

Environmental Analysis

NDCO Region 16 2016



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National Disability Coordination Officer Program Region 16

EXECUTIVE SUMMARY

The NDCO programme operates strategically at a local level to improve education and employment outcomes for people with disability from 14 to 64 years of age. The purpose of the NDCO Environmental Analysis is to provide information about NDCO Region 16 and some of the issues facing people with disability at a regional level. NDCO Region 16 covers twenty one (21) local government areas of Ararat, Ballarat, Colac/Otway, Corangamite, Geelong, Glenelg, Golden Plains, Hepburn, Hindmarsh, Horsham, Mildura, Moorabool, Moyne, Northern Grampians, Pyrenees, Southern Grampians, Surf Coast, Queenscliffe, West Wimmera, Warrnambool & Yarriambiack.

STATISTICAL DATA

Obtaining exact figures of people with disability is difficult as there is no information about disability in the Australian Bureau of Statistics LGA Census data. At best it is only possible to determine numbers of people who have severe/ profound disabilities and are actually using disability services and need assistance with core activities. This is also complicated by the fact that many people use more than one service. In addition, not all people with disability are accessing services, with reasons including limited awareness of what is available, lack of funding, distance and transport issues and a learned lack of expectations.

It is important to note that there are significant gaps in information relating to the needs of young people with disability between the ages of 14 to 18 years who require extra support or assistance to engage in education. Currently the Victorian Department of Education and Training (VDGET) are unable to release specific statistics on a regional level due to privacy legislation of health records.

Specific regional data clarifying the number of young people with disability leaving school and their support needs would definitely benefit future strategic planning for the NDCO programme.

FINDINGS

1. Demographic indicators as provided by Forecast .id indicate Region 16 has a minority Culturally & Linguistically Diverse (CALD) population with 659,031 (74.6 percent) of 883,526 residents born in Australia, 33,076 (3.7 percent) United Kingdom, and New Zealand, 14,419 (1.6 percent). The highest of residents not born in Australia is India, 23,246 (2.6 percent), Sri Lanka, 14,739 (1.7 percent) and Vietnam, 14,054 (1.6 percent). The Indigenous population of Region 16 is 8,303 (0.9 percent). *(Refer Appendix A Tables 1 & 3)*
2. Projections for 2016 identify significant differences in the prevalence of disability between Local Government Area's with Geelong being the highest (14,613), Ballarat (6,604), Mildura (3,623) and Warrnambool (1,866), (ABS 2011). Geelong and Ballarat have the highest projected numbers between the age of 15-19 years with Geelong (345) and Ballarat (194). Mildura's projected numbers (106) is extremely high in comparison to the estimated resident population of 53,036. *(Refer Appendix A Table 6)*
3. According to the Department of Employment 2015 Employment Services Area (ESA), the majority of Geelong ESA residents (1,879) are on NewStart/Youth Allowance followed by Eureka ESA (983) and Hampden ESA (713). Primary Disabilities for Geelong ESA is psychiatric (1,032) and physical (1,018). Eureka ESA is (580) physical to (442) psychiatric and Hampden ESA physical (441) to psychiatric (339). NDCO Region 16 has a high level of specific learning, intellectual and autism residents accessing Disability Employment Services with intellectual (443), specific learning (373) and Autism (270). *(Refer Appendix A Tables 23 & 24)*

4. The Victorian Government Department of Education & Training (VGDET) summary statistics indicate 1,093 primary, secondary, special & language schools are located across South Western and North Western Victoria with a total of 43 special schools. These statistics cover NDCO Region 16 & Region 12. Number of Full Time Equivalent (FTE) students increased from 22,281 (4 percent), (2013) to 23,936 (4.2 percent), (2015). It is interesting to note that of these statistics 10,247 students were enrolled in specialist schools (2013) to an increase of 11,264 students enrolled in (2015). There are 1,660 students enrolled (FTE) in NDCO Region 16 Specialist Schools (February, 2016) *(Refer Appendix A Tables 8, 9, 10)*
5. According to the National Demographic Indicators (SEIFA Index) in NDCO Region 16, Mildura has the lowest SEIFA Index of Disadvantage (935) followed by Northern Grampians (938) and Pyrenees (940). *(Refer Appendix A Table 4)*
6. Victoria Government Department of Education & Training (VGDET) OnTrack Data Survey 2015 findings indicate that in Hindmarsh 20.5 percent of Year 12 or Equivalent completers (six months after leaving school) are still looking for work. This data does not indicate/specify destinations for students with disability, data does show that 23.6 percent of students indicated ill health/unable to work as their main activity for not being in the labour force since leaving school. *(Refer Appendix A Tables 7 & 12)*
7. VGDET On Track Data Survey 2015 indicates 39 percent of students in specialist schools engaged in employment skills programs after leaving school. *(Refer Appendix A Table 13)*
8. 41 students from specialist schools attended TAFE institutes in 2015 according to the VGDET OnTrack Survey 2015. Of 41 students from specialist schools in Region 16 in employment, 29.3 percent are Factory workers and packers, 36.6 percent are in other occupations and 17.1 percent are Gardeners/General Labourers. *(Refer Appendix A Tables 14 & 15)*
9. The Australian Government Department of Education and Training Selected Higher Education Statistics 2015 indicates that 2,094 students with disability attended Deakin University & 374 students attended Federation University (both based in NDCO Region 16). Students with disability as stated by the National VET Provider Collection 2015 states learning and mental illness were the highest disability type reported. From 2011 to 2013, the annual growth rate of students with disability commencing in the Vocational Education & Training sector was 1.1 percent and completions increased to 6.0 percent. What is interesting to note is during that time there was nil growth for Apprentices & Trainees with a disability. VET students by disability status provided by the National VET collection 2013 indicates a decline in employment outcomes from 2011 (81 percent employed) to 2014 (79.8 percent employed) and the highest disability type not employed were those with Acquired Brain Injury (31.8 percent), Intellectual (31.0 percent) and Mental Illness (30.8 percent) *(Refer Appendix Tables 16-20)*
10. Youth Disengagement based on findings of ABS (2011) indicates Hindmarsh (18.8 percent) has the highest percentage of young people not in paid employment or enrolled in education between the ages of 20-24 followed by Pyrenees (25 percent), Mildura (23.5 percent) and Ararat (20.9 percent). *(Refer Appendix Table 21)*
11. Statistical data of the ABS Census (2011) indicates Mildura (16.7 percent) with the highest employment rate for people with disability followed by Yarriambiack (15.8 percent), Warrnambool (15.3 percent) and Hindmarsh (15.2 percent). *(Refer Appendix Table 22)*

NDIS ISSUES AFFECTING RURAL AND REMOTE AREAS IN WESTERN VICTORIA:

The following issues are significant to rural and remote areas of Region 16 approaching rollout of the National Disability Insurance Scheme (July 2017 & October 2017):

- Historically there has been a lack of information, services and professional development opportunities for people with disability, families and support workers/organisations due to the large distances between towns and the relatively low population
- Families and schools in rural and remote areas are disadvantaged due to limited access to the variety of specialist services available in metropolitan and major regional cities
- Regional support is minimal with a number of regional government department representatives not visiting/meeting with people in local areas
- Need for further work of what is required to support young people with disability and families transitioning from school to further education, training and/or employment
- South West Year 12 attainment rate is well below the State average
- Access to computers, internet coverage and support with computer and technology literacy will be important for the rollout of the NDIS which relies heavily on the internet for dissemination of information and interaction with the scheme (much of the administrative interaction for participants and providers will be via the NDIS Portal)
- Many people with disability will not be eligible for a NDIS Individual Funded Package but will still have support needs. Respite carers may not be funded through an individual package
- Workforce shortage is identified as a current and on-going issue. Under the NDIS the need for a disability workforce is expected to double in Australia by 2020 (NDIS Quality & Safeguarding Framework 2015). A particular gap is likely to be specialist health professionals and disability support workers.
- There could be a loss of local services (and local knowledge) if the NDIS unit cost for personal care is not viable. Local services could be replaced by state-wide organisations managing packages from a distance
- Part of an individual's funding for personal care could be "swallowed up" in travel time due to remoteness
- People with disability from culturally and linguistically diverse backgrounds (in particular newly arrived migrants such as refugees are likely to experience multiple disadvantages and barriers to accessing support. These include, lack of accessible information, communication difficulties or cultural differences
- Poor internet and mobile phone coverage is a significant problem in a number of communities and there are many people without computers, internet connections or adequate computer literacy. Information needs to be available in alternative formats for these people
- Many individuals and agencies have expressed concern for people who may fall through the services gap under the NDIS
- Ongoing inadequate hours of advocacy services for rural areas of Region 16, particularly the Wimmera Southern Mallee
- Public transport is extremely limited, having a huge bearing on people's ability to independently access social outings, medical appointments or community facilities
- Some travel services do not return to the originating town on the same day, requiring an inconvenient and potentially costly overnight stay
- Wheelchair access is not available on all public transport services
- There is a heavy reliance on scarce agency transport and it may be increasingly difficult for disability agencies to sustain their vehicle fleets with the loss of block funding under the NDIS
- More appropriate accommodation options are required for young people currently in nursing homes. This is a serious service gap which needs addressing
- Lack of supported accommodation for people with disability currently living at home with ageing parents is likely to remain a significant service gap which needs addressing

- Insufficient funding for infrastructure to address physical access issues
- Need to address the challenge of community low expectations – supporting employers to give people with disability a go rather than pre-judge their potential
- People with disability under 65 who are not eligible for a NDIS package may have difficulty accessing personal care/community access support
- Some rural small towns have no locally based disability service provision

Source: Wimmera Rural Access, (2015). *Implications for the rollout of the National Disability Insurance Scheme in the Wimmera: A Gap Analysis*. Horsham: Horsham Rural City Council, pp.13-70

1. PROVIDE AN OVERVIEW OF REGIONAL DEMOGRAPHICS

Western Victoria (Region 16) covers a large regional and rural area incorporating the areas of Highlands, Geelong, South West, Glenelg, Central, Northern and Southern Grampians, Southern & Northern Mallee, Sunraysia and the Western District.

The total area of Western Victoria is approximately 99,839.2 square kilometres with seven (7) Local Learning & Employment Network (LLEN) regions and twenty-one (21) Local Government Areas (LGA's). (Refer Appendix Table 2).

The region has a population of 883,526 and a total population of 579,749 of persons with a disability between the ages of 15-64 years. There are approximately 8,303 Indigenous people located within the region. The unemployment rate is 5.3 percent. Centrelink caseload data shows across the region there are approximately 39,842 People with Disability (PWD) in receipt of Disability Support Pension between the ages of 16-64.

The region stretches from the western edge of an ever expanding Melbourne metropolitan area to the South Australian border. Its economy is dominated by the greater Geelong which had the largest and fastest growth of 13 percent bringing its population to 224,926. (Refer Appendix Table 4)

POPULATION CHANGE IN REGIONAL VICTORIA

Regional Victoria grew by 11,300 people (0.8 percent) in the 12 months to 2013, to reach 1.39 million. Regional Victoria's share of the state's population declined slightly over this period, reflecting the relatively stronger growth in Greater Melbourne.

Population growth

The areas within regional Victoria with the largest increases in 2012-13 were in and around the main regional cities and coastal towns. Of the eight Statistical Area 4 (SA4s) in regional Victoria, Geelong had the largest growth, up by 4,800 people, followed by Ballarat (2,100), Bendigo (2,000) and Latrobe Gippsland (1,600). The Statistical Area 2 (SA2) with the largest increase in regional Victoria was the coastal town of Torquay, which grew by 800 people, while the fastest-growing SA2 was Bannockburn (up by 7.6 percent). Alfredton in Ballarat had the second fastest growth, increasing by 5.4 percent, followed by Torquay and Leopold (both 4.9 percent).

CULTURALLY & LINGUISTICALLY DIVERSE (CALD) POPULATION

Western Victoria has predominantly a low culturally and linguistically diverse population. The highest population is of Australian born residents (74.6 percent), followed by United Kingdom (3.7 percent), and New Zealand (1.6 percent) with English predominantly the main language. Residents born in India (2.6 percent), Sri Lanka (1.7 percent) and Vietnam (1.6 percent) are the highest percentages of Region 16 CALD population. Many of these residents are students enrolled in University or TAFE courses requiring English as a second language (according to the Australian Bureau of Statistic (Census 2011). . After extensive research, the NDCO has not been able to access current disability status data on the CALD population of Western Victoria especially in regards to education, training and employment. (Refer Appendix Table 3)

INDIGENOUS PROFILE

The Indigenous of Western Victoria is of opposite proportion to the Culturally and Linguistically Diverse (CALD) population. A total of 8,300 Indigenous people reside within this region with the majority of families residing in Mildura, Warrnambool, Framlingham, Tower Hill, Ballarat, Wimmera/Horsham, Geelong/Barwon and Portland areas. Statistics/data regarding disability status of Indigenous peoples is very difficult to access in particular relating to education, training and/or employment. Disability is not recognised as language or a word in Indigenous culture. Many indigenous people feel shame to admit there is anything: wrong with them or a member of their family. This cultural trend needs to change and only through collaborative efforts between NDCO, the National Disability Insurance Agency, Disability Service Providers and Indigenous peak bodies, (to further educate community about services and support available to them), will this increase understanding, aspirations and participation for Indigenous people with a recognised disability. NDCO recommends a strategic, national approach be considered to address Indigenous engagement and participation (particularly with the NDIS rollout) in partnership with Department of Education and Training and Department of Social Services.

Socio Economic Indexes for Areas (SEIFA) – Western Victoria Region 16

About SEIFA:

The 2011 Census of Population and Housing provides information on a broad range of social and economic aspects of the Australian population. SEIFA is a suite of four indexes that have been created from social and economic Census information. Each index ranks geographic areas across Australia in terms of their relative socio-economic advantage and disadvantage. For each index, every geographic area in Australia is given a SEIFA score which measures how relatively ‘advantaged’ or ‘disadvantaged’ that area is compared with other areas in Australia.

In Region 16, Western Victoria, Mildura rates as the lowest percentile (938) on the SEIFA index of disadvantage (compared to the remaining areas of Region 16) with the highest population of 4.5 percent and 9 percent of residents who speak another language followed by Northern Grampians (938) and Pyrenees Shire (940). This is particularly concerning as they are all rural/remote areas that have a distinct lack of transport and services available

(Refer Appendix Table 4)

DISABILITY IN WESTERN VICTORIA REGION 16

The Health Status and Disability (Model Estimates) 2010 states that there is 46,848 persons aged 18 years and over with identified profound/severe/moderate/ mild core activity restriction. Ten towns in the Barwon South West and Grampians area are in the top 10 percent of disadvantaged communities in Australia (SEIFA, 2011). Indigenous unemployment is a high across the region, and the number of young people in the Warrnambool area who are disengaged from education, employment or training is unacceptably high. Less than 1 percent of the population in the region use public transport, significantly below the Victorian state average. This is likely to be attributed to a lack of available or suitable transport in rural areas.

Across the region there is limited access to services for young people and an older population living in rural areas is a significant challenge. The disproportionate ageing of the rural population, exacerbated by the loss of rural youth and young adults to larger urban centres, combined with increased skill and labour competition between sectors, could be a constraint to the anticipated economic development of the area. Disadvantaged people in the region include people with relatively low levels of education, teenagers, people with disabilities and families without employment. The most vulnerable people often rely on jobs in lower skilled areas that are under pressure from low global wage levels. In the Grampians region approximately 17 percent of the population is over 65 years of age. This is expected to increase to 20 percent by 2018 – the second highest proportion aged over 65 years in Victoria’s regions.

Mildura is the LGA with the largest Indigenous population with **4.5 percent** of the region's Indigenous residents. Geelong has the largest number of people with a disability within the age range of 15-64 (*Refer to Appendix Table 5*).

REGION 16 DISABILITY POPULATION PROJECTION RATE 2014-2020

According to the findings based on the ABS 2011 Census and Population forecasts prepared by the Department of Planning & Community, Region 16 will inherit a total growth of 42,479 people from 0-99 years of age in the year 2020. The localities of the highest increase will be Greater Geelong (14,613 persons), Ballarat (6,604 persons) and Mildura (3,623 persons). (*Refer to Appendix Table 6*)

2. Provide an overview of the school, VET and higher education, employment and community sector environments.

DESTINATIONS OF YEAR 12 OR EQUIVALENT COMPLETERS REGION 16

The three highest LGA's with Year 12 or equivalent completers six months after leaving school not in the labour force, employment or training are Surf Coast (3.4 percent), Colac-Otway (1.5 percent) and Ballarat (1.3 percent). Only 10.3 percent of Year 12 or equivalent completers undertook a Bachelor Degree in the Surf Coast region followed by West Wimmera (22.2 percent) and Warrnambool (25.5 percent). Moyne Shire (5 percent) has the lowest percentage of completers finishing a Certificate or Diploma with Northern Grampians (7.1 percent) and Moorabool Shire (8.5 percent). The highest percentage of Apprentices/Traineeships undertaken was in Moyne Shire followed by West Wimmera (22.2 percent) and Surf Coast (20.7 percent).

(*Refer Appendix Table 10*)

YOUTH DISENGAGEMENT

Young people not in paid employment or enrolled in education based on findings of the ABS (2011) Census shows that across Region 16 the rate of youth disengagement sits at 28.5percent for young people aged 15-19 and 45.8percent for people aged 20-24 years of age. The highest level of youth disengagement for 20-24 year olds is in the Pyrenees Shire (25percent) followed by Yarriambiack Shire (Rural) (23.6percent) then Mildura (23.5percent).

QUALIFICATIONS OF PERSONS AGED 25-44 REGION 16

The Greater Geelong area has the highest post-secondary qualification: Bachelor Degree for persons aged 25 to 44 years of age (12,077 persons), Diploma/Certificate level (20,473 persons) compared to the other areas of NDCO Region 16. Greater Geelong, (17,362 persons), Ballarat (7,914 persons) & Mildura (5,008 persons) have **no post school qualifications with numbers on the increase** than those who have obtained a tertiary qualification, based on the findings of ABS (2011) Census.

SCHOOL SECTOR REGION 16 (Including: government, catholic and independent schools)

Students across the region have good access to diversified learning pathways and methods in major town centres such as Geelong, Ballarat and Warrnambool of which all have a good mix of government, special development and catholic schools. The Barwon South West region provides education to approximately 30,000 students across 128 government schools (not including independent schools). Some independent secondary schools in Ballarat provide boarding facilities for rural school students. For more rural areas, reliance is put on accessing support and resources from the Local Learning and Employment Networks. There are four (4) Local Learning and Employment Networks (LLEN) that cover the rural Grampians region. There are a range of VET options across all schools which are closely engaged with local employers and in line with skill shortage areas

MAJOR REGIONAL CENTRES – SNAPSHOT OF EDUCATION FACILITIES

Ballarat Region

From kindergartens, primary and secondary through to trades and cutting edge ICT, Ballarat offers a broad array of educational opportunities. Ballarat is in a class of its own with some of the finest primary and secondary schools in Australia and several high-quality tertiary educational institutions the city boasts two Universities, a TAFE Institute, nine secondary schools (four government and five private) and over 50 primary schools to choose from.

Greater Geelong Region

The Greater Geelong region is highly regarded as a centre for excellence in education. With both government and independent options available at primary and secondary level. The region is home to TAFE and university institutions including South West TAFE Warrnambool & Portland, RMIT in Hamilton, and Deakin University in Geelong & Warrnambool along with Gordon TAFE in Geelong.

Mildura Region

The Mildura region is highly resourced with a number of education and training facilities, ranging from early childhood development through to tertiary education providers. Education and training facilities are important factors in making the decision to relocate a family or business. One of the major issues in Western Victoria at the present time and in the immediate future, is the lack of skilled people to fill vacancies in the workforce. Mildura's diverse range of options provides opportunities for residents and other students to continue on a path of lifelong learning and undertake training in skills shortage professions. Latrobe University and Sunraysia TAFE are located on the same campus.

FLEXIBLE LEARNING OPTIONS/VCAL

The Victorian Curriculum Authority lists 47 Government, 6 independent, 11 Catholic Secondary Schools and 7 Adult Education Centres offering flexible learning options and VCAL across NDCO Region 16. For the full list of schools, refer to the Victorian Curriculum and Assessment Authority Schools Studies Search as per source below.

Source: Schlprv.vcaa.vic.edu.au. (2016). *Victorian Curriculum and Assessment Authority - VCAA - School Studies Search*. [online] Available at: <http://schlprv.vcaa.vic.edu.au/schoolsstudiessearch/vcalsearch.asp> [Accessed 20 Mar. 2016].

RE-ENGAGEMENT PROGRAMS NDCO REGION 16

Ballarat Secondary College

Link Up Program

LinkUp provides an alternative educational setting for students who have become disengaged with learning or do not cope with traditional mainstream schooling. It has an enrolment of approximately 180 students and has been highly successful in connecting at risk young people to learning through its sub-programs. The program has grown directly from the Youth Option Guarantee which ensures all young people have access to learning. The LinkUp campus is extensive and delivers sub-programs such as: Young Parents, First Links (young disengaged youth), Linking-In (first stage of relationship development), and Karrung (consortium run supported youth accommodation) and VCAL & pre-VCE programs.

Mildura Senior Secondary: VCAL Engage (Flexible Learning Options – FLO) Student Re-Engagement Program

The VCAL Engage program is aimed at re-engaging students into education. This is for students who have been absent from schooling for a significant period of time and not necessarily completed Year 10. FLO is designed to re-engage students who would struggle to enter Year 11 in a mainstream VCAL or VCE program.

The program is aimed at providing students opportunities to experience success and have an input into their education goals. Attendance is a key focus, building positive habits of being at school, in class with a readiness to learn. Students further develop their functional numeracy and literacy skills and personal development, to assist them to gain meaningful employment. VCAL Engage provides a wraparound service of support with a dedicated youth worker, key teaching support and a standalone space to establish a community of support in a safe school environment.

Portland Secondary College:

Portland Re-Engagement Program

The Portland Re-Engagement Program was established as a community response to concerns about the number of young people in the municipality who are disengaged or are at risk of disengaging from education. Some of the present students have had interrupted schooling, and others have not been in educational programs for some time. The program offers VCAL, VET and Work Education Studies.

Ballarat High School & Child & Family Services, Ballarat

REAL School

REAL school is open for students from across the DET South Western Region and the Ballarat Diocese of the Catholic Education Office. The target group is young people in years 7–10 or those in year 11 or 12 looking for a bridging course before commencing VCAL, VCE or further training. The program is intended for those who have disengaged from school and for whom other reengagement programs are not suitable. This may include young people with anxiety disorder, depression, ASD or social phobias. It may also include young people who are carers for family members, young mothers/fathers or young people in residential/foster care.

Diversitat, Geelong

Young Parents Program

The Young Parents Program is a re-engagement VCAL (Victorian Certificate of Applied Learning) course for young mums and dads aged 15-21 years. The course has been designed to allow young parents to return to education whilst still providing care for their young children. The program is a partial VCAL course run over the year with regular intake points. Students wishing to fulfil the requirements of a full VCAL course may be eligible to enrol in the SWEET program for the remaining VCAL units not offered at the Young Parents Program. The VCAL course consists of Literacy, Numeracy, Personal Development Skills, Work Related Skills and Industry Specific Skills strands. Units are made up of VCAL, further education and VET units and total at least 10 credits. VCAL is offered at 2 levels in the Young Parents Program: Foundation and Intermediate.

Horsham College

Specialised Programs

Horsham College runs a range of specialised programs both on and off the main campus. These programs target specific needs that enable students to achieve their personal best. Programs offered on the main campus include: Select-Entry Accelerated Program (SEALP); Quick Smart; iPad Program (Yr 7-8); Notebook/Netbook Program (Yr 9-12); Hands on Learning. The Alternate Programs (offered at a range of different locations) include: Connect Ed; Young Parents; Satellite VCAL (SVCAL); Connect Ed Online; Advance (McKenzie Creek).

Karingal Inc, Geelong

Create – Pathway to VCAL

This course is a re-engagement program for middle school students who have not yet completed Year 10. Subjects include: Literacy and numeracy, Life skills, Creative industries, Recreation activities. Karingal also offers a full intermediate and senior VCAL program.

TERTIARY EDUCATION SECTOR REGION 16

(Including: universities, Technical and Further Education (TAFE) institutes, community colleges, Registered Training Organisations (RTOs), Group Training Organisations (GTOs) and alternative education program providers)

There are a number of adult learning options in Region 16. In the Barwon South West region, there are a large number of RTOs and local community adult education facilities in towns. These include the Adult, Community and Further Education's *Learn Local* and Adult Education institutions, Centre for Adult Education and the Adult Migrant English Service. TAFE courses are provided through the Gordon and South West TAFE campuses. They offer accredited and short courses across a wide range of disciplines including adult education, apprenticeships, school-based apprenticeships, vocational education and training in schools, traineeships, certificates, diplomas and advanced diplomas.

Federation University has its main campus at Mount Helen, Ballarat with others at Gippsland, Ararat, Horsham and Stawell. It is a dual-sector institution, offering both higher education and TAFE training courses. In the western part of the region RTO's responding to specific regional agricultural skills include the Rural Industries Skill Training Centre at Hamilton; providing vocational training in pasture production management, animal health, animal nutrition, marketing, genetics, cropping and wool classing.

At Terang the National Centre for Dairy Education Australia, through their training alliance with Goulburn Ovens TAFE, offer dairy farming and processing courses. Students wishing to undertake courses not provided at these institutions need to relocate to Melbourne or elsewhere. For families in the western part of the region the costs associated with relocation places significant financial burden on them and may contribute to lack of uptake with metropolitan university offers; high deferral rates and low Year 12 completion rates in the region.

La Trobe University is a second-tier university with its main campus situated in the northern suburbs of Melbourne. This campus has been built on a former farm and covers around 330 hectares (approximately 500 acres) of landscaped parkland including extensive water features of lakes and a moat, native-Australian vegetation, and a specialised wildlife sanctuary. La Trobe also has a partnership with Sunraysia TAFE.

Deakin University is one of Australia's most progressive and visionary universities. Providing superior, student-centred education, Deakin is an increasingly popular destination for overseas students, with a multitude of students studying on its various campuses, from the workplace or home. Deakin has the following campuses in Region 16: Geelong Waterfront Campus, Geelong Waurn Ponds Campus and Warrnambool Campus.

Australian Catholic University (ACU) is a publicly funded university, open to all. It has seven campuses based in Adelaide, Ballarat, Brisbane, Canberra, Melbourne and Sydney (North Sydney and Strathfield). Programs are offered in the faculties of Education and Arts, Health Sciences, Law and Business, and Theology and Philosophy.

EMPLOYMENT SECTOR REGION 16

Region 16 is serviced by Jobs Services Australia providers across 136 locations and 18 Disability Employment Service providers across 49 locations with a mix of full time, part time and outreach delivery locations. On-going issues remain with access to services for PWD, with newer providers into the JSA and DES contracts providing outreach into regional areas, however it is still on an infrequent basis. The G21 Report (2014) stated around 200,000 people were employed in the Barwon South West region. The health care and social assistance sector was the sector employing the most people, with (15 percent) of the total labour force. The manufacturing industry accounted for (13 percent) of the labour force and the retail trade industry (12 percent). The number of people who work in the Geelong ESA is greater than in any other area of the region.

In the Ballarat area, (15 percent) of 20-24 year olds were neither employed nor studying, which is higher than the state and national figures of (12 percent). A Barwon Western District Labour Force Survey conducted by the ABS March (2012), stated that the teenage full-time unemployment rate was (26.5 percent) and the teenage unemployment rate to population ratio was (4.8 percent). The Grampians Region has a labour force of 100,000 with an estimated (42 percent) of the workforce having no post-school qualifications according to ABS Census data (2011).

LABOUR FORCE STATUS BY DISABILITY NDCO REGION 16

From the findings of the ABS (2011) Census, over one hundred people with a disability were unemployed in the Greater Geelong region and (9,543) people with disability are listed as not in the labour force. Mildura has the highest unemployment rate for people with disability, followed by Yarriambiack (Rural) and Warrnambool. (*Refer Appendix A Table 22*)

3. Provide a summary of the pressing issues facing people with disability that are specific to the nominated region.

EDUCATION & EMPLOYMENT

Region 16 has significantly lower levels of educational attainment when compared to the Australian average. In the Grampians region Year 10-12 apparent retention rates of full-time equivalent students was (73.6 percent); lower than Victoria's rate of (82.4 percent). (72.1 percent) of young people aged 19 years in the Grampians region have attained Year 12 or its equivalent lower than Victoria (79.8 percent). Early school leavers in the Grampians region are (16.6 percent), the same as across Victoria. (66.6 percent) of young people aged 19 years in the Barwon South West region had attained Year 12 or its equivalent; however (13.5 percent) of early school leavers were looking for work six months later. Low levels of Year 12 attainment also create a low base for further skills development for young people.

This contributes to the relocation of young people from the region to more economically viable regions with the subsequent loss of manpower having a negative impact on local employers. In the Glenelg and Southern Grampians Shire's retention rates are substantially below that for Victoria, with retention of Aboriginal and Torres Strait Islander students remaining an issue. Retention rates for Indigenous is (30 percent), is relatively high.

4. Provide an overview of what is already happening in the nominated region.

NDCO REGION 16, WESTERN VICTORIA HAS MANY INITIATIVES AND PROGRAMS WHICH INCLUDE BUT ARE NOT LIMITED TO THE FOLLOWING:

National Disability Insurance Scheme

The National Disability Insurance Agency (NDIA) is an independent statutory agency. The NDIA's role is to implement the National Disability Insurance Scheme (NDIS), which will support a better life for hundreds of thousands of Australians with a significant and permanent disability and their families and carers. The NDIS will mean peace of mind for every Australian - for anyone who has, or might acquire, a disability.

The NDIA priority is to ensure people with disability continue to get the support they need. The changes that are required to existing disability support systems are significant. The National office for the scheme is located in Geelong/Barwon area. Arrangements are being made to ensure the scheme can be introduced gradually, ensuring a smooth transition for people with disability and support providers and will be rolled out in the following areas of Region 16:

Central Highlands Region: The NDIS will become available in the Central Highlands area from 1st January 2017. The Central Highlands area covers the local government areas of Ararat, Ballarat, Golden Plains North, Hepburn, Moorabool, Pyrenees and Central Grampians.

Mallee: The NDIS will become available in the Mallee area from 1st January 2019. The Mallee area covers the local government areas of Buloke (NDCO Region 12), Gannawarra (NDCO Region 12), Mildura (NDCO Region 16) and Swan Hill (NDCO Region 12)

Western District: The NDIS will become available in the Western District area from 1st October 2017. The Western District area covers the local government areas of Corangamite, Glenelg, Hindmarsh, Horsham, Moyne, Northern Grampians, Southern Grampians, Warrnambool, West Wimmera and Yarriambiack.

Note: * NDCO Region 16 currently services Mildura/Sunraysia and NDCO Region 12 services Swan Hill, Buloke and Gannawarra Shires. There is an obvious crossover between regions which will mean both NDCO's may need to plan activity across regions when this roll out commences.

Source: NDIS.gov.au. (2016). *Homepage | National Disability Insurance Scheme*. [online] Available at: <http://www.ndis.gov.au> [Accessed 20 Mar. 2016].

National Disability Advocacy Program (NDAP)

The National Disability Advocacy Program (NDAP) provides people with disability with access to effective disability advocacy that promotes, protects and ensures their full and equal enjoyment of all human rights enabling community participation. NDAP organisations within NDCO Region 16 include Colac Otway Region Advocacy Service (Colac), Grampians Disability Advocacy Association (Ararat, Clunes, Daylesford, Geelong & Stawell), Rights Information & Advocacy Centre (RIAC) (Belmont, Geelong, Horsham & Mildura), South West Advocacy Association Inc (Warrnambool), Villamanta Disability Rights and Legal Services (Geelong).

Source: NDAP. (2014). *National Disability Advocacy Program*. [online] Available at: <https://www.dss.gov.au/our-responsibilities/disability-and-carers/program-services/for-people-with-disability/national-disability-advocacy-program-ndap> [Accessed 28 Mar. 2016].

Australian Disability Enterprises (ADE)

An Australian Disability Enterprise (ADE) is a not-for-profit organisation, with charitable status, which provides meaningful employment for people with significant disability who would otherwise not be able to work. It is a business that makes products, or provides services. It is usually run by a not-for-profit organisation, but it is still expected to make a surplus after paying all its costs, including staff salaries. There are currently 32 ADE's located within NDCO Region 16 offering various services including gardening/landscaping, laundry, embroidery, gourmet catering, café' and hospitality, chocolate, sweet and lolly production, Art galleries, packaging services, property care and maintenance, paper and recycling services, furniture making, plant nurseries, textile recycling, cleaning and car detailing. (Refer Appendix Table 26)

Disability Employment Services (DES)

According to the Australian Government Job Search website NDCO Region 16 has 209 providers servicing the region which includes DES Disability Management Services, Employment Support Services, Harvest Labour Services, New Enterprise Incentive Scheme, Job active, Community Development Programme, Parents Next Programme and Transition to Work Programme. The NDCO has predominantly engaged and worked effectively with Axis Employment Services, Western District Employment Access, Matchworks and St Laurence Employment Services over the 2013-2016 period.

Source: Humanservices.gov.au. (2016). *Disability Employment Services - Australian Government Department of Human Services*. [online] Available at: <https://www.humanservices.gov.au/customer/services/centrelink/disability-employment-services> [Accessed 19 Mar. 2016]. Available at: <https://jobsearch.gov.au/serviceproviders> [Accessed 3 May 2016]

NDCO ESTABLISHED NETWORKS

NDCO Region 16 has been operating in Western Victoria since July 2013-2016. Over this time nine (9) **“Transition Action Networks”** have been established in the region that support people with disability to successfully transition to and participate in tertiary education and subsequent employment. When the NDCO commenced in the region, there was no other similar networks available. The following table outlines where these networks are located, stakeholders involved and projects/activities completed:

Transition Action Networks	Projects	Stakeholders
Central Highlands (Ararat)	<ul style="list-style-type: none"> • Where to From Here Forums (2014-15) • Creating Confidence Workshops (2014) • Strengthened Pathways Planning Workshops (2014) • Disability Discrimination Workshops (2015) • Student Transition Guides 	<p>NDCO, Department of Health & Human Services, Ararat Secondary College, Ararat Rural City Council, Federation University, Central Connect, Pinnacle Inc. Stawell Secondary College, Workco, St Laurence/ACT training, Western District Employment Access, Northern Grampians Shire, DOTS Program, Axis Employment Services, St Laurence Employment Services, Stawell Special School, Stawell Secondary College,</p>
Colac (Colac-Otway)	<ul style="list-style-type: none"> • New Network 2016 • Passport 2 Employment Program 2016 • Where to from Here Forum 2016 	<p>Karingal Training, Brophy, Trinity college, Lavers Hill P-12 College, National Disability Insurance Agency, Derrinallum P-12 School, Colac Secondary College, Colac Special School, Matchworks, Western District Employment Access, Life without Limits, Colac Otway Disability Advocacy, Colac Otway Rural Access, St Laurence Employment Services, Apollo Bay P-12 School, NDCO</p>
Geelong	<ul style="list-style-type: none"> • Strengthened Pathways Planning Workshops (2014) • Creating Confidence Workshops (2014) • Disability Discrimination Legal Service Workshops (2015) • No Name Career Forum (2014) • Time 2 Transition Forum(2015) • The World is Your Oyster Forum (2016) • Passport 2 Employment Program (2016) • Ticket to Work Network (2016) • Student Transition Guides 	<p>NDCO, Gordon TAFE, Deakin University, Gforce, St Laurence Employment Services, Matchworks, Karingal Disability Services, BATForce, Geelong Regional LLEN, National Disability Insurance Agency, Independent, , Special, Catholic and Government Secondary Schools (34 school representatives), Gateways Support Service, NEXTT Disability Service, Centrelink, Pacific Vision, Australian Community Support Association, Diversitat, Encompass Disability Services, Life Assist, Leisure Networks, Melbourne City Mission, City of Greater Geelong, Department of Education & Training, Victorian Group Training, Westgate community Initiatives Group,</p>
Glenelg (Portland)	<ul style="list-style-type: none"> • Where to From Here Forums (2013-16) • Passport 2 Employment Program (2014-2016) • Creating Confidence Workshops (2014) • Strengthened Pathways Planning (2014) • Committee for Portland Industry Breakfast (2015) • How to get a Job in the 21st Century Webinar (2016) • Student Transition Guides 	<p>NDCO, Glenelg Southern Grampians LLEN, Glenelg Shire Rural Access, South West TAFE, Western District Employment Access, Portland Bay College, Westvic Staffing Solutions, Department of Health & Human Services, Kyeema Disability Support Services, Bayview College, Heywood Secondary College,</p>
Highlands (Ballarat)	<ul style="list-style-type: none"> • Strengthened Pathways Planning Workshops (2014) • Creating Confidence Workshops (2014) • Student Transition Guides 	<p>NDCO, Pinarc, BRACE, Merrimu Disability Service, Phoenix College, Ballarat Regional Industries, Ballarat Specialist School, Highlands LLEN, Karden Disability Services, Department of Health & Human Services, McCallum Disability Services, Federation University, NDCO, Axis Employment Services, Western District Employment Access</p>

Transition Action Networks	Projects	Stakeholders
South West (Warrnambool)	<ul style="list-style-type: none"> Strengthened Pathways Planning & Creating Confidence Workshops (2014) Passport 2 Employment Program (2015-2016) Where to from Here Forums (2015-2016) Disability Discrimination Legal Workshop (2015) 	NDCO, Brophy, South West TAFE, Department of Health & Human Services, Headspace, City of Warrnambool Rural Access, Warrnambool College, Timboon P-12 College, Hampden Specialist School, Emmanuel College, Kings College, Warrnambool SDS, Camperdown Secondary College, Cobden Technical School, Terang College, Western District Employment Access
Southern Grampians (Hamilton)	<ul style="list-style-type: none"> Passport 2 Employment Program (2015-2016) Labour Market Presentation (2015) Where to from Here Forum (2014) Student Transition Guides 	NDCO, Monivae College, South West TAFE, RMIT, Glenelg Southern Grampians LLEN, Hamilton SDS, Department of Health & Human Services, Southern Grampians Adult Education, Southern Grampians Shire Council, Good Shepherd College, Bainbridge College, Westvic Staffing Solutions, Casterton Secondary College
Sunraysia (Mildura)	<ul style="list-style-type: none"> Strengthened Pathways Planning 2014 Creating Confidence Workshop 2014 Finding Your Way Through the Maze Workshops (2015) Disability Service Directory (Website) Student Transition Guides 	NDCO, Axis Employment Services, Max Employment Services, MADEC Employment & Training, Christie Centre Inc, Sunraysia Community Health Services, Sunraysia Residential Services, Sunraysia Mallee Ethnic Communities Council, Centrelink, Salvation Army, Mildura Rural City Council, Northern Mallee LLEN, Centacare Employment, Sunraysia TAFE, Latrobe University, Australian National Institute, Northern Alliance Training Centre, Mildura Specialist School, St Joseph's College, Trinity Lutheran College, Henderson College, Chaffey Secondary College, Mildura Senior College, Robinvale P-12 College, Ouyen P-12 College, Merbein P-10 College, Irymple Secondary College, Red Cliffs Secondary College, Mildura Christian College
Wimmera (Horsham)	<ul style="list-style-type: none"> NDCO Industry Dinner (2014) Strengthened Pathways Planning Workshops (2014) Creating Confidence Workshop (2014) Pathways with Purpose Program (2015) Where to From Here Forums (2014-2015, 2016) Wimmera Career Expo (2014-15) Wimmera Parent Support Group (2016) Student Transition Guides 	NDCO, Regional Information & Advocacy Centre, Murtoa College, Federation University, Wimmera Uniting Care, Woodbine, Horsham College, Conservation Volunteers, Complex Institute of Education, Department of Health & Human Services, Edenhope College, Dimboola Memorial Secondary College, Centrelink, Volunteering Western Victoria, Scope Victoria, Horsham Special School, Axis Employment Services, Axis Workx, Hopetoun P-12 College, Warracknabeal Secondary College, Warracknabeal SDS, St Brigid's College, Rainbow Secondary College, Western District Employment Access, Wimmera Southern Mallee LLEN, Murtoa Secondary College, Department of Education & Training, Wimmera Rural Access

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