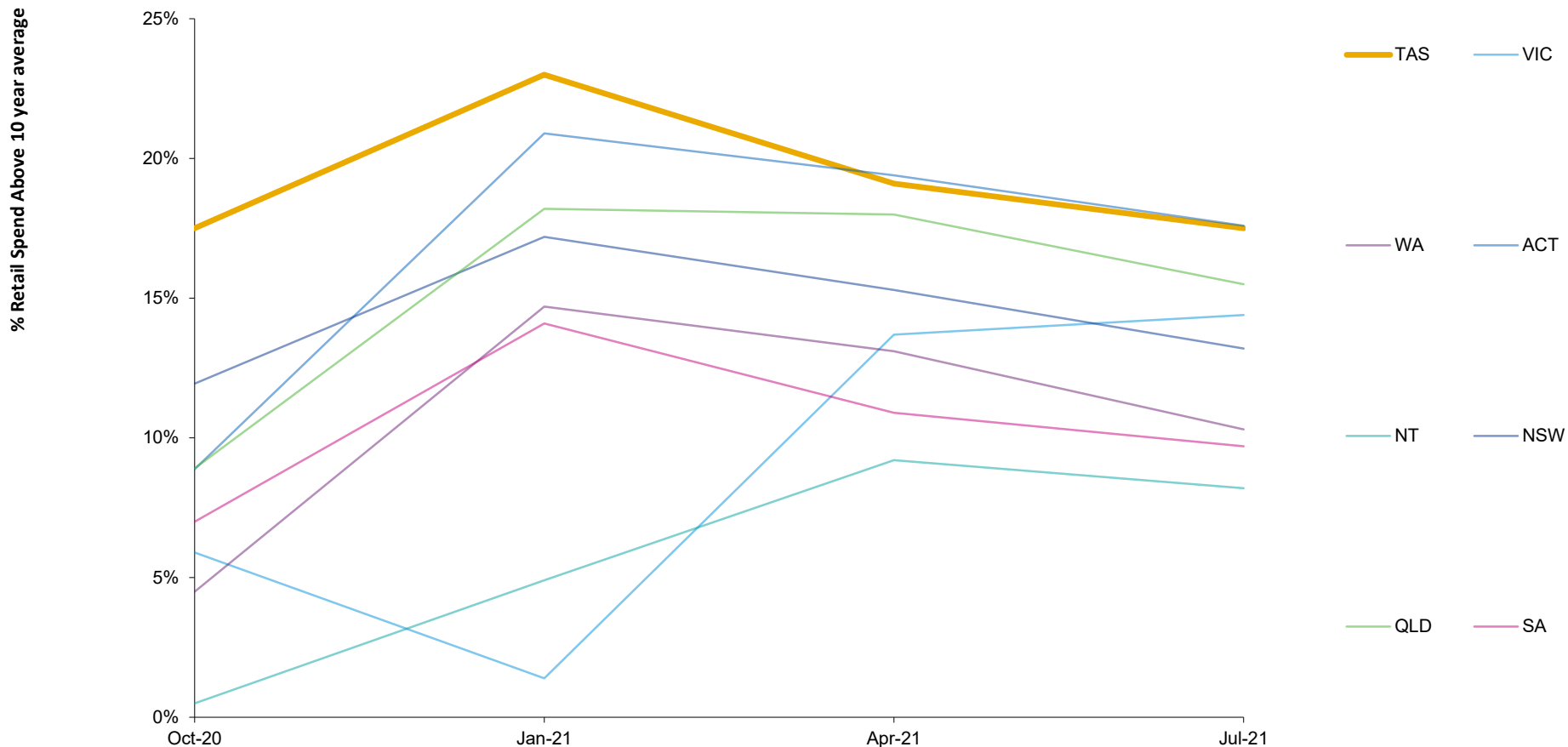
The July 2021 State of the States report shows that over the last four reporting periods, Tasmania's economic output has been averaging around 19.38% above the 10 year average.



State of the States – Retail Spending

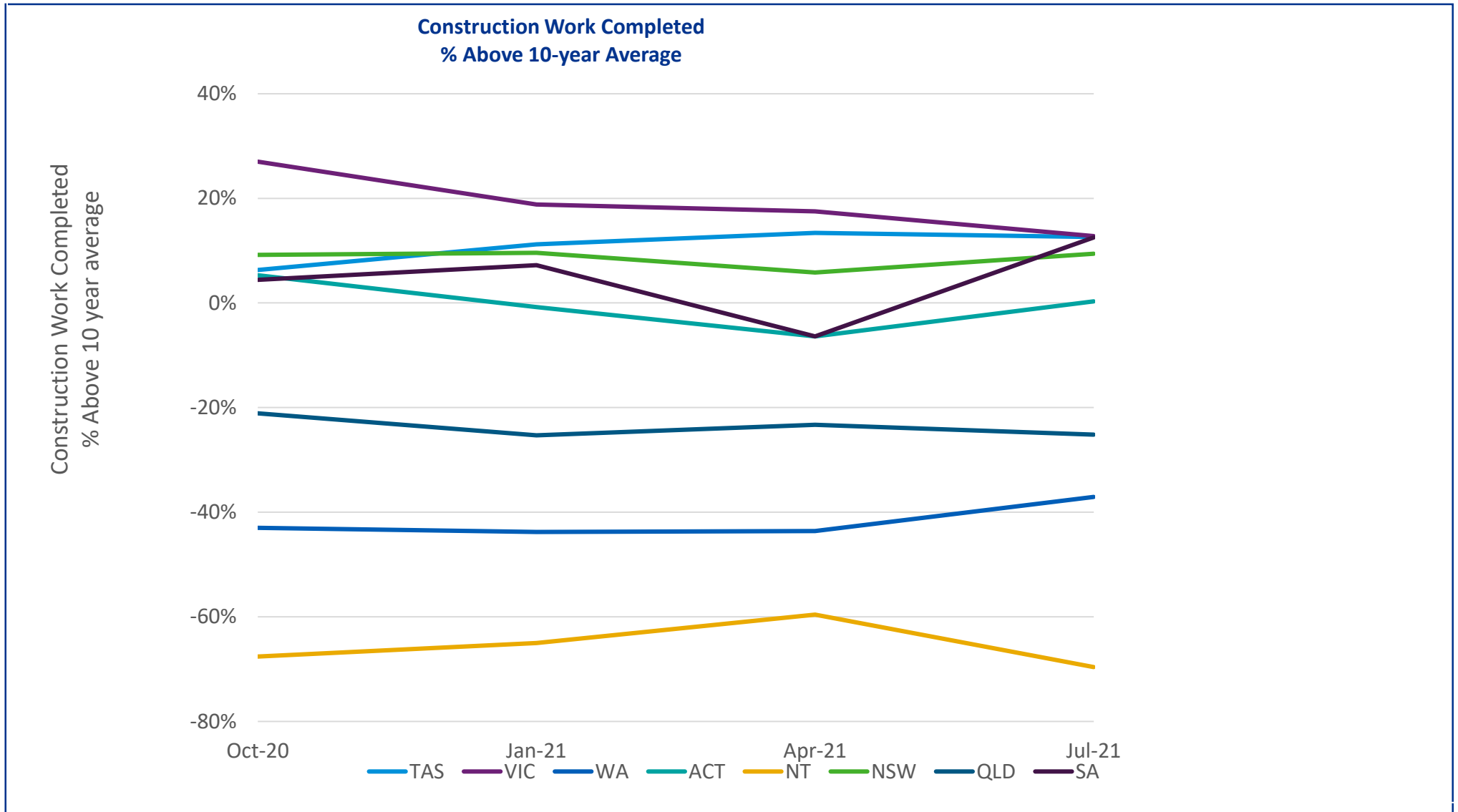
Retail spending surged in Tasmania coming out of the 2020 lockdowns, remaining strong since. The July 2021 report shows Tasmania in second place for highest retail spending, above the 10 year average.

Retail Spending % Above 10-year Average



State of the States – Construction Work

Tasmania has seen strong results in construction work, only second to Victoria. Tasmania is one of only three states to have stayed above their 10 year average for the entirety of reporting period.



2. The Circular Head region



2.1 Regional Profile

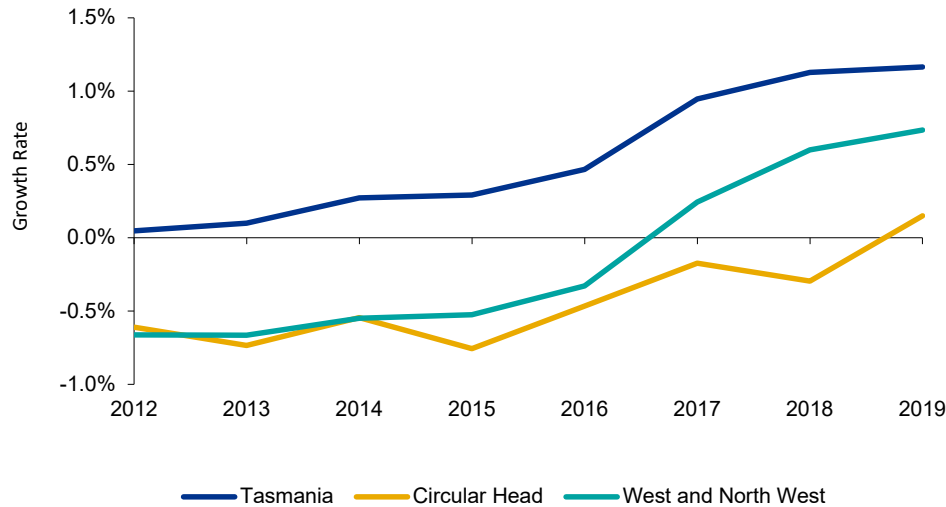


Population profile

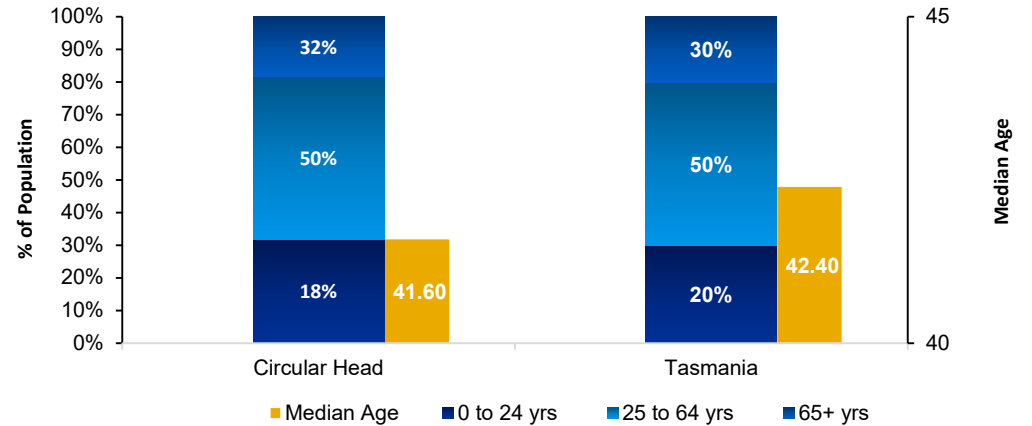
Population by Region

- Circular Head shares a similar population profile to that of Tasmania as a whole. Approximately 50% of Circular Head's population are aged 25-64.
- Noting that Circular Head shares approximately the same proportion of residents aged 24-64 (50%) as Tasmania, the lower forecasted growth rate may reflect differing broader socio-economic factors such as employment, infrastructure and education.

Population Growth Rate



Population by Region (2019)

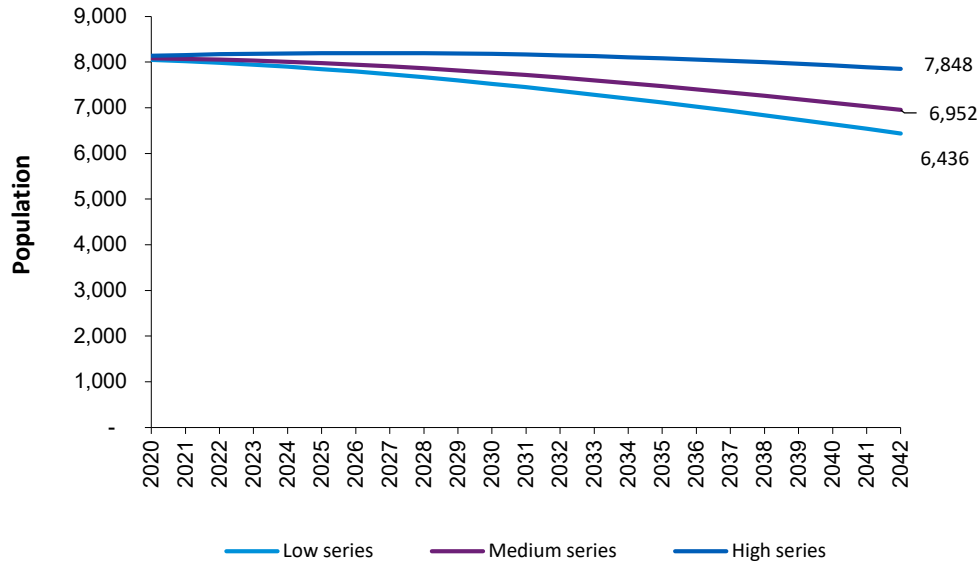


Population Growth Rate

- Circular Head's population consistently grew at a lower rate than Tasmania overall between 2004-2019.
- Circular Head has had on average a -0.3% decline in population whilst the West and North West Coast has on average had 0.25% growth and Tasmania 0.67% growth for the same period.
- Based upon ABS population data there were 8,078 residents in Circular Head at the end of 2019, representing an approximate 26 person decline (-0.32%) from the 2016 census date.

Population projections

Population Projection: Circular Head



Population Decline – Shorter Term

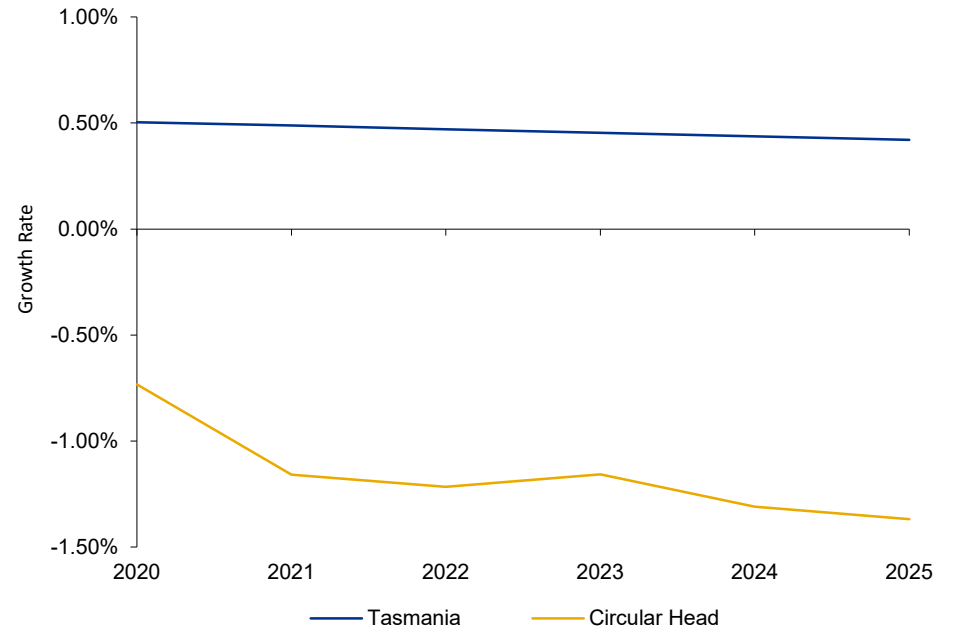
- In the short term, Circular Head’s population is projected to decline at a compound annual rate of -0.99%.
- In comparison, Tasmania as a state has a compound annual growth rate of 0.40%.

Population Decline – Longer term

According to Treasury projections, the population is projected to decline in Circular Head over the next 22 years. The projections take into account fertility, mortality and migration trends specific to each LGA. The population is projected to decline at a compound annual rate of -0.63% (based on the medium series).

This results in a -14.03% decline in population over this period, all else being equal.

Forecast Population Growth Rate (Medium series)



Gross Regional Product

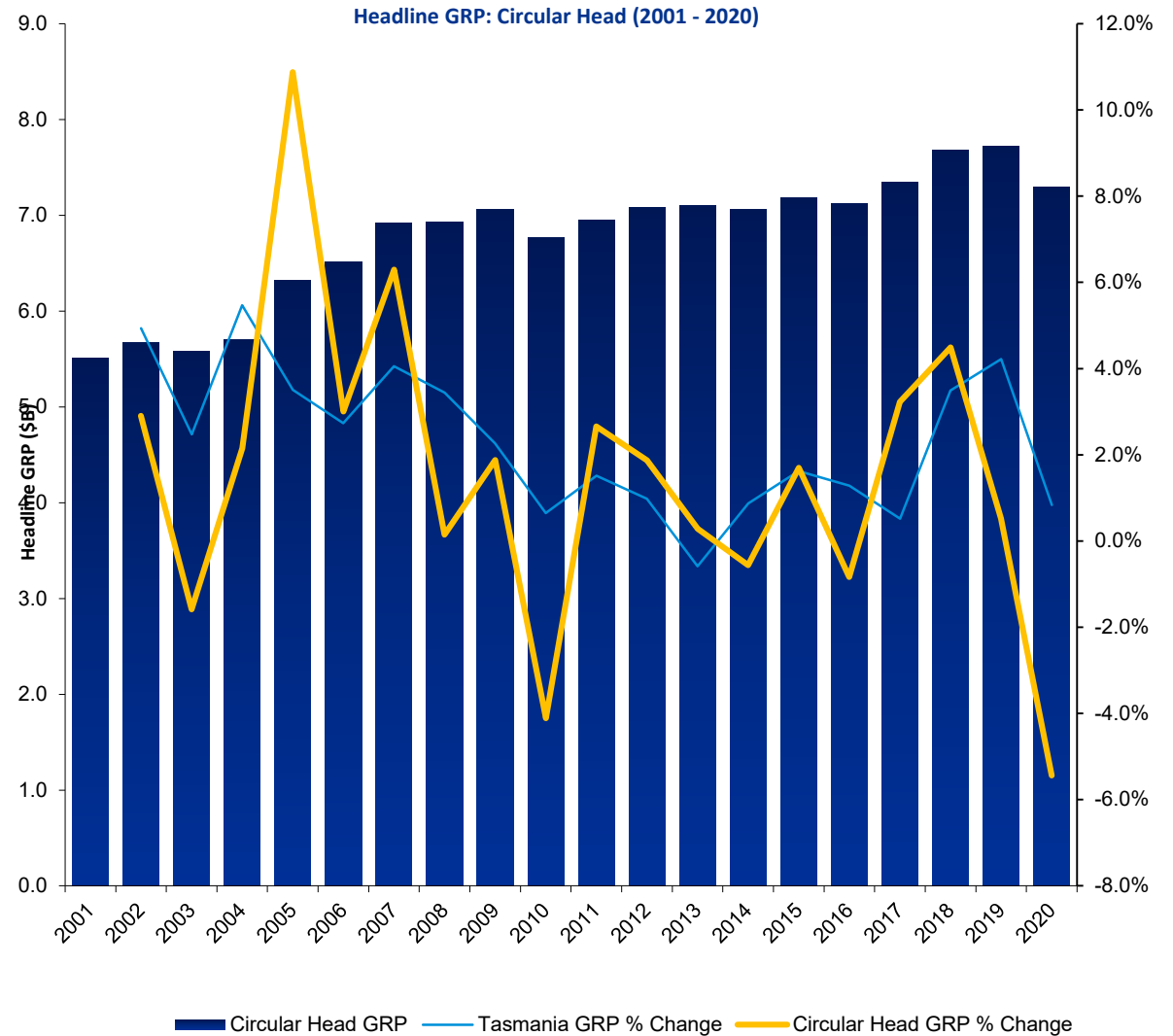
Circular Head's Headline GRP, whilst still experiencing growth, fell behind the growth achieved by Tasmania over the same period. A sharp decline can be seen in 2020 during COVID19.

Headline Gross Regional Product (GRP) is a measure of size or net wealth generated by the local economy

Circular Head had a GRP of (\$0.73B) in 2020, the third largest of the neighbouring councils in the North West and West Coast in 2020. Ahead was Burnie (\$1.3B) and Central Coast (\$0.87B).

Behind Circular Head were Waratah-Wynyard (\$0.68B) and the West Coast Council Area (\$0.64B).

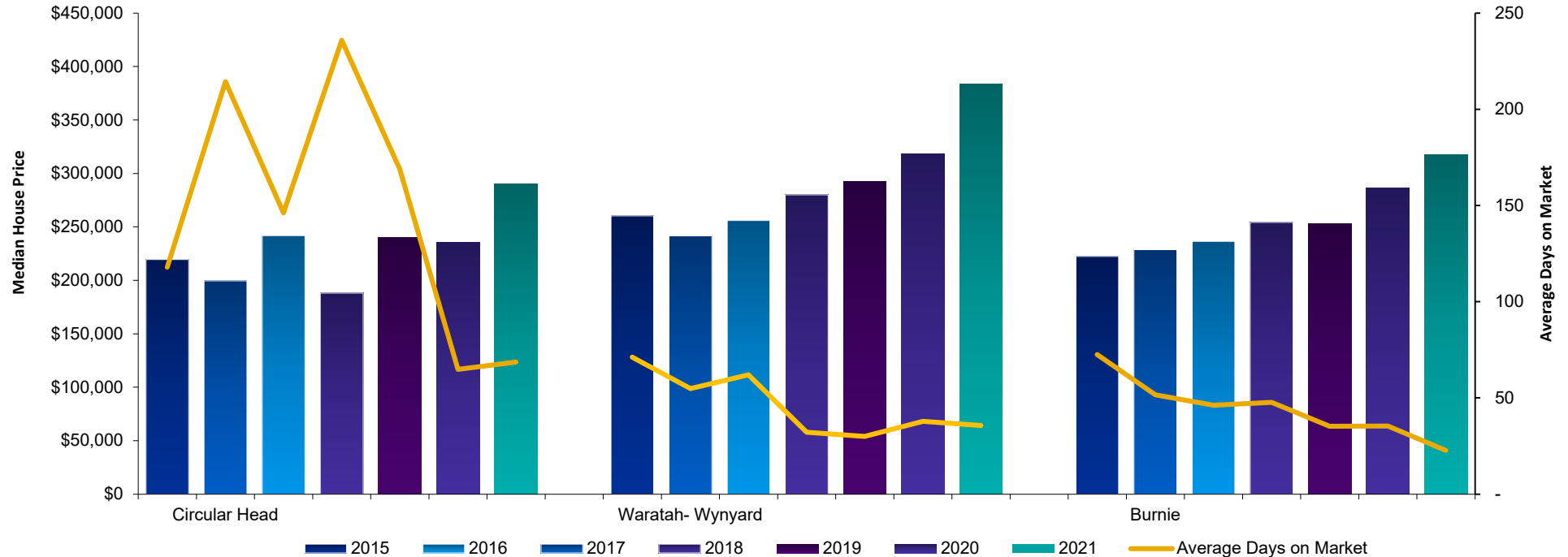
Interestingly, Circular Head has achieved around 56% of Burnie's GRP, but with 62% less FTE in the region. This theme is consistent when compared to the other councils, showing a comparatively strong GRP when considering FTE in the region.



The Housing Market

The housing market in Circular Head, as well as the North and North West Coast more broadly, has become more competitive. Houses across the region have risen in price and are spending less time on the market than previous years.

Median Price of Houses Sold by Region



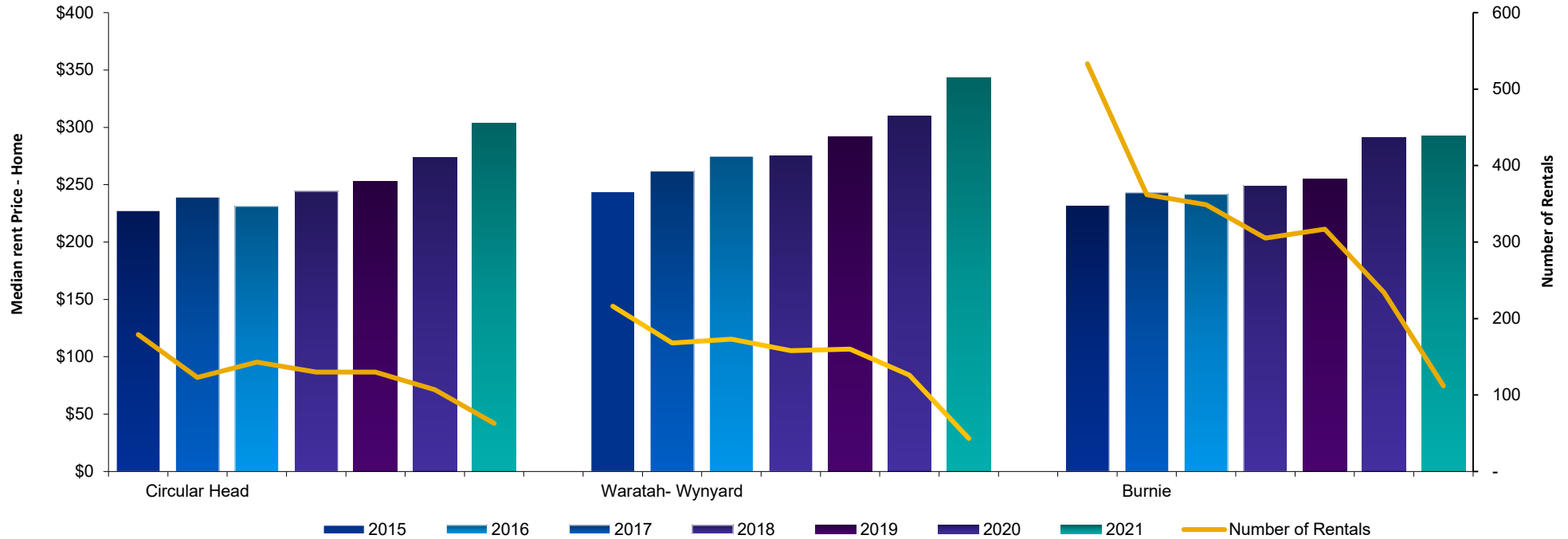
Housing market

- Housing in the Circular Head region has become more expensive, rising by 32% between 2015 and 2021
- Housing is also spending less time on the market in Circular Head with a sharp decline from 2018 to 2021, these two trends suggest the housing market in the region is more competitive now than it has been in previous years.
- The same trends are also seen in neighbouring councils in the North West.
- 2020 saw a surge in home sales in Smithton, selling 112 homes, almost double 2019 sales in the area.
- The REIT quarterly report confirms this, reporting home values in the North West Centres to have risen 19.4% over the past year.

The Rental Market - Houses

The rental market in Circular Head has become harder access. There are less houses available to rent than previous years and the median price has increased around 34%. Similar trends are seen in Waratah-Wynyard and Burnie

Median Price of Rental Houses - By Region



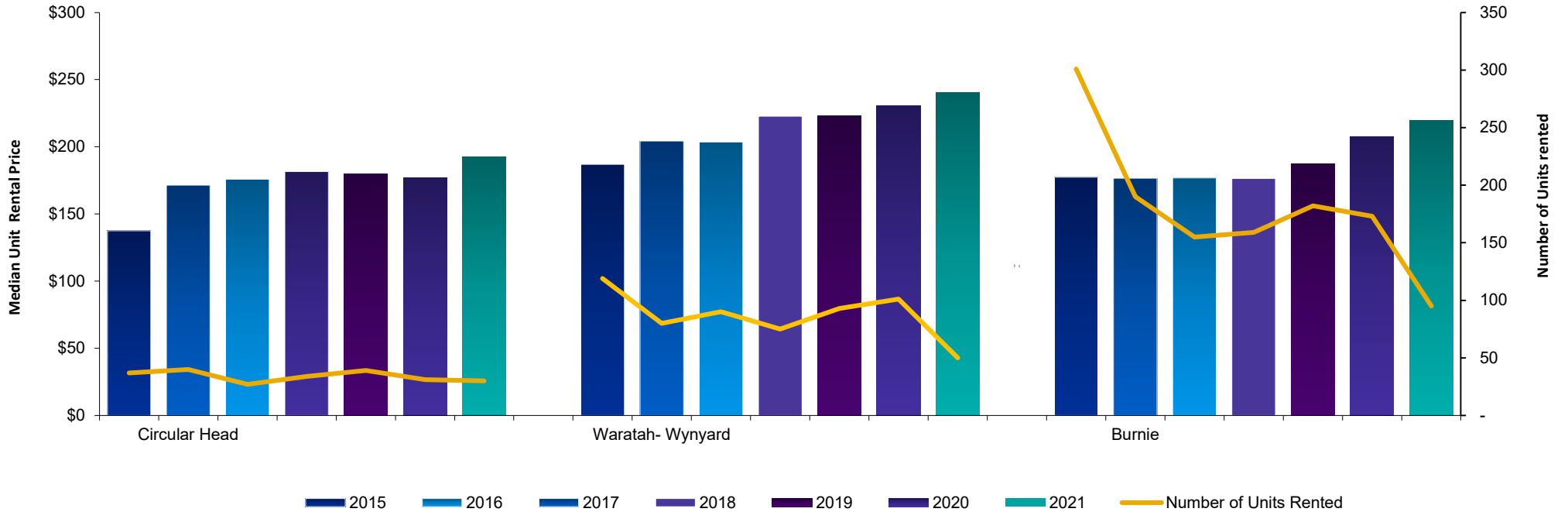
Housing market

- Similar trends can be seen in the rental market across the North West Coast The median rent price for a home in Circular Head has risen 34% from 2015 to 2021.
- As the prices have risen, the number of homes available to rent has declined by 65% over the same period.
- The combination of reduced number or rentals available per year and the increase in cost suggests that there is a housing shortage in Circular Head, as well as the North West Coast more broadly.
- The REIT quarterly report confirms this, stating that rental vacancy rates are currently at an historical low at 1.7% in the North West.

The Rental Market - Units

Unit availability for rent in Circular Head has not decreased as dramatically as houses, however prices have risen by around 40% in the region since 2015. Other councils in the North West have also seen a price rise and a steeper decline in units available.

Median Rental Price of Units by Region



Housing market

- Similar to homes in the region, the median rent price for a unit in Circular Head has risen 40% between 2015 and 2021
- The number of units available to rent has also decreased in the region, however not as significantly as houses over the same period
- Waratah-Wynyard and Burnie have had more severe reduction in available units, however whilst the median rent for a unit has risen, it has not risen at the same rate as Circular Head



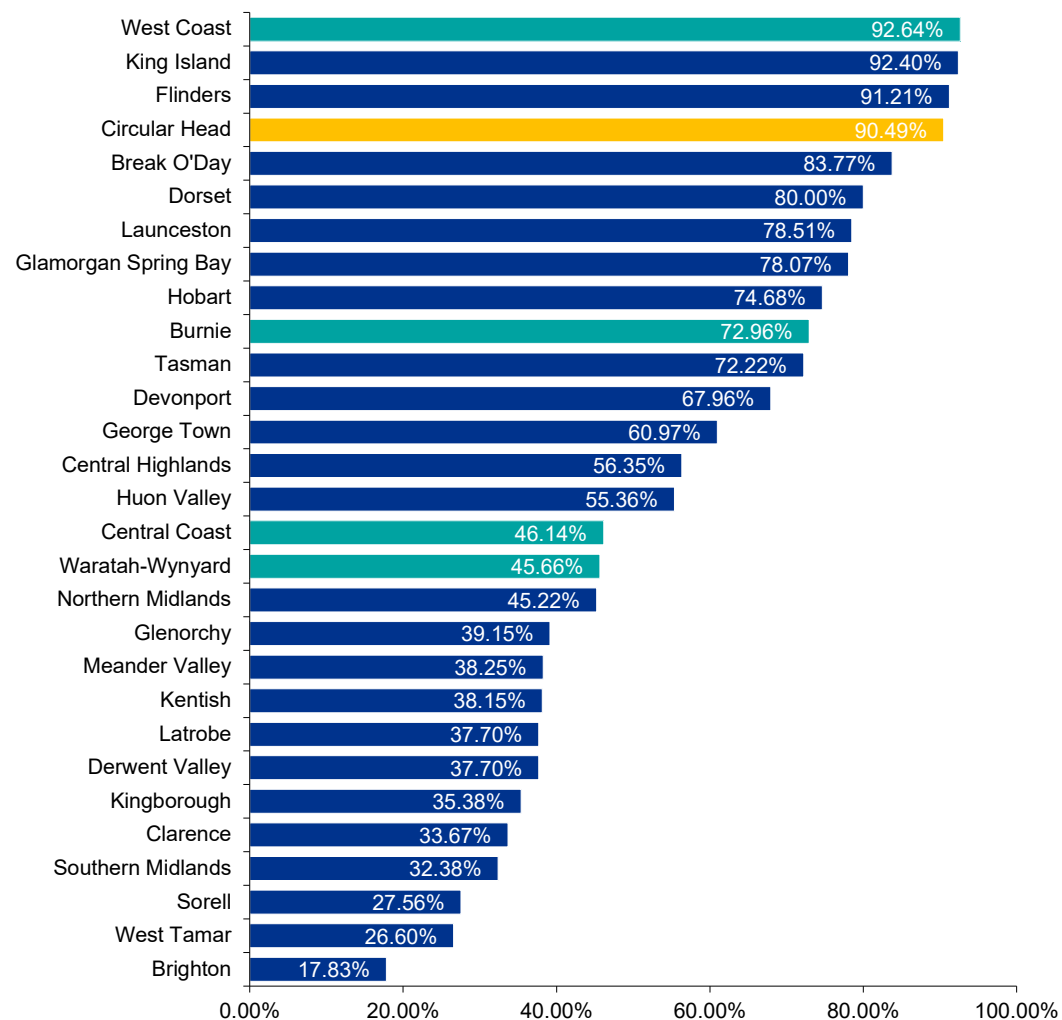
2.2 Jobs and Industries

Job Containment

The 2016 ABS Census shows that around 9 in every 10 Circular Head residents both live and work within the region. This is better than many other local government areas around Tasmania.

- **Job containment** refers to the extent where populations reside and work in the same council area.
- Job containment is typically higher in isolated or metropolitan regions where suitable employment opportunities tend to be in closer proximity.
- Circular Head falls within this category, with around 9 in every day 10 workers (90.49%) living and working and living within the region
- However, job containment is lower in the regions located on the outskirts of Tasmania’s main metropolitan areas: Hobart and Launceston.
- Central Coast and Waratah-Wynyard both have lower job containment compared to other councils in the area, meaning many workers seek work opportunities beyond the region
- Compared to the other local government areas (non island), Circular Head has the second highest job containment for the North West and West Coast

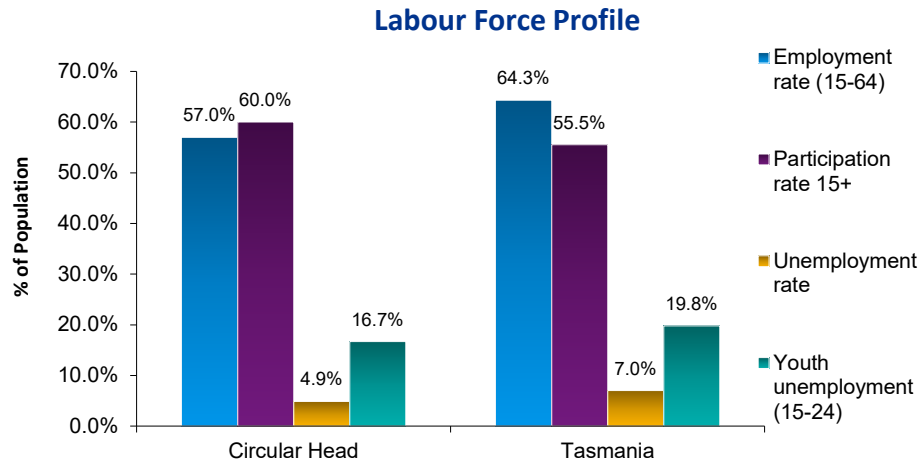
Job Containment (2016) - % of Population working within LGA



Circular Head Council: Regional Workforce Planning

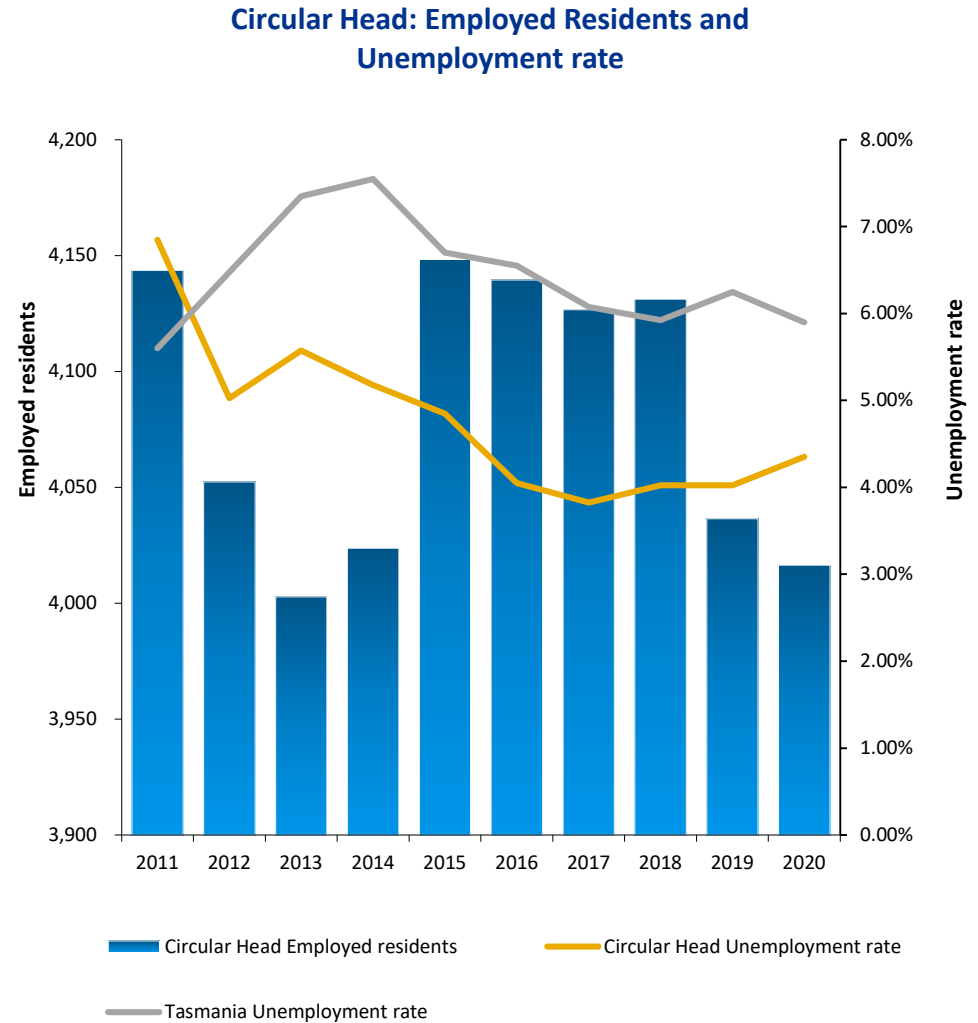
Labour Force Profile

There are some positive signs for Circular Head, with a lower unemployment rate as well as lower youth unemployment rate when compared to Tasmania. However, this is also illustrating the shortage in the supply of labour in the Circular Head region.



Key Points

- Circular Head's unemployment rate has trended downwards since 2011, reaching its decade low in 2017.
- Over time the number of employed residents has declined, which could be due a number of factors including the ageing workforce, COVID-19 or businesses leaving the area.



ID Community, Employed residents, accessed 13/04/2021, <<https://economy.id.com.au/tasmania/employed-residents>>
 ID Community, Unemployment, accessed 13/04/2021, <<https://economy.id.com.au/tasmania/employed-residents>>

Job Ratio

Circular Head as a region has a job ratio of 0.97. This suggests that there is almost the same number of jobs as there are employed people in that industry. Given the growing demand for workers in certain industries, the region struggles to find people for jobs from within the region.

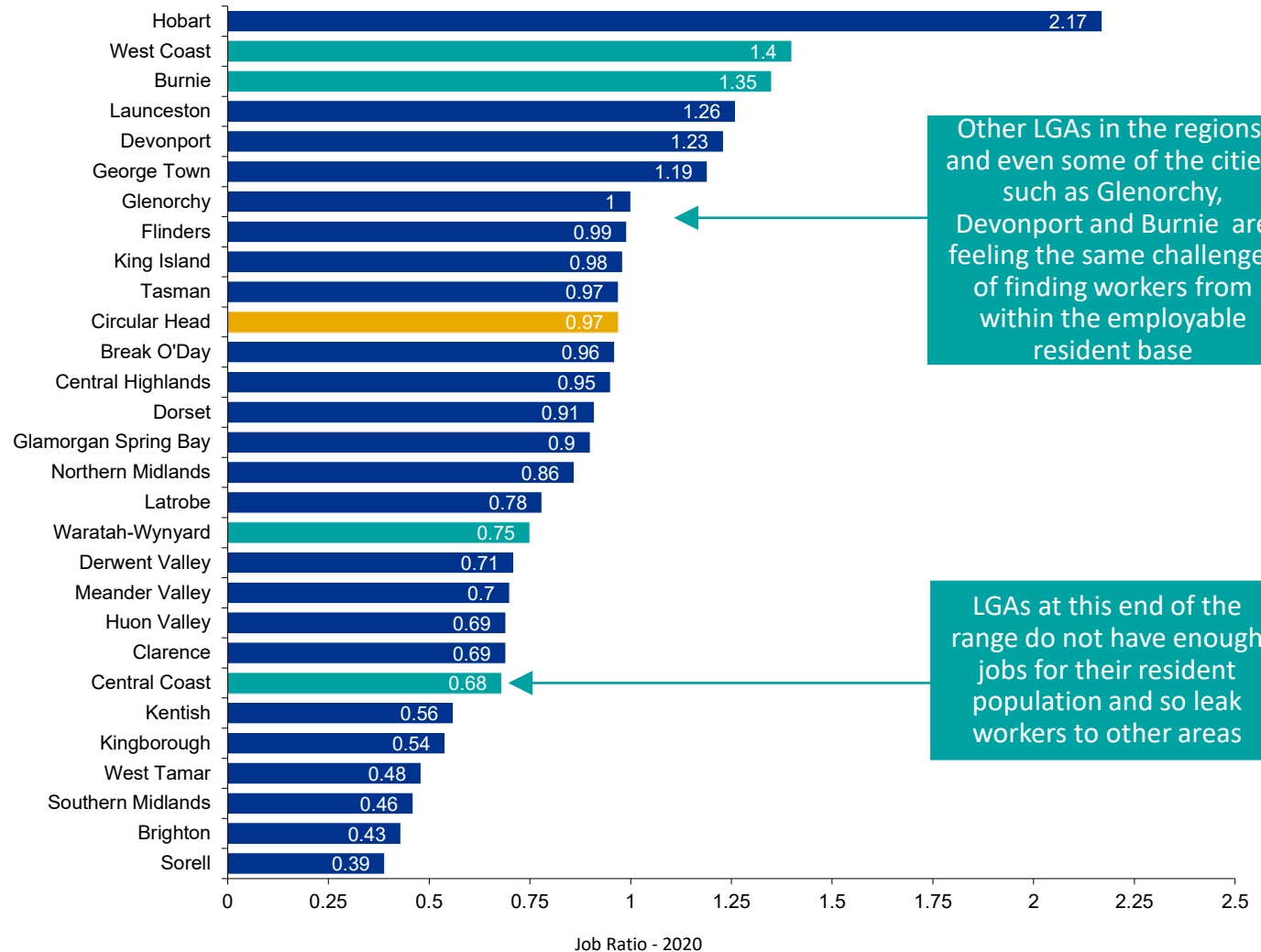
Employment Capacity (Job Ratio) is a simple way of looking at whether the Circular Head region could theoretically provide jobs for all its residents if they chose to work locally.

Employment capacity is simply the number of local jobs in an industry, divided by the number of local residents employed (anywhere) in that industry.

A figure over 1.0 means there are more jobs available than residents employed in that industry. Under 1.0 means there are more residents employed than jobs available in that sector.

Over the last decade, the Circular Head has stayed between 0.97 and 1.03 indicating there are at times more jobs available than workers to fill them.

Tasmanian Job Ratio - 2020



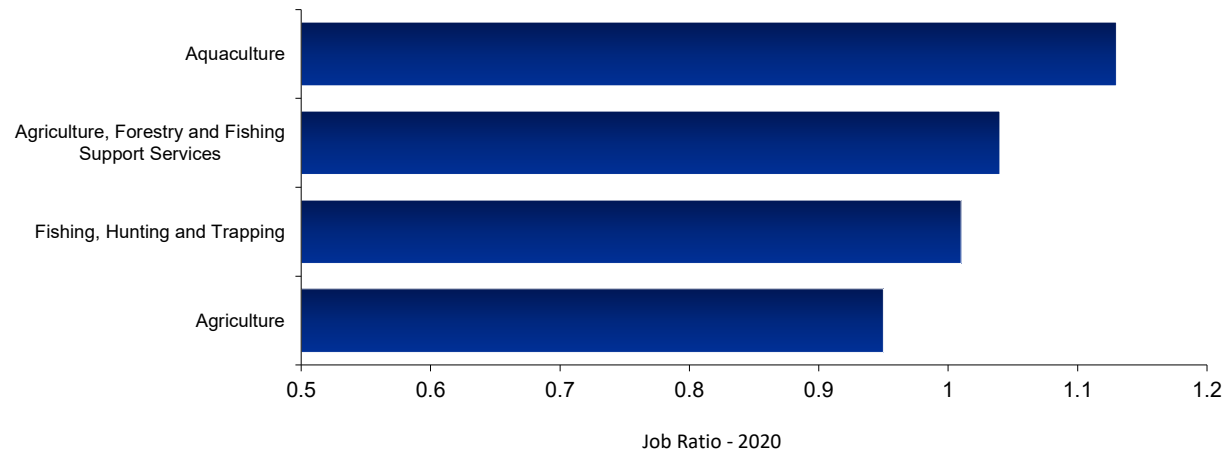
Other LGAs in the regions, and even some of the cities, such as Glenorchy, Devonport and Burnie are feeling the same challenges of finding workers from within the employable resident base

LGAs at this end of the range do not have enough jobs for their resident population and so leak workers to other areas

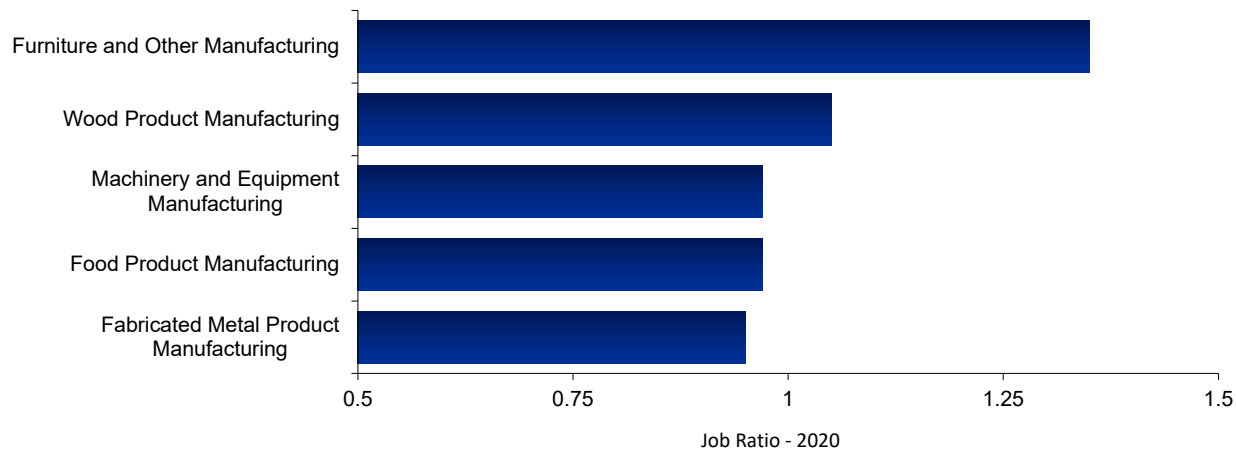
Job Ratio – Circular Head major industries (1/2)

Major industries in Circular Head such as Agriculture, Forestry and Fishing and Manufacturing are already under strain in the region, with a potential increase in output and demand in the coming years

Circular Head Agriculture, Forestry and Fishing job ratios - 2020



Circular Head Manufacturing Job Ratio - 2020

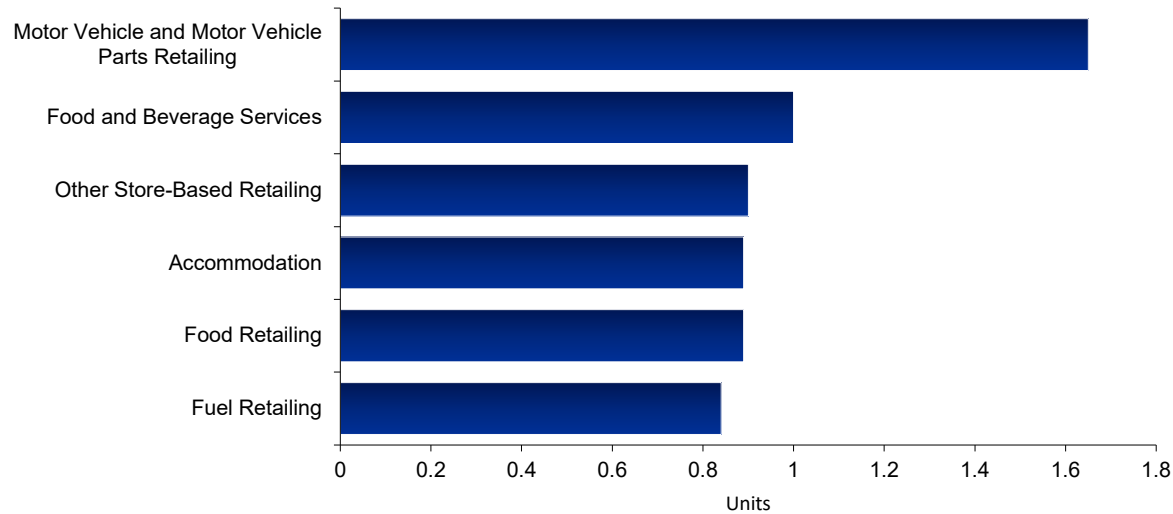


- The Aquaculture industry already has more jobs available than workers. This is likely to get more severe if a planned fish farm goes ahead in the Circular Head region
- We understand the Agriculture industry is struggling from a people shortage, relying on overseas labour, such as the PLS scheme to fill voids in the labour force
- We heard through our workshops that most employers in the region's largest sector would take more employees immediately if given the option
- The Manufacturing industry in Circular Head has a high job ratio, indicating a shortage of employees in the interim
- Projected increased output in the Agriculture, Forestry and Fishing sector could potentially put more strain on the Manufacturing industry as it may increase the need for Food Product Manufacturing and Wood Product Manufacturing
- We heard through our workshops that employers in the Manufacturing sector, particularly the Food Product Manufacturing has an immediate requirement for more staff. We also heard there is a high attrition rate in the industry in this region.

Job Ratio – Circular Head major industries (2/2)

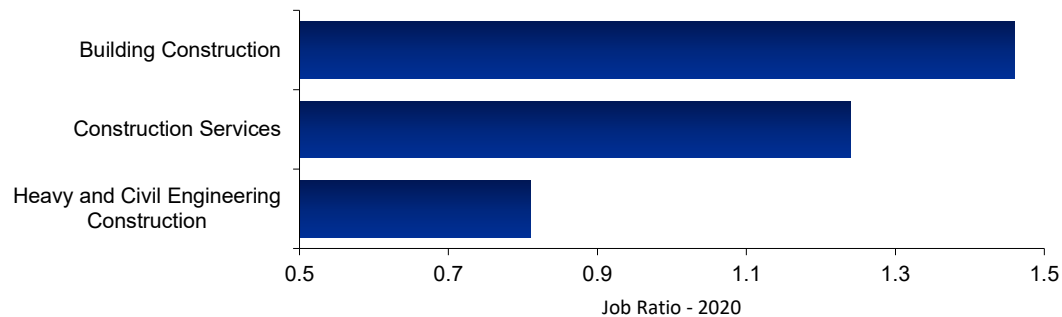
Building and Construction jobs in Circular Head have high job ratios over 1, representing that there are more jobs available than residents workers to fill them.

Circular Head Tourism and Retail Job Ratio - 2020



- All major tourism and retail employing sectors in the region have a high job ratio meaning that increased demand on the business will create a workers shortage.

Circular Head Construction Job Ratio - 2020

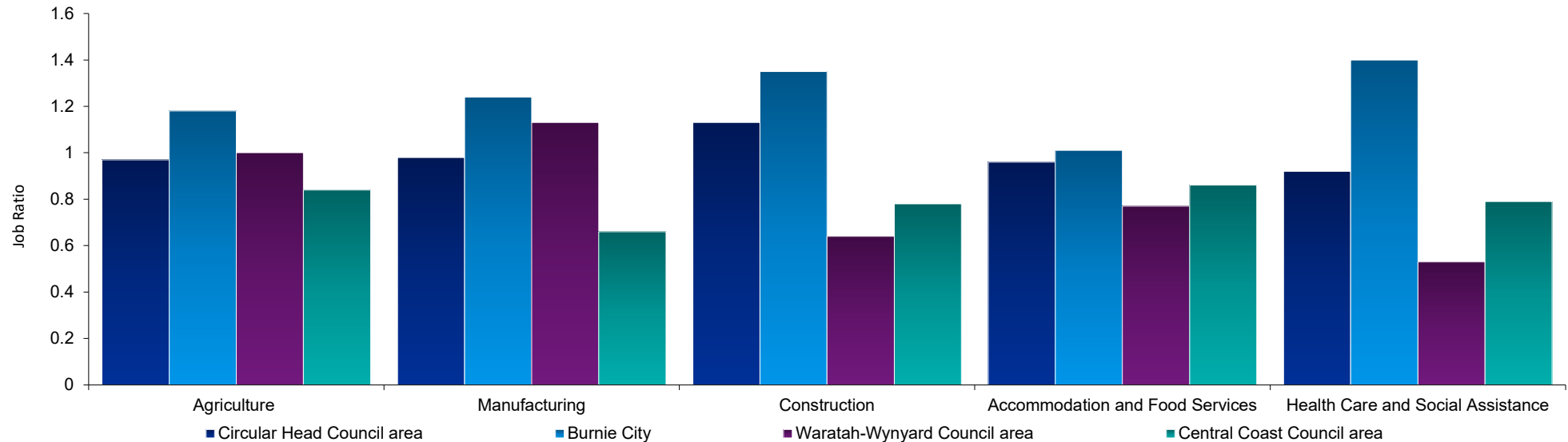


- Building construction has one of the highest job ratios in the region at 1.46. This is likely to grow as the demand for more housing grows in the region, particularly so if the windfarm commences construction in the area. This may put further strain on an already stretched building and construction industry.
- Construction services also has a positive ratio of 1.24, indicating there are more jobs in that industry than workers available.

Job ratio North West Coast

Major industries in Circular Head are experiencing a similar worker shortage as neighbouring councils in the North West Coast, indicating a labour shortage in key industries more broadly across the entire region.

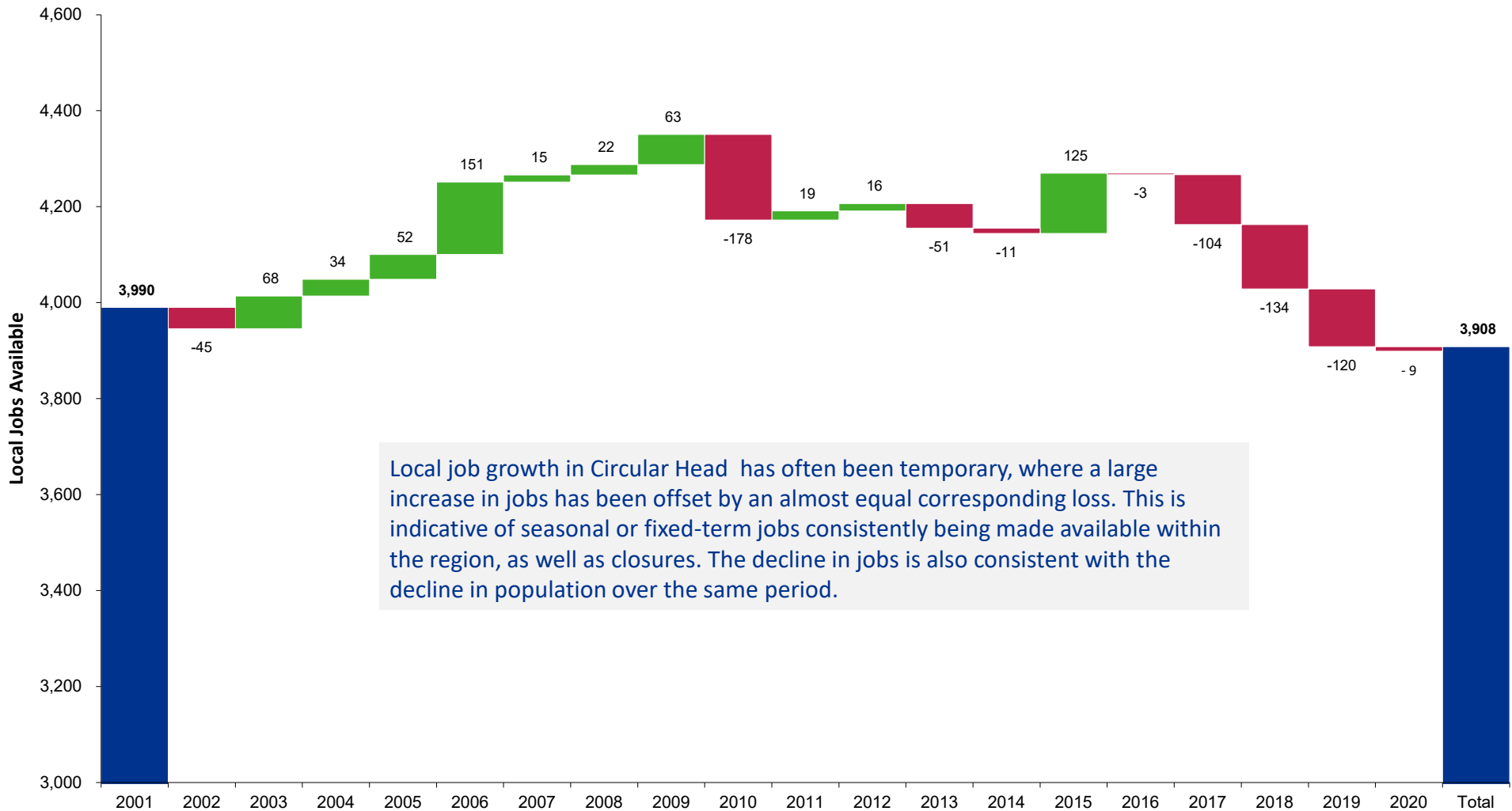
Job Ratio by Industry 2020 - North West Coast



- The trend of worker shortages and high job ratios across major industries in the region are seen across the North West Coast, particularly in Circular Head and Burnie.
- This puts a strain on the local resources for the region, particularly because Circular Head and Burnie have high job containment, meaning not many leave the region for work compared to other councils. When the job ratio is high, workers are likely to be required to be sourced from other regions.
- The Central Coast and Waratah-Wynyard have lower job ratios meaning they have more people than jobs, however their job containment is much lower, around half of Circular Head's, meaning that more people travel out of this area for work.

Local Jobs – Pre Covid-10

The number of local jobs in Circular Head has been subject to high fluctuations, but has remained consistent since 2001, despite some major employers leaving or downsizing in the region.



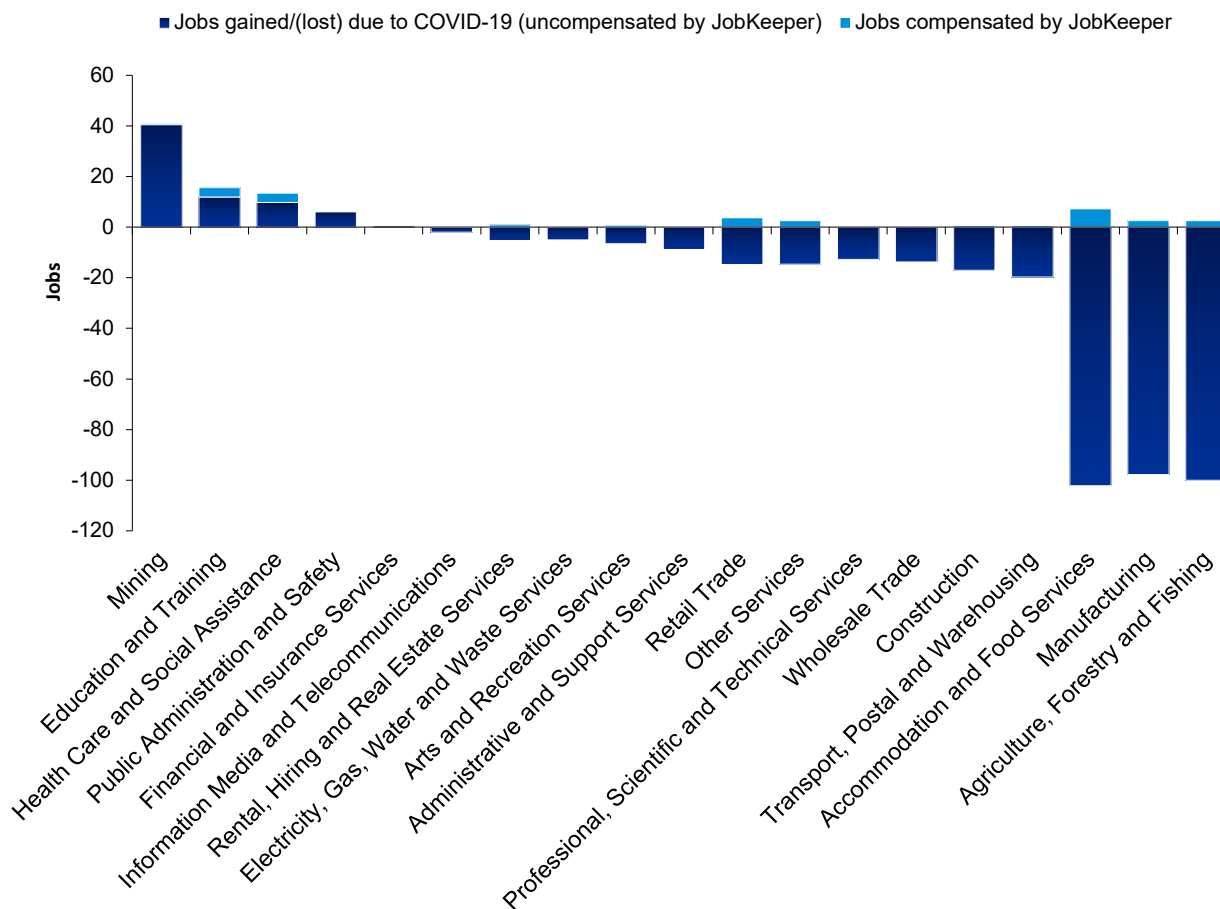
Local job growth in Circular Head has often been temporary, where a large increase in jobs has been offset by an almost equal corresponding loss. This is indicative of seasonal or fixed-term jobs consistently being made available within the region, as well as closures. The decline in jobs is also consistent with the decline in population over the same period.

Local Jobs – Post COVID-19

Despite increased positions for Health Care, Education and Training, and Public Administration in response to the COVID-19 pandemic, it has inflicted the worst impact to jobs held by Circular Head residents so far this century.

- According to estimates provided by the National Institute of Economic and Industry Research (NIEIR), there have been approximately 350 jobs lost over the period from September 2019 to September 2020, offset by almost 78 additional jobs in the Health Care and Social Assistance, Education and Training, Mining and Public Administration and Safety industries.
- Job numbers lost in Agriculture may include international seasonal workers that were forced to or chose to go back to their country of origin.
- Accommodation and Food services faced some of the strictest operating conditions over this time with restaurants being closed to the dine in option.

Change in Circular Head Jobs: Sept-19 to Sept-20



Industry Sales – Post Covid-19

Circular Head experienced an \$8.2M decline in industry sales in the September 2020 quarter, compared to the September 2019 quarter.

Industry Economic Impact

The local economic impact in Circular Head in the 12 months ending 30 September 2020 was significant.

The impact in each industry can be broadly attributed to the response to COVID-19. The agriculture industry (-\$9.8million) was amongst the most affected, this could also be somewhat attributed to the closed borders limiting workforce supply as the industry utilising international workers to meet seasonal demand.

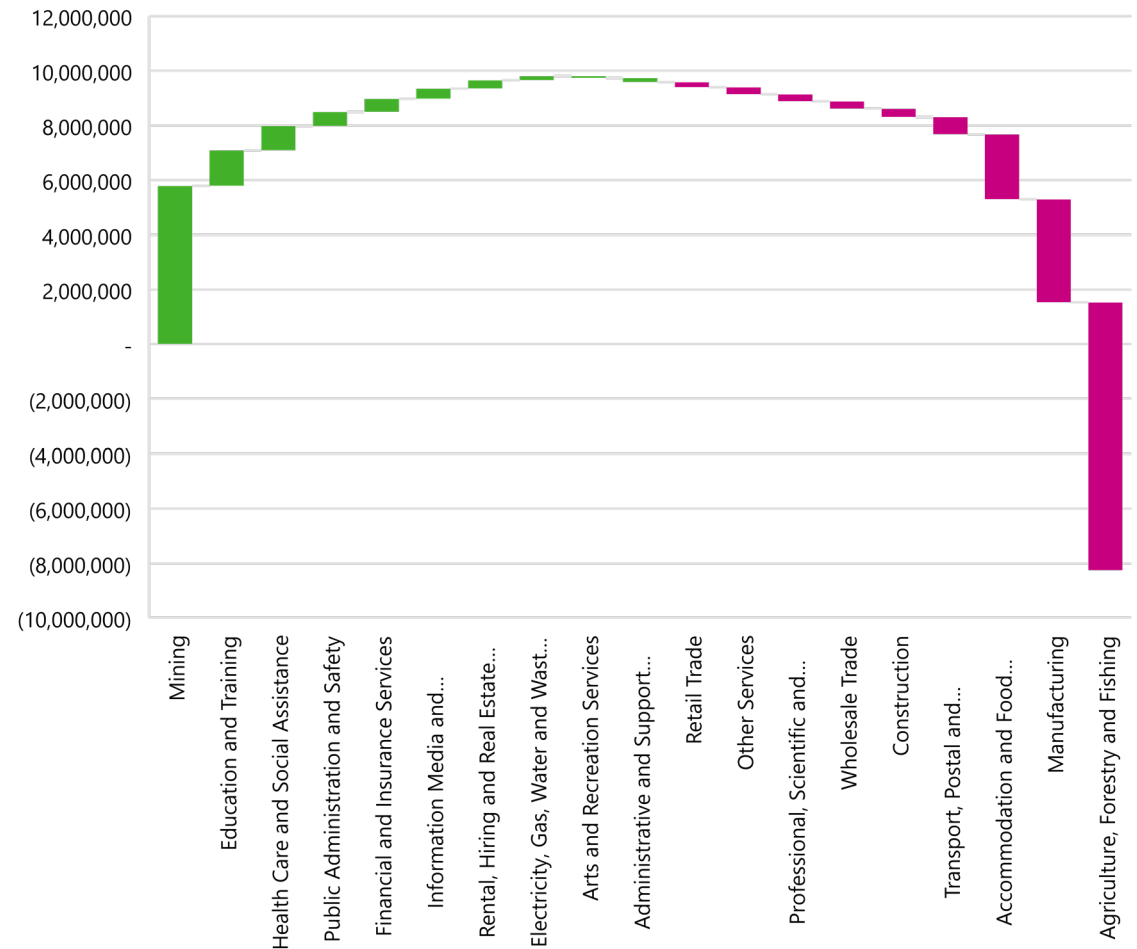
Sales activity in Transport, Postal and Warehousing, Accommodation and Food Services and Manufacturing also declined as workforce mobility restrictions were put in place.

Conversely, the increased demand for medical services was the likely contributing factor to the almost 13.5% increase in sales within the Health Care and Social Assistance industry.

Mining experienced increased industry sales over this period, likely supported by increased iron ore prices and pellet premiums.

Whilst industry activity may begin to normalise in the short term, it remains unclear as to the long term effects of the pandemic within the region as new variants of the diseases evolve and spread around the globe.

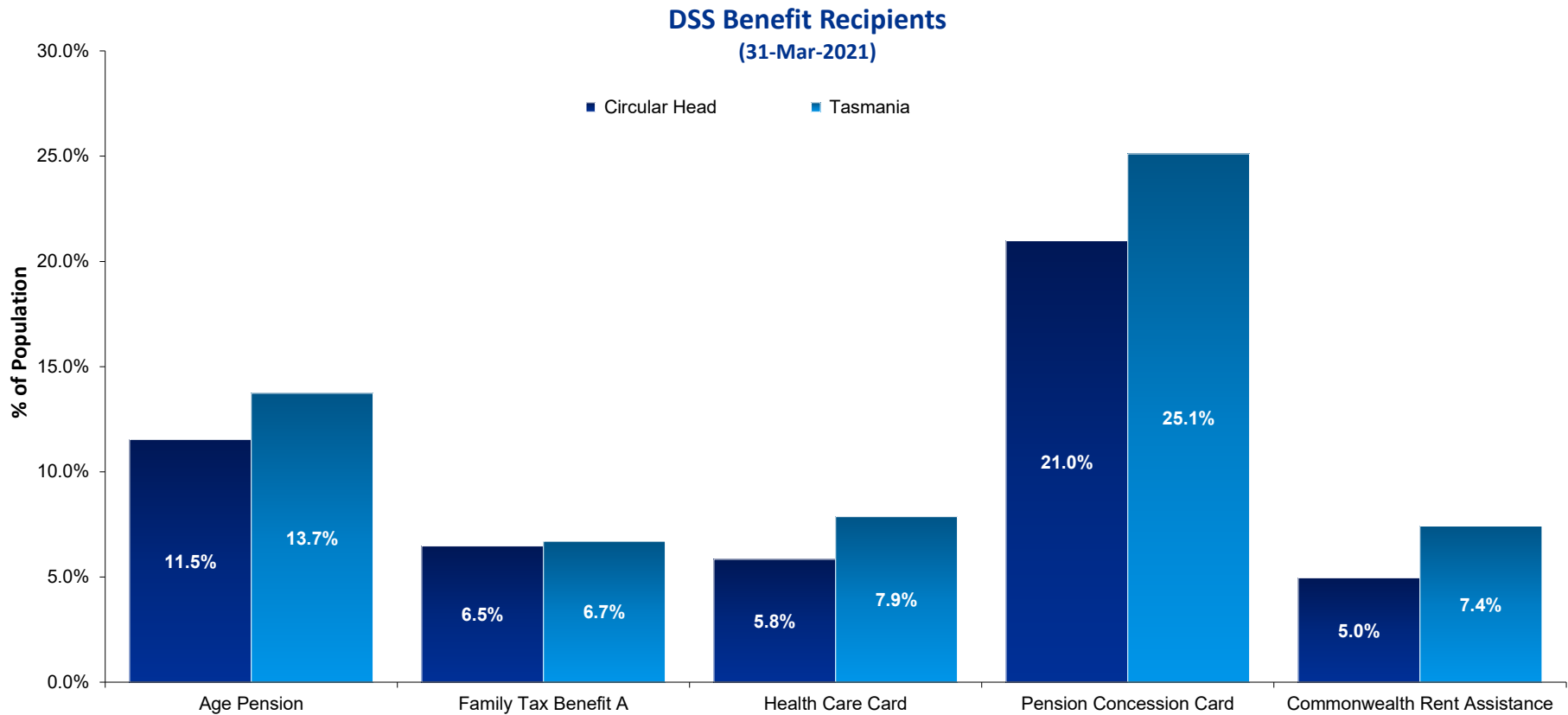
Industry Sales
Change from Sept-2019 to Sept-2020



ID Community, Local employment, accessed 01/06/2021 <<https://economy.id.com.au/tasmania/local-jobs>>

Department of Social Services (DSS) Payments

Circular Head has a smaller proportion of residents receiving DSS benefits compared to that of Tasmania.



* A resident may be in receipt of more than 1 benefit paid by the DSS

Australian Government | data.gov.au, DSS Payment Demographic Data, accessed 10/06/2021, <https://data.gov.au/dataset/ds-dga-cff2ae8a-55e4-47db-a66d-e177fe0ac6a0/details?q=>

Department of Treasury and Finance, 2019 Population projections for Tasmania and its Local Government Areas, accessed 10/06/2021<<https://www.treasury.tas.gov.au/economy/economic-data/2019-population-projections-for-tasmania-and-its-local-government-areas>>

Workforce profile and changes from 2014/15 – 2019/20

Over the five years up to 2019/20 Circular Head has experienced growth in Agriculture, Forestry and Fishing and Construction in recent years, with declines in Manufacturing, Retail Trade and Education and Training.

- The Circular Head region has experienced an overall 8.67% decline in jobs from 2015 to 2020.
- Significant growth was seen in:
 - Agriculture Forestry and Fishing (15%)
 - Construction (9%)
- Significant reductions were seen in:
 - Manufacturing (-30%)
 - Education and Training (-18%)
 - Retail Trade (-14%)

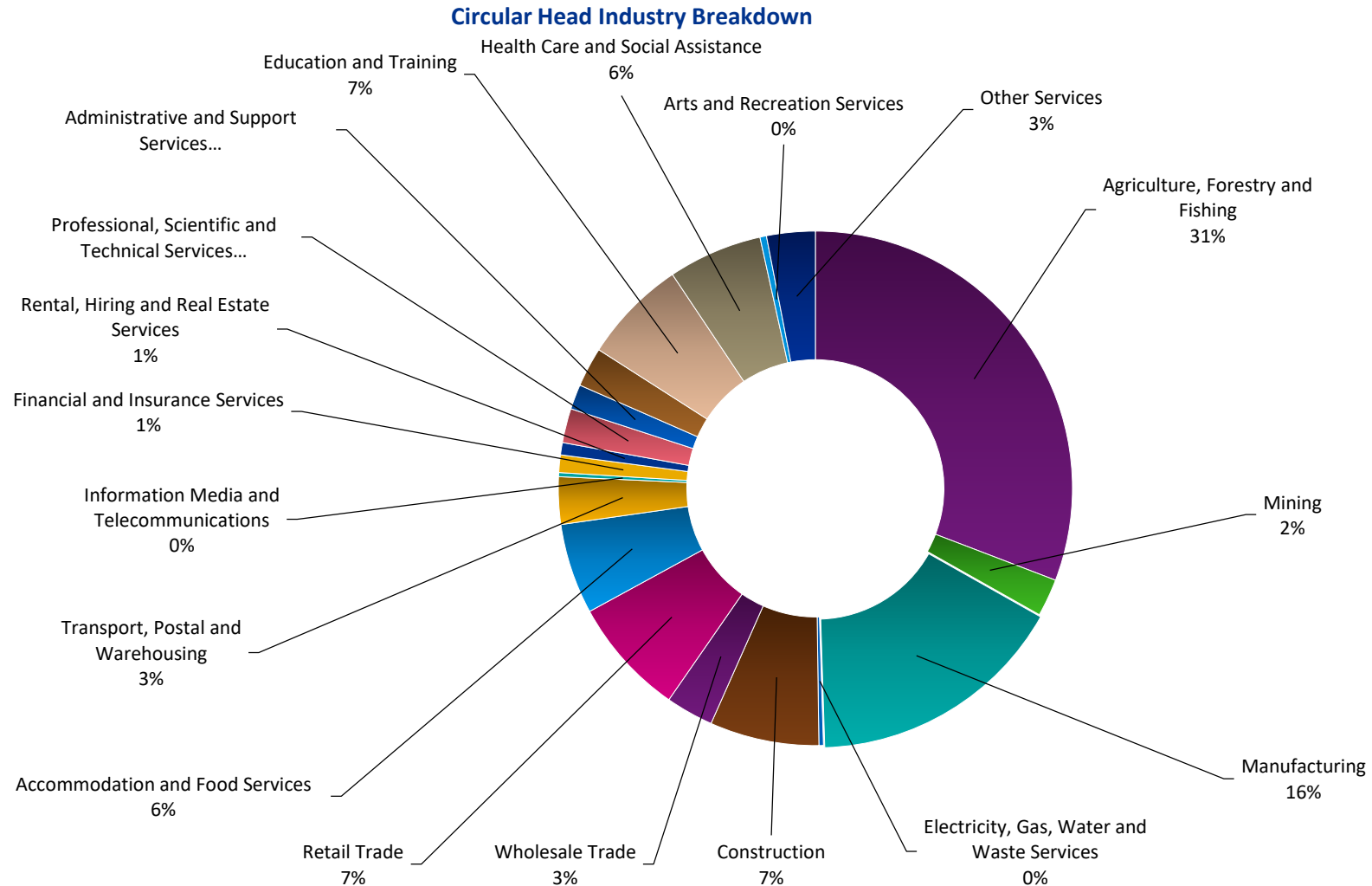
Circular Head Change in Employment (2014/15 to 2019/20)

Decrease of 370 Jobs



Industry Breakdown

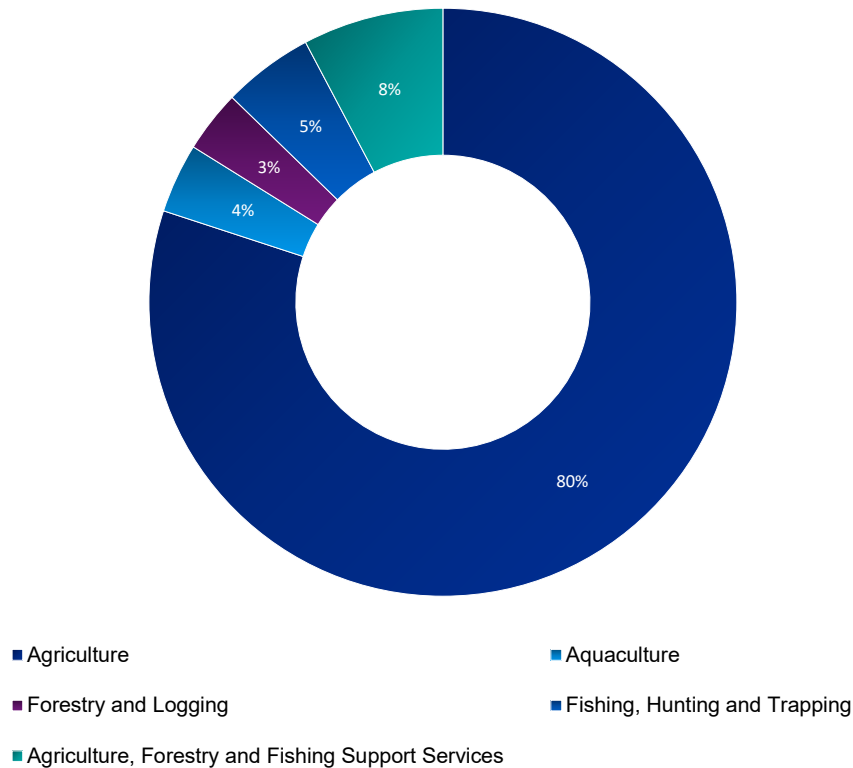
The Agriculture, Forestry and Fishing ,Construction, Manufacturing and Retail Trade are Circular Head’s largest industry sectors by number of employees, represented below as a percentage of the estimated workforce total of Circular Head.



A break down of the region's largest industry

Agriculture, Forestry and Fishing is the largest employment industry in Circular Head, seeing positive growth over the last five years.

A break-down of the Agriculture, Forestry and Fishing Industry 2019/2020

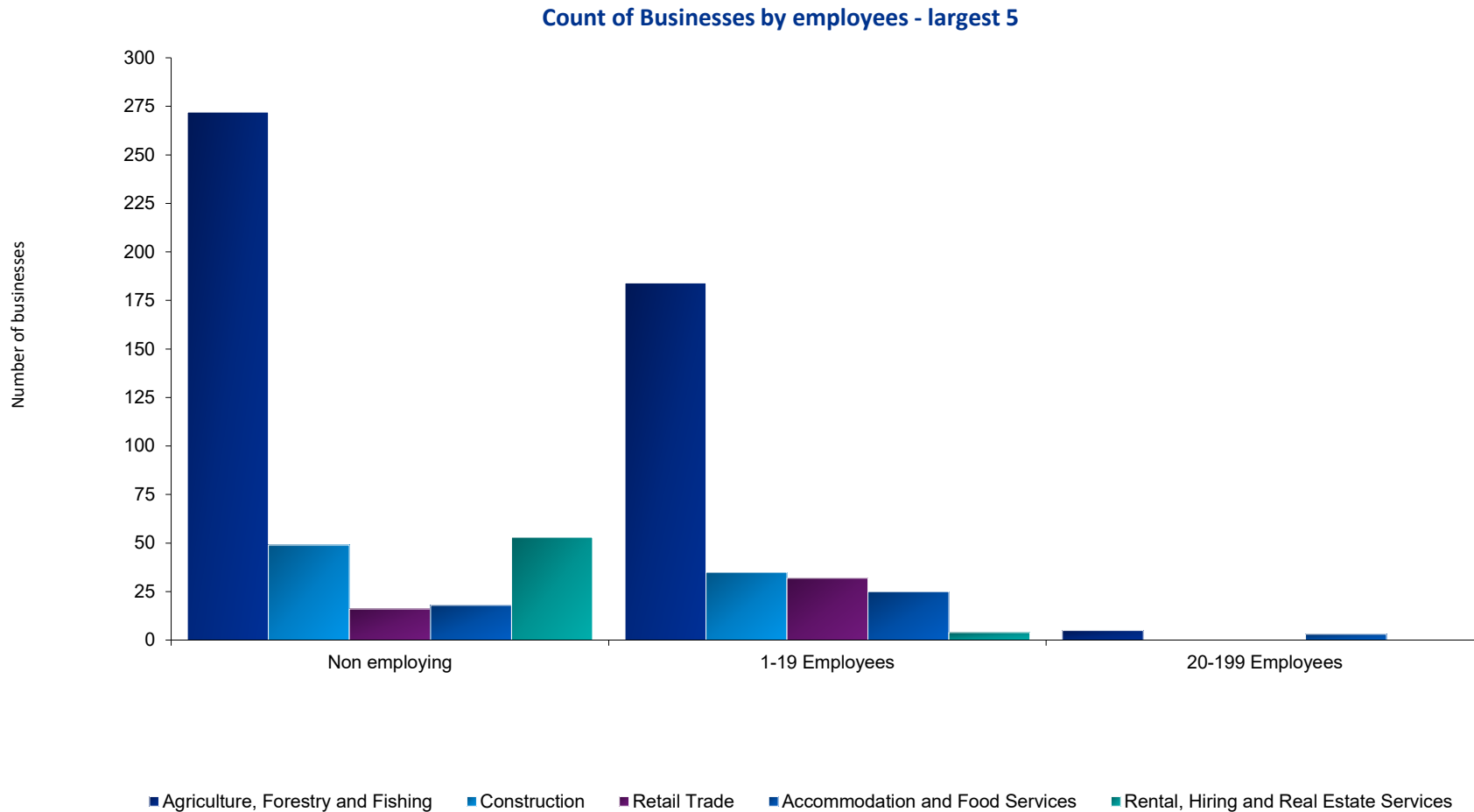


The industry from 2014/2015 to 2019/2020

- Agriculture is by the far the largest employer in the industry and has grown from 794 employed to 962, **growing 21%**
- Agriculture, Forestry and Fishing Support Services has also seen positive growth, growing from 76 to 93. **A growth of 22%**
- Fishing, Hunting and Trapping lost 1 employee over the timeframe representing a **loss of 2%**
- Aquaculture declined from 53 to 46, representing a **loss of 13%**
- Forestry and logging suffered the biggest loss over the time period, declining from 62 to 41, a **34% reduction**

Number of registered businesses in Circular Head

Circular Head has approximately 889 registered businesses, with over half being in the Agriculture, Forestry and Fishing sector. Around 59% of these businesses are not employing staff, which is consistent with other industries in the region.

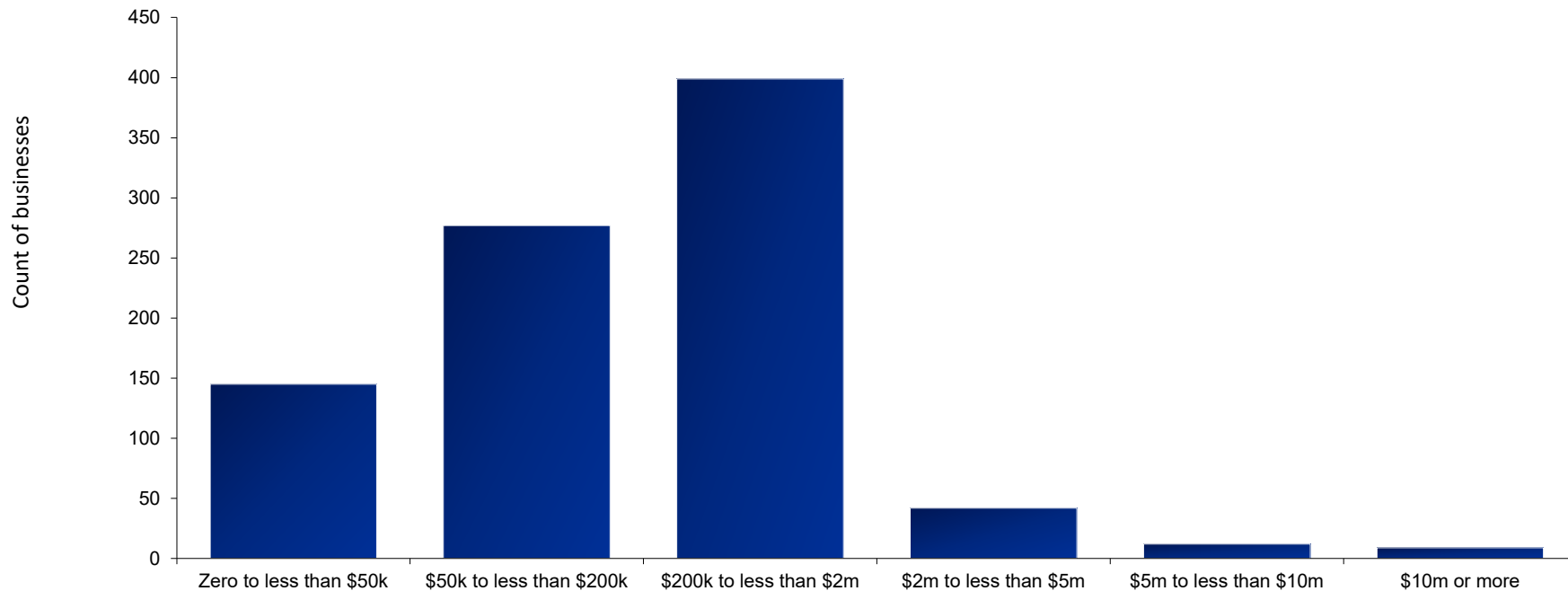


Counts of Australian Businesses, including Entries and Exits, Jun 2013 to Jun 2017, accessed 6/07/2021 <<https://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/8165.0Jun+2013+to+Jun+2017>>

Number of registered businesses in Circular Head

Around 45% of Circular Head businesses are turning over \$200k to \$2m a year, a positive sign that there are a number of small but viable businesses in the region. There are comparatively fewer large and very large businesses to employ significant numbers of workers. The study has spoken with many of those larger employers.

Count of Businesses by turnover



Counts of Australian Businesses, including Entries and Exits, Jun 2013 to Jun 2017, accessed 6/07/2021 <<https://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/8165.0Jun+2013+to+Jun+2017>>

2.3 Education and Training

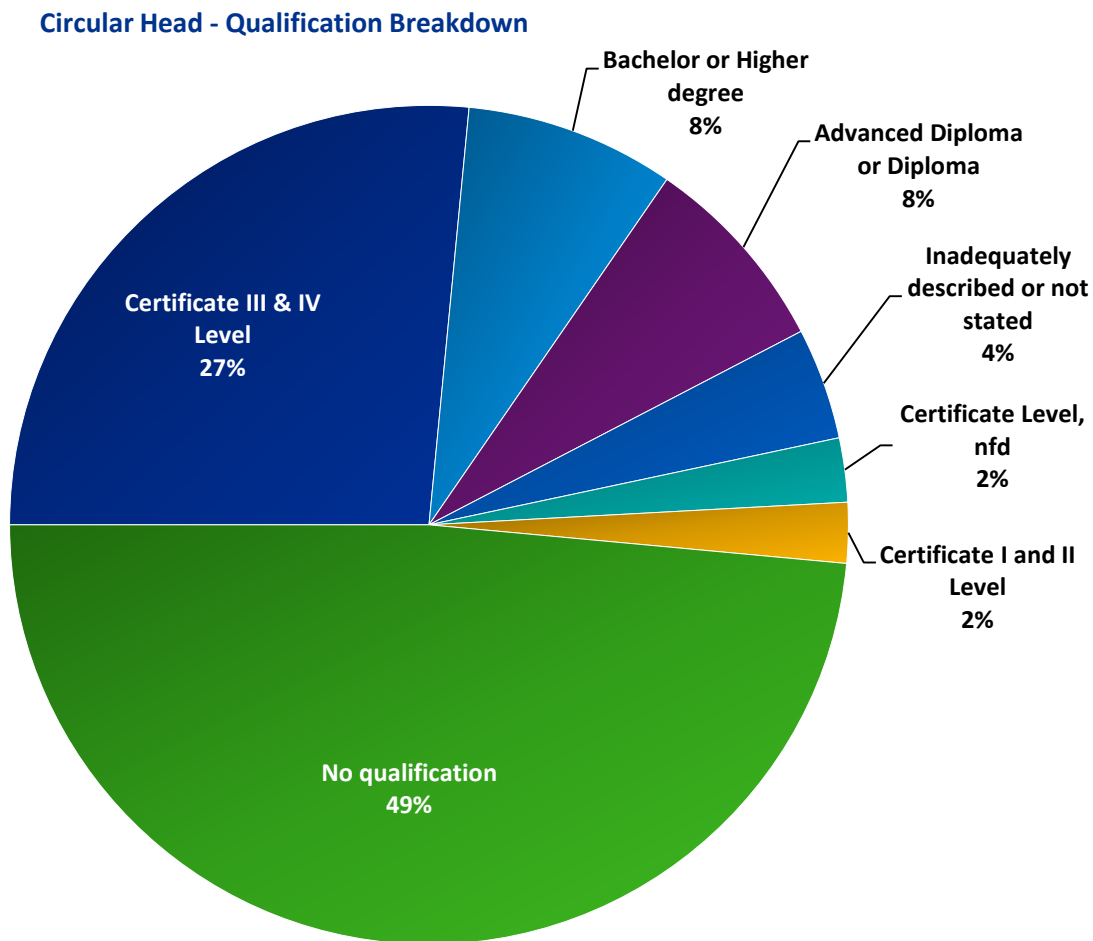


Income and education...emerging headlines

Certificate III and IV are the most common qualifications attained in Circular Head, followed by Bachelor or Higher degree and Advanced Diploma or Diploma.

Qualifications in the region

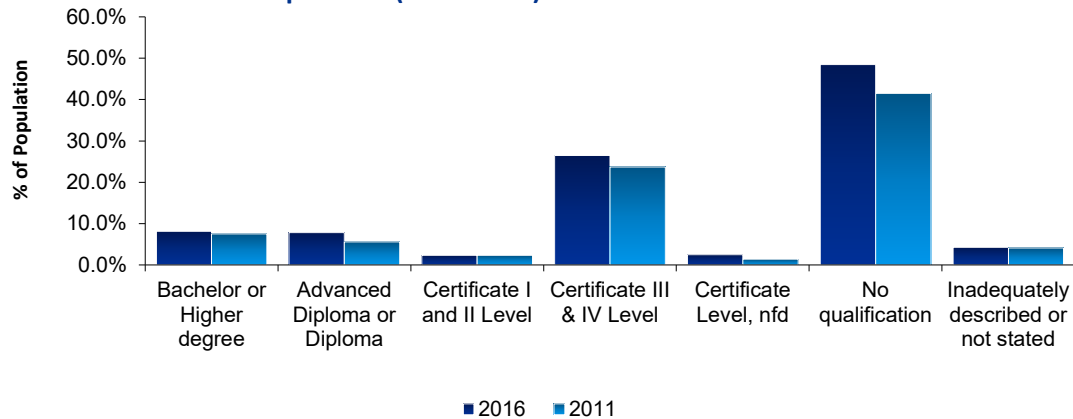
- More Circular Head workers have attained formal qualifications in 2016 compared to 2011.
- Approximately 10.4% increase in Certificate level III and IV
- The number of people holding a Bachelor or Higher degree and Advanced Diploma or Diploma also increased in Circular Head
- Employment skills courses aim to assist 'employability' as a foundation to getting a job



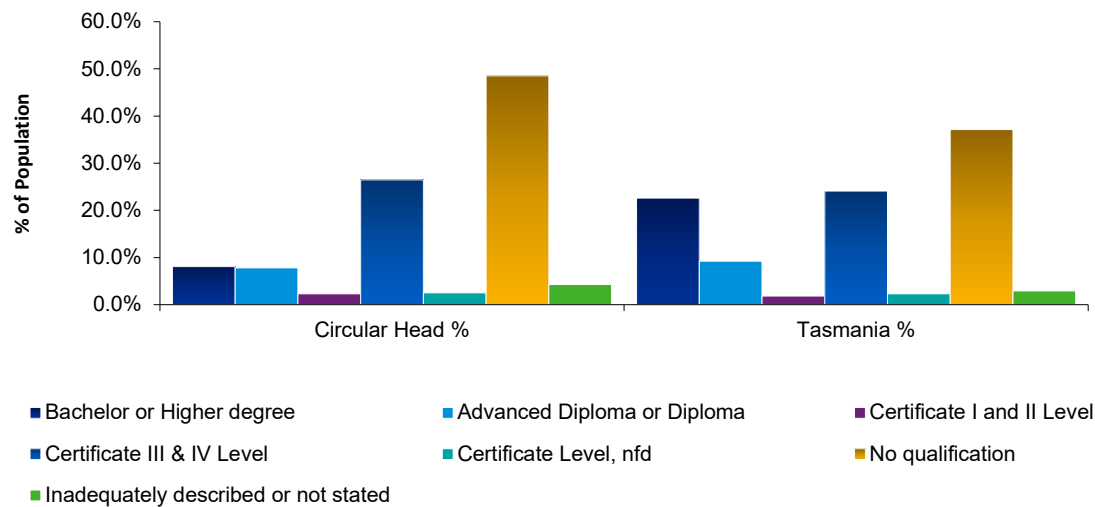
Education and Qualifications

Circular Head is showing positive signs of increased completion of formal qualifications compared to 2011. The number of people who held no qualification decreased, despite the percentage increase due to a reduced number of responses

Education undertaken in Circular Head as a % of Population (2011-2016)



Education undertaken in Circular Head and Tasmania as a % of Population

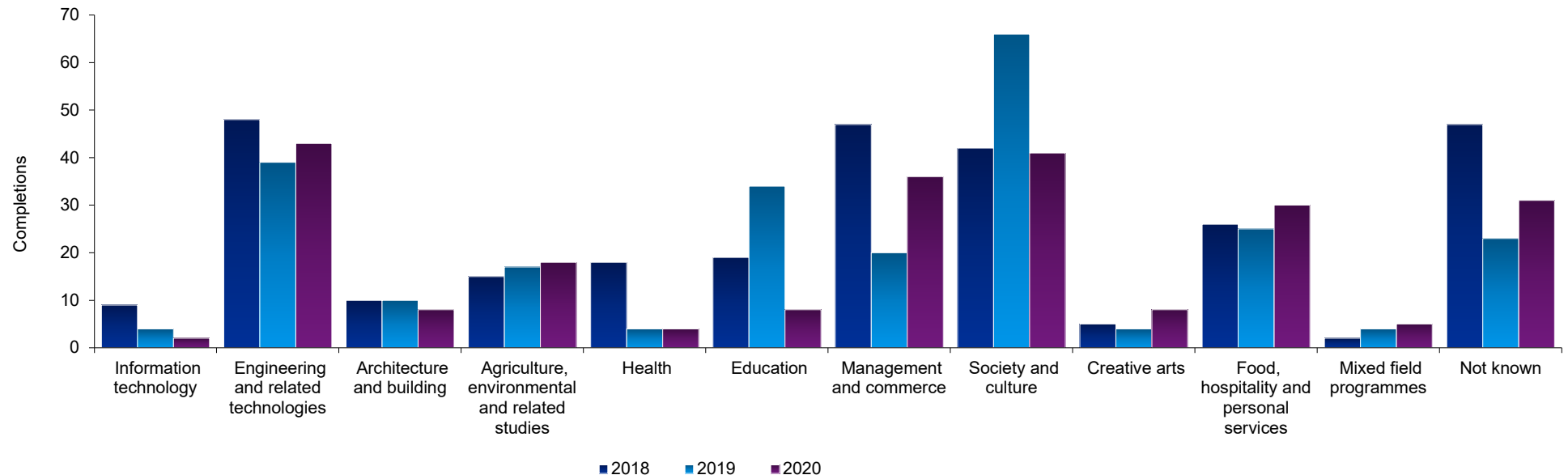


- 51% of Circular Head residents hold some form of qualification with 27% being accounted for by Certificate III & IV Level.
- Compared to 2011, Bachelor or Higher degrees, Advanced Diplomas or Diplomas and Certificate III & IV Level numbers have all increased.
- Circular Head has a higher percentage of residents with Certificate III and IV Level compared to Tasmania (26.5% vs 24.1), but has a much lower percentage of residents with a Bachelor or Higher Degree (8.1% vs 22.6%).

VET Completions

Society and culture, Management and commerce and Engineering and related technologies have been the most completed VET courses in Circular Head over recent years.

Circular Head VET Completions by Program Field of Education

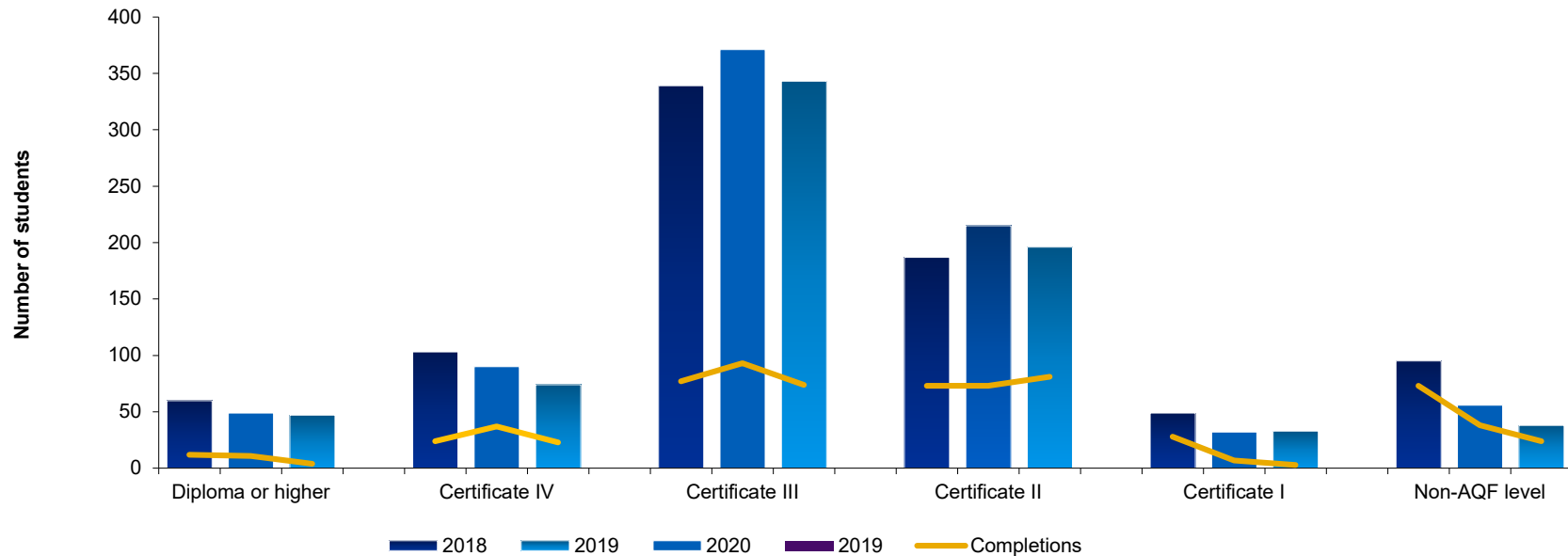


- Society and Culture had the highest number of total completions between 2018 and 2020 (19%) followed by Engineering and Related technologies (17%), Management and Commerce (13%) and unknown (13%).
- In 2020, Engineering and Related Technologies had the highest number of completions (18.4%) followed by Society and Culture (17.52%) and Management and commerce (15.38%).
- Agriculture, Environmental and Related studies and Mixed Field programs have been the only two programs to increase in completions year on year over the period.
- Overall, the total number of completions each year has trended slightly downwards since 2018.

VET Enrolments and Completions

Certificate III continues to be the most popular qualification in the region in both enrolments and completions. Certificate III makes up 44% of enrolments and 32% of total completions.

Circular Head VET Enrolments and Completions by Qualification level



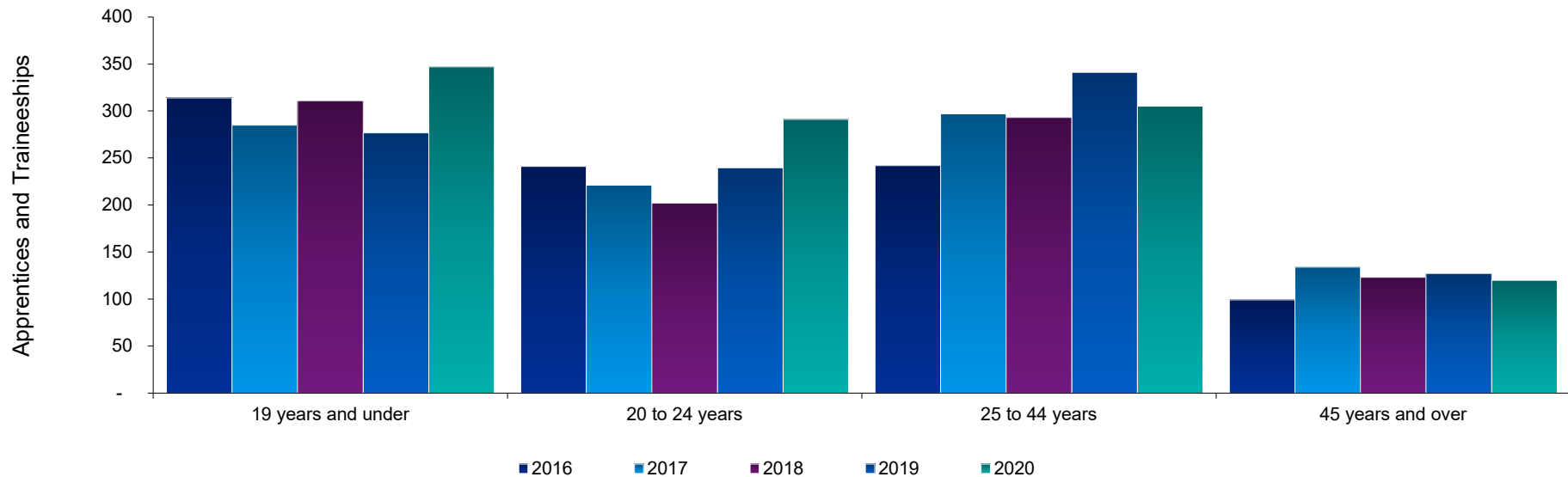
- Certificate III was the most commonly enrolled level in Circular Head making up approximately 44% of total enrolments. In 2019, 97 people completed a certificate III course, making up 36% of the total completions for the year. 32% of total completions between 2018 and 2020 were Certificate III.
- Certificate II was the second most popular qualification level based on enrolments at 25% and represented 30% of completions.
- Non-AQF only accounted for 8% of commencements but 18% of completions for the period.
- Certificate level IV (11%) Diploma or higher (4%) and Certificate I (5%) make up the remaining certificate level completions.

¹NCVER TVA program completions 2015-2020 Accessed 22/09/2021 <<https://vocstats.ncver.edu.au>>

Circular Head Apprentices and Trainees

Apprentices and Trainee numbers have increased across all age groups in Circular Head. 32% of apprentices and trainees in the region are 19 or younger.

Circular Head Apprentices and Trainees by age

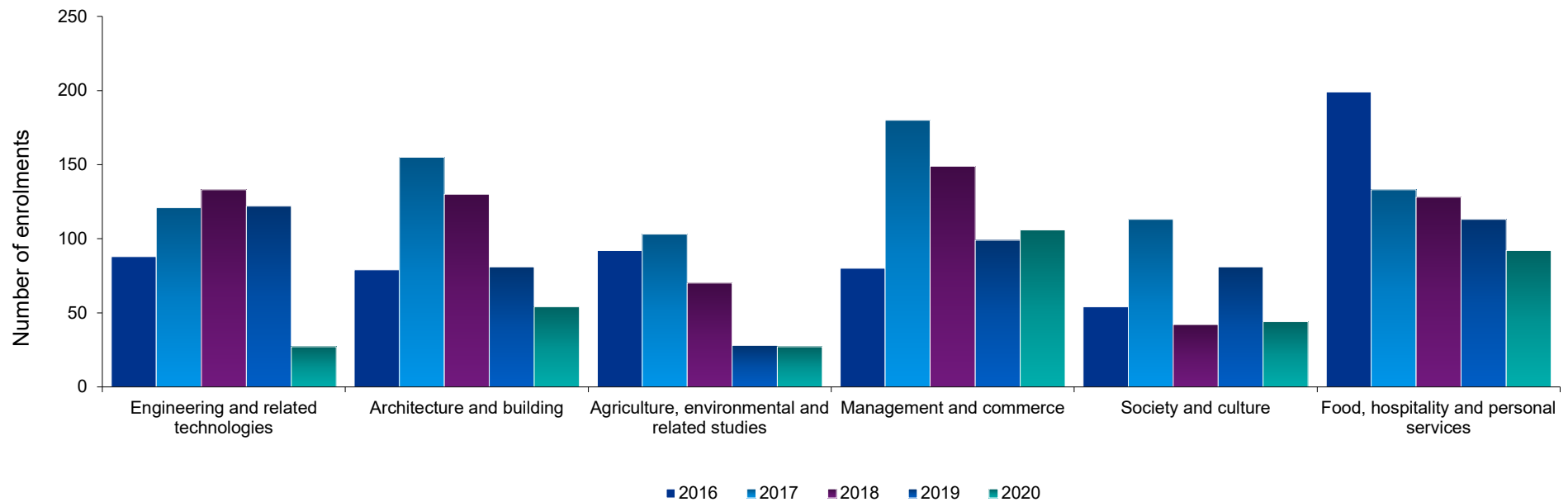


- The number of total apprenticeships and trainees has increased approximately 19% over the 2016-2020 period.
- The 25-44 year age bracket was the fastest growing over the period, growing by 26%, followed by 20—24 and 45+ (21%) and 19 and under (10%)
- 19 years and under makes up the largest proportion of apprenticeships and trainees in Circular Head (32%) followed by 24-44 (31%), 20-24 (25%) and 45 + (13%)

VET in Schools

Food, hospitality and personal services has been the most popular program field for VET in schools in Circular Head, followed closely by Management and commerce.

Circular Head VET in school enrolments



- Food, hospitality and personal services has been the most popular VET program in schools between 2016 and 2020 (21%) followed by Management and Commerce (19%), Architecture and building (16%), Engineering and technologies (15%) and Agriculture, environmental and related studies (10%). Information technology, Health, Education and Society and Culture make up the remainder of program enrolments.
- 2017 was the highest enrolment year for VET in school programs as a total, recording 916 enrolments across all programs. This number declined to 374 enrolments in 2020.

Australian School Based Apprenticeships

Circular Head business that take on an ASbA see 45% of students successfully complete the program. 55 businesses within Circular Head took an ASbA on in the 2010-2020 period.

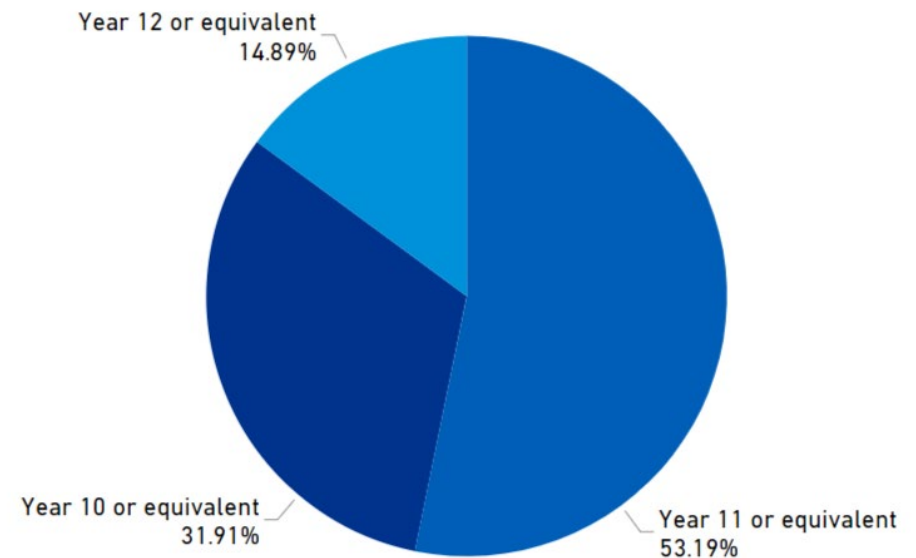
The Australian School based Apprenticeship program offers students the opportunity to engage in an apprenticeship while still at school (through grades 9-12).

- 55 ASbAs were engaged by businesses within the Circular Head Municipality over the 2010-2020 period (1.48% of total Tasmanian commencements for the period).
- 45.5% of these 55 ASbAs were completed – below the 65% completion rate across the state.
 - In 2014 the national completion rate across **all apprenticeships and traineeships** (including ASbAs) was 56.7%.

All 41 of the students who commenced an ASbA while at a school within the Circular Head municipality (all from Smithton High) undertook their ASbA with a Circular Head business.

- 39% of ASbA students from Circular Head identified as Aboriginal, the second highest proportion of Aboriginal students behind Flinders Island
- Behind Smithton (48.8% of students) Montagu and Stanley are the two most frequented ASbA workplace suburbs (both with 12.2% of students traveling there).

Circular Head Student Commencement by Grade



Figures exclusive of non-government school. Dataset obtained from Skills Tasmania and covers 1/1/2010 – 16/03/2020.

Australian School Based Apprenticeships

The majority of Circular Head ASbA students undertook a qualification in the Agriculture, Fishing and Forestry industries, with the most common qualification being agriculture related.

Agriculture, Fishing and Forestry (9 students) was the predominate industry bracket for Circular Head students undertaking the ASbA program over the period.

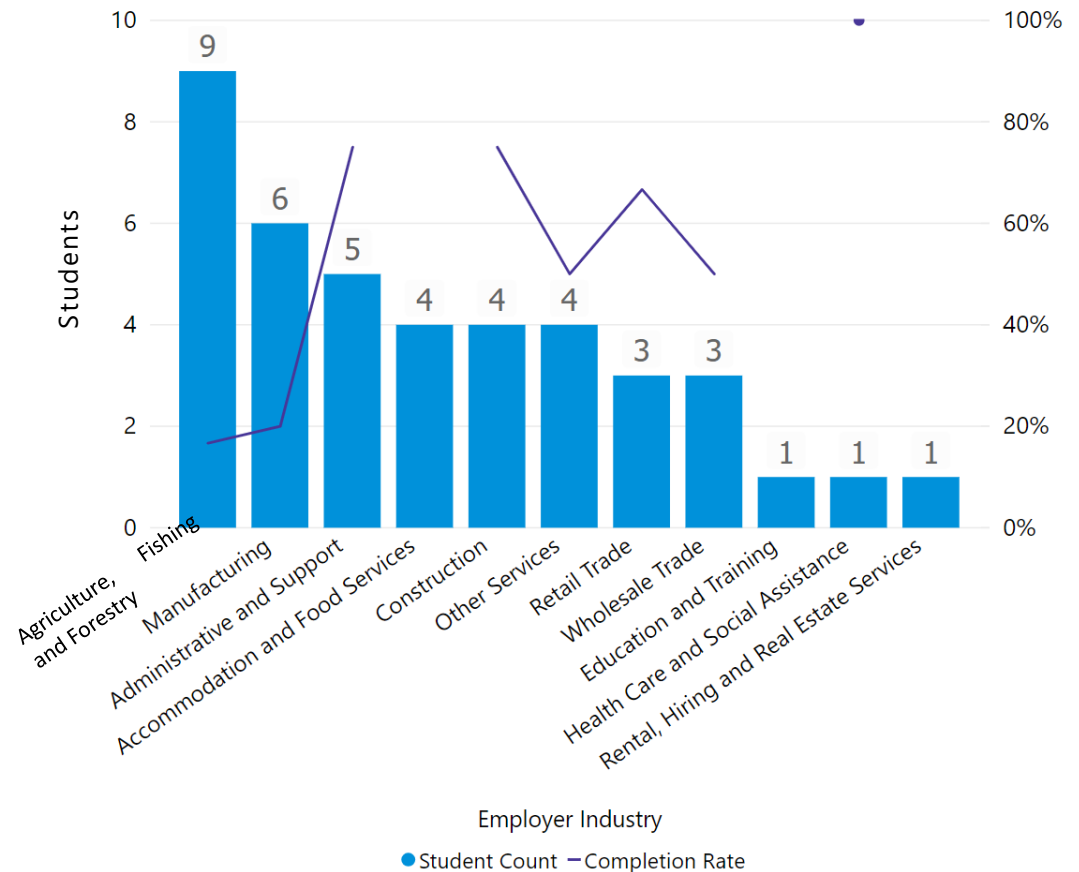
- State wide 'Food Services and Accommodation' prevails as the largest ASbA industry (55.9% of commencements). The majority of these ASbAs are with major food service chains (M^cDonalds, KFC, Subway).

Across the 11 industries engaged in Circular Head, 60% of students commenced a level II certificate, with the other 40% commencing a level III certificate.

- Completion rates across level II and III certificates were similar at 46.4% and 43.8% respectively.
- Agriculture (22%), Business (12%) and Automotive Bodyworks (7%) were the three most popular certificates undertaken by Circular Head ASbAs (irrespective of certificate level).

While completion rate varies significantly across industries (and due to small sample size) not all cancellations are associated with a poor outcome – with 12% of students cancelling due to 'Trainee has another job' and 12% 'Moving to a job in a different occupation'.

Industry Breakdown of Circular Head ASbA Commencements



Figures exclusive of non-government school. Dataset obtained from Skills Tasmania and covers 1/1/2010 – 16/03/2020.

Australian School Based Apprenticeships

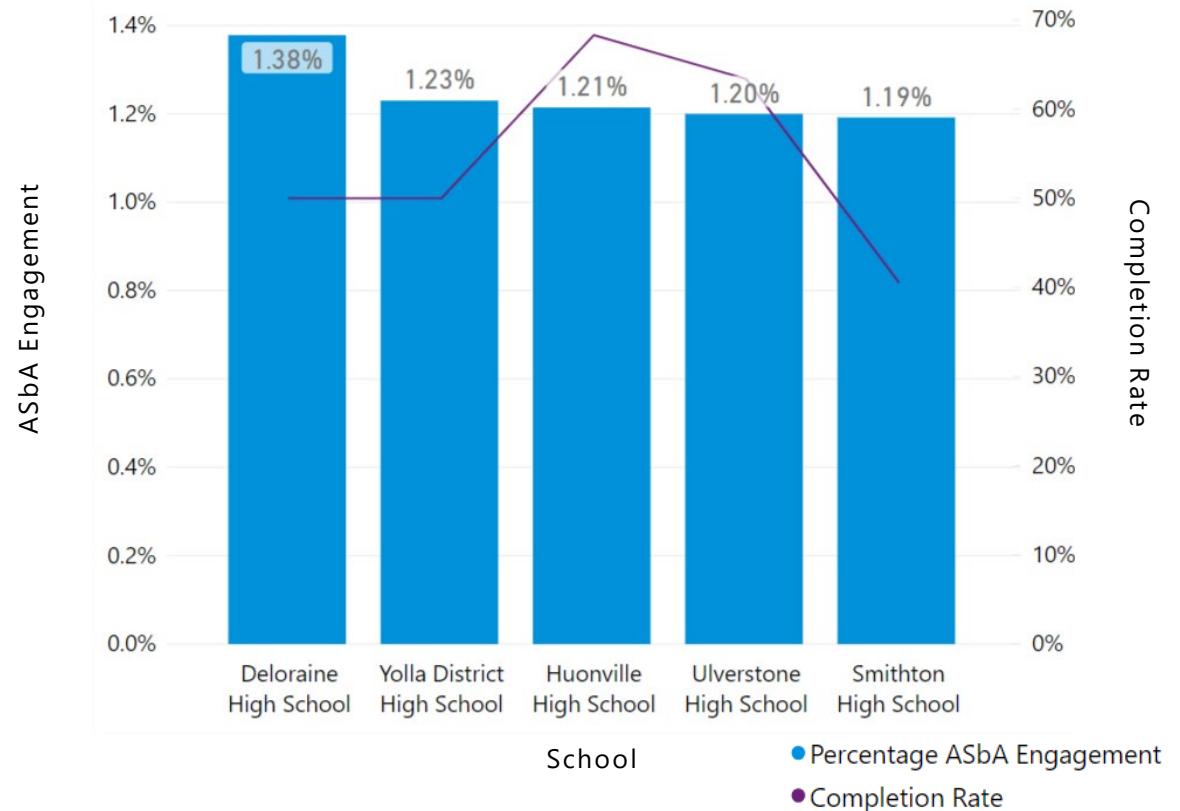
On average 1.19% of students¹ at Smithton High School commenced and ASbA over the 2010-2020 period². This figure is consistent with the 1.2-1.4% commencement rate across other rural high schools.

On average 1.19% of Smithton High School students commenced an ASbA over the 2010-2020 period². When contrast to other rural high schools this figure is consistent with the 1.2-1.4% range.

While Smithton High School is the lowest of the 5 schools in terms of completion rate (40.6%)³ it needs to be remembers that not all cancellations are associated with bad outcomes.

Aspects such as remoteness and travel time may also play a part in cancellations, with young adults not able to get their drivers licence until at least 17 years of age (grade 11).

ASbA Engagement Across Rural Schools¹



Figures exclusive of non-government school. Dataset obtained from Skills Tasmania and covers 1/1/2010 – 16/03/2020.

¹ ASbA enrolments are generally only available to students in grade 10, 11 and 12, some exceptions are granted to grade 9 students. The figure quoted here is across all students grade 7-12.

² In leu of total student data over the 2010-2020 period - ASbA commencements over the period were converted to yearly average and divided by the total student count for 2020 (for each school).

³ Completion rate here is quoted as 40.6% as it is by school at commencement, not by workplace at commencement, as previously quoted.

Australian School Based Apprenticeships

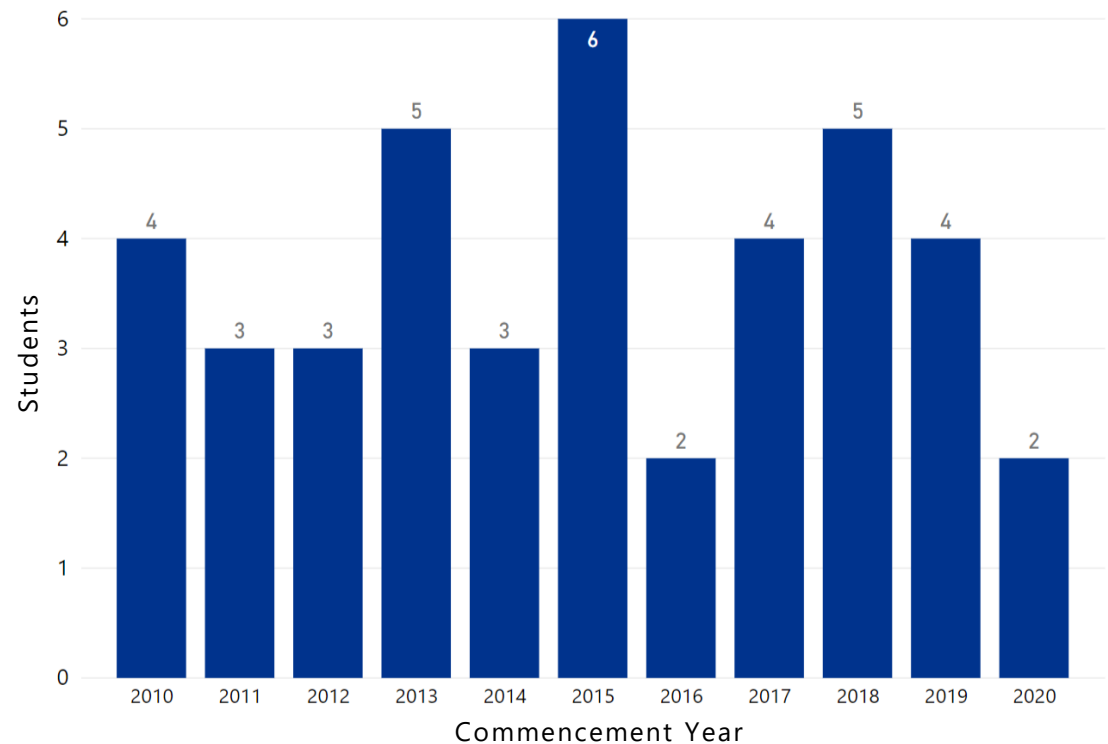
ASbA Circular Head commencements vary year-on-year, with the average being 3.7 students per year. Dedication of resources to aide the stakeholder management process and awareness of the program could aide in increasing numbers.

ASbA commencements by Circular Head students varied over the 2010-2020 period, with the average commencement rate being 3.7 students per year across the period. When assessed from the perspective of commencements by workplaces the trend is similar however the average is higher at 5 students per year, noting that 14 additional students commence at Circular Head workplaces from other regions (predominantly Burnie).

Variation in commencement numbers may in part be due to the limited resources available to the ASbA project management team, with each ASbA contract requiring coordination of multiple stakeholders. A hurdle which could be overcome with help from the Circular Head Council and applicable jobs hub.

There is available scope to not only boost commencements within the Circular Head region, but also to boost diversity with industry engagement, and to assist ASbA students in their progression from qualification to career.

Breakdown of Circular Head Yearly Commencements



Figures exclusive of non-government school. Dataset obtained from Skills Tasmania and covers 1/1/2010 – 16/03/2020.



2.4 Workforce skills and requirements

Preliminary estimate of workforce requirements by 2024

Official forecasts to point to some jobs growth out to 2024, but according to stakeholders on the ground, their need for workers right now is dire and demand will be much greater than these forecasts, all else being equal.

Tasmanian Employment Projections (May-2019 - May-2024)		West and North West Coast				
Industry	Circular Head (2018/19)	Employment (May-19)	Employment (May-24)	Growth #	Growth %	Circular Head 5 year Growth #
Accommodation and Food Services	222	3,282	3,302	20	1%	1
Administrative and Support Services	61	1,383	1,426	43	3%	2
Agriculture, Forestry and Fishing	1,202	4,914	5,238	324	7%	79
Arts and Recreation Services	16	609	652	42	7%	1
Construction	268	3,824	4,023	199	5%	14
Education and Training	256	3,740	3,891	151	4%	10
Electricity, Gas, Water and Waste Services	11	467	481	13	3%	0
Financial and Insurance Services	43	639	649	10	1%	1
Health Care and Social Assistance	231	6,740	7,379	639	9%	22
Information Media and Telecommunications	10	246	216	(31)	(12%)	(1)
Manufacturing	637	5,092	4,924	(168)	(3%)	(21)
Mining	92	1,517	1,492	(25)	(2%)	(1)
Other Services	119	1,949	2,008	59	3%	4
Professional, Scientific and Technical Services	84	1,371	1,426	55	4%	3
Public Administration and Safety	97	2,661	2,879	219	8%	8
Rental, Hiring and Real Estate Services	30	632	573	(58)	(9%)	(3)
Retail Trade	289	6,077	6,348	271	4%	13
Transport, Postal and Warehousing	116	2,776	2,614	(162)	(6%)	(7)
Wholesale Trade	117	1,203	1,267	64	5%	6
Total Industry	3,901	49,121	50,787	1,666		131

Strength in dairy aquaculture is likely to see job growth in agriculture

Government stimulus and increasing retail trade should result in more jobs in construction

Nurses, carers, support workers likely to be needed

Automation in this sector may reduce the need for staff

A shifting force to shop local may drive an increase retail jobs

Estimates suggest Circular Head will need around 131 additional jobs by 2024

13. Labour Market Information Portal, 2019 Employment Projections - for the five years to May 2024, accessed 13/04/2021, <<https://lmip.gov.au/default.aspx?LMIP/GainInsights/EmploymentProjections>>

What we heard..... local employers need staff

Informal polling of workshop attendees point to a disparity between the 'official' forecasts and the workforce needs on the ground now, and into the near future. While this was not an all encompassing poll...

Enterprise or Industry	Staff needed now	Staff needed in the near future	Total staff needed	Labour required
Ta Ann	25		25	General
Dutch Mill Irrigation + Dairy Solutions	8	12	20	General, logistics
Greenham	2		2	Fitters & welders, electrician
CHCCS	20	60	80	General
Saputo	6		6	Qualified childcare cert III or Dip/Bach
Stanley Hotel and Co	8	4	12	General
Time Out	5	15	20	General, 1 Chef
Dairy Industry in CH	4		4	General, 1 baker/pastry chef
Grange Resources		200	200	General, management, seasonal
Britton Timbers	3		3	Management, skilled professionals
UPC Renewables	3		3	Skilled, accounts payable, truck driver & forest manager
Clark Windows		60	60	Skilled, construction
CHCS	2		2	General, will train
Emmerton Park		1	1	Skilled, maths/science teacher
McCain Smithton	5	5	10	General
Circular Head Council	20		20	12 General, 8 skilled trade staff
	1		1	Trainee
Total	112	357	469	

Ta Ann are trying to keep up with demand, but struggling to find staff

Greenham struggle with staff retention and anticipate needing staff constantly

The dairy industry is anticipated to struggle to keep up with the demand from corporatisation

Assumes DA is approved and does not include 350 construction jobs

Whilst McCain is looking to employ now, they know automation will cost some jobs going forward



3. Consultation data



3.1 Community Workshops

Current situation

What are the key workforce issues currently facing Circular Head?

Frequently heard

- Large numbers of people needed that can be provided training/skills
- Smaller numbers of people needed with high/ specific skills
- School system failing in Circular Head to prepare youth for the job market
- Current RTO's are not in line with skill sets required in the region
- Unclear pathways from school into the workforce
- Lack of soft skills when people enter the workforce
- Shared services with other surrounding councils seem to not benefit Circular Head
- Lack of work ethic in young employees
- Housing shortage / housing affordability is a major issue in the area
- Industry provided training is well regarded
- Many employers cannot find an adequate supply of staff
- Youth leaving the region for job /study opportunities
- Poor workplace attendance
- Youth not 'job ready' lacking basic presentation skills and workplace awareness
- No local transport options within the community, creating heavy reliance on drivers licenses and own car

Sometimes heard

- Intergenerational unemployment where certain families have never participated in the workforce
- Lack of local training options that are of interest
- Intergenerational discrimination
- Lack of industry capacity to provide training
- Focus on academic performance and not vocational training, where the majority of jobs are
- Lack of adult education available in the region
- Poor community retention in the area
- Local childcare centres are at capacity
- Substance abuse effecting unemployment/ job performance
- No previous action/ co-ordination/ communication for workforce planning for the entire community (the dairy industry has conducted some workforce planning)
- A focus on academic output over trade and vocational education
- School curriculum not in line with providing skills for required industries in the region
- Lack of allied health services easily available in the region
- Welfare dependency for a small section of the community who do not want to work
- Lack of interest in traditional career pathways associated with the region

Current Situation

What progress is being made on any workforce planning and development initiatives in the region – what has worked well and what hasn't etc?

What has worked well

- | | |
|--|--|
| <ul style="list-style-type: none">• Science Week• TMEC• Private training providers• Christian school system for younger employees | <ul style="list-style-type: none">• Digital Hub• Bridges out of poverty• Blended learning model• PLS scheme |
|--|--|

What has not worked well

- | | |
|---|---|
| <ul style="list-style-type: none">• Public school system• Retaining youth• TasTafe• Business Hub• Burnie hubs | <ul style="list-style-type: none">• Push for academic output over vocational education• Underutilised trade training facility• Pathways from school into the workforce• Burnie based job providers• Burnie based training providers |
|---|---|

What are the challenges facing disadvantaged groups (youth at risk, disability, indigenous, long term unemployed etc.)?

Regularly heard

- | | |
|--|---|
| <ul style="list-style-type: none">• Substance abuse making it difficult to get/hold a job• Welfare dependency making workplace participation unappealing for some• Lack of transport in the community makes it difficult for those without transport to get/keep a job• The Circular Head region is not seen as materially worse off than other parts of the state. | <ul style="list-style-type: none">• Intergenerational unemployment making it unlikely those within the family will seek employment• Intergenerational pressures to not succeed• Intergenerational discrimination against some families/ surnames in the community• Education / access to education due to intergenerational pressures/ transport |
|--|---|

What are the solutions we're looking for?

What broader changes do you see occurring over the next 5-10 years?

Regularly heard

- | | |
|---|--|
| <ul style="list-style-type: none">• Increasing size and capacity of every industry in the region• Technological advancements, changing the skills required for employees• Ageing workforce as the population ages and youth leave the region• Increased population• Flexible working arrangements• Renewables industry entering the region• Social changes in the demographic of the region• Re-opening of international borders | <ul style="list-style-type: none">• International workforce in Circular Head to supplement people shortage• New industries entering the region• Risk of burnout in the ageing workforce• Depletion of local resources (people, housing, skills etc)• Corporatisation of dairy farms• Increased tourism in the region as travel habits change• Primary industries automation changing job skills• Increased investment in dairy farms to increase capacity /production |
|---|--|

What are the solutions we're looking for?

What ideas do you have to address the workforce issues in your region in the short term (next 6-12 months); medium term (1-3 years) and long term (+3 years)

Short term

- Retaining visa holders to stay in the region
- Retention of current employees in the region
- Succession planning in businesses and the community to upskill existing staff to take over
- Increasing accommodation options/ affordable housing
- Promotion of pathways from school into the workforce
- Career pathway and planning days with schools
- Bring in more international workers to fill workforce shortages
- Trade taster days in the schools and community
- Job redesigns to cater to the skills people already have
- Promotion of VET courses in schools and the community
- Workers' accommodation to make coming to region more viable
- Mapping of jobs required in the region to understand shortages

Medium Term

- School engagement with industries to create pathways and awareness for school leavers
- Town planning for both housing capacity and industry expansion
- Increasing accommodation options/ affordable housing
- Increased numbers of international workers to supplement local shortfall of people
- Businesses sponsoring temporary visa holders
- Job redesigns to cater to the skills people already have
- Increase options for adult literacy and numeracy education
- Lobbying for changes to permanent visas application processes
- Shared services between employers and industries
- Actions to keep international workers in the region
- Succession planning in businesses and the community to upskill existing staff to take over
- Create a transport within the region to reduce reliance on drivers licenses
- Small business funding to take on trainees and apprentices
- Flexible working arrangements to attract employees
- Repurpose empty infrastructure into accommodation

Long term

- Action for better education outcomes in the region, numeracy, literacy and ICT
- Promotion and education of career pathways in the region
- Increasing accommodation options/ affordable housing
- Recreational, social and cultural infrastructure to entice more people into the region
- Active retention of the existing workforce in the region
- Retirement estates / facilities to free up local housing
- Marketing of the community as place to live/move to/raise a family
- Reduce dependence on primary industries to diversify output and attract new residents into the community



3.2. Education providers

Education and Training. . . some of what people are saying



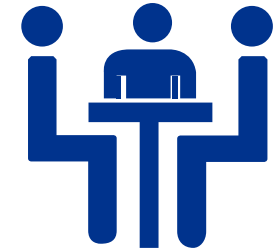
The study engaged with many stakeholders through a variety of approaches including workshops, a survey and other one-on-one meetings. With respect to education and training, several key points emerged from those discussions...



Smithton High School has around 340 students across year 7-12 and has 31 teachers out of the 63 staff, with the rest of the staff being made up of various support roles from teachers aides to maintenance staff. Smithton High has offered year 11-12 well before it was adopted as broader policy over the last few years.

- Approximately 34% of the students identify as indigenous/ Torres Strait Island. The school's ICSEA score places it in the bottom two-quartiles in terms of disadvantaged students.
- The school has its own workforce issues, struggling to attract some teachers into the region, particularly in specialised skills, such as maths, which is echoed around the state.
- There has been a historic issue of higher turnover as graduate teachers use the school to be employed on short term contracts as a pathway to securing a permanent position elsewhere.
- The Department is able to provide subsidised housing rent (\$50/ week) for teachers requiring housing in the region. This has been provided for over 30 years.
- The schools performance is comparable or in some instances above the performance of similar schools and the state, based on various performance metrics such as, but in no way limited to NAPLAN. The MySchool site provides some insights into school performance. The performance trends over time have been favourable.
- Since the Government stopped funding careers counsellors, this is something a number of senior leadership have picked up off the side of their desk, but is not ideal. The last funded Pathway Planner was in 2013 for 0.6 FTE over several schools, providing 1 day per week to the school.
- The school has 16 students currently enrolled on ASbAs. It facilitates work experience for students at the end of year 10 and work placements for year 9 and 10 students for 1-2 days per week over defined periods with employers. This generally relies on the school to drive this initiative.
- The school works closely with Hellyer Regional Collective to coordinate VET in school programs on the same days. Out of the 65-70 students in year in any year, around 50% will stay on at Smithton High and 50% will go to Hellyer.
- The Trade Training Centre is a great asset. It mainly offers courses in construction, automotive and hospitality, but cannot offer automotive this year because of not being able to source a trainer. It is running course in engineering this year, as a trainer was available. Courses in aged care and community services have been run in the past.
- Communication with TasTAFE has been generally quite poor, but TasTAFE is now conducting training back on site and is showing some improvements in accessibility and responsiveness.
- Virtual Learning Tas (VLT) is being run by the Department for years 11-12. It works best for students doing Level 3 ATAR course who can study independently.
- Inter-generational unemployment impacts on some students who have become accustomed to their families relying on government support and have no aspiration to succeed at school or career at this time.
- In addition to the issues around allied health support in the region, the school emphasised the lack of mental health support services in the region, commenting that the school based counsellors and support staff are stretched thin. It has a social worker (0.4) and a psychologist (0.4) to service the primary and high schools.
- The region is deficient in terms of access to GPs and there are long wait times to get into see other allied health and mental health support services.

Education and Training. . . some of what people are saying



The study engaged with many stakeholders through a variety of approaches including workshops, a survey and other one-on-one meetings. In respect to education and training, several key points emerged from those discussions...



The CHCS was established in 1985 and is now a part of the Christian Education National Network. Its formation was driven by the community, feeling that an alternative was needed to the public school option. There are 9 other schools in Tasmania that are part of the same network.

- CHCS has 54 staff and 235 students spanning Primary (K-5), Middle (6-9) and College (10-12). The school has been larger (72 staff and 382 students), but an optimum size would be 280 students to ensure best service and care can be provided. The formation of the three sub-schools was made in 2005, and updated in 2017 to the College restructure to amplify the belief that year 10 is not the last year, but rather the commencement of the final three years of school based education.
- The school is governed by a local Board that comprises parents and members of the business community. This provides a good connection between the education and industry sectors.
- The CHCS experiences its own workforce challenges – sourcing relief teachers, attracting staff who are active Christians, sourcing TAE accredited trades teachers.
- The CHCS delivers VET programs 1 day per week with 9 TAE trained staff, covering Cert II in Sport and Recreation, Business, Creative Industries, Hospitality and Tourism. The Pre-Apprentice program runs short-short courses for White Card, Working at Heights and related skills based units of competency. For example, next term, a program will be run with the UTAS AMC covering ship safety, firefighting on vessels etc. This recognises the strong interest students have in the aquaculture industry
- The CHCS Trade Training Centre offers hands-on training aquaculture, agriculture, horticulture hospitality, the latter utilising a fully commercial kitchen and café.
- The school has 6 students currently enrolled on an ASbA and at least 5 are scheduled to commence their ASbA next year. This represents 22% of the 49 students College students that are eligible to commence ASbAs. It is important to emphasise that ASbAs are not seen by the CHCS as an option for disengaged students. It is positioned as a pathway for all students.
- The school also offers voluntary work placements to support students who are disengaged and at risk in an endeavour to support them into a career path.
- Housing and transport are issues for the region. One family left the region to move to Deloraine in order to find a home. The growth in the demand for, and acceptance of 'tiny homes' should be considered as part of the housing solution for the region.
- Students with a disability can apply to attain a Tasmanian Certificate of Achievement, rather than be required to attain a TCE. Local business could do more to provide employment for people with a disability. There is no dedicated disability employment enterprise in the region such as Self Help or Oak Possability.
- International seasonable workers are filling an important gap, but this is temporary and not materially assisting the region with much of their earning repatriated to families overseas. There is a growing Nepalese community, which is no more settled, along with Filipinos and Pakistani, indicating the region is becoming more accepting of other cultures.
- The Study Centre can be a valuable addition to the region and be central point for coordination of training courses. It needs to be more than a portal and also mentoring and advice to trainees as far as possible.

Education and Training. . . some of what people are saying



The study engaged with many stakeholders through a variety of approaches including workshops, a survey and other one-on-one meetings. In respect to education and training, several key points emerged from those discussions...



UNIVERSITY of
TASMANIA

- UTAS has established a new State-wide Regional Partnerships Team of 6 staff, pre-dominantly based in the North-West with 1 specific role based on the West Coast It is set as a proof of concept and if successful, may expand in scale and reach. The two main strategies are:
 - To mobilise UTAS resources and improve connections with the regions, and
 - Improving access, participation and equity to break down the 'first in family' stigma of pursuing higher education.
- This is not about 'selling' UTAS. Rather, it is about increasing student awareness of skills needed for the future. This work is being undertaken collaboratively with other education providers including TasTAFE. UTAS's involvement in Science Week in Circular Head is a good example of the way the team can mobilise.
- The relocation of the Cradle Coast campus to a higher profile, more accessible site in Burnie aims to attract more students. The new site is closer in proximity to businesses and the Burnie CBD and contains modern, state of the art facilities that provide the opportunity to deliver an expanded range of courses including nursing, engineering and business and allied health.
- An OEM Hub in Burnie aligns with the engineering and business focus area and will be exclusive to the North West.
- Traditional pathways through UTAS are being augmented by shorter Associate Degree. There is also a trend to micro-credentialing – short courses targeting specific skills.
- UTAS Associate Degrees are still a comparatively new offering and their learning style blends theory and hands on work so students are essentially job ready. The courses do work with industry in the design and delivery (where possible) of the courses and also incorporate real world issues/tasks as part of the course work. These are shorter than a Bachelor Degree and in some ways, are seen as an alternative pathway to a VET certificate, but there is the opportunity to articulate from some courses into a bachelor degree.

Education and Training. . . some of what people are saying



The study engaged with many stakeholders through a variety of approaches including workshops, a survey and other one-on-one meetings. In respect to education and training, several key points emerged from those discussions...

STUDY CENTRE CIRCULAR HEAD

- The Study Hub West Coast commenced in 2019 in Zeehan (in a disused Scout hall) with \$2.5M of Federal funding over 4 years through the Regional University Centres Program.
- Its main purpose is to provide a place to learn, study and provide academic and wrap around student support for students undertaking VET, university studies and training.
- Since commencement the Study Hub has provided services to 800-900 students on the West Coast.
- In July 2021 the funding deed was varied to allow the Study Hub to open a second premises in Smithton at the Agri-Tas building.
- Study Centre Circular Head is configured to provide spaces for private learning, small group learning and larger classrooms. It is open from 8:00 a.m. to 11:00 p.m. 7 days per week, with access controlled by a security fob. Free wi-fi and VC facilities are available for the growing demand for on-line learning as well as face to face engagement with lecturers, trainers and staff.
- The target cohort, as per Regional University Centres Program mandate are post-secondary learners , but some discussions have occurred about potentially allowing year 11-12 learners as well.
- Currently there are eight learners registered at the Circular Head campus –doing undertaking university and four undertaking VET. According to ABS statistics, 493 students in Circular Head are enrolled in a university degree form universities all over Australia and an unidentifiable amount of students studying vocational education and training through registered organisations Australia wide.
- In addition, and due to a clear gap in the market in Circular Head, the Study Centre has facilitated the delivery of short course training to a number of participants. These courses are usually fee for service; the students or their employers pay the Study Centre to attend, and the Study Centre pays the RTOs to deliver the training. Many of the training initiatives are outside of the 'box' to offer solutions to industry for skills shortages and upskilling.
- The Study Centre could be the central point for coordination and information about training. An upcoming training calendar is being developed on the website. Training will be delivered in collaboration with the Trade Training Centres and the Library.



3.3. Jobs and Industries

Jobs and industries. . . what some major employers are saying



The study engaged with many stakeholders through a variety of approaches including workshops, a survey and other one-on-one meetings. In respect to jobs and industries, several key points emerged from those discussions...



We spoke to McCain Foods, specifically in relation to their Smithton site, a long standing and major employer in the area.

- Currently, McCain employ approximately 115 people at the Smithton location, and are currently seeking to employ up to 20 people (17 production staff – unskilled and 3 trade staff – skilled).
- McCain are beginning to offer Graduate & Internship Programs in an effort to encourage young people to build relevant skills within the business and develop into future McCain Leaders
- We heard that McCain has had between 60-70 applications for the roles they are currently advertising for the unskilled production roles at the Smithton plant.
- However it is a difficult task for them to find qualified tradespeople, recently taking 12 months to source one suitable electrician.
- Around 90% of the workers at McCain, Smithton are on a shift work schedule, which can be a barrier to sourcing employees for their workforce.
- McCain currently have 7 apprentices and 1 graduate.
- McCain are aware of the effects of automation in the industry and anticipate that over the next 5-10 years there will be a greater focus on their workforce having stronger digital literacy skills.
- Discussions with similar businesses in the region, including Greenham, Simplot and Fonterra suggest they are all facing similar issues.
- Retention rates are good at McCain, who are mostly retiring after many years with McCain or are leaving the region completely. They have just had an employee celebrate 50 years of service.

Emmerton Park is a major employer in the area.



- Built in 2008, Emmerton Park provides residential aged care, outreach home care and independent living services. It has 110 staff to care for its 61 residents and those in 77 independent living units.
- Turnover is low but the workforce is ageing. It is expected that 40-50% of the workforce will retire in the next 5-10 years.
- Other workforce challenges are sourcing people to work in a sector that is not inherently attractive to many.
- Emmerton Park is continually advertising for jobs and will be offering 8 apprenticeships each year.
- There is a good connection to the schools and initiatives such as volunteering, come and try and work placements are used to attract younger workers and raise awareness of this career option.
- The RTOs (TasTAFE, Work and Training and AETS) all travel to the region to deliver training.
- The peak body ACSA has a New Directions Workforce Planning and Development program and the sector Jobs Portal is still operating to list jobs and connect with job seekers.
- Looking forward, the opening of a new wing will require a 10% increase in workers, approximately 10-12.
- Dedicated career/ pathway planners in schools would be welcomed, along with increased take up of ASbAs in this sector and ongoing and improved connection between the needs of this industry sector and the schools.

Jobs and industries. . . what some major employers are saying



UPC\AC Renewables AUSTRALIA

- UPC\AC Renewables Australia is working through a process to develop wind farms at Robbins Island and Jim's Plain. The wind farms will comprise up to 153 turbines across the two sites generating up to 1140 MW. By comparison, Woolnorth is rated to generate 140 MW from its 62 turbines.
- At an estimated capital cost of up to \$1.5B over 5 years, this will be one of the single largest private sector developments in Tasmania's history.
- The estimated construction workforce, required from early 2023 (subject to project approval) will be up to 350 personnel comprising skilled trades, labourers, and specialists in various fields chiefly engaged by a Principal Contractor.
- The ongoing operational workforce of 50-60 will be mainly people with electrical and/or mechanical skills/trades, with additional specialists in fields such as safety and environmental management.
- Provision of accommodation is envisaged to be a major issue. Consideration is being given to semi-permanent "camps" as seen in remote mining operations, which could then be re-purposed after construction is complete.
- Sourcing labour for both capital works and ongoing operations is another topic being given careful consideration. UPC\AC is conscious of not attracting labour from existing employers in the region who are already stretched to source workers.
- UPC\AC has been supporting Hellyer College in the development of a new Certificate II in Electro-technology (Sustainable Energy) qualification. In its first year, an estimated 15-20 students are undertaking this course, which will include field trips to renewable energy sites and some work experience.
- The Burnie Training Hub is administering the Energising Tasmania Training Fund to promote this career pathway.
- Other potential major renewable energy developments are being considered by the likes of Epuron and West Coast Renewable Futures for locations such as Port Latta, Hampshire and Guildford.

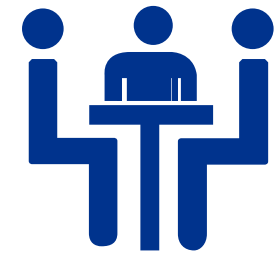
CLARK WINDOWS

- Clark Windows has 74 staff state-wide, with 55 of those based in Smithton. It's focus is aluminium window manufacturing, powder coating and distribution, for installation for the domestic market.
- It currently has 10 apprentices – 7 school leavers and 3 adult apprentices and aims to take on one new apprentice each year. There is a great emphasis on on-the-job training.
- Training of apprentices in the glass industry through the RTOs can be a challenge as it is delivered by TasTAFE in Hobart in blocks.
- There is no basic training available in the region for core requirements such as OHS, manual handling, first aid and working at heights etc.
- The region is struggling for employees due to lack of affordable housing options. School leavers also often want to leave the region.
- Other key issues are no public transport and inter-generational unemployment.
- There could be more opportunities for the schools to interact with industries through work experience, site tours etc. This can increase the profile of businesses in the student communities.
- When Murray Goulburn Classic Foods at Edith Creek closed down, a jobs fair was conducted and Clark Windows picked up 4 workers.
- More needs to be done to promote Circular Head as a place for families to live and the region needs to be more open to development and change. It is quite conservative and resistant to change.
- Going forward, the business could easily expand with two more staff now.



3.4. Employment Intermediaries

Employment intermediaries. . .some of what people are saying



- MEGT and MAS are the Apprenticeship Network Providers (ANP's) who service operating in Tasmania and servicing the Circular Head region
- MEGT have advised that there has been a rise in Apprenticeships and Traineeships in the region over the past 6 months with the Dairy industry being prominent.
- Other local business that take on small numbers of apprentices or trainees on a regular basis include Greenham, Britton Timbers and Clark Windows and Emmerton Park. For these businesses, the wages subsidy is not a key influence in their decision to take on apprentices.
- Issues we heard employers are facing were that there is an issue finding suitable apprentices, lack of interest in advertised positions and time wasting applications to serve Centrelink payment criteria.
- There is an issue finding sufficient trainers and assessors in the region.
- Small class trainings cost more money per head, which can result in the delivery of training programs being less viable and therefore not offered.
- Lack of local training options creates several barriers, including lost productivity from employees having to travel outside of the region for periods of time incurring costs to the businesses. This travel may also cause issues depending on a trainees personal circumstances, such as being a single parent or not having a reliable method of transport.
- There was a general feeling that apprenticeship/traineeship completion rates are lower in the region, however a number of these may be due to the factors mentioned above.
- MEGT does promotional work through schools to raise the profile of apprenticeships as career pathway.
- There could be improved collaboration with the Job Actives to source apprentices from that pool of clients.



- Salvation Army Employment Plus is the main Job Active provider of Job Active provider in the Circular Head region, being the only one of 4 with office space and 2 FTE dedicated to the region
- Job Actives are a 'welfare to work' program aiming to assist people into work, in close collaboration with industry. Unemployed potential workers are classified by Centrelink as Stream A: Job ready and able to work; Stream B: Some barriers such as transport, long term unemployment, and; Stream C: More complex backgrounds such as homelessness, substance abuse, poor mental health or former prison inmates. Some changes will occur in July 2022, with Stream A managed through a digital platform
- At this point, Circular Head has 31 Stream A, 31 Stream B and 6 Stream C on their records and a further 42 people who have no participation requirement due to medical barriers, or they are meeting other requirements.
- Some of those client are known to be under-employed in order to retain access to Centrelink benefits, such as rental assistance or health care card. Most of the clients in Streams B and C are though to have limited work aspirations.
- Case loads in Circular Head are low as genuine job seekers can be placed quickly due to the high demand for workers in the region.
- The region has many SME owner-operators who employ their own family members, which contributes to the full employment data. The region has a mix of people who are very well-off and those who are not, so there is a gap between the richest and poorest in the community.
- Transport and housing are major issues for the region. Many farmers no longer have a spare farm house for worker. Many former forestry houses have been demolished.
- Digital technologies, work simulation in 'labs' and apprenticeships need to be promoted more. It's OK for kids to leave year 10 if they have a job.
- The Australian Job Search portal is available for employers to search to source unattached labour.

Migration considerations . . . some of what people are saying



One of the opportunities to emerge from the study has been to augment the existing workforce in Circular Head with migrants. This has been occurring to meet short-term resource needs, mainly in the agricultural sector. However, longer term solutions are required to meet the region's workforce challenges. The study spoke to two key stakeholders in this area.

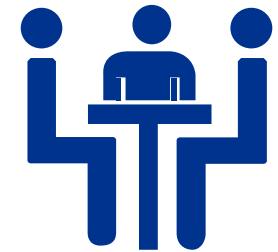


- MRC North operates with 40 staff and 90 volunteers. A core role is to provide settlement services for families who arrive under Australia's Humanitarian Program, eligible family stream migrants, dependents of skilled migrants and some residents in rural areas.
- As of July 2021, no humanitarian entrants have been settled in North West Tasmania. Launceston and Hobart are the designated settlement locations in Tasmania.
- Annually, Australia welcomes between 13,00-17,000 people under Australia's Humanitarian Program, with around 3% coming to Tasmania, with 40% settling in the North of the state.
- There are services and facilities that working migrants look for when settling in a community, some of which can be lacking in a small regional location like Circular Head – public transport, affordable and suitable housing, education, employment and recreational opportunities and options for the whole family.
- Additionally, there are some community-based attributes that can make a region more attractive to migrants, including:
 - Integration of cultural awareness into everyday activities
 - Reaffirmation from other migrants living in the region
 - Acceptance and inclusion of existing diversity groups in the region
- Bringing increased number of migrants into the region is not a 'quick win' but rather a process that needs to be well thought out and constructed to ensure retention of migrants.
- MRC North suggests piloting the secondary movement of 6-10 migrant families, matched primarily to employment opportunities, and assisted by a community-driven plan to 'welcome' new families.
- Circular Head could establish its own pool of volunteers to aid the settlement of new arrivals to the region.



- The Department of State Growth – Business Tasmania – Global Education and Migration plays a role in the policy and administration of Tasmania's migration program. It's focus is on the skilled migration programs.
- The defined pathways for skilled immigrants is strict and not easily navigated, even pre COVID-19.
- The focus has been on ANZCO levels 1-3, which are higher skilled positions where there are known gaps in the Australian labour market. Around 60-70% of these workers have been in Australia for 1-3 years and do not need much in the way of settlement support.
- Level 4 is semi-skilled and Level 5 is unskilled and these are not currently targeted cohorts for migration purposes.
- Another key issue is the absence of itinerant workers coming into Australia due to COVID-19 related border closures.
- In August, 2021 the Government announced the Australian Agriculture Worker visa to address workforce shortages in the agriculture sector. The visa is designed for primary industry sectors including meat processing, dairy, wool, fisheries and forestry.
- The Australian Agriculture Worker Visa builds on the success of the Pacific Labour program. The Government has committed to double the number of Pacific workers to 25,000 by March, 2022. Australia is expecting approximately 1,500 Pacific workers to arrive each month.
- The Department of Communities Tasmania focuses on humanitarian migration programs and opportunities. Further consultation with that group could be undertaken in respect to the repatriation of refugees on humanitarian grounds.
- The Tasmanian Government also has a Multi-cultural Action Plan. This is a cross-Agency plan that aims to coordinate government actions in its dealing with immigrants.

Employment intermediaries. . .some of what people are saying



Building futures

TasBGAS

- TasBGAS is a 100% Tasmanian owned and operated Group Training Organisation and RTO. It has provided career opportunities for job seekers and serviced businesses within the building and construction industry for more than 37 years. It has 24 staff and is a not-for-profit organisation.
- TasBGAS employ and manage apprentices and trainees throughout Tasmania in a range of trade areas and through their RTO, delivers training for Apprentices/Trainees in a Certificate III Carpentry, Certificate III Cabinet Making and Certificate II in Construction.
- Its business model is to employ and train the apprentices (mostly on site), pay for all their wages, on-costs, insurances, leave etc. and also provide pastoral support, mentoring, managing training requirements, performance management and on-site support
- Employers are then invoiced each week to cover all of those costs, plus an additional administrative fee. It therefore aims to de-risk for business the challenges of sourcing, training and paying for apprentices.
- Currently, TasBGAS is employing 220 apprentices and 34 school based trainees in Tasmania across all construction trades including ASbAs. The completion rates for apprentices at TasBGAS is 90% compared to the apprenticeship average of around 60%.
- In Circular Head, there are currently three ASbAs all doing carpentry. Despite quite good engagement with Smithton High and the Circular Head Christian School, the region's employers have tended to not be attracted to this apprenticeship model in this industry, instead preferring a DIY approach, or avoiding apprentices all together and opting for less skilled labour and on-the-job training not expanding at all..
- Despite the attractive incentives to businesses to take on apprentices, in the construction industry, other factors material supply delays and increasing cost of materials for contracts that are fixed, are potentially future barriers to employing apprentices.
- More generally in remote areas, it is observed that younger people with good capabilities are inclined to want to leave these regions to expand their horizons. Circular Head does not offer the breadth of opportunities and experiences available in larger communities that younger people seek – cinemas, pubs and clubs etc.
- Other observations are that Circular Head appears to be short on labour, especially in the agricultural sector, and work ethic/ core employability is likely to be a problem, also apparent across Tasmania.
- There is still a tendency for school to promote academic pathways rather than VET across Tasmania, although is shifting, but slowly.
- TasBGAS would be pleased to be part of opportunities to promote apprentices more in Circular Head through career nights, talks at schools and with parents. The trade can be just the beginning and lead to other career path opportunities. Students like to hear success stories shared by former students.
- TasBGAS is also now delivering short courses without a qualification to help students become more job ready. Units of study include work health and safety, power tool handling, scaffolding, work place communications etc.
- There may also be opportunities for TasBGAS to facilitate apprentices moving between employers to get a broader range of experience and share the 'load'. This has been observed in mining communities. TasBGAS could also expand into other vocations such as agriculture, but would take time to assess feasibility and set in place.



Appendix 1: Sample of grants and incentives

Skills Tas

Jobs Ready Fund

What is it?

The Job Ready Fund is now in place to support Tasmanian job-seekers gain the essential tools they need to get a job - including White Card accreditation, work boots, protective clothing or tools.

A number of growth industries in Tasmania have core requirements for new entrants that come with additional costs to the job seeker that may be a barrier to their employment. For example:

- the building and construction sector requires a 'White Card' to enter a work site the care services sectors
- new or first time employees, including trainees and apprentices, require essential tools, equipment or clothing to assist with the costs of starting a new job and career.

The Job Ready Fund will support eligible individuals who don't have the capacity to pay to address these barriers. Eligible Tasmanians can receive up to \$500 to be used to address barriers to employment to ensure that they are work-ready on day one of their new pathway and career.

Energising Tasmania Fund

What is it?

Energising Tasmania is an Australian Government funding commitment of \$16.143 million to support Tasmania in developing a skilled workforce equipped with the expertise needed for the Battery of the Nation initiative and, more broadly, renewable energy and related sectors (in Tasmania). Key outputs of the Energising Tasmania agenda are represented in the Project Agreement for Energising Tasmania – negotiated between Australian and Tasmanian Government delegates

The ET Fund will specifically target the following industries in priority skills areas pertinent to the broader energy and infrastructure agenda in Tasmania: • Advanced Manufacturing

- Energy (water, electricity, hydrogen, wind, solar)
- Engineering
- Infrastructure (including civil construction; building and construction)

Skills Tas

Skills fund

What is it?

The Skills Fund supports industries and businesses in Tasmania to grow and develop a skilled workforce by providing subsidies for training for existing workers to develop new skills through nationally recognised training.

It is open to Endorsed RTOs working in partnership with an employer or industry association to deliver the training.

There are generally two Skills Fund grant rounds per year.

Eligibility:

Any endorsed RTO can apply for a Skills Fund grant round in partnership with an employer or an industry association. Each Fund grant round has a range of eligibility, application and grant conditions that the applicant and partners must meet.

JobTrainer Fund

What is it?

The Tasmanian *JobTrainer Fund* will provide grants to Skills Tasmania endorsed registered training organisations (RTOs) to provide fee-free nationally recognised training for job seekers, school leavers, and young people aged 17 to 24 to support them into employment as Tasmania emerges from the COVID-19 pandemic.

The qualifications and courses approved for funding are those in areas of strategic importance to Tasmania and where there are strong future job prospects for Tasmanians.

RTOs are able to apply for qualifications or courses from the [approved list](#) or the RTO can apply for skill sets created from core and/or identified elective units from within the approved qualifications or courses that meet a particular industry need and that are likely to lead to a job outcome for the learners.

Skills Tas

Rapid Responses

What is it?

The Rapid Response Skills Initiative (RRSI) provides up to \$3000 towards the cost of training for eligible people who have lost casual, full-time or part-time work in the last 12 months due to retrenchment, downsizing or business closure.

This includes self-employed people (sole-traders or partners in a partnership) who have closed their business.

RRSI funding can be accessed by an eligible applicant or their spouse up to a total of \$3000:

to pay for training, including licences, to improve job prospects, and/or for careers advice to explore possibilities and help choose the best employment and training options.

It is important to realise that there are options available for people who are made redundant or have lost their job. The focus of this program is to support people to gain the skills and support needed to get a job. Individuals can apply following the link below – [Information for retrenched workers](#).

Adult Learning Fund

What is it?

The qualifications and courses approved for funding are those in areas of strategic importance to Tasmania and where there are strong future job prospects for Tasmanians.

RTOs are able to apply for qualifications or courses from the [approved list](#) or the RTO can apply for skill sets created from core and/or identified elective units from within the approved qualifications or courses that meet a particular industry need and that are likely to lead to a job outcome for the learners.

Any [Endorsed RTO](#) can apply for the Adult Learning Fund. Each grant round has a set of specific eligibility.

The Seasonal Worker Programme

The Seasonal Worker Programme offers employers in the agriculture sector and employers in selected locations when there is not enough local Australian labour to meet seasonal demand.

Programme objectives

There are 2 main objectives for the Seasonal Worker Programme (SWP):

- **Assist employers in agriculture and accommodation industries to fill employment gaps unable to be met by the Australian workforce.**
- **Contribute to the economic development of 9 participating Pacific Island countries and Timor-Leste.**

Recent events, including the COVID-19 pandemic, have brought into sharp focus workforce shortages in critical industry sectors, including agriculture, and raised the profile of Pacific labour. As we look ahead to life beyond the pandemic, with an altered labour market and growing demand in some sectors, now is the time to consider how to improve and streamline the two programs.

- The Government is seeking submissions from interested stakeholders on options for further enhancing Australia's highly successful Pacific labour mobility initiatives: the Seasonal Worker Programme (SWP) and the Pacific Labour Scheme (PLS).
- The SWP and PLS address labour shortages in Australia where there is an unmet demand, and support the economic and social development of the Pacific and Timor-Leste by offering Pacific workers short to medium-term employment in Australia.

Australian Apprenticeships and wage subsidies

The Australian Government offers a range of different programs to encourage both individuals and businesses to participate in apprenticeship programs.

Support for Adult Australian Apprentices (SAAA) incentive

The purpose of the SAAA incentive is to remove barriers to taking up an apprenticeship for adult Australian Apprentices and to encourage them to build on their skills.

What payments are available?

SAAA is a payment of \$4000 to an eligible employer of an adult Australian Apprentice once the apprentice has successfully completed 12 months of training

Who is eligible?

An employer of an adult Australian Apprentice may be eligible to attract the SAAA payment where the Australian Apprentice is:

- undertaking a full-time or part-time Certificate III or IV qualification that leads to an occupation listed on the National Skills Needs List
- in receipt of an 'actual wage' paid by the which is equal to or greater than the National Minimum Wage (as defined and set by the Fair Work Commissioner).
- To qualify as an 'adult', the Australian Apprentice must be: aged 21 years or older, if the apprentice commenced on or after 1 July 2019; aged 25 years or older, if the apprentice commenced prior to 1 July 2019.

Additional Identified Skills Shortage (AISS)

The Additional Identified Skills Shortage (AISS) payment is available to eligible apprentices commencing from 1 July 2019 and their employers, in ten occupations experiencing national skills shortages.

What payments are available?

Eligible Australian Apprentices in national skills shortage areas will receive \$1,000 at the 12 month point from commencement of their apprenticeship, and an additional \$1,000 at completion of the apprenticeship. Eligible employers of Australian Apprentices will also receive \$2,000 at the 12 month point from the commencement of the apprenticeship and an additional \$2,000 at completion of the apprenticeship.

Carpenters and Joiners	Plasterers
Plumbers	Bakers and Pastrycooks
Hairdressers	Vehicle Painters
Air-conditioning and Refrigeration Mechanics	Wall and Floor Tilers
Bricklayers and Stonemasons	Arborists

Australian Government programs including: Trade Support Loans, which provides income-contingent loans of up to \$21,078 for eligible apprentices to support them through their apprenticeship

Sources of grants

¹Jobs Ready Fund <https://www.stategrowth.tas.gov.au/about/divisions/business_and_jobs/jobs_tasmania/job_ready_fund>

²Energising Tasmania Fund <https://www.skills.tas.gov.au/about/current_projects/energising_Tasmania>

³Skills Fund <https://www.skills.tas.gov.au/providers/rto/funding_programs_for_endorsed_rtos/skills_fund_-_existing_worker>

⁴Job Trainer Fund <https://www.skills.tas.gov.au/about/current_projects/jobtrainer/jobtrainer_courses>

⁵Rapid Responses < https://www.skills.tas.gov.au/__data/assets/pdf_file/0011/228296/TasGov_COVID19_Factsheet_Rapid_Response_Skills_Initiative.pdf>

⁶Adult Learning fund

<https://www.skills.tas.gov.au/providers/rto/funding_programs_for_endorsed_rtos/adult_learning_fund/adult_learning_fund_information_sheets>

⁷NW School based apprenticeship grants program -

https://www.skills.tas.gov.au/__data/assets/pdf_file/0003/306561/North_West_School_Based_Apprenticeships_Grant_Program_Guidelines.pdf

⁸Rapid response <https://www.skills.tas.gov.au/support_for_retrenched_and_redundant_workers>