HIGHER EDUCATION & WORKFORCE DEVELOPMENT



Working together to deliver meaningful outcomes



What does our Division do and what is the Learner Pathways Strategy?

- 1. Summary of Higher Education and Workforce Development
- 2. We are developing the **Learner Pathways Strategy** to ensure that the Department's programs to support disadvantaged Victorians are:
 - Well designed to meet the scale and spectrum of need;
 - Effective in delivering outcomes;
 - Recognised and understood by other portfolio areas; and
 - Able to achieve impact through improved collaboration and coordination across government.





What are the key issues?

- 1. Program Fragmentation
- 2. Strategic Intent
- 3. Impact of COVID-19

What are the proposed outputs?

- 1. Develop an overarching strategy that enables disengaged Victorians to access a vocational learning pathway
- 2. Develop options for the improvement of the range of pathway support programs (including options for consolidation)
- 3. Raise the profile of the engagement, participation and inclusion work being undertaken by the Department amongst other government departments, community sector and the VET sector





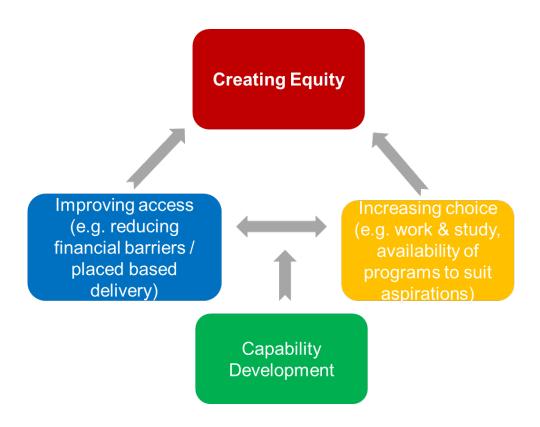
THE RECONNECT PROGRAM





RECONNECT

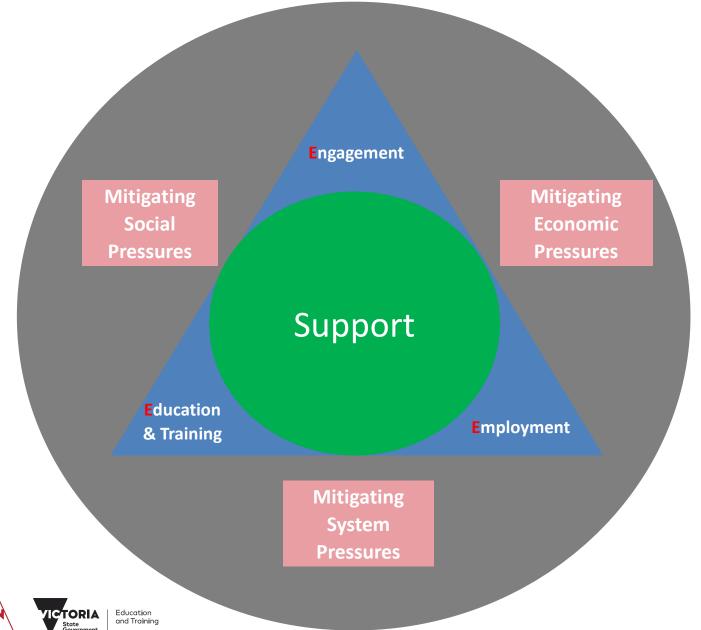
Breaking the Cycle of Disadvantage & Building Sector Capability through the Reconnect Program





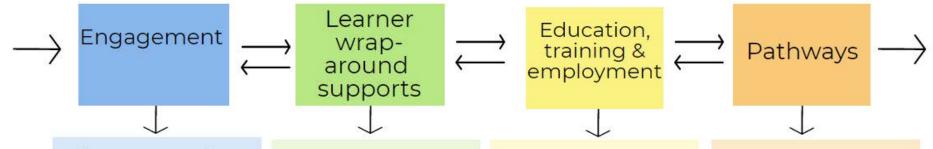


A connected approach to alleviating disadvantage





RECONNECT: PROGRAM ELEMENTS



Engage non-service connected participants via outreach activities.

Develop and maintain placebased partnerships and connections with organisations, and community, to facilitate referral pathways into the program.

Assess participant suitability for program.

Identify the support needs of the participant.

Refer to support services through partnerships and connections.

Identify personal interests.

Identify opportunities for community participation.

Wrap-around supports such as:

- Mental Health counselling
- Housing and accommodation services
- Drug and Alcohol addiction counselling -Financial/Legal support (navigating systems and processes)

Identify education and training support needs and goals.

Facilitate participation in education and training via partnerships.

Identify employment needs and goals.

Facilitate employment opportunities with industry partners.

Support participant to transition into appropriate pathway out of the program into education, training, employment or service provider at partner organisations.





RECONNECT: PROGRAM MODEL

Participant Engagement

Support

Learner

Referrals

Community Service Organisations Youth, Housing, Settlement, Domestic Violence, Employment, and Disability Services etc.

Training Providers Learn Locals. TAFEs, Skills and Jobs Centres and Private RTOs

Government Agencies

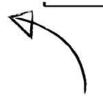
DHHS, DJCS, Centrelink, Victoria Police and Parkville College etc.

Outreach

Community Engagement Outreach activities that engage nonservice connected participants

Word of mouth Participants engaged through community networks, friends and family.

May become eligible at a later stage





Intake Assessment

Eligible Victorian adults (17 and over), experiencing barriers to education and training.



Refer to appropriate service provider

Eligible

Learning Plan

- Pre-accredited training
- Accredited training
- Skill sets/non accredited
- Traineeship/ Apprenticeship
 - Higher Education
 - Experiential Learning.

Participates in Reconnect Program

Provider and participant to identify education and training goals and develop a tailored learning plan that addresses nonvocational barriers.



Support Plan

Wrap-around

- Referral to support service/s to address non vocational barriers
- Participate in group activities
- Develop an understanding of the barriers preventing social inclusion.

Education and Training

Participant is supported to complete suitable learning program or qualification.

Engages in Education, Training and Employment Provider maintains participant support throughout their engagement in education, training and/or employment.



Facilitate industry opportunities that compliment and/or coincide with education and training goals.



18 months

Exit

Transition from Reconnect

Participant completes learning plan, and no longer requires Reconnect Service. Participant is prepared to transition into further education or employment pathway.





RECONNECT

The Victorian Government funds selected providers to deliver the Reconnect program across the state. This provision enables the faciliatation of outreach and engagement, comprehensive referral processes for tailored wrap-around support, assessment of learning needs & co-development of work and learning plan to effectively transition them into education, training or employment.

PARTICIPANT OUTCOMES



10,000

Number of participants in the program **since 2016**

65%

Percentage of current participants that have transitioned into vocational pathways



1,700

Number of participants registered in 2021

CURRENT PARTICIPATION

90% NO PREVIOUS QUALIFICATION



80% UNEMPLOYED



60% WOMEN



18%

AGED OVER



54%

AGED UNDER 25



The Mitchell Institute estimates that the fiscal and social cost of **one disengaged person** in Australia, is \$37,900 per year.

STRENGTHS

Place -based

Responsive to local needs and harnesses community resources

Learner - Centred

Participants receive tailored and responsive support and their needs are always the priority

Experts

Experts provide intensive support to facilitate required interventions and appropriate vocational pathways.

Collaborative

Reconnect has been designed to promote collaboration and decrease competetion.

VULNERABLE COHORTS

30 % With a disability

35 %

Culturally and Linguistically Diverse

7%

Aboriginal or Torres Strait Islander

DELIVERY

State-wide reach delivering in all 79 LGAs

34 providers, made up of 11 TAFES, 11 Learn Local and two Community Service Organisations.





Education and Training





RECONNECT REDESIGN KEY CONCEPTS



The Reconnect **key program concepts**, detailed below, are based on evidence of best practice and an extensive consultation process and are intended to promote continuous improvement and enhance program outcomes.

- Increase coordinated local response
- ➤ Harness inter-governmental and interdepartmental resources and facilitate opportunities for collaboration
- Maintain and enhance agility and flexibility of the program to improve responsiveness to priorities
- Provide contractual recognition of whole-of-student-journey
- > Improve provider/DET relationships
- ➤ Enable providers to sustain and strengthen existing practices
- > Increase capacity building of Reconnect workforce
- Revise Expression of Interest process

- Expand provider eligibility to CSOs
- Leverage data management capabilities to reduce admin burden
- > Implement qualitative reporting that informs and improves practice
- Ensure funding provision that encourages collaborative, responsive and sustainable service delivery
- Provide contract periods that reflect the service delivery (VET calendar year)
- Revise funding structure to encourages partnerships and collaboration and reduce administrative burden.
- Ensure flexibility in participant eligibility to encourage responsive practice
- Ensure delivery distribution based on data analysis.
- Absorb participants from other concluding programs





RECONNECT

REVISING PROGRAM ASPECTS & ENHANCING OUTCOMES

ALLOCATION METHODOLOGY

Improve data analytics to respond to local need

Use available data to mitigate overservicing in and under-servicing. Improve methodology for calculating provider capacity, and increase agility.

FUNDING STRUCTURE

Review funding parameteres and milestones

Increase certainty for providers and improve consistency and reliability for participantes

CAPABILITY BUILDING

Increase Professional Development & improve networks

Reduces the programs capacity for continuous improvement and enhancing outcomes.

COMMUNICATION STRATEGY

Implement the strategy

In consultation with stakeholders identify roles and responsibilities and implement the strategy.

PERFORMANCE MEASURES

Requires recognition of whole-of-learner journey

Broadening success will enable providers to work in an authentic learner centered approach to achieve participants vocational aspirations.

INTER-CONNECTIVITY

Strengthen interrelationships and reduce barriers

LGA distribution, funding parameters, recognised outcomes and capped targets create challenges for effective partnerships and collaboration. Improve Government interconnectivity externally and internally to strengthen referral structures.

GOVERNMENT PRIORITIES

Improve aspects of program to increase reponsivness

Reduce restrictions and parameters to increase ability to respond to emerging Government Priorities such as family violence and mental health.

PROGRAM ELIGIBILITY

Does not reflect complex barriers to VET

Revise current program eligibility to improve access for long term disengaged and emerging priority cohorts.



