

South East Region Consultation Results

Background

Phase 2A: Broad Community Consultation of the Community Innovation and Investment Project (CIIP) was undertaken to engage with community to establish what local people consider their barriers to employment, and what ideas and opportunities they have for the future in their regions. This phase was scheduled for three months (Jan – March 18). Final consultations overflowed into April to ensure the target demographic was reached. There was a target of 100 returned surveys and a stakeholder register was established to determine the reach and level of community engagement required.

Methods

The following consultations methods were used in the South East Region;

One on one interview – 14 – majority delivered with coordinators of community groups / organisations, key stakeholders and community leaders.

Online promotion – online surveys were shared on multiple local Facebook pages, TasCOSS Facebook, local newspapers and with regional TasCOSS members.

Drop off locations – 3 – A few community based locations across the South-East Region (Trade Training Centre, Okines Community House and Healthy Horizons).

Casual site visits –6 – dropping into community service organisations while their regular events are held to talk with locals accessing their services (Neighborhood Houses, local football and sporting clubs). There were 35 local people consulted during these visits.

Community group discussions –5 - meeting with larger community groups such as; Backswing youth program, Workskills participants and Rotary. There were 43 local people consulted with during these sessions.

Community Networking – engaging with community leaders to promote and distribute the survey within their current networks, participants / clients and staff (sporting clubs, Job Actives, council, schools, etc.)

Demographic

The demographic of surveyed participants included:

- Community Organisations / groups
- Parents and families
- Individual community members accessing services
- Sporting groups
- Job Active clients
- Young people

The surveys were distributed across the South-East Region in the following towns / communities; Sorell, Midway Point, Dodges Ferry and Dunalley.

Survey Results

Of the 114 South-East Region surveys received:

- 32 online surveys
- 32 people accessing services at local community houses
- 12 registered Job Active clients
- 14 from one on one interviews. Of these 14 consultations we've engaged with; training coordinators, school representatives, sports leaders, Job Active providers and community service coordinators.

Of the 114 surveys completed the following details were captured:

Work Status

Looking for work: 34

Not looking for work: 69 – of those some are retired, full-time carers or studying.

Didn't answer: 11

Stand out theme

A common theme was the need to support alternative work models for professionals and to foster creative means of employment.

Barriers

Similar to the Derwent Valley, travel and transport was identified as a barrier across the whole region. This was in terms of access regional job opportunities as well as commuting to Hobart.

Testing Results

The results were presented to three different groups and received the following feedback.

South-East Trade Training Centre students identified transport as their major barrier and suggested an increase public transport in regional areas (frequency and locations).

In addition, they suggested:

- More suitable employment for young people
- Better access to local jobs
- Remove the gap between what is taught vs the experience and knowledge needed for employment in chosen industries (integrated on-the-job training)
- specialised training for different career pathways / industries

Sorell School – year 10 students said job readiness was their biggest barrier - moving into employment requires a great deal of independence, motivation and time – more support is needed for this transition.

They also suggested the following opportunities:

- New and creative businesses locally for a variety of employment opportunities
- Better networks between job seekers, training and employers – local jobs advertised locally, on-the-job training programs

Dodges Ferry School Association recommended a centralised network for local opportunities: For example, a networking board - people can list their skills, job opportunities, etc. It could also work as a mentoring opportunity where people could trade skills and provide individualised support for job seekers.

Barrier	Detail	No of times raised
Travel / Transport	Current reliability, regularity Cost of transport including public transport Getting required driver hours for learner drivers	52
Lack of suitable employment	Not enough jobs No positions matching skillsets (professionals and entry level) Seasonal work / precarious employment options only Competition for local jobs is high Lack of stable employment	39
Networks	Jobs are advertised through word of mouth Lack of business collaboration It's about who you know Unaware of jobs available Lack of connection to services / opportunities	18
Local Business	Lack of local business Businesses are small / family run No big business Businesses lack of engagement with job seekers Lack of support to operate locally and employ locally Attitude to change / local support Businesses not willing to provide training	14
Job Readiness	Lacking communication, hygiene, presentation No experience Not enough Job Active support Lack of empowerment, motivation, skills and work ethic	14
Training	No on the job training offered from employers Lack of skills for positions Access to current training No specialised training Lack of further education opportunities Not a great sense of importance for further education	13
Childcare	Not enough childcare No after school care In Dunalley parents must have flexible hours because there is no childcare	8
Health	Adult mental health More drugs and alcohol in the area Lack of services locally	8

Ideas / Opportunities	Detail	No of times raised
Training	Funded training at the Trade Training Centre Pathway planners Apprenticeships / Traineeships On the job training After hours / childcare available Specialised / niche training Business start-up / self-employment Work readiness Support programs for people re-entering – entering the workforce Employer training Adult Ed with childcare available Subsidised training	50
Work Suitability	More entry level jobs with career progression Flexible hours for parents Job sharing Increase opportunity for professionals More full-time positions instead of casual Increased community based positions Work from home options Increase in trades positions Recognition of skills based learning More Social Workers to help with mental health issues Individualised support for job seekers	44
Improved transport	More frequent and affordable public transport Park and Ride in Sorell Regular public transport Tasman – Sorell Driver mentoring programs Ferries Community transport Shuttle buses to regional areas	26
Creative / New Business	Art Cooperative Social for-purpose enterprises Worker hubs for local worker access and training Online work for home trials Building community capacity for new business Increased niche tourism Creative events Digital hubs / enterprises	16

Ideas / Opportunities	Detail	No of times raised
Support for Local Business	Support to increase staff Assistance for start-ups and small businesses Increased local businesses Council support for local businesses Business mentors Capacity building Building relationships between business and community Support for businesses to grow ¹⁶	
Childcare	Before and after school care More childcare available across the region (Dunalley especially)	16
Networking	Local jobs advertised locally Specialist hub for creative enterprises One on one training to support and develop local relationships (Huon Works) Support for job seekers beyond JAs Mentoring programs Local trade directory / community asset hub Network events – inviting along councilors that can influence regional policy to support locals Mentor board – skill sharing	16

People Looking for Work

Out of 114 surveys in the South East Region, 34 indicated they were currently looking for work. This was a combination of people who were currently unemployed and looking to enter the workforce and those who currently had work outside of the region but were actively looking for local employment.

Those who were currently employed and looking for local jobs were doing so to increase their work/life balance, and accommodate their children’s extracurricular activities or care needs. The work/life imbalance was attributed towards the daily transport time and distance.

The 34 people looking for work were a combination of professionals and unskilled people. The professionals were looking for alternative and creative means to employment, while the unskilled people were interested in on-the-job training opportunities.

A significant theme among the 34 surveys was - the actual or perceived - lack of jobs in the area. This was attributed to a lack of job opportunities in any field. Those looking to change jobs were unable to find professional level employment within the area, and those wishing to enter the workforce had no entry level jobs to apply for.

While the ratings are similar, an interesting difference between those looking for work and those not was the perceived barrier of childcare. Those not currently looking for work said that the limited amount of childcare in the area may prove problematic; however, those looking for work indicated the lack of flexible and alternative work models around childcare (working from home, out posting, etc.) was a barrier.

The following themes represent the feedback gained from people seeking work in the South East Region.

Barrier	Detail	No of times raised
Travel / Transport	Only one bus to Hobart and back per week Reliability and timing of public transport Distances between communities – not all people have access to vehicles Limited public transport	12
Lack of suitable employment	Better skills outside of the area No unskilled positions available Volunteering roles compete against paid positions Competition for jobs Not enough jobs Conventional work structure No community based positions	15
Networks	Visibility of vacant jobs Relatives get the jobs in local employment Lack of local networks Makes it hard if you don't know people	4
Local Business	Not enough big business (Target, Kmart) Lack of business infrastructure Attitude towards change / support local	5
Job Readiness	Lack of motivation, poor presentation and personal hygiene Lack of skills and lack of work ethic	3
Training	Lack of employers offering training for potential employees Specialised training Lack of certificates No on the job training anymore	4
Childcare		0
Health	Ill health / disability Lack of mental health support services	2

Ideas / Opportunities	Detail	No of times raised
Training	Hands on training (farming, etc.) Courses linked with employers and jobs afterwards Personal development for job seekers Funded courses – Trade Training Centre Training focused on growing industries like tourism and hospitality Self-employment training	14
Work Suitability	More unskilled positions II Entry level jobs III Flexible working hours Job sharing Job security Working from home / online positions More professional jobs	17
Improved transport	Public transport – routes and frequency II Park and Ride in Sorell	18
Creative / New Business	Medium to bigger factories II Retail stores More production horticulture, construction, agriculture More service industries For-purpose social enterprises III Worker hubs II Online / work from home trial CENTS model for employment Artists hub / digital hubs Call centre	14
Support for Local Business	Council needs to be more progressive Local businesses providing on the job training Investment in business Local businesses need support to employ local people – increasing small business capacity	7
Childcare	Better childcare (particularly before school care) Childcare available in regional areas (Dunalley)	7
Networking	Local jobs advertised locally Hub for locals to attend Networking events – the community needs to come together and promote the area	5