



Mentoring Program Scope

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Prepared by
Lysa Johnstone Consulting
lysa.johnstone@bigpond.com.au
Mob: 0448 527 321

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Goulburn Murray Local Learning and Employment Network (GMLEN)

About GMLEN

The GMLEN supports young people in the Greater Shepparton, Moira, and Strathbogie Local Government Area's (LGA) by improving their participation, engagement, attainment, and transition outcomes.

GMLEN works with Industry to source a range of school – industry engagement opportunities within the 3 LGA's, that are tailored to local priorities and support students to expand their knowledge and skills of local industries to enhance effective pathway decisions, as well as increasing their work readiness capabilities¹.

GMLEN partner with a range of groups and organisation including education and training providers, business and industry, community agencies, and parent and family organisations. LLEN's have a particular focus on young people at risk of disengaging, or who have already disengaged, from education and training and are not in meaningful employment².

GMLEN creates strategic, sustainable partnerships that improve education, pathways, and transition outcomes for young people. GMLENS use their knowledge of the region to influence strategic planning and broker partnerships among key stakeholders to support young people to remain engaged or re-engage in education or training³.

GMLEN Strategic Direction

The GMLEN 2021-2024 strategy focuses on improving transitions to education, training, and employment to ensure every young person, no matter their circumstance, can thrive and be the best version of themselves.

The development of a mentoring program to navigate the pathways into employment or further education for young people, aligns to the strategic pillars of:

- PREPARE – Finding opportunities to give young people work exposure/experiences and connections to the local labour market.
- CONNECT – Working with employers to better connect with young people and schools.

Alignment with Victorian & National Government Strategy

The implementation of a mentoring program for young people to improve pathways from secondary school or unemployment/under employment, into further education or employment, aligns and supports the following Government strategies:

- The Department of Education and Training Strategic Plan 2021-25, The Victorian Government's roadmap to reform for senior secondary schooling, is committed to ensuring students make more informed career and pathway decisions, and meet the demands of a rapidly changing, globalised job market. The reforms support students to learn more about the world of work and develop strong life skills, to make informed choices about further study and their future careers⁴.
- The Marrung Aboriginal Education Plan 2016-2026. A strategy to ensure that all First Nation Victorians achieve their learning aspirations⁵. The Marrung Plan has prioritised the following strategy for 2021-2023: Develop and promote strategies including mentoring, targeted careers advice for students and families and access to support services to strengthen pathways into post-compulsory education (including university), training and employment, including the development of targeted initiatives with Learn Local providers.

¹ <https://www.gmlen.com.au/about-us/>

² <https://www.gmlen.com.au/about-us/>

³ <https://www.gmlen.com.au/about-us/>

⁴ <https://www.education.vic.gov.au/Documents/about/department/strategicplan.pdf>

⁵ <https://www.education.vic.gov.au/about/programs/Pages/marrung.aspx>

- The Victorian Aboriginal Economic Strategy (VAES) 2013-2020 – Is committed to First Nation peoples to build foundations and aspirations for jobs and business throughout life, with key outcomes of⁶:
 - Strong communities and families that support young people to aspire to education and economic success.
 - More people accessing opportunities for learning throughout life and more role models to inspire the next generation of First Nation employees, employers, and entrepreneurs.

The VAES actively supports young people to transition from education to training and employment through partnerships with the Commonwealth and other sectors.

- The Goulburn Murray Local Jobs Plan July 2021 Key priorities include⁷:
 - General opportunities for skills development which align with local employer and industry through apprenticeships, traineeship, and skills training.
 - Maximise the extent to which local positions are filled by local job seekers to re-invigorate the local economy.
 - Increase in engagement of Indigenous people and communities to boost employment and training among the Aboriginal and Torres Strait Islander population in collaboration with local Aboriginal Community Controlled Organisations (ACCO's).
 - Develop strategies that target barriers such as transport and housing that prevent job seekers from accessing employment and training opportunities.

⁶ <https://www.firstpeoplesrelations.vic.gov.au/sites/default/files/2019-10/Victorian-Aboriginal-Economic-Strategy-2013-2020.pdf>

⁷ Goulburn Murray Local Jobs Plan – 28 July 2021, Page 2

PHASE 1 – Data analysis

Executive Summary - data

Data analysed through Phase one, provided evidence for both the strengths and in particular, the vulnerabilities of young people in the Local Government Areas (LGA's) of Greater Shepparton, Moira, and Strathbogie.

Young people are particularly vulnerable when making the transition from school to further education and work. Factors that make the transition more difficult include:

- Low educational outcomes. Strathbogie, Moira and in particular, Greater Shepparton are below the state average of young people aged 19 years, who have attained year 12 or equivalent.
- A dysfunctional family life. The proportion of young people living in families with healthy family functioning is considerably low.
- Limited support or role modelling to transition successfully from parents/carers. The percentage of young people living in Greater Shepparton, Moira, and Strathbogie Shires, with both parents not working, is above the state average.
- Welfare dependency. The number of young people in receipt of Youth Allowance (other) and JobSeeker (under 25 years), significantly increased during the COVID-19 pandemic. While numbers have decreased, the number of young people still in receipt of Centrelink payments is still significantly high. There is also a significant proportion of young people who have no earnings in addition to their Centrelink payment.
- Levels of young people disengaged, and not in school or employment. The percentage of young people, aged 15-19 not in school or employment, is above the state average.
- A lack of understanding of education and career pathways and lack of essential employability skills, limits young people's opportunity to transition successfully.
- Cultural factors. Aboriginal and or Torres Strait Islander and Culturally and Linguistically Diverse
 - Shepparton and Mooroopna, within the LGA of Greater Shepparton, have the largest Aboriginal population in rural Victoria. 31.8% of young people in receipt of Youth Allowance (other) or JobSeeker payment, identified as Aboriginal.
 - Cultural and linguistic diverse populations are higher than that of the state average, therefore must be considered in mentor model development.
- Social factors: Homeless or at risk of homelessness, mental health, and teenage pregnancy.
 - Homelessness amongst young people is a significant issue in the Goulburn region. In the year 2020-2021, there were 382 primary household members, aged between 15-25 years, of these 76.7% were in Greater Shepparton. 26% identified as Aboriginal and Torres Strait Islander.
 - Teenage fertility rates are significantly above the state average.
 - Young people's mental health has declined, particularly since the onset of the COVID-19 pandemic.
- Inability to access job services for six-months post completion of secondary school. Job Services such as CVGT Transition to Work, and Job Services Australia eligibility criteria, includes that a young person must be unemployed for 6months, post completion of secondary school, prior to being eligible for assistance. While there is a level of flexibility and creativity to assist young people to meet eligibility criteria, it may deter young people, at the 6-month point of unemployment, to ask for support, if they have previously been told they are not eligible.

In addition to the vulnerabilities identified above, the COVID-19 pandemic placed additional pressure on young people in relation to education and mental health. The disruption to education caused by COVID-19 restrictions is likely to have a particularly strong effect on students in their final year of study before they transition to further employment or educationⁱ.

Overview of City of Greater Shepparton, Moira, and Strathbogie Shires

The City of Greater Shepparton, Moira and Strathbogie Shires are local government areas, within the Goulburn region. Shepparton, Mooroopna, and Yarrawonga have culturally diverse populations, including a large Indigenous population. Shepparton, the largest city in the region, is the primary location for tertiary, health, cultural and higher education services.

Greater Shepparton

- Greater Shepparton estimated resident population in 2020 is 67,070⁸.
- The ERP for young people aged 15-24 years in June 2020 was 8,277⁹.
- Aboriginal people make up 3.42% of the population¹⁰.
- 14.6% of people spoke a language other than English at home, compared to the Victorian average of 6.0%¹¹.
- Annual population growth rate of 0.86%¹².
- Shepparton is also likely to see an estimated growth in the population of 19.15% from 2021 to 2036¹³.
- Eight secondary schools; Greater Shepparton Secondary College, Notre Dame College, Berry Street School, Shepparton Flexible Learning Centre, Shepparton ACE Secondary College, Shepparton Christian College, Goulburn Valley Grammar, and Verney Road School.

Moira Shire

- The Moira Shire estimated resident population (ERP) in 2020 is 30,018¹⁴.
- The ERP for young people aged 15-24 years in June 2020, is 3,374¹⁵.
- Aboriginal people make up 1.7% of the population¹⁶.
- 11.8% of people spoke a language other than English at home, compared to the Victorian average of 6.0%¹⁷.
- Annual population growth rate of 0.33%¹⁸.
- Eight secondary schools; Sacred Heart College Yarrawonga, Yarrawonga P-12, Cobram Secondary School, Numurkah Secondary College, Nathalia Secondary College, St Mary of the Angels Secondary College and Cobram Specialist School and Cobram Anglican Grammar P-12.

Strathbogie Shire

- The Strathbogie Shire estimated resident population in 2020 is 10,992¹⁹.
- The ERP for young people aged 15-24 years in June 2020, is 979²⁰.
- Aboriginal people make up 1.10% of the population²¹.
- 10.33% of people spoke a language other than English at home, compared to the Victorian average of 6.0%²².
- Annual population growth rate of 1.99%²³.
- One secondary school; Euroa Secondary College.

⁸ <https://profile.id.com.au/shepparton>

⁹ <https://dbr.abs.gov.au>

¹⁰ <https://www.rdv.vic.gov.au/information-portal/table-and-chart>

¹¹ <https://profile.id.com.au/shepparton/language>

¹² <https://www.rdv.vic.gov.au/information-portal/table-and-chart>

¹³ <https://forecast.id.com.au/shepparton>

¹⁴ <https://dbr.abs.gov.au/region.html?lvr=lga&rgn=24900>

¹⁵ <https://dbr.abs.gov.au>

¹⁶ <https://app.remplan.com.au/moira/community/population/age?state>

¹⁷ <https://app.remplan.com.au/moira/community/population/language-spoken?>

¹⁸ <https://www.rdv.vic.gov.au/information-portal/table-and-chart>

¹⁹ <https://app.remplan.com.au/strathbogie/community/population/age>

²⁰ <https://dbr.abs.gov.au>

²¹ <https://www.rdv.vic.gov.au/information-portal/table-and-chart>

²² <https://app.remplan.com.au/strathbogie/community/population/language-spoken>

²³ <https://www.rdv.vic.gov.au/information-portal/table-and-chart>

Socio-Educational Advantage and Early School Leavers

Secondary School demographics and distribution of socio-educational advantage

There is substantial evidence that shows the educational performance of students, amongst other things, is related to certain characteristics of their family (parental education, parental non-school education, and occupation) and school (location and the socio-economic background of the students it serves). The Index of Community Socio-educational Advantage (ICSEA) is a scale of socio-educational advantage that is computed for each school. The development of ICSEA involved collecting student family background data and identifying, with a statistical model, the combination of variables that have the strongest association with student performance in the National Assessment Program-Literacy and Numeracy (NAPLAN) results²⁴.

ICSEA values are calculated on a scale which has a median of 1000 and a standard deviation of 100. ICSEA values typically range from approximately 500 (representing schools with extremely disadvantaged student backgrounds) to about 1300 (representing schools with extremely advantaged student backgrounds).

ICSEA allows for comparisons to be made between a selected school and all students with a similar background that are matched according to the socio-educational advantage (SEA) and thereby allowing fair comparisons of NAPLAN results.

Table 1. 2020 Demographics and ICSEA in Secondary Schools in Greater Shepparton, Moira, and Strathbogie Shires²⁵

Secondary School	LGA	Total Enrolments	Boys	Girls	Indigenous Students	Language background other than English	Distribution of ICSEA		
							School ICSEA Value	Average ICSEA value	School ICSEA percentile
Greater Shepparton College	Greater Shepparton	2269	1116	1153	11%	29%	941	1000	20
Notre Dame College	Greater Shepparton	1628	824	804	3%	12%	1007	1000	50
Goulburn Valley Grammar	Greater Shepparton	687	349	338	1%	19%	1123	1000	91
Shepparton Verney Road School - special	Greater Shepparton	220	167	53	17%	12%	910	1000	11
Shepparton ACE Secondary College	Greater Shepparton	86	39	47	12%	0%	921	1000	13
Shepparton Christian College P-12	Greater Shepparton	235	124	111	6%	33%	1049	1000	69

²⁴ <https://www.myschool.edu.au/media/1820/guide-to-understanding-icsea-values.pdf>

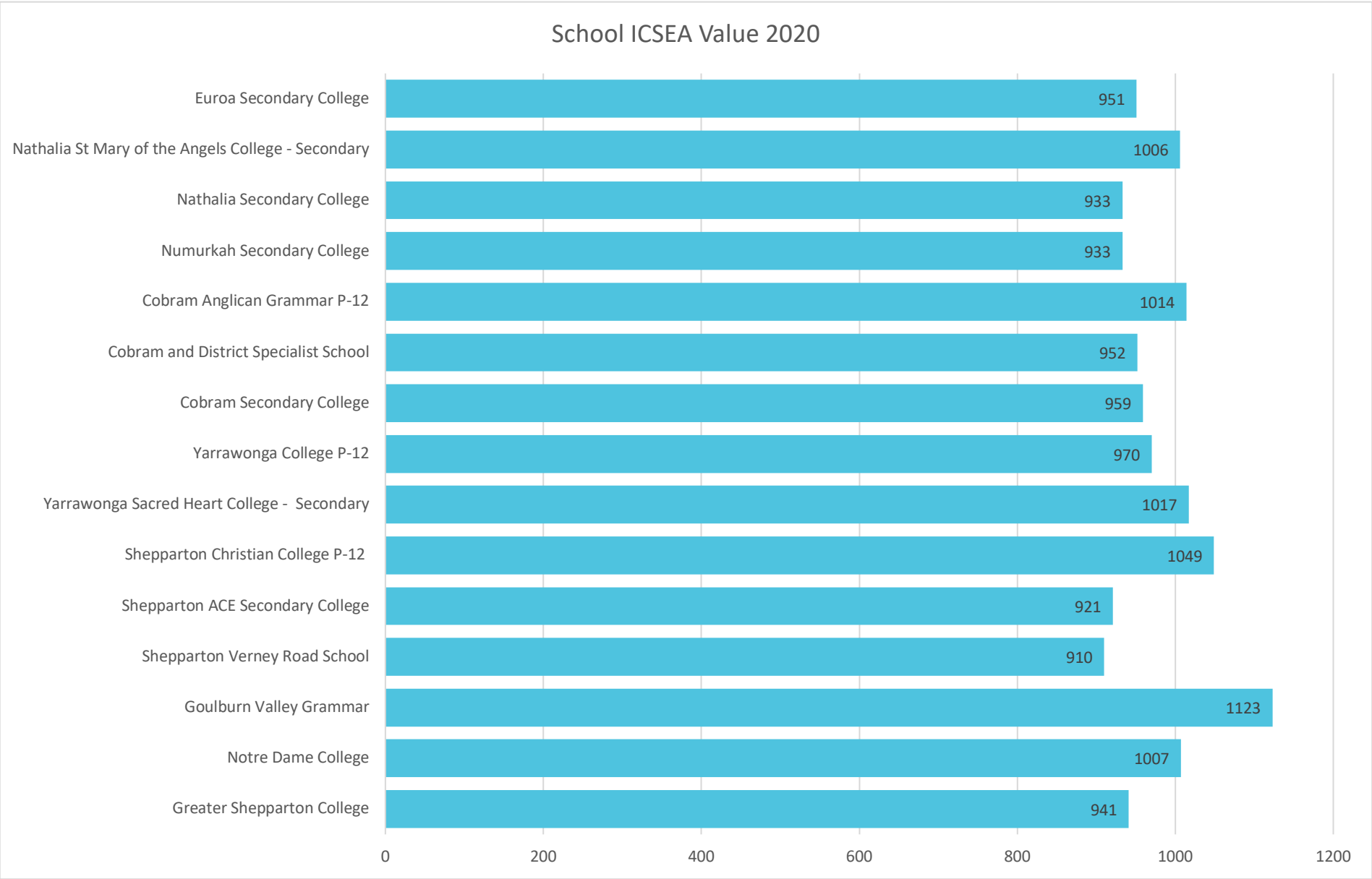
²⁵ <https://www.myschool.edu.au>

Yarrawonga Sacred Heart College - Secondary	Moir	259	125	134	0%	3%	1017	1000	55
Yarrawonga College P-12	Moir	944	474	470	4%	3%	970	1000	32
Cobram Secondary College	Moir	361	172	189	6%	7%	959	1000	27
Cobram and District Specialist School	Moir	59	46	13	7%	5%	952	1000	24
Cobram Anglican Grammar P-12	Moir	391	183	208	3%	11%	1014	1000	532
Numurkah Secondary College	Moir	262	141	121	9%	2%	933	1000	17
Nathalia Secondary College	Moir	115	53	62	11%	4%	933	1000	17
Nathalia St Mary of the Angels College - Secondary	Moir	619	292	327	2%	5%	1006	1000	49
Euroa Secondary College	Strathbogie	316	166	150	2%	3%	951	1000	24

NB: No data available on the My Schools website for: Berry Street School Shepparton or the Shepparton Flexible Learning Centre - SFLC (The SFLC data is affiliated with the Wodonga Secondary School registration).

Figure 1 below, confirms that all schools within scope of the Greater Shepparton, Moira, and Strathbogie LGA's are within the standard deviation of the median ICSEA. Nine schools are below the median ICSEA, however are not outside the standard deviation.

Figure 1. 2020 School ICSEA Values in Greater Shepparton, Moira, and Strathbogie Shires²⁶



²⁶ <https://www.myschool.edu.au>

Early school leavers

Early school leavers across the Shires of Greater Shepparton, Moira and Strathbogie remain low for Year 11 and 12. Over the past three years, early school leavers are considerably higher for students in Years 9 and 10, compared with Year 11 and 12. However, **90%** plus of students still had an education component on transition, which included apprenticeships/traineeships and Registered Training Organisations (RTO) e.g., TAFE²⁷.

Figure 2a. Greater Shepparton – Early School Leavers by Year²⁸

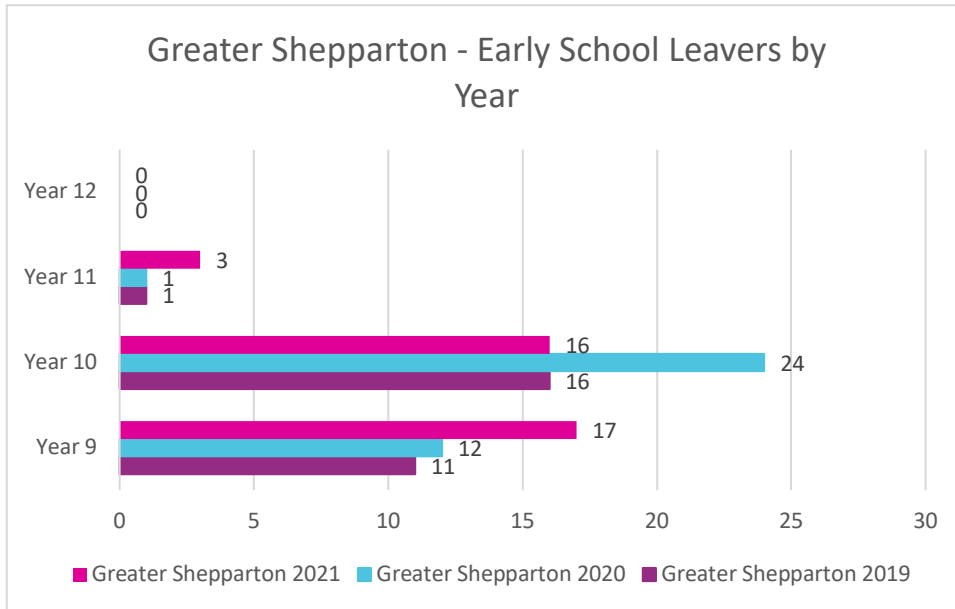
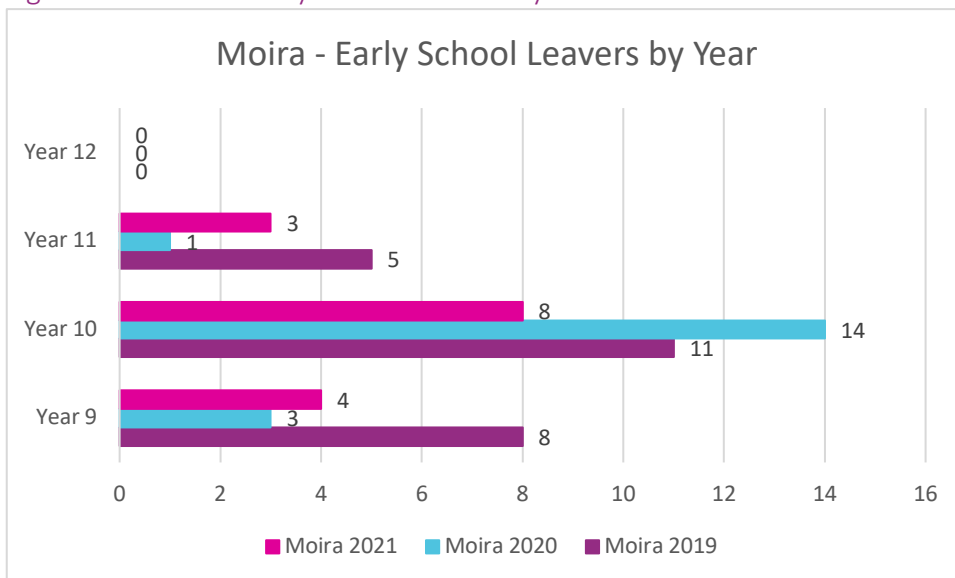


Figure 2b. Moira – Early School Leavers by Year²⁹

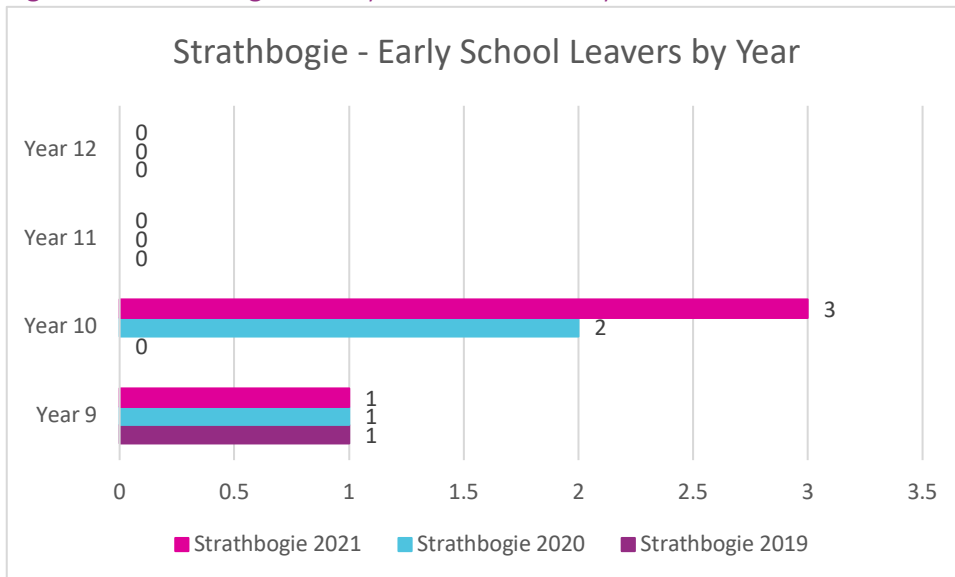


²⁷ Department of Education and Training, Acting Senior Transitions Officer, Jonathan Hughes, November 2021

²⁸ Department of Education and Training, Acting Senior Transitions Officer, Jonathan Hughes, November 2021

²⁹ Department of Education and Training, Acting Senior Transitions Officer, Jonathan Hughes, November 2021

Figure 2c. Strathbogie – Early School Leavers by Year³⁰



Anecdotal evidence suggests that during the COVID period, students were more proactive in seeking/exploring other learning options through apprenticeships or alternative learning settings e.g., RTO's, TAFE etc. before becoming disengaged with school, reflecting the **24** young people leaving secondary school in Year 10, 2020 in Greater Shepparton. Historically, students were becoming disengaged from school, and then seeking alternative pathways³¹.

- There has been an increase in apprenticeships, mostly in the construction industry which has been influenced through greater employer apprenticeship incentives.
- Increase in students undertaking VCAL through RTO's.
- The lack of face-to-face last time in school may also have been a contributor to students seeking other learning options.

Labour market insights and the impacts on young people

Labour market overview

Table 2. Labour market overview – by SA4 November 2021³²

	Hume SA4	Change since March 2020	Shepparton SA4	Change since March 2020	Victoria	Change since March 2020
Employment ('000)	94.4	6.7%	59.5	-11.5%	3446.6	0.2%
Unemployment ('000)	3.1	-17.6%	1.7	-53.3%	171.4	-8.7%
Labour force ('000)	97.5	5.7%	61.1	-13.6%	3617.9	-0.3%
Not in the labour force	47.2	-11.1%	46.4	21.1%	1801.3	-1.4%
Unemployment rate	3.2%	-0.9% pts	2.7%	-2.3% pts	4.7%	-0.4% pts
Participation rate	67.4%	3.9% pts	56.9%	-8.0% pts	66.8%	0.5% pts

³⁰ Department of Education and Training, Acting Senior Transitions Officer, Jonathan Hughes, November 2021

³¹ Department of Education and Training, Acting Senior Transitions Officer, Jonathan Hughes, November 2021

³² National Skills Commission, December 2021, Source: ABS, Labour Force Survey, detailed, 12 month averaged data for the Hume and Shepparton SA4s and original estimates for Victoria, November 2021.

NB:

- Data should be viewed with caution due to small sample size and high volatility at the region level.
- The Shepparton SA4 incorporates the LGA's of Greater Shepparton and Moira.
- The Hume SA4 incorporates the LGA of Strathbogie.

Shepparton has the lowest participation rate of all Victorian SA4s³³. There has been a **11.5%** fall in employment and a **21.1%** increase of people not in the labour force since March 2020 in the Shepparton SA4.

Impacts of the pandemic on young people in the labour force

Table 3. Impacts of the pandemic on young people (15-24) in the labour force by SA4 November 2021³⁴.

	Hume SA4	Change since March 2020	Shepparton SA4	Change since March 2020	Victoria	Change since March 2020
Young people employed ('000)	11.8	39.9%	10.2	-15.9%	455.9	-7.7%
Youth unemployment rate	8.0%	-4.1% pts	4.9%	-9.1% pts	11.5%	-0.8% pts
Youth participation rate	68.0%	-8.2% pts	63.0%	-10.1% pts	66.1%	0.2% pts

NB:

- Data should be viewed with caution due to small sample size and high volatility at the region level.
- The Shepparton SA4 incorporates the LGA's of Greater Shepparton and Moira.
- The Hume SA4 incorporates the LGA of Strathbogie.

COVID-19 has had a significant impact on the workforce. Young people in particular have been impacted, as they are more likely to be in insecure employment (part-time and casual roles). There has been a **15.9%** reduction in the level of young people employed since March 2020, the onset of COVID-19, in the Shepparton SA4. An increase in the youth participation rate needs to be seen over the next few months, to avoid the risk of longer-term disengagement.

Unemployment & Underemployment

Unemployment

As of April 2021, the youth unemployment rate in the Goulburn Murray Employment Region was **11.8%**, a decrease of 1.5 percentage points compared to March 2020³⁵. According to the Goulburn Murray Local Jobs Plan July 2021, youth unemployment is higher than the National rate and continues to present its challenges within the region³⁶.

Unemployment rates are available at the LGA level for all persons (15+). LGA unemployment levels and percentages for young people, are not available outside of the Australian census (with 2016 being the latest available). Due to both the methodology used and the significantly higher variability of the data disaggregated below the SA2 or LGA level, it is not possible to derive reliable unemployment rate estimates for selected age groups.

The Small Area Labour Markets, total population, unemployment rates detailed in the table below, have been smoothed using a four-quarter average to minimise the variability inherent in small area estimates. A description of the methodology used to prepare the estimates, is available on the following website: [SALM Explanatory Notes](#).

³³ National Skills Commission, November 2021, Shepparton labour market insights and the impact on young people

³⁴ National Skills Commission, December 2021, Source: ABS, Labour Force Survey, detailed, 12-month averaged data for the Hume and Shepparton SA4s and seasonally adjusted data for Victoria except for 'not in the Labour force' values which are original estimates for Victoria, November 2021.

³⁵ Goulburn Murray Local Jobs Plan – 28 July 2021, Page 5

³⁶ Goulburn Murray Local Jobs Plan – 28 July 2021, Page 5

Table 4. Total Unemployment Rate (smoothed) by LGA and Jobactive Caseloads June 2021³⁷

Percentage	Shepparton 5.8%	Moira 4.6%	Strathbogie 3.7%	Goulburn/Murray 3.1%
Rate	Shepparton 1,770	Moira 599	Strathbogie 208	Goulburn Murray 4,900
Total Jobactive Caseload (15+)	Not available	Not available	Not available	15,732
Youth Jobactive Caseload (15-24)	Not available	Not available	Not available	2,431

Young people receiving Centrelink payments

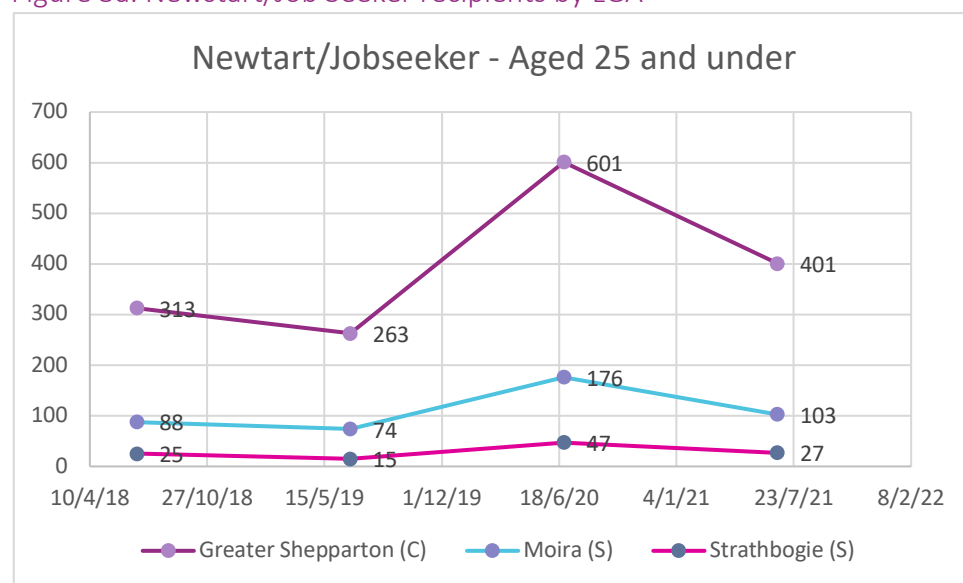
The graphs below outline the number of young people receiving Youth Allowance (other), Youth Allowance (student & apprentice) and Newstart or Job Seeker in Greater Shepparton, Moira, and Strathbogie LGA's over the past four years. The impact of the COVID-19 pandemic can be consistently seen by a steep increase in Youth Allowance (other) and Newstart/Job seeker recipients in 2020.

Young people in receipt of the Disability Support Pension were excluded from the data sourced from the Department of Social Services, Services Australia administrative data, given the complexities of determining the recipients who are able or unable to work, which is determined by the recipients individual circumstances.

Greater Shepparton Newstart/JobSeeker recipients increased by **128.5%** from 2019 to 2020, the number of recipients significantly reduced in 2021 to **401**, however the recipient total is still higher than pre-COVID levels.

Youth allowance (student and apprentice) has remained relatively stable over the past four years.

Figure 3a. Newstart/Job Seeker recipients by LGA³⁸



³⁷ [https://lmip.gov.au/default.aspx?LMIP/Downloads/SmallAreaLabourMarketsSALM/Estimates & https://lmip.gov.au/maps.aspx?layer=EmploymentRegions®ion=Goulburn/Murray](https://lmip.gov.au/default.aspx?LMIP/Downloads/SmallAreaLabourMarketsSALM/Estimates%20&%20https://lmip.gov.au/maps.aspx?layer=EmploymentRegions®ion=Goulburn/Murray)

³⁸ Department of Social Services report – Services Australia administrative data November 2021

Figure 3b. Youth allowance (other) recipients by LGA³⁹

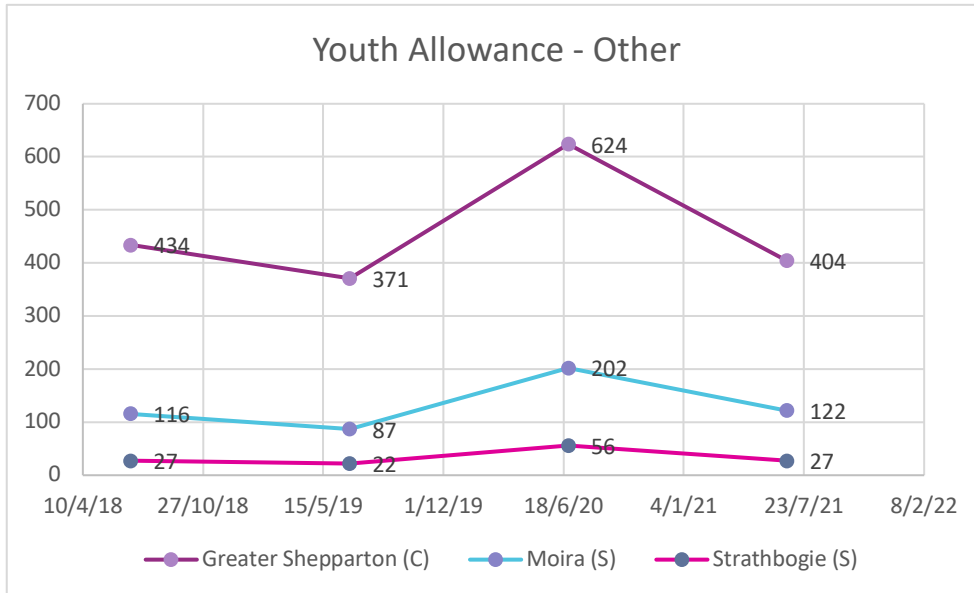


Figure 3c. Youth allowance (student and apprentice) recipients by LGA⁴⁰

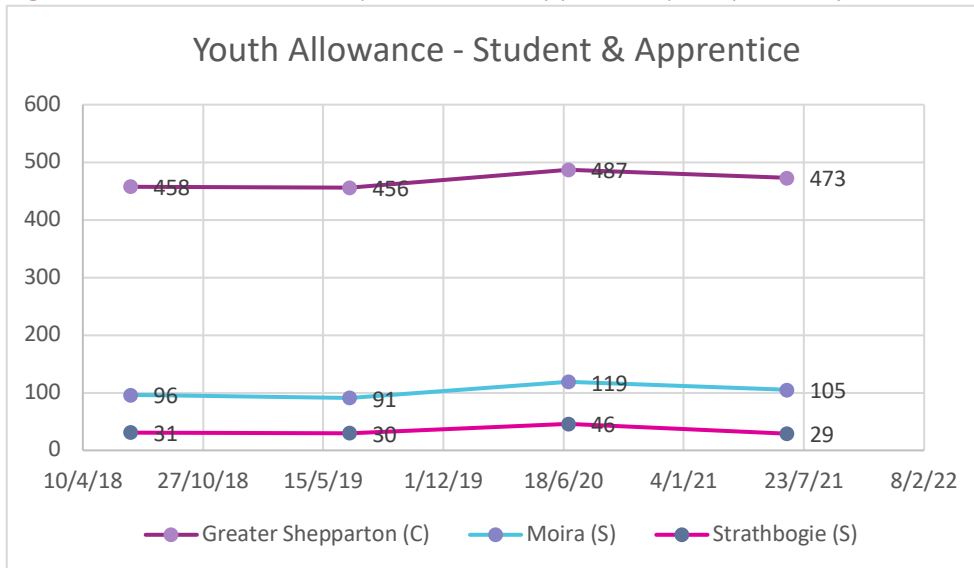


Table 5. Number of Indigenous recipients by Payment type, LGA, and Age Group⁴¹

Extract Date by Payment Type		Greater Shepparton		Moira		Strathbogie	
		Indigenous	Total	Indigenous	Total	Indigenous	Total
29/6/18	Newstart Allowance - All Recipients	306	2,767	46	1,108	10	317
	Newstart Allowance - Aged 25 and Under	45	313	<5	88	<5	25
	Youth Allowance (other)	67	434	10	116	<5	27
	Youth Allowance (student and apprentice)	13	458	0	96	0	31

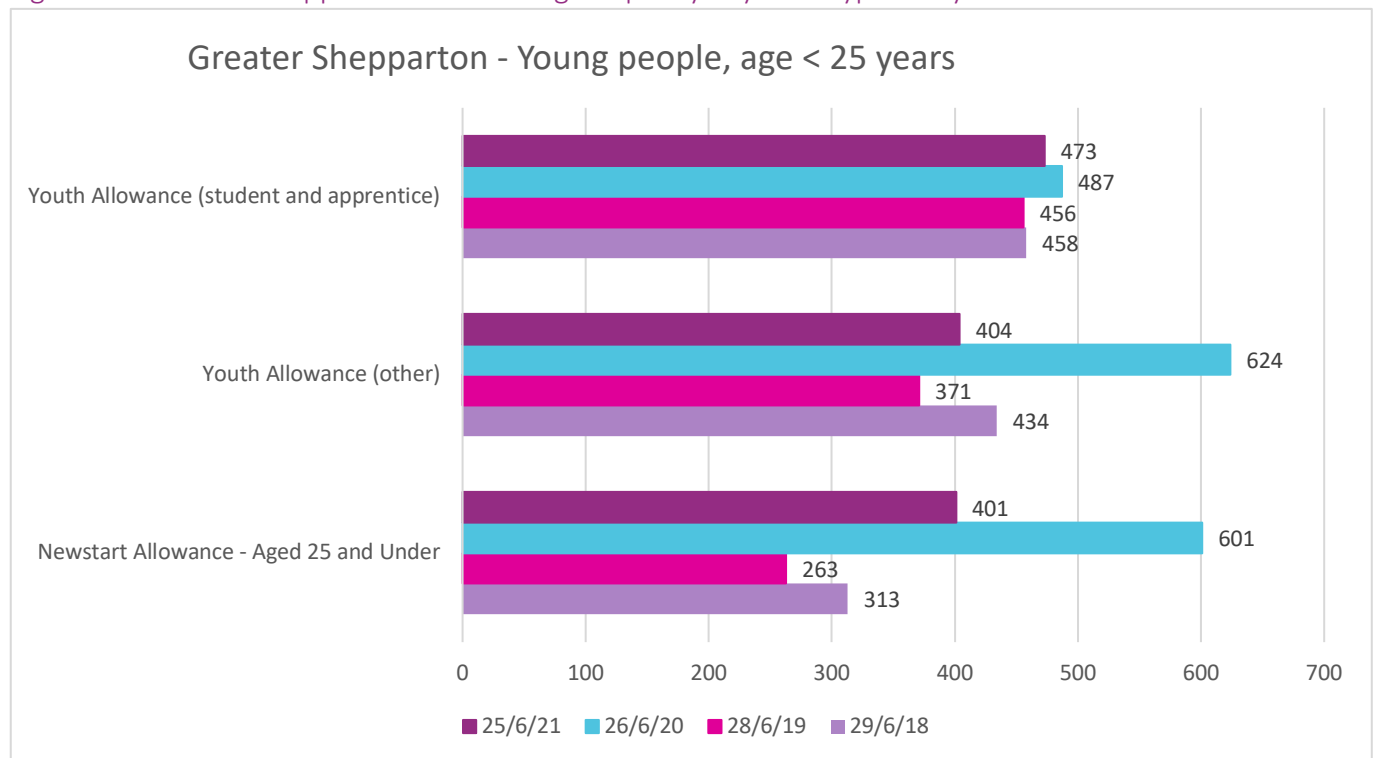
³⁹ Department of Social Services report – Services Australia administrative data November 2021

⁴⁰ Department of Social Services report – Services Australia administrative data November 2021

⁴¹ Department of Social Services report – Services Australia administrative data November 2021

28/6/19	Newstart Allowance - All Recipients	273	2,665	43	1,007	13	318
	Newstart Allowance - Aged 25 and Under	36	263	<5	74	<5	15
	Youth Allowance (other)	65	371	8	87	<5	22
	Youth Allowance (student and apprentice)	21	456	<5	91	0	30
26/6/20	JobSeeker Payment - All Recipients	441	4,266	81	1,714	18	599
	JobSeeker Payment - Aged 25 and Under	94	601	10	176	<5	47
	Youth Allowance (other)	122	624	17	202	<5	56
	Youth Allowance (student and apprentice)	12	487	<5	119	<5	46
25/6/21	JobSeeker Payment - All Recipients	396	3,446	69	1,291	20	455
	JobSeeker Payment - Aged 25 and Under	70	401	9	103	<5	27
	Youth Allowance (other)	91	404	16	122	<5	27
	Youth Allowance (student and apprentice)	8	473	<5	105	0	29

Figure 4a. Greater Shepparton LGA - Young People by Payment type and year⁴²



⁴² Department of Social Services report – Services Australia administrative data November 2021

Figure 4b. Moira LGA - Young People by Payment type and year⁴³

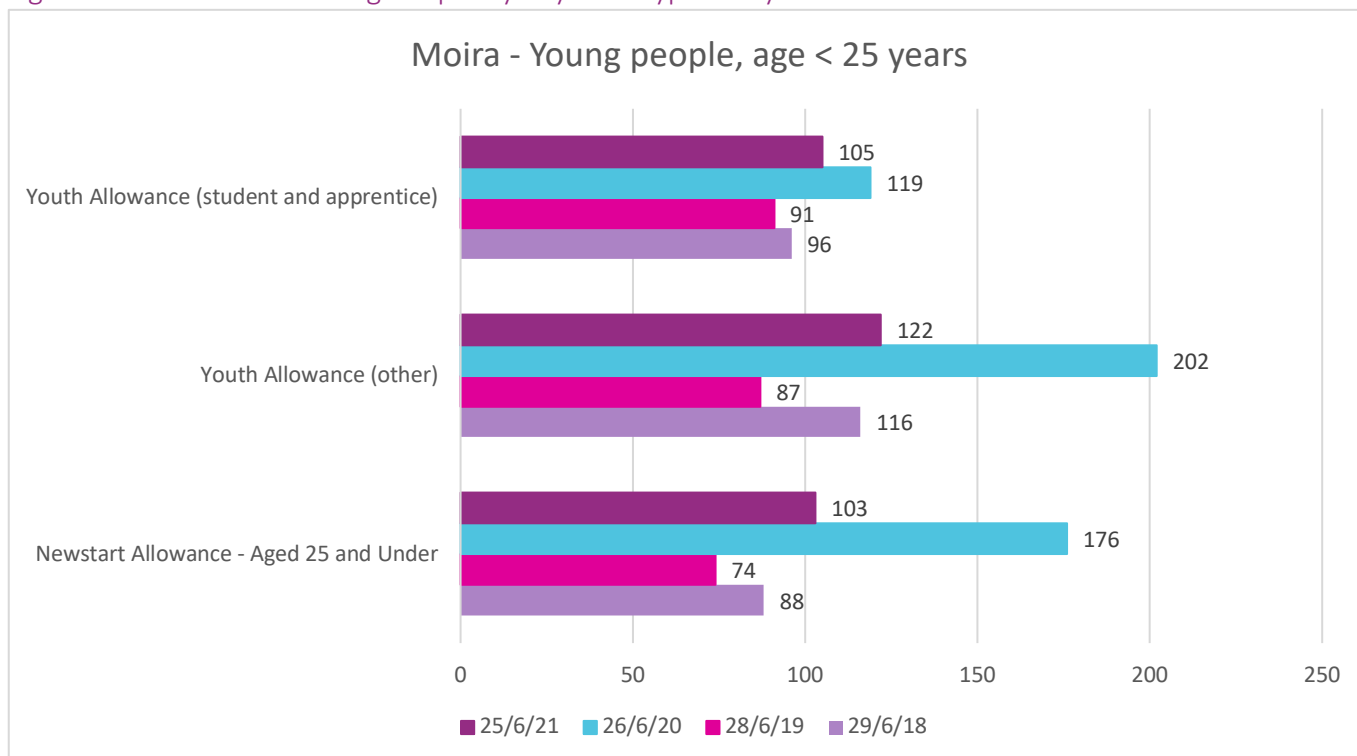
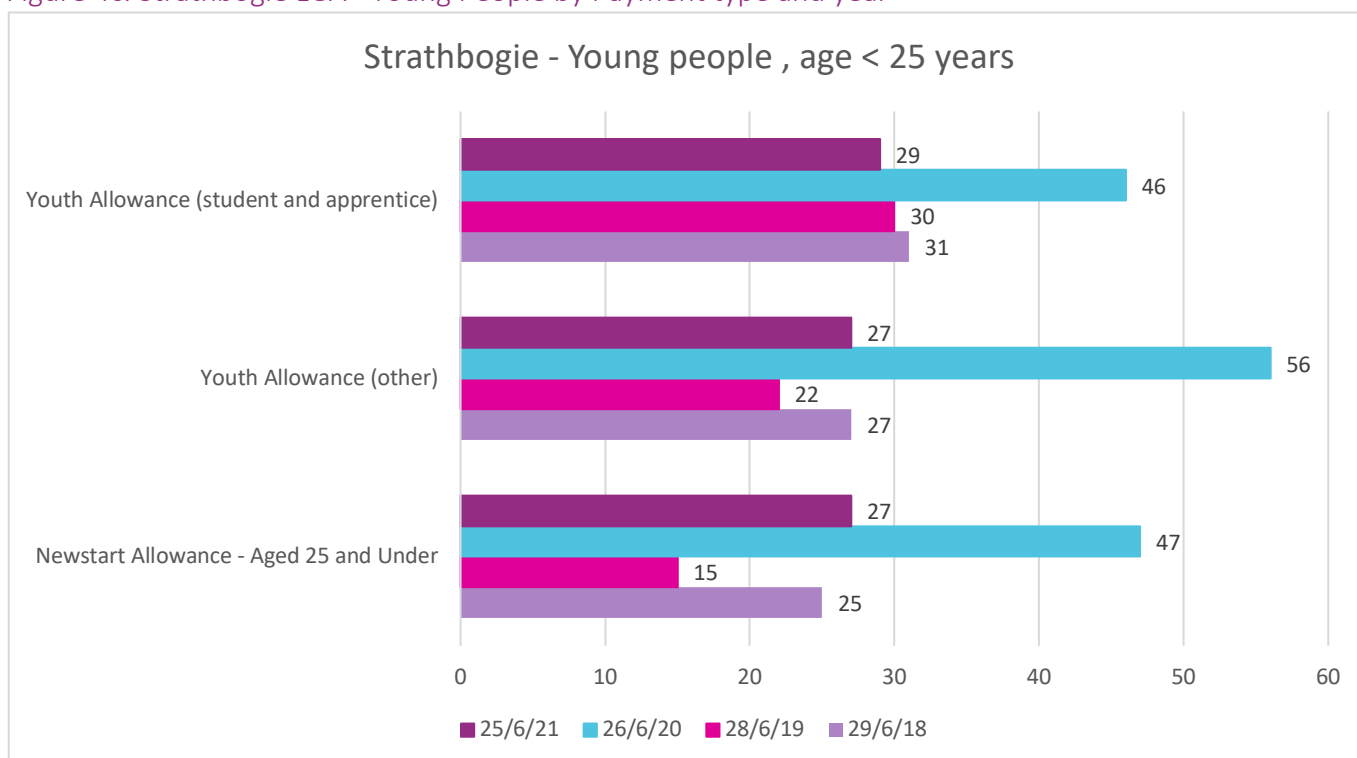


Figure 4c. Strathbogie LGA - Young People by Payment type and year⁴⁴



⁴³ Department of Social Services report – Services Australia administrative data November 2021

⁴⁴ Department of Social Services report – Services Australia administrative data November 2021

Table 6. Recipients in Local Government Areas (LGA) of Greater Shepparton, Moira, Strathbogie by Indigenous status, payment type and age group⁴⁵

Extract Date by Payment Type		Greater Shepparton (C)				Moira (S)				Strathbogie (S)			
		20 and under	21 and over	Total	Indigenous	20 and under	21 and over	Total	Indigenous	20 and under	21 and over	Total	Indigenous
29/6/18	Newstart Allowance - All Recipients	0	2,767	2,767	306	0	1,108	1,108	46	0	317	317	10
	Newstart Allowance - Aged 25 and Under	0	313	313	45	0	88	88	<5	0	25	25	<5
	Youth Allowance (other)	344	90	434	67	92	24	116	10	20	7	27	<5
	Youth Allowance (student and apprentice)	287	171	458	13	63	33	96	0	20	11	31	0
28/6/19	Newstart Allowance - All Recipients	0	2,665	2,665	273	0	1,007	1,007	43	0	318	318	13
	Newstart Allowance - Aged 25 and Under	0	263	263	36	0	74	74	<5	0	15	15	<5
	Youth Allowance (other)	282	89	371	65	69	18	87	8	16	6	22	<5
	Youth Allowance (student and apprentice)	280	176	456	21	61	30	91	<5	16	14	30	0
26/6/20	JobSeeker Payment - All Recipients	0	4,266	4,266	441	0	1,714	1,714	81	0	599	599	18
	JobSeeker Payment - Aged 25 and Under	0	601	601	94	0	176	176	10	0	47	47	<5
	Youth Allowance (other)	468	156	624	122	159	43	202	17	43	13	56	<5
	Youth Allowance (student and apprentice)	260	227	487	12	77	42	119	<5	32	14	46	<5
25/6/21	JobSeeker Payment - All Recipients	0	3,446	3,446	396	0	1,291	1,291	69	0	455	455	20
	JobSeeker Payment - Aged 25 and Under	0	401	401	70	0	103	103	9	0	27	27	<5
	Youth Allowance (other)	300	104	404	91	100	22	122	16	20	7	27	<5
	Youth Allowance (student and apprentice)	246	227	473	8	69	36	105	<5	17	12	29	0

⁴⁵ Department of Social Services report – Services Australia administrative data November 2021

The above table highlights the number of young people, 20 years and under, in receipt of Youth Allowance (other). **300** young people were in receipt of Youth Allowance (other), in Shepparton, **100** young people in the Moira Shire and **20** young people in the Strathbogie Shire.

As of 25 June 2021, 161 young people in Greater Shepparton LGA, identified as Aboriginal and were in receipt of youth allowance (other) or JobSeeker payment and aged 25 and under, representing **20%** of young people in receipt of youth allowance (other) or job seeker payment 25 years and under. For the same time period, the representation of young people identifying as Aboriginal in Moira LGA, and in receipt of Youth Allowance (other) or Job Seeker payment 25 years and under, was **11.1%** and the youth allowance (other) figure for Strathbogie LGA is not published.

Underemployment

The Australian Bureau of Statistics, defines underemployment as:

“The underemployment rate as the percentage of the labour force who are either employed:

- Part time and want to work more hours and are available to start with more hours in the survey reference week or in the for weeks after the survey
- Full time but worked fewer than 35 hours during the survey reference week for economic reasons, including being stool down or insufficient work being available (ABS 2018, 2021b)”⁴⁶.

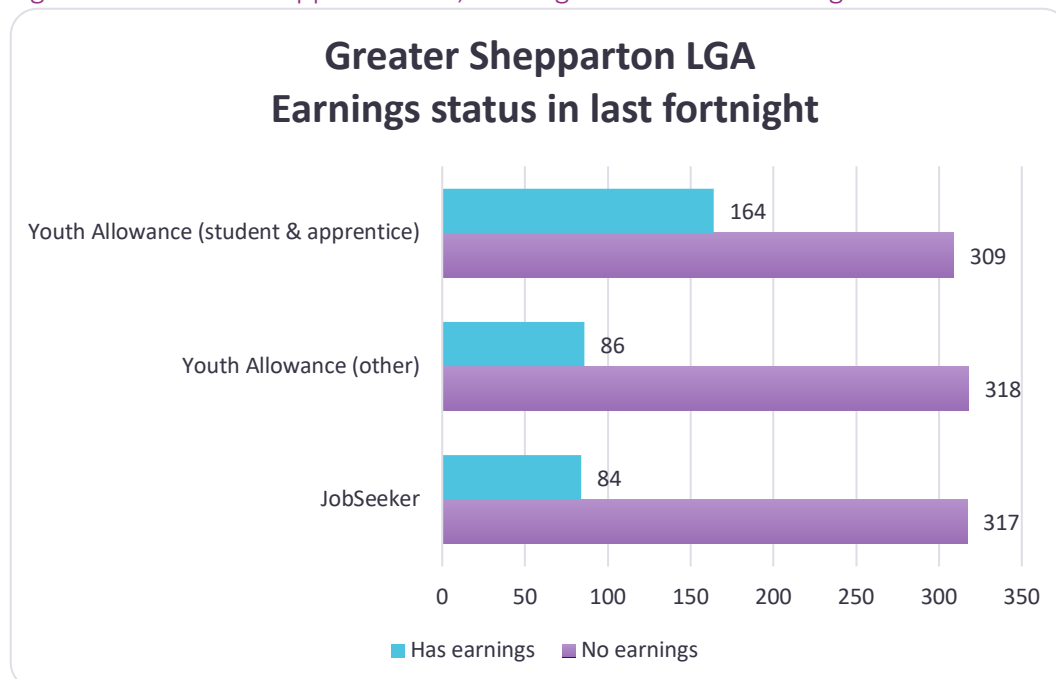
In June 2020, the underemployment rate of young people in Australia was 20% (or 397,000), an increase from 18% (or 287,000) in June 2019⁴⁷. The underemployment rate increased for young males between 2019 and 2020 from 15% (or 172,000) to 18% (or 188,000) while the underemployment rate of females continues to vary between 20-21%⁴⁸. Underemployment rates are not available at the Local Government or SA4 level.

The underemployment rate of young people rose substantially across Australia, from 19% in March 2020 to 24% in April 2020, due to the COVID-19 pandemic⁴⁹. The rate then steadily fell, returning to pre-COVID 19 levels, to 20% by June 2020. The underemployment rate has remained stable since and was 17% in April 2021⁵⁰.

Reported earnings by payment type

The below tables detail the recipients in the Local Government Areas (LGA) of Greater Shepparton, Moira, and Strathbogie earnings by payment type; JobSeeker, Youth allowance (other) and Youth allowance (student and apprentice) and the reported earnings by age 25 years and under. The information was extracted on the 25 June 2021.

Figure 5a. Greater Shepparton LGA, Earnings status in last fortnight. Extract date 25/06/2021⁵¹



Greater Shepparton LGA – **78.7%** of young people in receipt of Youth allowance (other) had no earnings within the last fortnight (extract 25/06/2021) and **79.1%** of young people in receipt of JobSeeker had no earnings within the last fortnight, a total of 635 young people without additional earnings to Centrelink payments (JobSeeker and Youth allowance (other) combined).

⁴⁶<https://www.aihw.gov.au/reports/children-youth/engagement-in-education-or-employment#technical-notes>

⁴⁷ <https://www.aihw.gov.au/reports/children-youth/engagement-in-education-or-employment>

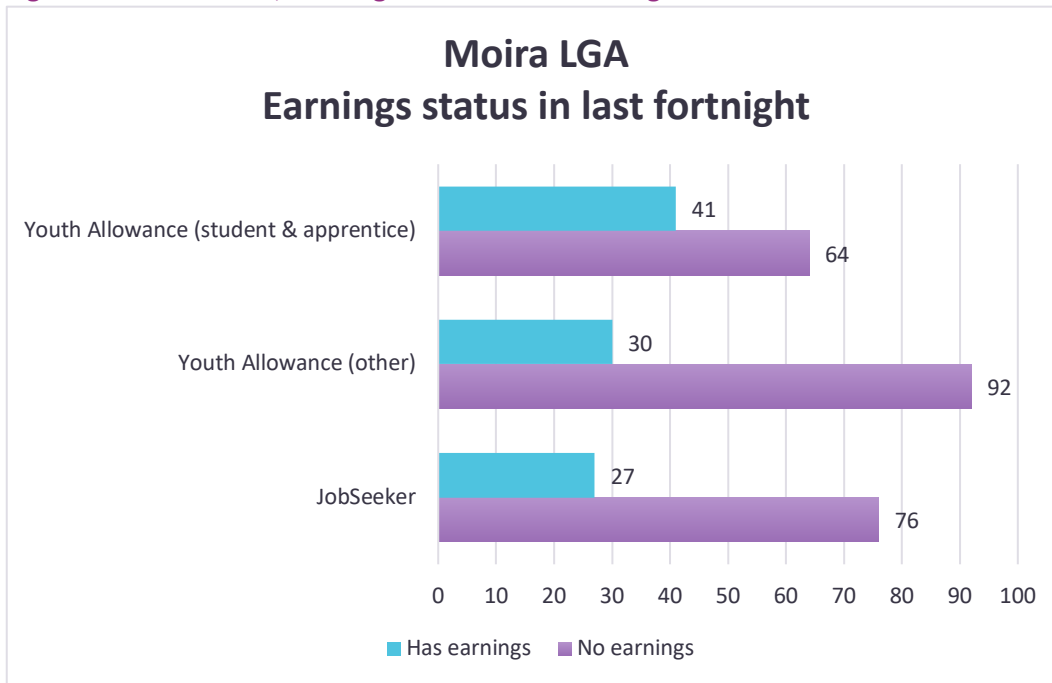
⁴⁸ <https://www.aihw.gov.au/reports/children-youth/engagement-in-education-or-employment>

⁴⁹ <https://www.aihw.gov.au/reports/children-youth/engagement-in-education-or-employment>

⁵⁰ <https://www.aihw.gov.au/reports/children-youth/engagement-in-education-or-employment>

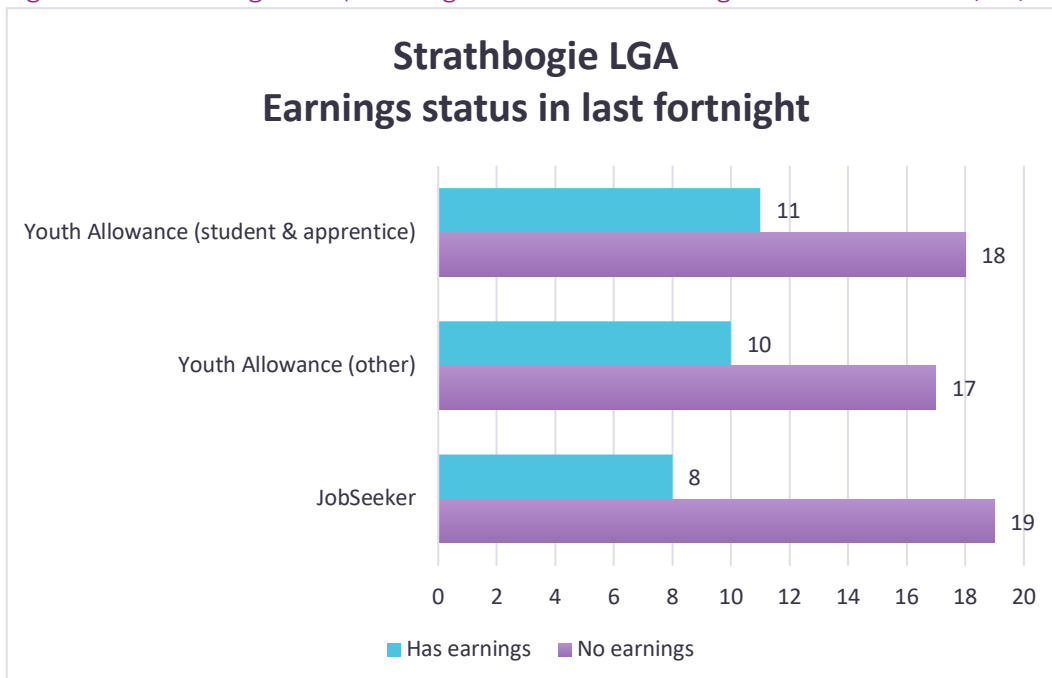
⁵¹ Department of Social Services report – Services Australia administrative data November 2021

Figure 5b. Moira LGA, Earnings status in last fortnight. Extract date 25/06/2021⁵²



Moira LGA – **75.4%** of young people in receipt of Youth allowance (other) had no earnings within the last fortnight (extract 25/06/2021) and **73.8%** of young people in receipt of JobSeeker had no earnings within the last fortnight, a total of **168** young people without additional earnings to Centrelink payments (JobSeeker and Youth allowance (other) combined).

Figure 5c. Strathbogie LGA, Earnings status in last fortnight. Extract date 25/06/2021⁵³



Strathbogie LGA – **63.0%** of young people in receipt of Youth allowance (other) had no earnings within the last fortnight (extract 25/06/2021) and **70.4%** of young people in receipt of JobSeeker had no earnings within the last fortnight, a total of **36** young people without additional earnings to Centrelink payments (JobSeeker and Youth allowance (other) combined).

⁵² Department of Social Services report – Services Australia administrative data November 2021

⁵³ Department of Social Services report – Services Australia administrative data November 2021

Table 7. Recipients in Local Government Areas (LGA) of Greater Shepparton, Moira, and Strathbogie by LGA, Payment Type, Reported Earnings in the Last Fortnight and Age group. Extract date 25/06/2021⁵⁴

Payment Type	Greater Shepparton (C)							Moira (S)							Strathbogie (S)						
	No Earnings	Has Earnings	\$0- ≤\$100	\$100- ≤\$143	\$143- ≤\$250	250+	Total	No Earnings	Has Earnings	\$0- ≤\$100	\$100- ≤\$143	\$143- ≤\$250	250+	Total	No Earnings	Has Earnings	\$0- ≤\$100	\$100- ≤\$143	\$143- ≤\$250	250+	Total
JobSeeker Payment	2,679	767	19	13	60	675	3,446	963	328	11	9	27	281	1,291	339	116	<5	5	n.p.	96	455
JobSeeker Payment - Aged 25 & Under	317	84	<5	6	n.p.	69	401	76	27	<5	<5	<5	n.p.	103	19	8	0	0	<5	n.p.	27
Youth Allowance (other)	318	86	6	<5	<5	75	404	92	30	<5	<5	<5	22	122	17	10	n.p.	n.p.	n.p.	n.p.	27
Youth Allowance (student & apprentice)	309	164	<5	n.p.	15	140	473	64	41	0	0	<5	n.p.	105	18	11	0	0	0	11	29

Data Descriptions:

Includes the following recipients:

Recipients of JobSeeker Payment who are determined to be current (i.e., entitled to be paid) on the Centrelink payment system, and not in receipt of zero rate of payment.

Recipients of Youth Allowance who are determined to be current (i.e., entitled to be paid) on the Centrelink payment system.

Earnings refers to employment earnings reported in the last fortnight of the reported period.

Local Government Area extracted as of 25 June 2021 is derived using the recipient's geo-coded current address against the Australian Statistical Geography Standard (ASGS) 2020.

Note: in order to protect individuals' privacy, populations <5 are reported as '<5' and other data that would allow these populations to be derived are not provided 'n.p.'.

The table above highlights the number of young people in receipt of JobSeeker payment, Youth allowance (other) and Youth allowance (student and apprentice) that have earnings or no earnings for the previous fortnight, extracted on the 25/06/2021. The number of young people in receipt of earnings, has been categorised by amount earned.

⁵⁴ Department of Social Services report – Services Australia administrative data November 2021

Parents/Carers Employment Snapshot

Young people are particularly vulnerable in making the transition from school to further education or work. Having family, carer to provide additional support to young people to increase the success of a successful transition is vital. Families and carers also become valuable role models to display the fundamental of employability skills such as interpersonal and people skills, time management skills and organisational skills etc. If young people do not have access to role models during this transition through dysfunctional family life, the transition becomes more difficult. The table below, highlights the number of households, where both parents are not working. Strathbogie, Moira, and Greater Shepparton are all significantly higher than the state average.

Table 8. Employment status of parents/carers in couple families⁵⁵

One employed full time, the other not working	Greater Shepparton	Moira	Strathbogie	Victoria
	1670 (12.8%)	668 (10.5%)	234 (10.1%)	198,294 (15.6%)
Both not working	Greater Shepparton	Moira	Strathbogie	Victoria
	2,909 (22.3%)	1,728 (27.3%)	603 (26%)	247,456 (19.5%)

Transition to Work

The CVGT Transition to Work (TTW) program, provide a specialist service, assisting young people to transition to employment or further education. As detailed below, significant numbers of young people access the TTW program, which increased significantly through the COVID pandemic. See overview of the TTW program, in Complimentary Programs. The tables below outline the demographics of young people accessing the TTW program in the Shires of Greater Shepparton, Moira, and Strathbogie.

Table 9a. Transition to Work (TTW) data; Pre, during and Post COVID⁵⁶

	Pre COVID.	During COVID.	Year to Date
Number of Young people accessing TTW	2019 130	2020 210-220	2021 182
Number of Young people placed in Education/Employment	2019 166	2020 201	2021 138

NB: Number of young people placed, may include multiple counts of the same young person e.g., a participant may have gained employment twice or education, and then employment.

Table 9b. Transition to Work Demographics 2021 Year to Date⁵⁷

	Greater Shepparton	Moira	Strathbogie
Number of young people in Transition to Work program	150	22	10
Number of young people who identify as Aboriginal and/or Torres Strait Islander	60	5	1
Number of young people who identify as Culturally and Linguistically Diverse	8	0	0
Number of young people who identify as LGBTIQ+	*8	0	0

NB: * Number is under-represented due to hesitancy to disclose and gender identity not always asked.

⁵⁵ ABS, Census of Population and Housing 2016; Greater Shepparton, Moira, and Strathbogie Shires (Quikstats)

⁵⁶ CVGT, Transition to Work program, ESS Reporting, November 2021.

⁵⁷ CVGT, Transition to Work program, ESS Reporting, November 2021

Young people aged 15-19 disengaged

The most recent Australian census revealed the number of young people, 15-19, who are not in school or employment, and are therefore considered disengaged⁵⁸.

Engagement in employment and education looks at the level of participation by age and sex of the population in the labour market, or full or part-time education. A full time employed, or full-time student would be “fully engaged”, while part time students may be fully engaged if they are also employed, or partly engaged if they are not working⁵⁹. All three Shires are significantly higher than the state average, in particular Greater Shepparton and Moira Shires, as detailed in the below table.

11.9% of 15 to 24-year-olds, in the City of Greater Shepparton, were disengaged with employment and education, compared to **10.6%** in regional Victoria⁶⁰. Shepparton has the highest proportion of youth disengagement of all SA4's in Victoria (18-24 years old, not studying and not looking for work)⁶¹.

Table 10. Young people 15-19 not in school or employment⁶²

	Shepparton	Moira	Strathbogie	Victoria
Population of young people between 15-19	4,327	1,709	488	356,006
Percentage of 15-19 not in school or employment	6.40%	6.03%	5.74%	4.82%
Number of 15-19 not in school or employment	277	103	28	17,168

COVID-19

Effects of COVID-19 on Australia's young people

There is little information available on the effects of COVID-19 at a local government area. While some of the effects of COVID-19 are emerging, it is important to understand that the full impact on them is complex and not yet understood. The effect of COVID-19 can also be dynamic, outcomes can change quickly, for example mental health and wellbeing and social connectedness, when conditions change e.g., reintroducing or easing restrictions. The 2020 Mission Australia Youth Survey of young people aged 15-19 (conducted between April and August 2020) identified, in response to a free text question, the top 3 biggest personal concerns of young people⁶³:

- Education (34%)
- Mental health (17%)
- COVID-19 (9.3%)

Of the 9.3% who reported COVID-19 to be a top concern, the top 3 related concerns were in respect to education (33%), COVID-19 in general (31%) and isolation (21%)⁶⁴.

The disruption to education caused by COVID-19 restrictions:

- Is likely to have a particularly strong effect on students in their final year of study before they transition to further study or employment (Go8 2020)
- May, in part, account for the increase in the proportion of young people not in education or employment (NEET). Based on data from the ABS Labour Force Survey, the proportion of young people who were NEET

⁵⁸ <https://profile.id.com.au/shepparton>

⁵⁹ <https://profile.id.com.au/shepparton/disengagement-by-age>

⁶⁰ <https://profile.id.com.au/shepparton/disengagement-by-age>

⁶¹ ABS, Census of Population and Housing 2016; Department of Education, Skills and Employment, Caseload trend data, Shepparton SA4, October 2021

⁶² <https://www.rdv.vic.gov.au/information-portal/table-and-chart>

⁶³ <https://www.aihw.gov.au/reports/children-youth/covid-19-and-young-people>

⁶⁴ <https://www.aihw.gov.au/reports/children-youth/covid-19-and-young-people>

rose from 8.7% in May 2019 to 12% in May 2020 (ABS 2021a). However, since May 2020, the proportion of young people where were NEET has fallen. The latest data show that 11% of young people were NEET in February 2021, which was like the rate seen in February 2020 (10%) before the onset of the pandemic. (ABS 2021a)

Social Data

SEIFA Index of Disadvantage

The Socio-Economic Indexes for Areas (SEIFA) index of relative socio-economic disadvantage (IRSD) contains only disadvantage indicators such as people's access to material and social resources (e.g., unemployment, low incomes or education levels, lack of internet access etc.)⁶⁵.

A higher score on the index, means a lower level of disadvantage. A lower score on the index means a higher level of disadvantage, local government areas ranked as follows⁶⁶:

- Greater Shepparton 14th most disadvantaged LGA
- Moira – 15th most disadvantaged LGA
- Strathbogie – 25th most disadvantaged LGA

There is an opportunity for the health and education sector to decrease disadvantage in Greater Shepparton and Moira through job creation and upskilling to improve transitions from school to employment or further education.

Factors influencing positive transitions to further education or employment

Young people are particularly vulnerable in making the transition from school to further education or employment. Some factors that can make this transition more difficult include⁶⁷:

- Low education outcomes.
- Use of alcohol and other drugs
- A dysfunctional family life
- Health issues
- Insufficient secure housing or homelessness
- Welfare dependency
- A lack of understanding of education and career pathways⁶⁸

The below table, outlines how young people are faring in the Goulburn region in six domains, all data in the table was sourced from the VCAMS Portal⁶⁹:

- Access to support
- The family
- Safety & Security
- Physical & mental health
- Community connections
- Achieving at school

In some instances, data was only available at a local government area level and is noted accordingly.

⁶⁵ <https://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/2033.0.55.001~2016~Main%20Features~IRSD~19>

⁶⁶ <https://www.abs.gov.au/AUSSTATS/abs@.nsf/Lookup/2033.0.55.001Main+Features12016?OpenDocument>

⁶⁷ <https://www.aihw.gov.au/reports/children-youth/engagement-in-education-or-employment>

⁶⁸ Briggs et al. 2021; State Training Board of Western Australia 2013

⁶⁹ <https://www.education.vic.gov.au/about/research/Pages/vcamstableau.aspx>

Table 11. How young people are faring in the Goulburn region

Access to Support	Proportion of young people who can access mental health services when needed 2018	Goulburn 36.6%	Victoria 36.7%
	Proportion of young people who can access physical health services when needed 2018	Goulburn 86.3%	Victoria 83.3%
	Families accessing family and community services support (count) 2012-2013	1199 – GS 329 – M 61 – S	Victoria 29,441
The Family	Proportion of young people who go to school or bed hungry as there is not enough food in the house 2014	Goulburn 22.5%	Victoria 20.3%
	Proportion of young people who are experiencing financial hardship in their home lives 2014	Goulburn 4.8%	Victoria 3.7%
	Proportion of young people living in families with healthy family functioning 2014	Goulburn 20.3%	Victoria 19.7%
	Proportion of young people with special health care needs 2018	Goulburn 19%	Victoria 19.5%
	Proportion of young people with good health 2018	Goulburn 85.5%	Victoria 85.9%
Safety & Security	Family violence incidents where children and young people are present 2014-2015	33.9% - GS 38.3% - M 38.5% - S	Victoria 34.5%
	Proportion of young people who feel safe 2018	Goulburn 87.7%	Victoria 85.4%
	Crime where the victim was a child or young person (rate per 1000 children and young people aged 0-17) 2014-2015	17.1 – GS 7.2 – M 6.1 – S	Victoria 9.6
	Crime where the offender was a child or young person (rate per 1000 children and young people aged 0-17) 2014-2015	46.5 – GS 8.5 – M 8.3 – S	Victoria 22.7
Physical & Mental Health	Proportion of young people who show high levels pf psychological distress (depressive symptoms) 2018	Goulburn 24.4%	Victoria 20.4%
	Proportion of young people who have ever used marijuana or other illegal drugs 2018	Goulburn 8.8%	Victoria 10.3%
	Proportion of young People who are satisfied with the quality of their life 2018	Goulburn 73.7%	Victoria 71.9%
	Teenage fertility rate 2012	25.5% - GS 15.1% - M 26.4% - S	Victoria 10.4%
Community connections	Proportion of young people who have a trusted adult in their life 2018	Goulburn 77.4%	Victoria 69.3%

	Proportion of young people who have someone to turn to for advice when having problems 2014	Goulburn 95.5%	Victoria 96.5%
	Proportion of young people who are bullied most days 2018	Goulburn 17.8%	Victoria 16.2%
	Proportion of young people who feel connected to peers 2018	Goulburn 92.9%	Victoria 92.6%
	Student perception of connectedness with peers (Years 7-9) 2015	48.4% - GS 55.4% - M 56.9% - S	Victoria 54.6%
Achieving at School	Young people are engaged in earning or learning: Average number of days absent per FTE student, Year 10, 2014	27.4% - GS 32.4% - M 27.7% - S	Victoria 21.4%
	Young people aged 19 years who have attained year 12 or equivalent 2014	77.9% - GS 87.4% - M 84.8% - S	Victoria 88.2%
	Percentage of Early school leavers who are unemployed 6 months on after leaving school 2015	14.6% - GS Not available – M & S	Victoria 15.6%
	Apparent retention rate Year 10-12. 2014	North-East Vic 87.1%	Victoria 85.2%

GS – Greater Shepparton, M = Moira Shire, S = Strathbogie Shire

Additional information regarding the indicators and sources is located here: <https://www.education.vic.gov.au/about/research/Pages/vcamstableau.aspx>

Aboriginal and Torres Strait Islander people

Shepparton and Mooroopna, within the LGA of Greater Shepparton, have the largest Aboriginal population in rural Victoria⁷⁰. Greater Shepparton has strong Aboriginal service networks and liaising and collaborating with local Aboriginal Community Controlled Organisations (ACCO's) will be key in developing strategies that increase engagement in further education and employment aligned to local opportunities⁷¹.

As detailed in [Table 6](#) above, as of 25 June 2021, 161 (**20%**) young people identified as Aboriginal, who were in receipt of Youth Allowance (other) or JobSeeker payment, 25 years and under, in Greater Shepparton, **11.1%** in the Moira LGA, and the figure for the Strathbogie LGA was not published.

Cultural & Linguistic Diversity (CALD)

Greater Shepparton, Moira and Strathbogie are all diverse communities, in particular Greater Shepparton which is made up of over **30** nationalities, who speak more than **50** languages⁷².

The percentage of the population born overseas by LGA is⁷³:

- Greater Shepparton **16.37%**
- Moira – **10.15%**
- Strathbogie – **9.74%**

⁷⁰ <https://www.dese.gov.au/local-jobs-program/resources/goulburn-murray-local-jobs-plan>

⁷¹ <https://www.dese.gov.au/local-jobs-program/resources/goulburn-murray-local-jobs-plan>

⁷² https://greatershepparton.com.au/assets/files/documents/consultations/2018/Draft_Public_Health_Strategic_Plan_Web.pdf

⁷³ RDV calculation based on ABS Census 2016 (Table builder Cultural Diversity)

When developing mentor programs for the CALD community, the following considerations should be incorporated into the model to ensure culturally appropriate practice⁷⁴:

- Translation available on organisation website and program information to ensure information is readily accessible in language of choice e.g., G | Translate
- Using interpreter services, when required, for young people, in language of choice.
- Where possible, engaging mentors with the same cultural background as the young person.
- If mentor and the young person's culture cannot be matched, mentors should be trained in cultural awareness and safety.

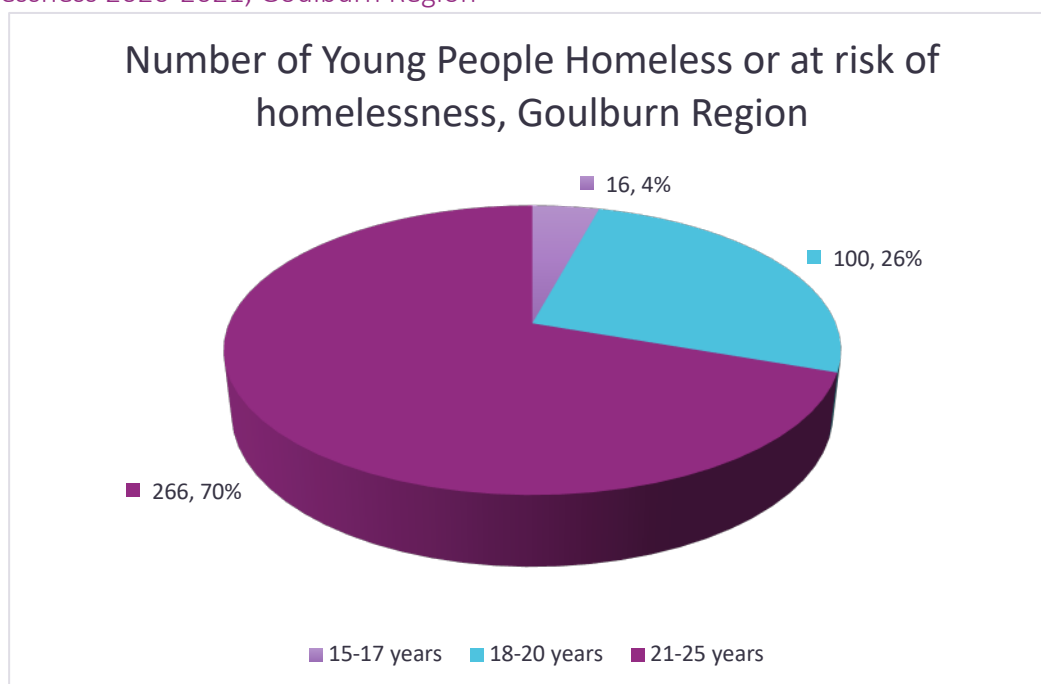
Anecdotal evidence, from the Ethnic Council of Shepparton and District, indicates that priority cultural groups in Greater Shepparton include the Afghan, Iraqi, Congolese, Sudanese, and Pacific Islander communities.

Homelessness

Young people are at an increased risk of homelessness, when they are impacted by issues such as unemployment and underemployment, including the casualisation of the workforce, and insecure employment. Early intervention and prevention responses that address education and training and targeted service provision and supports, have the best chance of decreasing youth homelessness and unemployment/underemployment.

The figure below, highlights the number of households where the primary household member, is aged between 15 and 25 years, and considered homeless or at risk. There were **382** episodes of young people who were homeless or at risk in the 2020-2021 period. **26%** (99) of these young people identified as Aboriginal and/or Torres Strait Islander⁷⁵.

Figure 6. Number of Households, where the primary household member is aged 15-25, and homeless or at risk of homelessness 2020-2021, Goulburn Region⁷⁶



Of these **382** episodes, **76.7%** (293) were located in Greater Shepparton.

92 homelessness young people were in receipt of Youth Allowance, and **48** of those young people identified as being a student, who were homeless or at risk of homelessness.

⁷⁴ Ethnic Council of Shepparton and District, Chris Hazelman, Manager, November 2021

⁷⁵ BeyondHousing program data 2021-2021, Client Services Manager, Catherine Jefferies

⁷⁶ BeyondHousing program data 2021-2021, Client Services Manager, Catherine Jefferies

Digital Connections

The number of dwellings with no internet connection is exceptionally high in Greater Shepparton, Moira, and Strathbogie, compared to Victoria, as per the table below.

The internet and social media, provide young people with a range of benefits, and opportunities to empower themselves in a variety ways. More importantly, information technology (IT) devices allow young people to develop the necessary documents to apply for jobs e.g., cover letter, resumes and search for job opportunities online. IT devices and internet connection also provides an equal playing field for students completing courses.

Without internet connect and IT devices, young people are significantly disadvantaged in their transition to further study and employment.

A young person's ability to access IT devices and the internet, must be considered as a key component of a mentoring program.

Table 12. Dwellings - internet connection⁷⁷

Internet not accessed from dwelling	Shepparton	Moira	Strathbogie	Victoria
	4,321	2,545	945	287,506
	19.1%	23.4%	22.6%	13.6%

⁷⁷ <https://www.abs.gov.au/websitedbs/D3310114.nsf/Home/2016%20QuickStats>

Phase 2 – Literature and Program Review

Literature Review

The benefits of mentoring

The available literature confirms that mentoring young people delivers a wide range of positive behaviour, attitude, health, relational, motivational, and career outcomes⁷⁸, which boost the transition into employment or further education for young people.

In 2002, Psychologist David DuBois and his colleagues, analysed the impact of 70 intergenerational, one-on-one mentoring programs based on evaluation data from 1975 to 2017. The data included more than 25,000 young people. Their analysis revealed that mentoring programs are a moderate, effective intervention for young people, at risk of a range of psychosocial and academic problems⁷⁹. The research outlined several key learnings, when implementing a new mentoring program:

- The importance of developing strong program frameworks that include recruitment, screening, training, and supervision for mentors, as well as structured mentoring activities and monitoring of program implementation⁸⁰.
- Programs with a greater percentage of mentors who worked in helping professions produced better outcomes.
- No significant outcomes differences, between programs of different lengths. In fact, program that had expectations for longer program time frames, between mentor and young person, drew fewer positive outcomes. This may direct the need for programs to establish realistic expectations around the time that mentors commit to the program. Avoiding the possibility of overtaxing the commitment of the mentor, young person or young person's family/carers, and possible risk dissatisfaction or premature endings in mentor and young person relationships.
- Supports one-on-one, caring relationships between mentor and young person. It is a low-cost intervention with the potential to reach large groups of young people and reduce the need for more intensive support.

In *Effectiveness of Mentoring Programs for Youth*, Dubois et al, also highlights the importance of matching mentors and young people according to their interests, as this helps to produce greater benefits for young people and encourages the mentor and young person to connect and find activities that they enjoy doing together⁸¹.

Young people face significant barriers that can prevent them from gaining employment successfully. Mentoring can be a critical component of successfully supporting career engagement and workforce development for young people in three important ways⁸²:

- Improving young people's employability by building the necessary skills and work experiences that allow young people to succeed in a job and advance in a career path. Examples include allowing the young person to shadow them at work, discuss various careers and the required skills and experiences for entry into those careers. Allows young people to see what working in a field is really like and through role modelling and identity development, allow a young person to envision their future selves in a specific career. The young person can also work with their mentor to improve career readiness through related activities, such as resume and cover letter writing and mock interviews.
- Facilitating continued academic engagement and achievement. Mentors play a crucial role in keeping young people engaged academically. Mentors can service as an intervention at the onset of warning signs for not completing Secondary School. As young people prepare for graduation, mentors can help them navigate their next educational steps and explore the types of post-secondary education needed for particular careers.

⁷⁸ <https://www.sciencedirect.com/science/article/abs/pii/S0001879107000401?via%3Dihub>

⁷⁹ <https://www.evidencebasedmentoring.org/are-youth-mentoring-programs-effective-new-analysis-sheds-light/>

⁸⁰ <https://www.sciencedirect.com/science/article/abs/pii/S0001879107000401?via%3Dihub>

⁸¹ David L DuBois, Bruce E Holloway, Jeffrey C Valentine, Harris Cooper, Effectiveness of Mentoring Programs for Youth, A Meta-Analytic Review

⁸² <https://files.eric.ed.gov/fulltext/ED573522.pdf>

- Support young people in the development of cognitive skills necessary for successful employment. Increasingly, researchers attribute success in school and employment not to IQ or the acquisition of specific knowledge, but to young people's character; their ability to persevere, be optimistic, find motivation and respond to challenges. Mentors can work with young people to help them set goals, build leadership, and time management skills, advocate for themselves, develop self-confidence, and refine their belief systems and ethics, all of which can help them present their best selves in professional and employment settings. Mentors can support youth through the challenges of gaining a foothold in the workforce and push them to persevere as their careers begin to grow.

In *Mentoring: A Critical Support Strategy for Youth Career Engagement and Workforce Development*, there are two approaches to mentoring highlighted, and include:

- Developmental mentoring – Promotes general healthy and positive development
- Instrumental Mentoring – Emphasises skill development and progress toward specific goals

While mentoring programs may emphasise one of these two approaches, most mentoring relationships by their very nature, will incorporate aspects of both approaches⁸³.

A snapshot of youth mentoring in Victoria

The Victorian Youth Mentoring Alliance “Realising their Potential: A survey of Young People in Youth Mentoring⁸⁴” highlights the expansion of youth mentoring in Victoria. Each year, more not-for-profit organisations and their supporters bring young people together with caring individuals who offer guidance, support, and encouragement.

Highlights of Victorian mentoring programs for young people include:⁸⁵:

- Number of youth mentoring programs have tripled since 2005.
- 65% of Australia's youth mentoring programs are based in Victoria.
- 53% of Victorian programs operate in regional Victoria. There are up to 34 programs in each of the five regional areas.
- Mentors spend an average of two hours per fortnight with young people.
- Most young people being mentored are aged between 16 and 21 years of age.
- 82% of programs establish one-to-one relationships between a young person and a mentor.
- 67% of mentoring matches last for 12 months or more.
- 64% of programs receive core funding from the state government, 13% from the federal government and 7% from philanthropy.
- 90% of funding received, goes towards the salary of Program Coordinators.
- 20-30% of programs close every year due to a lack of funding.

Impact of mentoring programs

In the absence of any substantial Australian research into the impacts of youth mentoring, the Victorian Youth Mentoring Alliance (VYMA) engaged Survey Matters to gather data to measure how youth mentoring makes a difference for young Victorians.

The feedback from the survey, indicates that young people have experienced many benefits as a result of having a volunteer mentor. The key findings were based on a survey of 153 young people aged between 12 to 25 across 34 youth mentoring programs. The following percentage of young people ‘agreed’ or ‘strongly agreed’ that because of their relationship with their mentor⁸⁶:

- 93% know where to go for help if they need it.
- 90% have a more positive view of their future.
- 87% feel more confident.
- 81% go to school more often.
- 79% have a clearer idea of what they want to do in the future.

⁸³ <https://files.eric.ed.gov/fulltext/ED573522.pdf>

⁸⁴ <http://youthmentoringhub.org.au/about/benefits-of-youth-mentoring/>

⁸⁵ <http://youthmentoringhub.org.au/about/benefits-of-youth-mentoring/>

⁸⁶ <http://youthmentoringhub.org.au/about/benefits-of-youth-mentoring/>

- 75% know more about the education/training/work options that are available to them.

The results also highlighted that:

- Regular meetings with a mentor resulted in better outcomes in being clear about education and training options
- Community based programs assisted young people in being clearer about their work options and goals for the future
- A combination of one to one and group mentoring generally resulted in better outcomes for young people.

A recent report commissioned by the GMLLEN, “How work works: getting young people into employment in our growing industries⁸⁷”, recommended the support of vocational pathways to ensure every young person leaves school, work ready. Young people identified the need for additional support beyond schools and family support to prepare for employment.

“Schools [should] prepare students by offering excursions, placements, work experience – showing behind the scenes of the industry and giving the opportunity to network and communicate.”

“It’s not all the school’s responsibility... We all need to come together as in schools, the community and family to provide positive mentors and create [places outside of] home and school to explore. Everyone has a part to play.⁸⁸”

Key Learnings – Literature Review

In summary, there are several key learnings, that led to improved mentor program design and outcomes for young people:

- Appointment of a mentor program coordinator to recruit, screen, train, and support mentors. A program coordinator is critical to the longevity of mentoring programs.
- Clear systems for mentor recruitment, screening, training, and supervision, as well as structured mentoring activities.
- Ensure recruitment of mentors includes prioritising mentors from a helping profession.
- A strong framework to match mentors and young people based on interests and personalities, rather than industry commonalities. Industry commonalities should not be discounted, however is not the primary consideration when matching.
- Program length - consider short interactions over a few days or weeks or spaced over large intervals of time.
- Regular meetings between the mentor and young person (2 – 4 weeks apart).
- Community based programs assist young people to be clearer about their work options and goals for the future.
- One-to-one relationships between mentor and young people. While small groups e.g., one-to-two or one-to-three remain an effective mentoring model, research indicates one-on-one support between mentor and the young person, produces improved outcomes.
- Program monitoring and evaluation, to measure the effectiveness of the program and ensuring quality improvement practices are applied to program development.
- Incorporate developmental and instrumental mentoring within the mentor model.

“Virtually every aspect of human development is fundamentally shaped by interpersonal relationships. So, it stands to reason that when close and caring relationships are placed at the centre of a youth intervention, as is the case in mentoring programs, the conditions for healthy development are ripe.⁸⁹”

⁸⁷ <https://www.gmlen.com.au/resource/how-work-works/>

⁸⁸ <https://www.gmlen.com.au/resource/how-work-works/>

⁸⁹ Rhodes, Jean Dr, Director, Mentor/University of Massachusetts Boston Centre for Evidence-Based Mentoring.

Existing Mentoring Programs

Review of Mentoring Programs

Four like-minded mentoring programs were reviewed across Victoria; The Bridge Youth Service and Berry Street Victoria are located in Shepparton and provide regional mentoring programs for disadvantaged young people, including community, transition, vocational and career mentoring. The Maribyrnong and Moonee Valley Local Learning and Employment Network (MMVLLN) and Inner Northern Local Learning and Employment Network (INLLN) provide mentoring programs in metropolitan Melbourne. The MMVLLN and INLLN mentoring programs are focussed on improving the transition to employment and/or further education outcomes for young people, post-secondary school.

The following organisations provided an overview of their mentoring program: model, strengths, weaknesses, and details of program resources that are used to deliver the mentoring program:

- The Bridge Youth Service
- Maribyrnong & Moonee Valley Local Learning and Employment Network (MMVLLN)
- Inner Northern Local Learning and Employment Network (INLLN)
- Berry Street Victoria – Youth Foyer and Better Futures Community Connections mentoring program

*****Information/data provided to the GMLLEN, was made available for GMLLEN internal use only, and is therefore not available for public use*****

Complementary Programs

Existing programs for young people, provide considerable and robust support to assist young people to transition to further education or employment, with clear eligibility frameworks. The following programs were consulted as part of the mentoring program scope:

- CVGT – Transition to Work
- Worktrainers – Geared4Careers
- Brotherhood of St Laurence – Work & Learning Centre
- headspace – Individual Placement & Support (IPS); Vocational specialists

Key components of each program were provided:

- Program overview
- Eligibility criteria
- Key focus areas
- Targets
- Awareness of existing mentoring programs
- Key considerations for the implementation of a mentoring program, from their perspective
- What elements of a mentoring program would complement the existing program

Transition to Work - CVGT

Overview

- Servicing the Local Government Areas of Campaspe, Moira, Strathbogie (looking at developing CVGT, TTW services further in Strathbogie Shire), Greater Shepparton, Mitchell.
- Age 15-24, who have left school early or having trouble getting a job.
- Helps young people on their journey to employment or to complete further education.
- Strong focus on practical support and work experience to build skills, confidence, and readiness for work.
- Assistance with transport: taxi vouchers etc. to increase access to employment.

Eligibility

- Age 15-24.
- Cannot have completed Year 12, a certificate 3 or higher. Aboriginal and Torres Strait Islander young people, are eligible on completion of school (VCE or VCAL) and can transition straight to the program.
- Young People who have finished VCE or VCAL must be unemployed for 6 months prior to being eligible for the TTW program. This criteria does not apply to young people who identify as Aboriginal and Torres Strait Islander.

Key Focus Areas

- Year 10 & 11 students who are finding school difficult and are looking to enter a trade.
- Centrelink recipients who have not worked or studied for 4 weeks.
- Additional focus on assisting young people back into school or further education, particularly young people who benefit from online study.
- Vacancies are brokered in the employment sector and matching occurs with the best participant.
- Assisting young people to find casual employment to build skills. For example, placing young people into the hospitality industry to build transferable skills about working (showing up on time, customer relationship skills, applying for a job etc).

For further information regarding the Transition to Work program contact:

Daniel Hegarty

Manager of Transition to Work CVGT

dhegarty@cvgt.com.au

Geared 4 Careers – Work Trainers

Information/data provided to the GMLLEN, by Worktrainers - Geared4Careers, was made available for GMLLEN internal use only, and is therefore not available for public use.

Work & Learning Centre – Brotherhood of St Laurence

Overview

“Work and Learning Centres help jobseekers, especially those living in public housing communities, find a job. Participants receive advice and guidance on job search techniques, applications, and career development, and together with their W&L Centre advisor, developed a W&L pathway plan. Once in a job, advisors continue to support their participants to excel in the workplace and grow their career”⁹⁰.

Eligibility

Be a Victorian Job Seeker:

- An Australian Citizen
- Permanent Resident
- A New Zealand Citizen that has lived in Australia for more than 6 months; or
- A Person Seeking Asylum who holds a visa with work rights

Be either:

- A public housing resident
- A social housing resident
- On the waiting list for public housing
- Unemployed for more than 26 weeks (6 months). School leavers do not need to meet this requirement, as other factors would be considered e.g., risk of long-term unemployment.
- At risk of long-term unemployment; or
- Under employed (working less than 12 hours per week in casual or intermittent employment) and at risk of long-term unemployment
- Please note: For young people 16+ years, to be eligible (while still in secondary school), there must be parental/carer consent as well as agreement from the education provider.

Key Focus Areas

- Public/social housing renters
- At risk of long-term unemployment

For further information regarding the Work & Learning Centre contact:

Sophie Douglas

Team Leader – Work & Learning Centre

Sophie.douglas@bsl.org.au

headspace – Individual Placement & Support (IPS)

Overview

- IPS supported employment is a specialised program that helps young people with mental health concerns look for jobs that they are interested in and passionate about or education as a pathway to employment. The program is client driven, it's about helping young people find a job they love, where young people can work in a safe environment with an employer that respects where the young person is at in their recovery journey.
- Program is focussed on the young person's career aspirations. The program will never discredit a young person's goals, however, may become the voice of reason to direct a young person on their pathway to get to their ideal career.
- Assistance may include:
 - Support to finish school or seek alternative education
 - Complete a resume
 - Complete cover letters

⁹⁰ <https://www.bsl.org.au/services/getting-a-job/work-and-learning-centres/>

- Interview preparation
- How to apply for jobs in person and online
- Volunteering
- Advocacy to keep young people in work if their mental health has caused employment difficulties.
- Strong focus on encouraging young people to volunteer, to get the practical skills required to apply for jobs.
- A KPMG independent evaluation of the program showed it gets value for the money spent.
- Not a case management or case coordination service.

Eligibility

- Aged 15-25 years.
- Must be engaged with headspace for mental health support. That is, young person must present to headspace for a valid program.
- Do not require a mental health/illness diagnosis.
- The program is a complimentary headspace service and cannot be accessed directly.

Key Focus Areas

- To help young people obtain sustainable and fulfilling employment.
- Establish links to employers/industry to create pathways for young people.

For further information regarding the headspace Individual Placement and Support (IPS) program contact:

Brett O’Keeffe & Courtney Gordon

IPS – Vocational Support

brett.okeeffe2@gvhealth.org.au

Courtney.Gordon@gvhealth.org.au

Phase 3 – Consultation with young people

Consultation Methodology

Young people were approached to seek feedback on their views regarding the proposed model. Lysa Johnstone, consulted with a small number (21) of young people. It should be noted that some parents/carers and support workers also spoke of their views regarding the proposed model, within the consultation sessions, in addition to the young people.

Three consultation sessions were convened: two in Greater Shepparton and one in Strathbogie Shire. Attendance at the consultation sessions is detailed below:

	Location	Number of Attendees
Greater Shepparton Youth Committee (GSYC)	Virtual session via zoom	8
Berry Street Victoria (BSV) Youth Foyer – Shepparton	BSV Foyer Shepparton	7
Strathbogie Shire – Euroa FReeZA meeting	Virtual session via Teams	6

During the consultation sessions, young people were informed of:

- The data that provides evidence of the need for young people to have additional support to pursue further education or employment.
- A summary of the like-minded mentoring programs that are operating in the state of Victoria
- The proposed model and the three streams that form a key part of the model: 12-month mentoring, work placements and skill building workshops. Young people were provided with the opportunity to ask additional questions regarding the model.

At the end of the consultation sessions, young people were asked the following questions:

1. What do you like most about the model?
2. What don't you like about the model?
3. What would make the model better?
4. Have we forgotten anything?
5. If you needed help, would you access the program? Which stream and why?
6. What is the best way for us to let young people know about the pilot or new program? Who should we tell?
7. What do we need to think about, or do differently, for young people who identify as part of the LGBTIQ+ community and/or Culturally and Linguistically Diverse (CALD)?

Consultation Responses

The below information represents the responses provided by young people during the consultation sessions.

1. What do you like most about the model?

GSYC Session 17/01/2022 @ 1pm

- Liked the idea of having a mentor that would touch base with them on a weekly basis, this was mentioned more than once. For example, the Bridge had a program in which the mentor touched base with them fortnightly or monthly, feedback was that this wasn't sufficient time to keep the young person motivated.
- Quote: "I lose motivation after one week"

- Engaging weekly is really important!! Not a one-time motivational speech which is great at the time and then there's no consistency!
- Question re eligibility and the possibility to link up with and work alongside and collaborate with job active providers. E.g., the assistance of fuel vouchers and clothing vouchers for interviews etc., car licence, assisting to get a car on the road, transport.
- Quote: "So awesome"

BSV Youth Foyer Session 02/02/2022 @ 5pm

- Liked the idea of having different options, not having to have a mentor, but accessing other streams, it's their (young persons) choice.
- Instead of being told what you are going to do, it allows you to decide about what you want i.e., streams 1, 2 or 3.
- Quote: "Going to be great"
- If you have a mentor, you must have a connection.
- Quote: "might work"
- Liked the idea of work placements and being able to trial different career pathways, also liked that this stream included dollars/daily payment to cover lunch and travel expenses.

Strathbogie Shire Session 03/02/2022 @ 8:30pm

- The fact that it goes for 6 months (pilot) and 12 months ongoing (mentoring stream). It's long-term support for young people.
- Work placements would be real roles (not just shadowing and watching), getting to try different parts of the job.
- Parent: Good to have a mentor for a young person who has no adult or support person, that is close enough to them to support and guide them through the process.
- Young people are empowered to make the decisions with their mentor; duration, frequency, contact type, if they relationship doesn't work out with their mentor, they can end it or request another mentor.

2. What don't you like about the model?

GSYC Session 17/01/2022 @ 1pm

- Comment – Support right from the start of year 12 instead? Shaping education from the beginning to help them get through VCAL/year 12 and then potentially for a while after school for job seeking and education pathway support.
- A question around what mentors are we looking for, we explained that we match them more so on their personalities and interests.
- Really important to have the group come together on occasions to bounce ideas of each other and get other perspectives. E.g., multiple mentors like what Astrid, Lynda and Bella are for them.

BSV Youth Foyer Session 02/02/2022 @ 5pm

- Quote: "It helps you to get a job, what wouldn't you like about it".
- Quote: "A work placement through the GMLLEN got me a sick ass job"

Strathbogie Shire Session 03/02/2022 @ 8:30pm

- No
- Quote: "Sounds good"

3. What would make the model better?

GSYC Session 17/01/2022 @ 1pm

- Liked the idea that they could possibly select their own mentor or have a great screening process for this. Great also that there would be flexibility with the program and there could be a plan B if for example the mentor and young person weren't working out.

BSV Youth Foyer Session 02/02/2022 @ 5pm

- Nil

Strathbogie Shire Session 03/02/2022 @ 8:30pm

- Raise payment of \$20 per day for work placements for outlying towns. If a young person has to travel from Strathbogie Shire to Shepparton or elsewhere, it will cost more than \$20 per day. They may not have transport at all.
- Question: Could the mentor provide transport to work placement?

4. Have we forgotten anything?

GSYC Session 17/01/2022 @ 1pm

- Question regarding the group size? In which we mentioned potentially 10 places for the first pilot.
- Loved the idea of self-referral and no strict eligibility!!
- Quote: "10 out of 10 for me RE self-referral" (removing barriers to access).

BSV Youth Foyer Session 02/02/2022 @ 5pm

- Question: Who's insurance covers the work placement?
- Question: What happens if a mentor asks a young person to do something they are not comfortable with? Discussed the screening and recruitment process i.e., referees, WWCC, police check, interview etc. IDEA: Talked about informing young people of their rights and responsibilities for the program, that is, their right to feel safe and what this means e.g., if a mentor asks them to do something they are not comfortable with e.g., meeting at an odd hour at a strange location, the young person has a right to say no. Consider what should the young person do – go straight to the Program Coordinator. This information should be included when 'signing up' to the mentoring stream.
- Discussion about the importance of training for mentors. A BSV support worker asked if the mentors would have trauma informed practice training?
- Question: What happens if you have a dodgy mentor, or you aren't getting along? Discussion around the options for young people in the process e.g., when they meet their mentor, after a meet and greet, they have the option to say that they don't think the mentor is the right one for them. Or, if further into the mentor relationship, things aren't working so well, they can request a new mentor through the coordinator.

Strathbogie Shire Session 03/02/2022 @ 8:30pm

- As above

5. If you needed help, would you access the program, which stream and why?

GSYC Session 17/01/2022 @ 1pm

- Would be keen for all as it sounds great and would definitely recommend to her friends.
- Reflecting on year 10 and 11, personally, this would be a great age group to target. Acquiring those soft skills and employment needs.
- Would definitely recommend to friends, someone to guide them as she doesn't like to listen to her parents so having a third party with knowledge and experience would be amazing. Could also think of some people to refer to the pilot program.

BSV Youth Foyer Session 02/02/2022 @5pm

- Comments: Yes (all agreed)
- Quote: "I know someone, who this (the program) would be good for."
- Another discussion about work placements and how much this helps young people find work. A young person talked about their experience of doing a work placement, which then led to finding a job.

Strathbogie Shire Session 03/02/2022 @ 8:30pm

- All, if needed
- Quote: “Yep, I’d let people know (about the program)”

6. What is the best way for us to let young people know about the pilot or new program? Who should we tell?

GSYC Session 17/01/2022 @1pm

- Poster up around Shepparton
- The foyer or around housing commission areas where people are in need, Jacarandah, SalvoCare Youth Refuge
- Online adds on SEEK or in the paper near the jobs section
- Via the radio stations, word of mouth
- School buses, put information up and also could put up at the bus interchange spots
- Recruitment Select, put some pamphlets there.
- Sporting clubs

BSV Youth Foyer Session 02/02/2022 @5pm

- Advertise on Facebook
- Newspaper – in the job advertisement section
- Schools
- GO TAFE, Jobs and Skills Centre
- YouTube clip (do a video about it)

Strathbogie Shire Session 03/02/2022 @ 8:30pm

- Footy booklet (with rounds of football games)
- School Newsletter
- Shire offices
- Sporting clubs

7. What do we need to think about or do differently for young people who identify as CALD and or within the LGBTIQ+ community?

GSYC Session 17/01/2022 @ 1pm

- Be inclusive in our language with our marketing material
- YP Application form:
 - Tick box – I want a mentor who is part of the LGBTIQ+ community
 - Tick box – I want a mentor who is culturally and linguistically diverse.
- Mentors from different backgrounds would be great
- Mentors who have a good sense of cultural awareness
- Georgie at Uniting we could link up with

BSV Youth Foyer Session 02/02/2022 @5pm

- Include questions when young people first talk to the GMLEN about the program (in the assessment form). What the young person needs should be collected at the start of the program.
 - Do you want a male or female mentor?
 - Quote: “Some people may be uncomfortable with having a male or female mentor”. (Young people with experiences of trauma etc. may find it difficult to work with a mentor of a particular gender)
 - If the young person identifies as LGBTIQ+. Do you want a mentor who is part of the LGBTIQ+ community?
 - If the young person identifies as CALD. Do you want a mentor who is part of the CALD community?

Strathbogie Shire Session 03/02/2022 @ 8:30pm

- Discussion that this is best done in the context of mentor matching: What do you want in a mentor? Would be a good question.
- Not appropriate to be asking young people personal questions at first assessment.

8. Naming the Program feedback for vouchers?

GSYC Session 17/01/2022 @ 1pm

- A voucher from somewhere that covers a few stores

BSV Youth Foyer Session 02/02/2022 @5pm

- Quote: "LinkMeUp" sounds like a tinder add.

Strathbogie Shire Session 03/02/2022 @ 8:30pm

- Nil

Consultation Recommendations

Key recommendations from the consultations with young people, for inclusion in the pilot phase of the program are detailed below:

- Consider additional group work in the 12-month mentoring stream. Additional activities for all mentors and young people to come together and learn.
- Ensure flexibility in the frequency of catch ups between the mentor and young person e.g., if the young person prefers weekly contact, adjust the frequency to suit.
- Create strong links between the program and Job Active providers, allowing young people to access additional brokerage, where eligible.
- Consider providing increased brokerage for young people accessing the work placement stream and needing to travel outside of their Local Government Area (LGA) to attend the work placement.
- Ensure a rights and responsibilities brochure is created for young people, informing them of their rights to say no, when they are uncomfortable with a mentor request/suggestion.
- Carefully consider what young people want in a mentor, on entry to the program. This question will assist to determine specific needs such as culture and diversity, Aboriginal and Torres Strait Islander and LGBTIQ+ community needs.
- Incorporate the marketing and communications strategy, recommended by young people, to promote the pilot and new mentoring program.

Recommendations

Consider including the following elements in a new mentor program:

- Mentoring component to be time flexible up to 12 months, length of time and type of support is driven by the young person.
- Ensure young people in the post school gap (completed VCAL or VCE and are ineligible for some job services support) are prioritised in the eligibility criteria.
- Ensure the type of mentor engagement is optional e.g., multiple streams: mentor engagement up to 12 months, skill building workshops, work placement/experience, possibly based on the MMVLLLEN mentor program model. Again, allowing the young person to determine the stream, best suited to their needs.
- Mentor program design is developed with young people, or young people are consulted.
- Utilise resources, expertise, and knowledge from other organisations e.g., CVGT Transition to Work, for the delivery/facilitation of skill building workshops.
- PILOT:
 - Focus on recruiting mentors from the community services sector.
 - Consider facilitating the pilot, external to the education system, to reduce barriers and complexities of working within the education system. Allowing for the pilot to build program capacity and learnings over a 9-12 month period.
 -  IDEA: Recruit community sector/Local Government CEO's and Managers as mentors, to provide an opportunity to give back to their community in the pilot phase (mentor time donation within work hours). Opportunity to raise awareness of unemployment issues that young people are facing through media.
- Informally introduce mentors to small groups of young people, connections to 1:1 mentor/young person relationships may then happen organically. For example, young people start with a skills building workshop facilitated by a mentor, 1:1 relationships may then occur organically.
- Ensure GMLLEN existing policies and procedures are broadened or created to include:
 - Child Safety & Duty of Care – indicators of abuse and neglect, mandatory reporting, dignity of risk versus duty of care, Reportable Conduct Scheme etc.
 - Allegations & Misconduct
 - Privacy and confidentiality, including record keeping
 - Mentors – recruiting, screening, training, and supporting, include the requirement for National Police Check, WWCC, International Police Check if required and 2 professional referees
 - Social media use
 - Conflict of interest
 - Health and Medical consent
 - Equal Employment Opportunity
 - Complaints
 - Occupational Health and Safety
 - Critical Incidents
- Program Collateral:
 - Program Overview
 - Information for mentors (promotion)
 - Information for young people (promotion)
 - Information for industry/Work Placement partners
 - Mentor position description – clearly defining boundaries
 - Mentor information pack:
 - Application form/expression of interest including referees & hours they can commit to the program
 - commitment to mentoring,
 - consent,
 - code of conduct,
 - process of becoming a mentor

- Develop a program compliance (induction and training) framework/checklist, to ensure best practice of the recruitment, screening, training, and support of mentors, adapting the Berry Street Victoria compliance checklist. The Human Services Standards can be used as a guide.
- Ensure a comprehensive mentor training package is developed including:
 - Rights and Responsibilities of young people and mentors
 - Code of Conduct
 - Confidentiality Statement
 - Other relevant policies noted above
- Referral/Application form for young people
- Interview questions
- Matching mentor to young person guidelines
- Evaluation: Pre and Post surveys for young people and mentors. 3,6 and 12-month surveys to determine long term outcomes
- Social Impact: Development of social impact statements for young people, pre and post program (scaling)
- Fortnightly supervision or catch ups with mentors for the first 2 months and monthly thereafter.

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- Inner Northern Local Learning and Employment Network – Rochelle Darby
- Maribyrnong & Moonee Valley Local Learning and Employment Network – Laura Buerckner
- Berry Street Victoria – Anita McCurdy
- The Bridge Youth Service – Ash Napolitano
- CVGT – Transition to Work – Daniel Hegarty
- Brotherhood of St Lawrence – Work and Learning Centre – Sophie Douglas
- headspace - Individual Placement and Support - Vocational Specialists – Brett O’Keeffe and Courtney Gordon
- Worktrainers - Geared 4 Careers – Craig Mangan

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Appendices

Appendix 1. Centrelink recipients by age and Indigenous status



ADH21-0606: Newstart Allowance/JobSeeker Payment and Youth Allowance Recipients
Annual Time Series - 29/06/2018 to 25/06/2021.

Table 1: Recipients by State/Territory, Payment Type and Age Group (Newstart Allowance and JobSeeker Payment recipients only)

State	Newstart Allowance - All Recipients				JobSeeker Payment - All Recipients				Newstart Allowance - Aged 25 and Under				JobSeeker Payment - Aged 25 and Under				Youth Allowance (other)				Youth Allowance (student and apprentice)			
	29/6/18	28/6/19	26/6/20	25/6/21	29/6/18	28/6/19	26/6/20	25/6/21	29/6/18	28/6/19	26/6/20	25/6/21	29/6/18	28/6/19	26/6/20	25/6/21	29/6/18	28/6/19	26/6/20	25/6/21	29/6/18	28/6/19	26/6/20	25/6/21
New South Wales	200,564	190,070	421,242	280,460	19,418	17,581	57,877	32,599	24,499	21,733	49,011	29,722	54,637	52,464	67,840	65,230								
Victoria	166,784	154,334	293,205	244,287	15,482	15,648	50,897	30,239	27,712	14,762	28,821	10,888	27,752	26,938	69,840	64,489								
Queensland	165,174	157,328	327,501	224,736	20,036	16,073	47,537	27,640	26,295	23,356	47,533	29,439	34,307	33,731	39,913	38,855								
South Australia	65,755	61,516	112,023	82,401	7,746	6,844	15,537	9,439	7,722	6,850	12,919	8,506	16,192	15,807	18,634	17,561								
Western Australia	87,250	82,347	159,424	106,586	10,153	9,014	22,042	12,810	13,487	10,290	19,489	11,988	15,622	15,414	20,477	19,217								
Tasmania	21,794	20,138	34,393	25,910	2,742	2,461	4,770	3,228	3,573	3,091	5,121	3,574	3,998	3,621	4,143	3,814								
Northern Territory	14,023	14,891	22,782	18,230	1,633	1,711	2,957	2,151	1,924	2,004	3,491	2,804	338	339	475	467								
Australian Capital Territory	6,039	5,108	11,056	8,496	856	736	2,496	1,319	770	671	1,596	915	1,450	1,301	1,961	1,935								
Total	727,383	686,632	1,440,636	1,000,986	81,117	72,072	204,113	118,935	93,993	82,758	173,081	107,866	186,166	180,594	225,284	215,577								

Table 2: Recipients in Local Government Area (LGA) of Greater Shepparton, Moira and Strathbogie by LGA, Payment Type and Age Group (Newstart Allowance and JobSeeker Payment recipients only)

LGA Name	Newstart Allowance - All Recipients				Jobseeker Payment - All Recipients				Newstart Allowance - Aged 25 and Under				Jobseeker Payment - Aged 25 and Under				Youth Allowance (other)				Youth Allowance (student and apprentice)			
	29/6/18	28/6/19	26/6/20	25/6/21	29/6/18	28/6/19	26/6/20	25/6/21	29/6/18	28/6/19	26/6/20	25/6/21	29/6/18	28/6/19	26/6/20	25/6/21	29/6/18	28/6/19	26/6/20	25/6/21	29/6/18	28/6/19	26/6/20	25/6/21
Greater Shepparton (C)	2,767	2,665	4,366	3,446	313	263	601	401	401	414	371	624	401	414	371	624	401	414	371	624	401	414	371	624
Moira (S)	1,108	1,007	1,714	1,291	88	74	176	103	103	110	87	202	119	119	87	202	119	119	87	202	119	119	87	202
Strathbogie (S)	317	318	599	455	25	15	47	27	27	22	56	27	27	22	56	27	27	22	56	27	27	22	56	

Table 3: Recipients in Local Government Area (LGA) of Greater Shepparton, Moira and Strathbogie by LGA, Payment Type and Age Group

Extract Date by Payment Type		Greater Shepparton (C)			Moira (S)			Strathbogie (S)		
		20 and under	21 and over	Total	20 and under	21 and over	Total	20 and under	21 and over	Total
29/6/18	Newstart Allowance - All Recipients	0	2,767	2,767	0	1,108	1,108	0	317	317
	Newstart Allowance - Aged 25 and Under	0	313	313	0	88	88	0	25	25
	Youth Allowance (other)	344	90	434	92	24	116	20	7	27
	Youth Allowance (student and apprentice)	287	171	458	63	33	96	20	11	31
28/6/19	Newstart Allowance - All Recipients	0	2,665	2,665	0	1,007	1,007	0	318	318
	Newstart Allowance - Aged 25 and Under	0	263	263	0	74	74	0	15	15
	Youth Allowance (other)	282	89	371	69	18	87	16	6	22
	Youth Allowance (student and apprentice)	280	176	456	61	30	91	16	14	30
26/6/20	JobSeeker Payment - All Recipients	0	4,366	4,366	0	1,714	1,714	0	599	599
	JobSeeker Payment - Aged 25 and Under	0	601	601	0	176	176	0	47	47
	Youth Allowance (other)	468	156	624	159	43	202	43	13	56
	Youth Allowance (student and apprentice)	260	227	487	77	42	119	32	14	46
25/6/21	JobSeeker Payment - All Recipients	0	3,446	3,446	0	1,291	1,291	0	455	455
	JobSeeker Payment - Aged 25 and Under	0	401	401	0	103	103	0	27	27
	Youth Allowance (other)	300	104	404	100	22	122	20	7	27
	Youth Allowance (student and apprentice)	246	227	473	69	36	105	17	12	29

Table 4: Recipients in Local Government Area (LGA) of Greater Shepparton, Moira and Strathbogie by LGA, Indigenous Status, Payment Type and Age Group (Newstart Allowance and JobSeeker Payment recipients only)

Extract Date by Payment Type		Greater Shepparton (C)			Moira (S)			Strathbogie (S)		
		Not identified indigenous	Indigenous	Total	Not identified indigenous	Indigenous	Total	Not identified indigenous	Indigenous	Total
29/6/18	Newstart Allowance - All Recipients	2,461	306	2,767	1,042	46	1,108	307	10	317
	Newstart Allowance - Aged 25 and Under	268	45	313	n.p.	<5	88	n.p.	<5	25
	Youth Allowance (other)	367	67	434	106	10	116	n.p.	<5	27
	Youth Allowance (student and apprentice)	445	13	458	94	0	96	31	0	31
28/6/19	Newstart Allowance - All Recipients	2,392	273	2,665	964	43	1,007	305	13	318
	Newstart Allowance - Aged 25 and Under	227	36	263	n.p.	<5	74	n.p.	<5	15
	Youth Allowance (other)	306	65	371	79	8	87	n.p.	<5	22
	Youth Allowance (student and apprentice)	435	21	456	n.p.	<5	91	30	0	30
26/6/20	JobSeeker Payment - All Recipients	3,825	441	4,266	1,633	81	1,714	581	18	599
	JobSeeker Payment - Aged 25 and Under	507	94	601	166	10	176	n.p.	<5	47
	Youth Allowance (other)	502	122	624	185	17	202	n.p.	<5	56
	Youth Allowance (student and apprentice)	475	12	487	n.p.	<5	119	n.p.	<5	46
25/6/21	JobSeeker Payment - All Recipients	3,050	396	3,446	1,222	69	1,291	435	20	455
	JobSeeker Payment - Aged 25 and Under	331	70	401	94	9	103	n.p.	<5	27
	Youth Allowance (other)	313	91	404	106	18	122	n.p.	<5	27
	Youth Allowance (student and apprentice)	465	8	473	n.p.	<5	105	29	0	29

Data Descriptions

Includes the following recipients:
Recipients of Newstart Allowance/JobSeeker Payment who are determined to be current (i.e. entitled to be paid) on the Centrelink payment system, and not in receipt of zero rate of payment.
Recipients of Youth Allowance who are determined to be current (i.e. entitled to be paid) on the Centrelink payment system.
Note: Indigenous recipients include only those who have voluntarily identified as indigenous. These data may therefore represent an undercount.
Local Government Area is derived using the recipient's pre-coded current address against the Australian Statistical Geography Standard (ASGS) 2020.
Note: In order to protect individuals' privacy, populations <5 are reported as '<5' and other data that would allow these populations to be derived are not provided 'n.p.'. Source: Services Australia administrative data.

Report produced on 17/11/2021

Appendix 2. Centrelink recipients by earnings



ADH21 0606: Newstart Allowance/JobSeeker Payment and Youth Allowance Recipients
Annual Time Series - 29/06/2018 to 25/06/2021

Table 1: Recipients by State/Territory, Payment Type and Age Group (Newstart Allowance and JobSeeker Payment recipients only)

State	Newstart Allowance		JobSeeker Payment		Newstart Allowance - Aged 25 and Under		JobSeeker Payment - Aged 25 and Under		Youth Allowance (other)			Youth Allowance (student and apprentice)		
	29/6/18	28/6/19	26/6/20	25/6/21	29/6/18	28/6/19	26/6/20	25/6/21	29/6/18	28/6/19	26/6/20	29/6/18	28/6/19	26/6/20
New South Wales	200,564	190,070	421,242	290,460	19,418	17,581	57,877	32,599	24,499	21,733	49,011	29,722	54,637	67,840
Victoria	186,784	154,834	350,205	244,297	18,403	15,648	50,897	30,229	17,723	14,763	33,921	20,888	57,752	69,840
Queensland	185,174	137,239	327,501	224,736	20,061	18,079	47,537	27,660	40,291	23,356	47,333	29,439	54,707	59,913
South Australia	65,755	61,516	112,023	82,401	7,746	6,844	15,537	9,439	7,722	6,850	12,919	8,506	16,192	15,892
Western Australia	87,230	80,347	155,424	106,346	10,153	9,014	22,042	12,540	11,487	10,290	19,489	13,998	15,622	15,414
Tasmania	21,794	20,188	34,893	25,500	2,741	2,461	6,770	3,573	3,991	3,991	5,121	3,574	3,998	3,621
Northern Territory	14,023	14,891	22,792	18,230	1,633	1,711	2,957	1,551	1,924	2,004	3,491	2,804	3,228	3,339
Australian Capital Territory	6,039	5,508	8,456	6,650	650	734	2,490	1,770	1,671	1,595	433	3,400	3,362	3,575
Total	727,383	686,632	1,440,636	1,000,996	81,117	72,072	204,113	118,935	93,993	82,758	173,081	107,866	186,166	180,594

Table 2: Recipients in Local Government Areas (LGA) of Greater Shepparton, Moira and Strathbogie by LGA, Payment Type and Age Group (Newstart Allowance and JobSeeker Payment recipients only)

LGA Name	Newstart Allowance		JobSeeker Payment		Newstart Allowance - Aged 25 and Under		JobSeeker Payment - Aged 25 and Under		Youth Allowance (other)			Youth Allowance (student and apprentice)		
	29/6/18	28/6/19	26/6/20	25/6/21	29/6/18	28/6/19	26/6/20	25/6/21	29/6/18	28/6/19	26/6/20	29/6/18	28/6/19	26/6/20
Greater Shepparton (C)	2,767	2,865	4,269	3,444	513	263	601	401	434	171	624	458	456	487
Moira (S)	1,108	1,007	1,714	1,291	88	74	176	103	116	87	202	96	91	119
Strathbogie (S)	317	318	599	453	25	15	47	27	27	22	56	31	30	46

Table 3: Recipients in Local Government Areas (LGA) of Greater Shepparton, Moira and Strathbogie by LGA, Payment Type, Reported Earnings in the Last Fortnight and Age Group (Newstart Allowance and JobSeeker Payment recipients only)

Extract Date by Payment Type		Greater Shepparton (C)							Moira (S)							Strathbogie (S)						
		No Earnings	Has Earnings	\$0-\$100	\$100-\$143	\$143-\$250	250+	Total	No Earnings	Has Earnings	\$0-\$100	\$100-\$143	\$143-\$250	250+	Total	No Earnings	Has Earnings	\$0-\$100	\$100-\$143	\$143-\$250	250+	Total
29/6/18	Newstart Allowance	2,259	508	16	20	49	423	2,767	854	254	11	13	18	212	1,108	235	82	<5	n.p.	9	63	317
	Newstart Allowance - Aged 25 and Under	270	43	0	<5	n.p.	34	313	70	18	<5	<5	<5	13	88	20	5	0	0	<5	<5	25
	Youth Allowance (other)	352	82	5	5	6	66	434	95	21	<5	<5	<5	13	116	21	6	0	n.p.	0	n.p.	27
	Youth Allowance (student and apprentice)	321	137	5	5	18	109	458	44	52	<5	<5	<5	45	96	15	16	0	<5	<5	n.p.	31
28/6/19	Newstart Allowance	2,156	509	13	17	40	439	2,665	786	221	<5	n.p.	26	184	1,007	241	77	<5	<5	6	64	318
	Newstart Allowance - Aged 25 and Under	218	45	<5	<5	n.p.	33	263	62	12	0	<5	<5	7	74	12	<5	0	0	0	<5	15
	Youth Allowance (other)	298	73	<5	<5	11	56	371	75	12	<5	0	<5	n.p.	87	18	<5	0	0	<5	<5	22
	Youth Allowance (student and apprentice)	301	155	<5	n.p.	17	129	456	53	38	0	<5	<5	32	91	17	13	0	0	<5	n.p.	30
26/6/20	JobSeeker Payment	3,609	657	19	26	60	552	4,266	1,407	307	9	11	37	250	1,714	491	108	<5	n.p.	15	82	599
	JobSeeker Payment - Aged 25 and Under	517	84	<5	<5	8	71	601	139	37	0	<5	n.p.	26	176	34	13	<5	<5	<5	n.p.	47
	Youth Allowance (other)	500	124	7	7	18	92	624	158	44	5	<5	n.p.	27	202	36	20	0	0	5	15	56
	Youth Allowance (student and apprentice)	338	149	<5	<5	13	130	487	75	44	<5	<5	<5	35	119	29	17	0	<5	0	n.p.	44
25/6/21	JobSeeker Payment	2,679	767	18	13	60	675	3,446	963	328	11	9	27	281	1,291	335	116	<5	n.p.	n.p.	96	455
	JobSeeker Payment - Aged 25 and Under	317	84	<5	6	n.p.	69	401	76	27	<5	<5	<5	n.p.	103	19	8	0	0	<5	n.p.	27
	Youth Allowance (other)	318	86	6	<5	<5	73	404	92	30	<5	<5	<5	22	123	17	10	n.p.	n.p.	n.p.	n.p.	29
	Youth Allowance (student and apprentice)	309	164	<5	n.p.	15	140	473	64	41	0	0	<5	n.p.	105	18	11	0	0	0	11	29

Data Descriptions
Includes the following recipients:
Recipients of Newstart Allowance/JobSeeker Payment who are determined to be current (i.e. entitled to be paid) on the Centrelink payment system, and not in receipt of zero rate of payment.
Recipients of Youth Allowance who are determined to be current (i.e. entitled to be paid) on the Centrelink payment system.
Earnings refers to employment earnings reported in the last fortnight of the reported period.
Local Government Area extracted as at 29 June 2018 is derived using the recipient's geo-coded current address against the Australian Statistical Geography Standard (ASGS) 2014.
Local Government Area extracted between 29 June 2019 and 24 June 2020 is derived using the recipient's geo-coded current address against the Australian Statistical Geography Standard (ASGS) 2018.
Local Government Area extracted as at 25 June 2021 is derived using the recipient's geo-coded current address against the Australian Statistical Geography Standard (ASGS) 2020.
Note: in order to protect individual's privacy, populations <5 are reported as '5' and other data that would allow these populations to be derived are not provided 'n.p.'. Source: Service Australia administrative data.

Report produced on 30/11/2021