



Members' Update

Newsletter

Volume 2, Oct/Nov 2002

NOW FOR THE HARD PART

Welcome to the second newsletter of the Central Grampians Local Learning and Employment Network (CGLLEN).

As Chris Carthew reported in our first newsletter, a great deal of effort is going into our Strategic Plan. The Committee of Management (COM) recently attended a day-long planning workshop at Halls Gap.



Joan Studd, Chris Carthew, Julie Soares, John Doherty, Peta Dalkin, Chris Wentworth, Ivan Surridge and Tim Cronin at the Halls Gap planning workshop.

The workshop drafted the following five commitments which will become our focus for the next three years:

- 1. We will facilitate consultation between industry and education which will enable training and skills development to reflect the needs of employers.*
- 2. We will empower our community by creating and supporting sustainable communication, coordination and collaboration amongst young people, stakeholders and providers.*
- 3. We will support the delivery of consistent specialist career and youth services in our schools and community.*

4. We will provide opportunities which will build the self-esteem and confidence of our young people.

5. We will undertake activities which will develop a culture that promotes life-long learning, embraces innovation, values initiative and celebrates success.

The draft plan will be put to the COM for approval on Monday 25 November and then circulated to members for comment and feedback. Public forums will be held to provide an opportunity for the community to let us know what they think of the plan.

With the Strategic Plan almost complete and our establishment phase over we now enter the operational phase of

CGLLEN's life. The hard work starts as we focus on making a difference in our community.

This is where you can make a contribution. A number of operational committees will be formed in the coming weeks to implement the plan and this will provide an opportunity for members to get more actively involved with our work.

If you would like to register your interest in becoming involved in one of the committees which will be aligned to the above commitments please contact me on 5358 5766, or by email eo@cglLEN.org.au.

David Wheaton
Executive Officer

Our mission is to create partnerships between young people, community and business that support and empower each young person to achieve their full potential in the journey through education, training and employment.

MEMBER PROFILES



Peter Whitehead
Youth Pathways Program

Peter Whitehead is one of two Youth Pathways Program (YPP) Project Workers employed by the University of Ballarat.

Craig Moore is the contact person at the School of Mines Ballarat (SMB) Campus while Peter looks after the Western Campus comprising Ararat, Stawell and Horsham.

The Youth Pathways Program is a Victorian Government initiative that provides additional funding to improve outcomes for a particular cohort of young people aged between fifteen and nineteen.

With assistance and guidance, the student creates an

individual plan that sets goals to cover educational and personal ambitions for a period of 18 months. This usually includes a 12 month career and educational focus with the remaining months transitioning between education and employment.

Working closely with state and local employment agencies, educational facilities especially the LLEN groups in each region, the future prospects of this 'at risk' group will be more positive and productive.

Peter Whitehead
03 5358 7251
p.whitehead@ballarat.edu.au



(courtesy Ararat Advertiser)

Australian College of Wine

The Australia College of Wine (ACW) is a world class wine industry education and research facility initiated by NMIT (Northern Melbourne Institute of TAFE).

ACW provides training in viticulture, wine making, wine evaluation, and wine marketing. It offers a unique range of programs from intensive short courses to Certificate and Diploma level studies. These courses are designed for those working in the industry wanting to upgrade their skills and for those wanting to enter the industry.

Australia College of Wine (ACW) has three vineyards located in some of Australia's premier wine growing areas.

The ACW Eden Park vineyard is nestled between the Yarra Valley and Macedon Ranges wine growing regions. The Eden Park vineyard was planted in 1993 and its wines have won awards at wine shows throughout Australia.

Wine production is also planned at the ACW's other vineyards at Aradale in Ararat and the Yarra Glen Racing Centre in the Yarra Valley with plantings having commenced in 2001.

Ararat is located in one of Victoria's most historical wine growing districts with vines first planted in the early 1860s. This region is noted for its exceptional sparkling wines, fruit filled whites and full-bodied reds.

The Yarra Valley is recognized as one of Australia's important cool climate wine regions. The Yarra Valley is recognized as Victoria's earliest wine region with vines first planted in 1837.

At each location, the ACW will develop a winery and sales/marketing facility.

ACW facilities, and the range of grape varieties grown, provide students in Victoria, throughout Australia and overseas the very best education in wine industry practices.

Chandra Ball
03 5352 3347
changa38@hotmail.com

STAWELL YOUNG ACHIEVERS

Young Achievers Australia is an exciting Business Skills Program, which was launched at Stawell Secondary College this year.

The program provides hands on opportunities for students to develop enterprising skills in a challenging learning environment. The program is run after school hours whereby students establish and run their own company.

The company name chosen by the students, YAG4, was designed to symbolize the four significant "Gs" of the Northern Grampians area Grampians + Gold + Gift + Grapes. Like any successful company YAG4 conducted market research and testing before deciding on the company's preferred product, *W-Heat Bags the Wonder product*. YAG4 has since promoted and sold it's range of W-Heat Bags at regional and state trade fairs, at the Stawell and Jung markets, through Stawell Secondary College newsletter and more recently through the support of local businesses.

YAG4 has been very successful in it's short life. In their first regional trade fair, YAG4 was the overall event winner against all other secondary school companies in the Victorian country region. When YAG4 competed at the State Trade Fair the team gained a third place for Customer Relations when competing against 70 other YAA companies.

The community response to YAG4 and young achievement has made for a busy round of speaking engagements for the company members. Students have presented to the Northern Grampians Shire Council, the Laurel Club members, the Stawell Secondary School assembly, and to the Neighbourhood Watch committee.



YAG4 has attracted self-motivated students, who are committed to regularly attending board meeting and actively contributing to the company agenda. The company members are Jessica Cass, Siborne Lanagan, Nicole Mannington, Tristan Smith, Damien Cooper, Josh Edwards, Tori Freeland, Adam Greenberger, Seve Kranz and Emma Byrnes.

The program requires a fast track enterprise cycle. YAG4 began their company in May and were required to liquidate their assets and pay out dividends by the 31st October. One of the company aims was to provide shareholders with a 100% return on their investment and to date this aim is looking very realistic.

YAG4 is coordinated by teacher facilitator Sue Freeland and the group was thrilled with the involvement of business mentors Robyn Smith, Graham Trickey and Karen Douglas.

*Sue Freeland,
03 5358 1700
freeland@stawellsc.vic.edu.au*

\$SHARE YOUR GOOD NEWS

Do you have good news to share about the achievements of young people in our region? We will pay \$35 for each story published. Contact David Wheaton on 5358 5766 for details.

EMPLOYABILITY SKILLS

A new report has provided a detailed understanding of the skills young people require to be considered employable.

The Employability Skills Framework has been designed to provide government with a detailed understanding of the employability skills needs of industry and includes the following personal attributes:

- loyalty;
- commitment;
- honesty and integrity;
- enthusiasm;
- reliability;
- personal presentation;
- commonsense;
- positive self-esteem;
- sense of humour;
- ability to deal with pressure;
- motivation; and
- adaptability.

The key skills identified in conjunction with the

personal attributes to make up the Employability Skills Framework are:

- communication skills that contribute to productive and harmonious relations between employees and customers;
- teamwork skills that contribute to productive working relationships and outcomes;
- problem-solving skills that contribute to productive outcomes;
- initiative and enterprise skills that contribute to innovative outcomes;
- planning and organising skills that contribute to long-term and short-term strategic planning;
- self-management skills

that contribute to employee satisfaction and growth;

- learning skills that contribute to ongoing improvement and expansion in employee and company operations and outcomes; and
- technology skills that contribute to effective execution of tasks.

The Employability Skills Framework is the result of a joint Australian Chamber of Commerce and Industry and the Business Council of Australia report, *Employability Skills for the Future*.

www.dest.gov.au

Apprentice Incentives Simplified

The Commonwealth Government recently announced new initiatives to simplify the process for businesses which employ and train Apprentices.

Under the current arrangements employers claim incentive payments up to three times – at ‘commencement’, ‘progression’ and ‘completion’. These payments will now be consolidated with 20% when employers sign on and 80% payable when the Apprentice completes their training.

Other changes include:

- Incentive for Rural and Regional Skills Shortages to be paid at the start of AQF III and IV rather than at progression from AQF II to AQF III or IV.
- Living Away From Home Allowance to be increased to \$77.17 per week and extended to second year (at half the rate).
- An additional \$825 will be paid at commencement and another \$825 on completion for New Apprentices over 45 years old who are welfare dependant,

returning to the workforce or have been made redundant.

- The Disabled Apprentice Wage Subsidy will be extended to trainees so that all New Apprentices can access this assistance.
- People with VET qualifications that are more than seven years old or have qualifications that have been obtained while at school, will now be able to attract incentives for their employers.
- Group Training Organisations (GTOs) will now be eligible for the same incentives as other employers.

The changes take place from 1 July 2003, other than the new completion payment for GTOs which will begin in 2004-05.

www.newapprenticeships.gov.au

APPRENTICESHIPS VITAL: GASON

A CGLLEN member believes traineeships and apprenticeships play an important role in our manufacturing future.

Les Gason, Managing Director of A.F. Gason Pty. Ltd. believes this is still the most successful way to build a solid foundation of management skills to run a manufacturing, marketing and wholesale business today.

It is vitally important that management know and understand what is happening in the manufacturing side of the plant. It is important to fully understand your capacity to produce the numerous products which will be presented to you. Likewise it is also important to understand your market and marketing strengths and weaknesses.

At Gason, apprentices have moved through from apprentices to manufacturing management, supervisors, leading hands, senior and junior design draftsmen (using the latest in Cad design equipment), tool makers, quality assurance and sales positions.

Having commenced my career as an apprentice at the age of 15, I can appreciate the need for balance of higher education personnel, along with hands on personnel, who come up through apprenticeships and move onto senior management positions.

During the 80's and 90's a lot of manufacturing companies failed because they lost this balance. They went to what I would call "academically trained management" which did not relate to the factory floor employee and understand the basics of manufacturing. Some companies tried to turn the clock back, but were unable to do so and have since gone out of business.

If there is one outcome that I would like to see come out of the LLEN Group, it is a better understanding and appreciation that learning does not only take place in the schools, colleges and universities.



There are many highly successful people who's learning experience took a quantum leap when they started work at the age of 16 and 17 years. For the right people such learning experiences should be encouraged in our society, on the basis that this is yet another step to a variety of rewarding careers.

*Les Gason
03 5352 2151
admin@gason.com.au*

What employers are saying about VCAL

Unlike the VCE, which is widely used by students as a pathway to university, students who do the VCAL in 2003 are more likely to be going straight into the workplace after completing Year 12.

"The VCAL is a way for us to introduce young people to our industry and enable them to make informed career choices. The program equips them with a broad knowledge of OH&S, manual handling, work cover and working online etc, which will benefit them no matter what industry they enter. With this compulsory knowledge under their belt, should they commence work with us, they'll be able to fast-track their apprenticeship and become a tradesperson quicker, due to recognition for prior learning."

**Bill Drummond, McPhersons Printing
Maryborough**

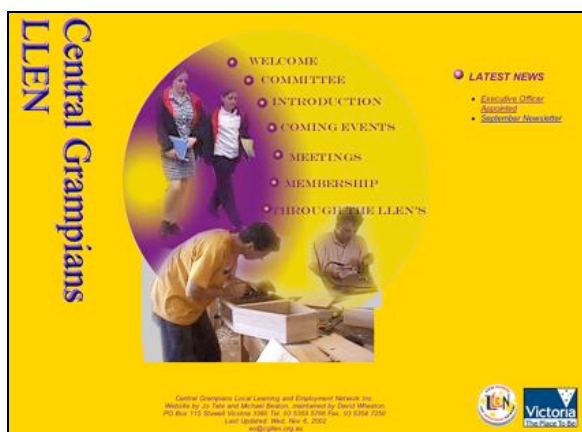
"The VCAL provides a young person with an understanding of what a particular industry is all about before they take on an apprenticeship. They won't waste their own or the employer's money training for a few months only to discover they don't like it. If they choose to take up a trade in that industry its because they really want to be there and they'll make a better apprentice because of it.

**Vic Marett, Master Bricklayers Association
Ballarat**

"With the learning Andrew's getting through the VCAL - both at school and on the job - he's already as good as any first year apprentice. His literacy and math skills, his understanding of OH&S and his overall approach to work put him ahead of the game. He's going to make a top apprentice."

**Geoff Lay, Geoff Lay Plumbing
Clunes**

HAVE YOU VISITED OUR WEBSITE?



www.cgllen.org.au

COMMITTEE OF MANAGEMENT AND STAFF*

Working with the Victorian Learning and Employment Skills Commission

| Name | Phone | Email |
|-----------------|--------------|----------------------------------------|
| Heather Ahpee | 5352 2783 | hahpee@netconnect.com.au |
| Chris Carthew | 5352 5204 | chris@amesystems.com.au |
| Tim Cronin | 5352 2811 | cronint@workco.com.au |
| Peta Dalkin | 5355 3024 | p.dalkin@ballarat.edu.au |
| Joe Edwards | 5382 5033 | joegoolum@hotmail.com |
| Sue Freeland | 5358 1700 | freeland@stawellsc.vic.edu.au |
| Paul Hooper | 5352 1020 | paul@hooper.com.au |
| Lyn Hughes | 5352 1367 | Lyn.Hughes@dsrd.vic.gov.au |
| Angela Hunt | 5352 1760 | angelah@brace.vic.edu.au |
| Lisa Moore* | 5358 5766 | ao@cgllen.org.au |
| Kevin Phillips | 5352 5644 | Phillips.Kevin.m@edumail.vic.gov.au |
| Brendan Ryan | 5352 4177 | Ryan.Brendan.f@edumail.vic.gov.au |
| Geoff Sawyer | 5358 1700 | sawyer.geoff.a@edumail.vic.gov.au |
| Bryce Simpson | 5358 1550 | bryce@superpeople.com.au |
| Bill Slatter | 5352 3861 | principal@marian.balrt.catholic.edu.au |
| Joan Studd | 5358 7231 | j.stud@ballarat.edu.au |
| Julie Soares | 5352 5330 | jsandlh@netconnect.com.au |
| Ivan Surr ridge | 5355 0273 | isurridge@araratvic.gov.au |
| Graeme Trickey | 5358 8700 | trick@netconnect.com.au |
| Lynne van Olden | 5352 2555 | lynnev@grampianspyreneespcp.org.au |
| Chris Wentworth | 53524177 | christopherw@araratcc.vic.edu.au |
| David Wheaton* | 5358 5766 | eo@cgllen.org.au |

**C/- University of Ballarat
Sloane Street, Stawell Vic 3380
PO Box 115, Stawell Vic 3380
Telephone (03) 5358 5766
Facsimile (03) 5358 7250**

