

Wile the Possum and Tyuling the  
Goanna are the totems of learning.  
They reach out to all Koorie  
communities to carry the message  
of the need for Koories to gain  
greater knowledge.

[The Message Carriers]

# Wurreeker

The Koorie Community and  
TAFE in Victoria in Equal Partnership

VAEN*i*



Department of Education,  
Employment and Training

July 2000



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[The Message Carriers]

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TAFE in Victoria in Equal Partnership

July 2000

**VACET**



Department of Education,  
Employment and Training





## The Wurreker

[Message Carriers]

The story to the painting about Wile the Possum and Tyuling the Goanna

Wile and Tyuling are the Totems of learning and they are reaching out to all Koories and their communities to carry the message of the need for our people to gain greater knowledge.

The eight Circles surrounding Wile and Tyuling are representative of the eight VAEI regions. Grey is the rock of the region, blue relates to rivers in the various regions, green relates the forest in those regions.

The ninth circle in the centre of the picture is the VAEI community and is coloured red, for this is the heart of VAEI where all communities have their input.

**Artist:** Kevin J Williams

**Language:** Wemba Wemba

**Medium:** Acrylic on Canvas

## Acknowledgment

The Review Steering Committee acknowledges the significant contribution of the Koorie community of Victoria, Koorie organisations, Koorie Liaison Officers in TAFE, TAFE Institutes, State Government Departments and Commonwealth Government Departments in the development of "Wurreker": The Koorie Community and TAFE in Victoria in Equal Partnership.

[The Message Carriers]



## Foreword

The principles and goals of the *Partnership in Education: Koorie Education Policy* have been Victorian Government Policy since 1990. Within the TAFE sector this policy has been successful in that the development of a supportive and culturally relevant learning environment has resulted in a marked increase in the participation of Koorie students.

Involvement at all levels of decision making is critical to increasing Koorie participation and outcomes in the education process and the subsequent social and economic development of Koorie communities. An equal partnership between the Victorian State Government and the Koorie community, as set out in this document, will ensure that delivery and support services value the aspirations of individual Koorie students, and enable Koorie communities to have a say in their future.

This new approach to the planning and delivery of TAFE programs for Koories, recognises VAEAI as the peak body providing valid and accurate advice to Government on Koorie training requirements. In addition the development of links with peak employer and employee organisations will promote the growth of further opportunities for Koorie people and communities.

The Wurreker strategy will support the principles of Self-Determination, Koorie community development and sustainability, and individual development. Both the Victorian State Government and the VAEAI Committee of Management look forward to the successful implementation of this strategy.



**Lynne Kosky MP**  
Minister for Post Compulsory  
Education, Training and Employment



**Geraldine Atkinson**  
President  
Victorian Aboriginal Education Association  
Incorporated



## Contents

1. Foreword	3
2. Introduction	5
3. Definitions	6
4. Definitions of acronyms	7
8. "WURREKER" Description chart page	11
9. Regional Highlights	13
10. Koories and the State Training System - Current Status	15
11. What Koories said about the State Training System	17
12. What Koories said about what they want from TAFE	19
13. Koories want outcomes that support Koorie individuals and communities to achieve self-determination	21
14. An Equal Partnership will achieve Quality outcomes from TAFE that support Koorie Communities	23
15. Planning for Community outcomes	26
17. Planning for Regional outcomes	28
19. Planning for State outcomes	29
21. Planning for National outcomes	31
23. Planning for Koorie training	33
25. Planning for Resource allocation	34
28. Planning for Koorie support services	36
30. Regional Snapshots	40



## Introduction

The Victorian Aboriginal Education Association Inc. (VAEAI) and the Office of Post Compulsory Education, Training and Employment (PETE) have worked in a joint partnership since 1990 under the *Partnership in Education: Koorie Education Policy*. This Partnership has formed the foundation of a sound working relationship between the two organisations.

The Wurreker strategy further consolidates this partnership. This strategy will have an impact within the education and training environment, as well as in the employment sector.

Currently in Victoria around 20% of all Koories aged 15 to 64 are enrolled in TAFE courses. At present Koorie educational participation is concentrated within the lower AQF levels 1 and 2 (48% of Koorie enrolments). This indicates that the current education and training delivery for Koorie students needs to be improved if quality outcomes are to be further achieved.

An equal partnership between the PETE, the VAEAI, Local Aboriginal Education Consultative Groups and education and training organisations regarding policy development, planning and delivery will enable quality outcomes to be achieved. An equal partnership will also ensure that delivery and support services respect Koorie culture and value the needs of individual Koorie students, and enable Koories and Koorie communities to have a say in their future.



**Meredith Sussex**  
Director  
Office of Post Compulsory Education  
Training and Employment



**Lionel Bamblett**  
General Manager  
Victorian Aboriginal Education  
Association Incorporated



## Definitions

### Wurreker (The Message Carriers)

Wile the Possum and Tyuling the Goanna are the totems of learning. They reach out to all Koorie communities to carry the message of the need for Koories to gain greater knowledge.

### Self Determination

The right to take responsibility for determining the personal and communal directions of the individual and the community at all levels of policy development and implementation.

### Koorie Community

The Indigenous community in Victoria is made up of the traditional owners, and of Aboriginal and Torres Strait Islander people from other parts of Australia. The Indigenous population has many cultural and organisational structures which have been developed over time and continue to exist today.

### Koorie Community Development

For the betterment of the community, informed decisions are made and implemented for the benefit of the community.

### Individual Development

The individual can make a personal and informed decision regarding attaining personal goals.

### Maintaining Culture

The centre of a Koorie community is its traditional identity and continuing culture, which is supported and maintained through the principles of family, community, and self-determination.

### An Equal Partnership

This is where the Koorie communities through VAEAI have an equal partnership with the training and adult education systems in the planning, development and delivery of education and training which supports the aspirations of the Victorian Koorie communities.



## Definitions of Acronyms

- ACFE BOARD** **Adult Community and Further Education Board** supports the development of adult, community and further education in Victoria by planning, developing policies, promoting and allocating resources to ensure vigorous development of lifelong learning in the community.  
[www.acfe.vic.gov.au](http://www.acfe.vic.gov.au)
- ANTA** **Australian National Training Authority** is a Commonwealth government authority responsible for the development of and providing advice on national policy, goals and objectives, and administering national programs and Commonwealth funding of the National Vocational Education and Training System.  
[www.anta.gov.au](http://www.anta.gov.au)
- AAV** **Aboriginal Affairs Victoria** is the Victorian Government's central point of advice on Aboriginal affairs in Victoria. This policy advice may relate to services provided by other State Government agencies, Commonwealth Government departments and the Aboriginal Torres Strait Islander Commission (ATSIC), or to services delivered within the Aboriginal community.  
[www.dhs.vic.gov.au/aav](http://www.dhs.vic.gov.au/aav)
- ATSIC** **Aboriginal Torres Strait Islander Commission** is Australia's national policy making and service delivery agency for Indigenous people. ATSIC is a unique, decentralised organisation which advocates Aboriginal and Torres Strait Islander issues nationally and internationally, advises the Commonwealth Minister for Aboriginal and Torres Strait Islander Affairs and delivers programs to Aboriginal and Torres Strait Islander people.  
[www.atsic.gov.au](http://www.atsic.gov.au)
- ATSIPTAC** **Aboriginal Torres Strait Islander Peoples Training Advisory Council** provides advice to the ANTA Board on ways to increase participation by and outcomes for Indigenous people in vocational education and training.  
[www.anta.gov.au](http://www.anta.gov.au)
- DETYA** **Department of Education, Training and Youth Affairs** is a Commonwealth department with responsibility for ensuring excellence in helping all Australians achieve in a learning society. DETYA provides analysis and policy advice to the Government and delivers Government programs and services.  
[www.detya.gov.au](http://www.detya.gov.au)
- DEWR SB** **Department Employment Workplace Relations and Small Business** is a Commonwealth department that aims to contribute to job creation by helping small businesses to grow, promoting fair and flexible workplace relations and placing people in employment efficiently and equitably.  
[www.dewrsb.gov.au](http://www.dewrsb.gov.au)
- DHS** **Department of Human Services** is the Victorian State Government department responsible for ensuring that the people of Victoria have access to services that protect and enhance their health and social well-being and to best allocate available resources to meet their needs.  
[www.dhs.gov.au](http://www.dhs.gov.au)

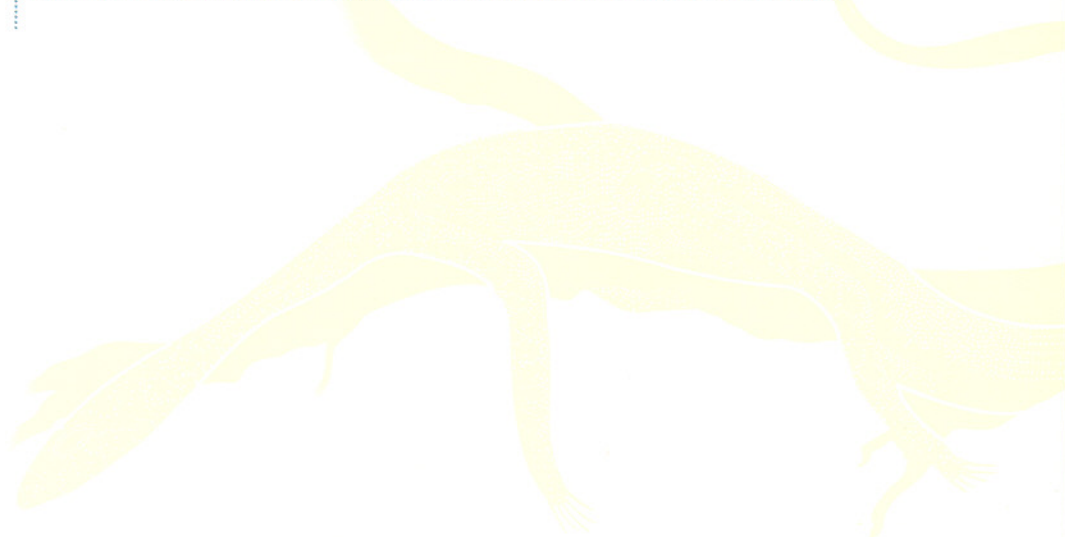


- IESIP** **Indigenous Education Strategy Initiative Program** is funded by DETYA to further develop and improve Indigenous Education opportunities and outcomes for Indigenous Australians.  
[www.detya.gov.au](http://www.detya.gov.au)
- ITB** In Victoria, **Industry Training Boards** assess current and future labour force training needs, develop industry plans indicating the level of regional and state-wide training required to meet the priority needs of industry.  
[www.pete.vic.gov.au](http://www.pete.vic.gov.au)
- KLO** **Koorie Liaison Officers** are located in TAFE Institutes. KLOs assist Koorie students in their transition into TAFE Programs and promote an understanding and raise the awareness of the cultural differences that exists between Koories and TAFE Institutes.
- LAECG** **Local Aboriginal Education Consultative Groups** are the constituent units of VAEAI and are the key sources of advice to VAEAI on local Koorie training needs.  
[www.vaeai.org.au](http://www.vaeai.org.au)
- PETE** **Office of Post Compulsory Education, Training and Employment** is responsible for developing policy, planning and purchasing TAFE training, for registering training organisations and managing the curriculum development for training in Victoria.  
[www.pete.vic.gov.au](http://www.pete.vic.gov.au)
- RCIADIC** **Royal Commission into Aboriginal Deaths in Custody** was established in 1987 to investigate the high number of Indigenous people who have died in custody, the reasons for this and to make recommendations to government on steps to be taken to address this issue.  
[www.act.gov.au/rciadic](http://www.act.gov.au/rciadic)
- RTO** **Registered Training Organisations** provide nationally recognised accredited training. RTOs include TAFE Institutes and private training providers. A number of Koorie organisations have RTO status.  
[www.pete.vic.gov.au](http://www.pete.vic.gov.au)
- VAEAI** **Victorian Aboriginal Education Association Incorporated** is a Koorie community organisation which represents Local Aboriginal Education Consultative Groups (LAECGs) from all Koorie communities. It provides policy advice at local, state and national levels in relation to Koorie education and training. VAEAI is recognised by the Victorian Government as an Industry Training Board and as such it is the peak source of advice on Koorie training and further education needs in Victoria.  
[www.vaeai.org.au](http://www.vaeai.org.au)
- VAEAI-COM** **Victorian Aboriginal Education Association Incorporated Committee of Management** formulates education policies for VAEAI. The VAEAI-COM is comprised of LAECG representatives, specialist representatives from different education and training sectors, including TAFE, and VAEAI Office Bearers.  
[www.vaeai.org.au](http://www.vaeai.org.au)



# Wurreker Description Charts

Regional Highlights	13
Koories and the State Training System - Current Status	15
What Koories said about the State Training System	17
What Koories said they want from the TAFE	19
Koories want outcomes that support Koorie individuals and communities to achieve self-determination	21
An Equal Partnership will achieve Quality outcomes from TAFE that support Koorie communities	23





## “Wurreker” Description Charts

### The following charts are a summary of:

- what support services are presently provided for Koories in TAFE;
- what Koories said they want from TAFE; and
- what needs to happen to achieve quality outcomes for Koories in TAFE.

### The charts are designed to be:

- removed for individual display; or
- removed and displayed as a series of charts; or
- remain as part of the document.

### The charts are linked to other pages:

- On each chart page numbers indicate where more detailed information can be found on the specific topic.



### Advice

An equal partnership between the Office of Post Compulsory Education, Training and Employment and the Victorian Aboriginal Education Association Incorporated in policy development and planning for Koorie TAFE delivery will support Koorie communities to achieve:

### Support Service

An equal partnership between the Office of Post Compulsory Education, Training and Employment, the Victorian Aboriginal Education Association Incorporated, Koorie Registered Training Organisations and TAFE Institutes in planning for delivery and support services will support individual Koories and Koorie communities to achieve:

Self Determin

Personal Development

Employment

Koorie Identity

Koorie Participation

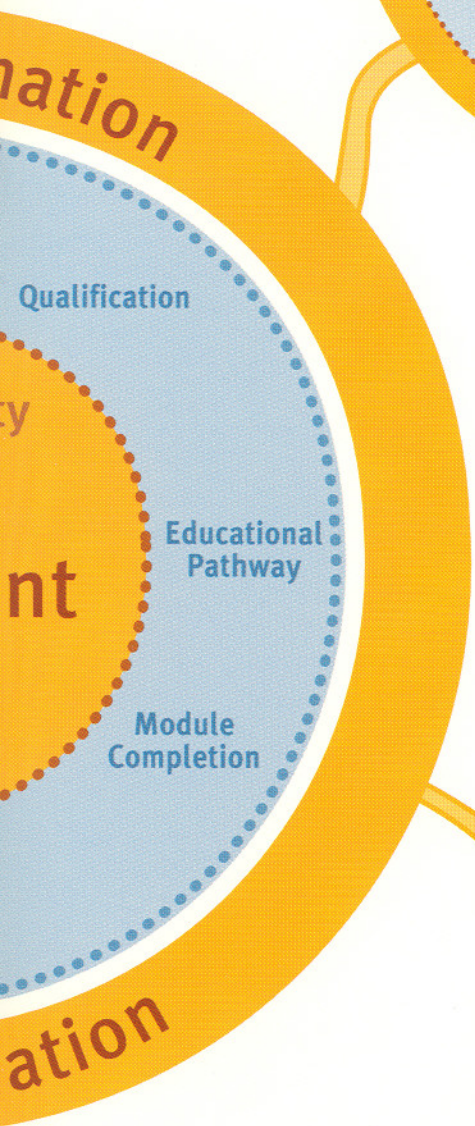
Participation

Koorie Community

Improved Literacy/  
Numeracy

Self Determin





### **Planning**

An equal partnership between the Office of Post Compulsory Education, Training and Employment, the Victorian Aboriginal Education Association Incorporated, Koorie Registered Training Organisations and TAFE Institutes in planning Koorie TAFE delivery will support Koorie communities to achieve:

### **Resource Allocation**

An equal partnership between the Office of Post Compulsory Education, Training and Employment and the Victorian Aboriginal Education Association Incorporated in planning resource allocations for Koories in TAFE will support Koorie communities to achieve:



# Regional Highlights





## South West

Largest employment in retail across Koorie; 15% total population)  
Under 1% Koorie training in Wholesale Retail Services  
Manufacturing is major employer (14% Koorie population), but training is limited (2% Koorie)  
Under 15% of Koories train in top three industries predicted for growth (Business Services, Retail and Personal Services, and Cultural Services and Health)

Refer Page 46

## Central Highlands Wimmera

Second highest regional Koorie participation rate in training (30%)  
Highest proportion of Koories in further education courses (30%)  
Lower Koorie completion rates than most other regions  
Highest proportion of training at AQF levels 5-6 of any region (23%)  
Koorie employment concentrated in Manufacturing (17%; 13% total population).

Refer Page 47

## Metropolitan

Over half Victoria's Koorie population  
Almost half the Koorie TAFE enrolments in Victoria  
Around 20% Koories undertook a training program (1998)  
Koorie training concentrated in the Business Services, Cultural and Recreation, and General Manufacturing industry groups  
Koorie training heavily over-represented in General Manufacturing (16% SCH; 6% SCH overall)  
Around 25% Koories train in the top three growth industries.

Refer Page 45

## Central Gippsland

Lowest Koorie participation rate in training (12%)  
More Koorie training at AQF levels 3-4 (75%)  
Koorie training mainly Art and Design courses (40%)  
Koorie training concentrated in Cultural and Recreation industry group (42% SCH; 13% SCH overall)  
Employment in Cultural and Recreation similar for Koories (2%) and total population (1.5%)  
Under 4% of Koories but around 30% of total population train in growth industries.

Refer Page 44

## Victoria

Koorie population 15-64 is  
One in five (20%) Koorie 15-64 enrol in TAFE  
Koorie employment largest in Retail (10%) and Personal Services (10%)  
One in four (26%) Koorie in Cultural and Recreation  
Almost one in four (22%) Koorie in top three service industries: Business Services, Retail and Personal Services  
Refer Page 43

## Eastern

Highest Koorie training of all regions  
Koorie training concentrated in Business Services and Health (23% SCH) and Hospitality (23% SCH)  
Koorie training lowest of all regions in Retail (10% SCH)  
Koorie training in top three growth industries (Business Services, Retail and Personal Services) negligible (respectively)  
Koorie training in top three growth industry groups (9.1% SCH)



Regions (13%)  
Retail and Personal  
Services, 16% total  
SCH, 5% all SCH)  
Industries  
Wholesale  
Community

### Murray Valley

Second highest number of completions across regions  
Second highest proportion of Koorie SCH  
Lowest Further Education and Tourism and Hospitality training across regions  
Less than 5% SCH in largest industry employer of Koories and predicted growth industry (Health and Community Services)  
Refer Page 40

### Victoria

Population aged  
over 12,300  
(%) Koories aged  
in TAFE courses  
Highest in Manufacturing (13%),  
Property and Business (10%)  
Industries  
Koories train in Cultural and  
Industry group  
(%) Koories train in growing  
Business Services, Wholesale  
Services, and Community  
and Health  
Page 48

### Loddon

Highest proportion of Koorie enrolments at AQF levels 1-2 (55%)  
Employment of Koories lower than total population in all major industries  
Second highest proportion of Koorie training in Cultural and Recreation (39% SCH), lowest in Community Services and Health (2% SCH) and Primary and Forest (1% SCH)  
Koorie training limited in predicted industry growth areas Business Services and Wholesale Retail and Personal Services  
Refer Page 41

### West Gippsland

Participation rate in  
regions (30%)  
Concentrated in Community  
(24% SCH) and Tourism and  
(H); Cultural and Recreation  
region (13% SCH)  
Two major growth industries  
Wholesale Retail and Personal  
(2.6% SCH, 0% SCH)

### Goulburn Valley

Highest number of course completions across regions  
Highest concentration of Koories in Community Services and Health (26% SCH) across regions  
Less than 1% Koorie training in Food Processing (all SCH 10%)  
Koorie training overly concentrated in Textiles Clothing and Footwear (7% Koories; less than 1% total population)  
Only 3% Koories train in predicted growth area Business Services.  
Refer Page 42

in Primary and Forest  
highest across regions  
(H)  
Refer Page 43







### Delivery and Support Services

- KLOs are employed by a majority of TAFE institute
- the role of KLOs is defined differently in each TAFE institutes
- courses are customised to meet Koorie needs
- there is no state database of Koorie customised courses
- there is no defined outcome for Koories in TAFE
- the role and importance of TAFE institutes Koorie advisory committees is unclear
- there are high participation rates for Koories in TAFE
- there are limited pathways for Koories in training to gain employment.

Refer Page 36

Koories and the  
State Training System  
Current State

### Resource Allocation

Funding to support Koories in TAFE is allocated through:

- Koorie specific program funding in TAFE institute profiles
- funding for KLOs
- mainstream program funding in TAFE institute profiles
- Koorie specific programs purchased through the Priority Education Training Program tender process
- supplementary support funding
- Koorie specific equipment funding
- special project funding
  - Industry Training Board funding
  - Funding VAEAI as an ITB.

Refer Page 34

Koorie  
Participation

### Planning

- a range of government departments plan for services to be provided to Koories
- Koories are not always involved at all levels of government in planning for Koorie training
- there is scope for improvement in coordinating advice to PETE from government agencies that plan for services to be provided to Koories
- there is insufficient sharing of best practice in training for Koories.

Refer Page 33

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### Koorie Community/ Individual Advice

VAEAI represents LAECGs from all Victorian Koorie communities

- KLOs in TAFE institutes provide support and advice to the LAECG representing their community
- Koorie advisory committees operate in TAFE institutes.

Refer Page 26

### Regional Advice

- Koorie community organisations from eight regions are represented on VAEAI
- these regions are divided on the basis of clan and community groupings
- a number of LAECGs are located in each region
- other government agencies that provide support to Koorie communities provide advice on specific training needs
- there is no coordinated mechanism for advice on training for Koories from Koorie organisations, regional organisations and government departments.

Refer Page 28

### State Advice

- VAEAI provides advice on Koorie training needs and priorities to PETE
- State Government departments develop policies, and plan and deliver services to the Koorie community
- there is scope for improving coordination across State Government departments:
  - in regard to training for Koories
  - in sharing best practice in training for Koories.

Refer Page 29

### National Policies & Frameworks

of Commonwealth Government  
nts develop policies and plan and  
vices to the Koorie community  
scope to improve links across State and  
alth Government departments and  
anisations to ensure the best  
s from training for Koories.

Page 31







## Delivery and Support Services

- cross-cultural awareness training is the key to improving employment outcomes for Koories
- cross-cultural awareness training is required for Koories and non-Koories
- TAFE courses need to be linked to employment opportunities
- mentoring, workplace delivery and more practical placement is needed to improve program outcomes
- the TAFE system has changed; support services need to reflect those changes
- KLOs are integral to achieving good outcomes
- Koories in training need to be case managed to improve outcomes
- pathways need to be created and mapped for us to get employment
  - Koories delivering to Koories achieve better outcomes
    - training needs to be culturally appropriate and delivered flexibly
    - we need to create a Koorie support structure that moves away from welfare support to program development and outcomes.

Refer Page 36

## What Koories say about the State Training System

## Resource Allocations

- there needs to be a more integrated approach when allocating funds
- a more flexible approach to allocating funds is required if we are to meet Koorie community needs and improve outcomes for Koories
- the present mechanism for allocating funds that support Koories in TAFE needs reviewing
- funds need to be tagged to ensure they support the Koorie participant
- a preferred tendering system would be more supportive of Koorie RTOs organisations
  - resources to support Employment Officers are essential if better outcomes are to be achieved.

Refer Page 34

"We need to move away from welfare support to program development and outcomes that support self-employment and individual Koorie community and individual outcomes"

## Planning

- if the Koorie community doesn't ask for it, don't do it
- a holistic approach is needed, including support structures, Koorie specific programs, Koorie support staff, professional development for teaching staff in cultural issues, how Koories learn and inclusive decision making
- Koories are people, not an industry
- flexible entry and exit points to accommodate family issues would improve outcomes
- TAFE systems work against a good outcome for Koories
- professional development in cultural awareness is required for TAFE managers
  - in identifying best practice activities, the Department of Education Employment and Training Koorie 2000 strategy appears to be working.

Refer Page 33

## N Policies

- there is a need to move from participation to outcomes
- traineeships are a good outcome
- there is confusion in so many of the roles of government and industry
- organisations providing services need to meet on a planned and coordinated basis
- strategic links need to be established between departments
- Koories should be involved in decision making

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### Koorie Community/ Individual Advice

- Koorie community and individual ownership is critical if we want to achieve change
- Koorie involvement is the key that allows Koorie communities to shape their own destiny
- life long learning, personal development and community needs are as important as employment
- Koorie people involved in planning, developing and delivering training is the key to successful outcomes
- Community Development Employment Programs need a clear link to training if the participants are to get real jobs at the end of a program
  - LAECGs are critical to meeting community needs
  - TAFE profiles need to be endorsed by the community to ensure the training reflects the needs of the community.

Refer Page 26

### Regional Advice

- partnerships need to be established with ITBs and employers to get better employment outcomes
- there is a need to work with employers
- there is no formal link between government agencies that work with Koories
- there needs to be better links between TAFE, industry and employers in regards to training
- regional ATSIC Councils need to be involved in the process of identifying training if it is to become effective
- the missing link is planning and development by TAFE in relation to local industry
  - regional councils need to feed information back to VAEAI to close the planning loop.
  - it is important to work on partnerships with employers.

Refer Page 28

### State Advice

- course design and assessment needs to be in partnership with the community
- there needs to be greater (across government) coordination to avoid duplication of effort
- it is basically about all of us getting our acts together and working together to get better employment outcomes for Koories
- training is supply driven and not community driven
- TAFE is failing to get outcomes for many Koories who just keep going to TAFE
- Koorie RTOs are more flexible in their approach to training and in general their facilities are more Koorie friendly and less formal
- TAFE institutes with a formal Koorie structure appear to achieve better outcomes (ie Koorie manager, Koorie coordinator and KLOs).

Refer Page 29

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to be developed between  
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ing at all levels.  
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# What Koories said about what they want from TAFE





### **Delivery and Support Services Koories Want**

- an equal partnership between PETE, VAEAI, Koorie RTOs and TAFE institutes in planning for delivery and support services that assist individual Koories to meet their needs for TAFE outcomes
- delivery and support services that respect Koorie culture and value the needs of individual Koorie students
- to be valued by TAFE providers
- training delivery from training organisations that are prepared to enter into an equal partnership with Koories
- quality outcomes that support Koorie goals of self-determination, Koorie community development/sustainability and individual development.

Refer Page 37

What Koories say  
about what they  
want from TAFE  
"Skills that will assist  
Koories to achieve  
self-determination"

### **Resource Allocations Koories Want**

- an equal partnership with PETE in planning the resource allocations that support Koories in TAFE
- delivery and support services allocated to achieve the four principles
  - resources allocated to support quality outcomes for Koories from TAFE.

Refer Page 35

Koorie  
"the State Training  
needs to value  
culture and identity  
of communities  
Koories if it is to  
meet the needs of  
Koories"

### **Planning Koories Want**

- an equal partnership with PETE, Koorie RTOs and TAFE institutes in planning Koorie TAFE delivery to meet Koorie needs
- the four principles to underpin all decisions that impact on Koorie training
- Koories to be involved in all levels of planning for Koorie training.

Refer Page 33

- an equal partnership  
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### National Policies & Frameworks Koories Want

partnership in policy  
nt and planning of Koorie TAFE  
meet Koorie needs  
outcomes based on Koorie

fer Page 32

### Koorie Community/ Individual Advice Koories Want

- an equal partnership with training organisations in planning TAFE delivery to meet Koorie community and individual Koorie needs
- a say in their community's future
- Key Performance Indicators that can be used to measure the achievement of quality outcomes identified by the Koorie community as supporting individual and community development
- to provide advice to government on TAFE training needed to support the Koorie community and the individual needs of Koories.

Refer Page 27

### Regional Advice Koories Want

- an equal partnership with regional organisations in planning TAFE delivery in their region to support community development
- a say in their community's future
- Key Performance Indicators that can be used to measure the achievement of the quality outcomes identified by the Koorie community that support community development
- advice on training that supports Koorie community development and increases regional employment opportunities.

Refer Page 28

### State Advice Koories Want

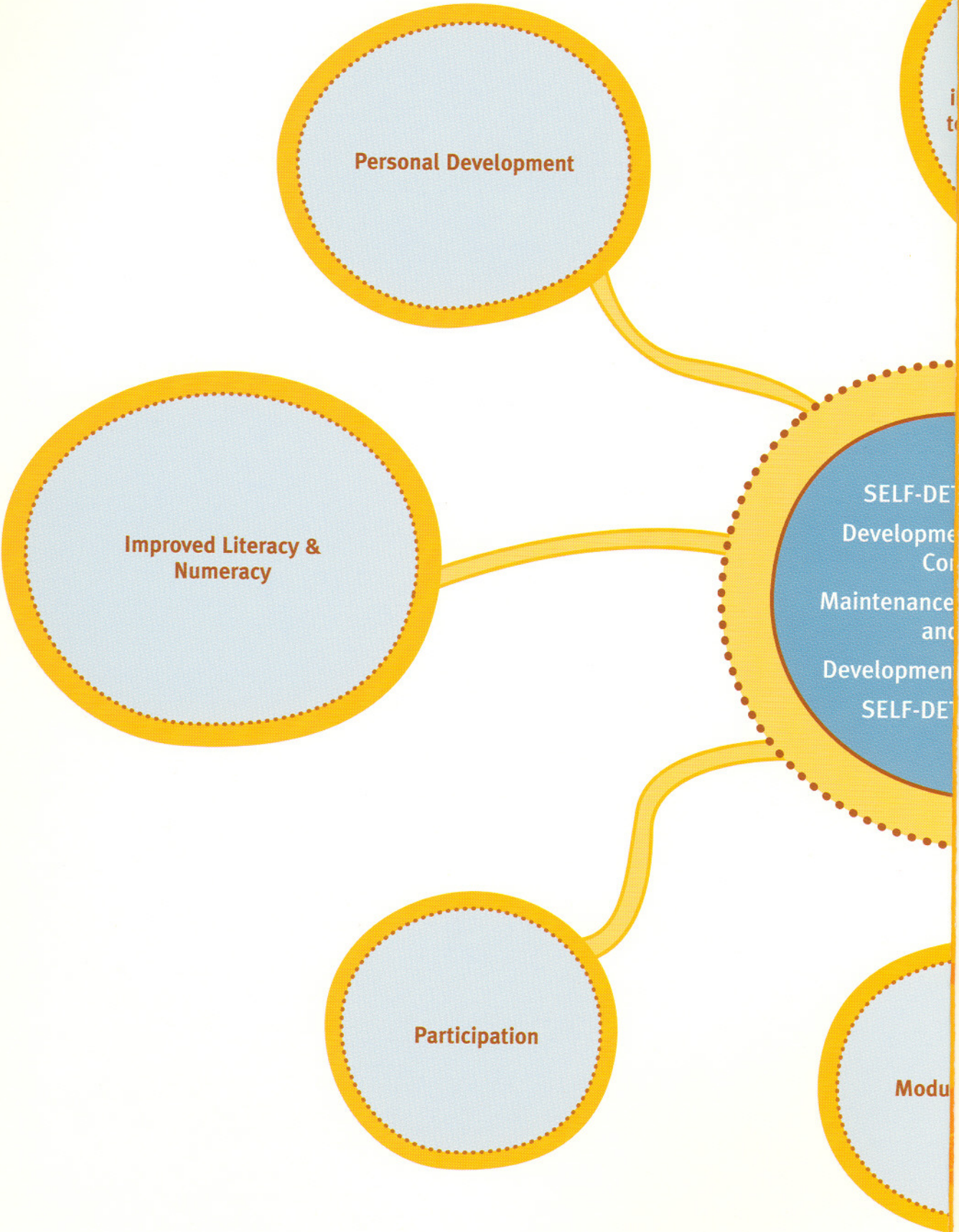
- an equal partnership with PETE in policy development for Koorie TAFE delivery to meet Koorie needs
- a say in their future
- Key Performance Indicators that can be used to measure the achievement of the quality outcomes (identified by the Koorie community) that support self-determination
- greater cooperation and information sharing between government departments that are key stakeholders in the delivery of training services to the Koorie community.

Refer Page 30









Personal Development

Improved Literacy & Numeracy

Participation

SELF-DE  
Development  
Con  
Maintenance  
and  
Development  
SELF-DE

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Koories want outcomes that support Koorie individuals and communities to achieve self-determination

Employment

TERMINATION  
nt of the Koorie  
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of Koorie identity  
culture  
t of the individual  
TERMINATION

Qualifications

le Completion

Educational Pathways



An Equal Partnership will achieve  
Quality outcomes from TAFE that  
support Koorie Communities





## Delivery and Support Services

An equal partnership between the PETE, VAEAI, Koorie RTOs (including ACE organisations) and TAFE institutes in the planning of delivery and support services will ensure that delivery and support services respect Koorie culture and value the needs of individual Koorie students. This will be achieved by:

- developing clearly defined core roles for Koorie Liaison Officers
- developing and providing a career pathway for Koories employed by RTOs
- developing strategies to increase the number of Koorie RTOs
- developing and promoting learning strategies and materials that are appropriate to Koorie students
- developing and promoting best practice models for Koorie training
- implementing delivery and support services that support the four principles of self-determination, Koorie community development/maintenance of Koorie Identity and Culture and individual development
- developing criteria for all RTOs to ensure quality programs, management and support services for Koories are provided.

Refer Page 37

An Equal Partnership  
achieve Quality  
from TAFE through  
Koorie Community

## Resource Allocations

An equal partnership with PETE in planning the resource allocations that support Koories will ensure the four principles of self-determination, Koorie community development/maintenance of Koorie Identity and Culture and individual development are maintained. This will be achieved by PETE:

- consulting with VAEAI on how existing resources can be better used to achieve quality outcomes for Koories in TAFE
- having an agreed process for purchasing training targeted to Koories
- encouraging the development of existing and new Koorie community RTOs
- using existing supplementary funding to support agreed national targets for Koories in TAFE
- establishing and supporting Koorie TAFE regional advisory arrangements to develop regional training plans and provide advice on how opportunities and outcomes for Koorie in TAFE can be improved
- employing Regional Koorie coordinators.

Refer Page 35

SELF-D  
Koor  
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Individual  
SELF-D

## Planning

An equal partnership with PETE, Koorie RTOs and TAFE Institutes in planning Koorie TAFE delivery will ensure Koorie needs are better met.

This will be achieved by:

- recognising VAEAI as the peak body providing advice to government on Koorie training requirements
- integrating policies and planning for Koorie training into mainstream decision making across PETE and TAFE institute management
- planning to incorporate all issues that impact on Koories; these include issues that relate to the Stolen Generation, Koories in custody, emotional and spiritual health, community development and employment.

Refer Page 33

An equal  
planning  
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This will be  
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Partnership will  
enable quality  
outcomes  
and support  
Koorie  
communities

### Koorie Community/ Individual Advice

An equal partnership with training organisations will enable Koories and Koorie communities to have a say in their future.

This will be achieved by:

- recognising LAECGs as the constituent units of VAEAI and the key sources of advice on local Koorie community training needs
- ensuring the Koorie Advisory Committees of TAFE institutes actively represent their communities to TAFE management
- Increasing the opportunity for Koories to actively participate in the policy development and planning of TAFE delivery by establishing Regional Koorie TAFE Committees.

Refer Page 27

### Regional Advice

An equal partnership with regional organisations will enable quality outcomes from TAFE that support Koorie community development.

This will be achieved by:

- establishing Regional Koorie TAFE Committees
- developing Regional TAFE Plans based on community advice, regional employment opportunities in the context of national and state frameworks for Koorie education, training and employment
- developing links with regional employers.

Refer Page 28

### State Advice

An equal partnership with PETE in policy development and planning of Koorie TAFE delivery will enable quality training and quality outcomes for Koories in TAFE.

This will be achieved by:

- recognising VAEAI as the peak body providing advice to government on Koorie training requirements
- developing advice in consultation with its statewide advisory structure and other key bodies
- including LAECGs and Regional Koorie TAFE Committees in VAEAI's advisory arrangements
- developing closer formal links with peak employer and employee organisations
- establishing communication processes that ensure consistent (across government) advice on Koorie training needs.

Refer Page 30

## DETERMINATION

of Koorie Community  
Development

Identity And Culture  
Maintained

Koorie Development

## DETERMINATION

### National Policies & Frameworks

An equal partnership in policy development and planning of Koorie TAFE delivery will enable quality outcomes based on Koorie needs.

This will be achieved by:

providing advice to government on Koorie training

advice provided in the context of national frameworks in relation to Koorie training

advice to the Commonwealth established on the principles listed in the centre above

advisory structure formed by VAEAI's advisory structure.

Refer Page 32



# Planning For:

<b>Community Advice</b> ( How this Happening now )	26
<b>Community Advice</b> ( How Koories want this to happen )	27
<b>Regional Advice</b> ( How this Happening now )	28
<b>Regional Advice</b> ( How Koories want this to happen )	28
<b>State Advice</b> ( How this Happening now )	29
<b>State Advice</b> ( How Koories want this to happen )	30
<b>National Advice</b> ( How this Happening now )	31
<b>National Advice</b> ( How Koories want this to happen )	32
<b>Planning</b> ( How this Happening now )	33
<b>Planning</b> ( How Koories want this to happen )	33
<b>Resource Allocation</b> ( How this Happening now )	34
<b>Resource Allocation</b> ( How Koories want this to happen )	35
<b>Support Services</b> ( How this Happening now )	36
<b>Support Services</b> ( How Koories want this to happen )	37



## Planning for Community Outcomes

### Community Advice

#### How is this happening now?

The Indigenous community in Victoria is made up of the traditional owners, and of Aboriginal and Torres Strait Islander people from other parts of Australia. The Indigenous population has many cultural and organisational structures which have been developed over time and continue to exist today.

Local determination, local delivery of services, the provision of employment opportunities and inclusive consultation processes are very important to Koorie people. This context must be taken into account in planning and delivering training to the Indigenous community.

The Victorian Aboriginal Education Association Incorporated (VAEAI) is a statewide Koorie community organisation with eight regions divided on the basis of family ties.

Local Aboriginal Education Consultative Groups (LAECGs) in each region are the main source of advice on Koorie training needs. LAECG members are Koorie community members who have an interest or direct involvement in Koorie education and training.

VAEAI has a Committee of Management (VAEAI COM) which formulates education policies. VAEAI COM is made up of LAECGs, representatives from different education and training sectors and VAEAI office bearers.

LAECGs provide advice on how training can assist Koories, including:

- training that can assist with issues related to Deaths in Custody
- training that can assist Victorian Government initiatives and responses to Bringing them Home
- allocating resources to assist Koories in training
- addressing cross-cultural awareness within Group Training Companies, Registered Training Organisations and Victorian industry training advisory bodies
- professional development for Koories employed in the State Training Service
- customisation of courses
- training delivery strategies to improve outcomes for Koories.

Advice is also provided on local Koorie training requirements by TAFE through Koorie Liaison Officers and Koorie training units.

VAEAI's local advisory arrangements are solidly embedded in local Koorie communities. However, relationships between LAECGs and other key organisations that impact on Koorie training and employment need to be strengthened.





## How do Koories want this to happen?

---

By LAECGs, RTOs and other key organisations having an *equal partnership* in the policy development and planning of TAFE delivery to meet Koorie community and individual Koorie needs.

---

## How can this happen?

---

An equal partnership will be achieved by:

- ongoing recognition of VAEAI as an Industry Training Board providing advice to government on Koorie training requirements
- ensuring LAECGs have effective links with other community organisations that provide services to the Koorie community
- ensuring that LAECGs are represented on the proposed Regional Koorie TAFE Committees
- ensuring that, when government funds are allocated for the purchase of training, Koories are identified as a client group with specific needs and that key performance indicators are identified for Koorie training.



## Planning for Regional Outcomes

### Regional Advice

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#### How is this happening now?

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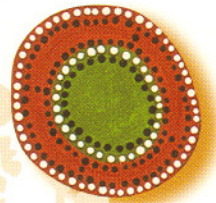
The Victorian Indigenous community has approximately 50 local and state community organisations.

The Victorian Aboriginal Education Association Incorporated (VAEAI) is one of these statewide Koorie community organisations. VAEAI consists of eight regions established on the basis of family ties, with a number of Local Aboriginal Education Consultative Groups (LAECGs) in each region.

Advice provided from within these regions reflects the local focus of the LAECGs.

VAEAI's local advisory arrangements are embedded in local Koorie communities. However, advice is required at a regional as well as local level. Consolidated, valid and accurate regional advice will further assist all Koorie communities to achieve self-determination, community development/sustainability and individual development.

The context for this regional advice is regional Koorie community developments, government initiatives for Koories within regions, regional skill shortages, employment initiatives and industry developments.



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#### How do Koories want this to happen?

---

By Koorie communities and regional organisations having an *equal partnership* in the policy development and planning of TAFE training to meet Koorie community needs.

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#### How can this happen?

---

An equal partnership will be achieved by:

- ongoing recognition of VAEAI as an Industry Training Board providing advice to government on Koorie training requirements
- VAEAI strengthening its advisory arrangements by establishing Regional Koorie TAFE Committees. Each committee will:
  - have a core membership and the structural flexibility to support the needs of each Koorie community in a VAEAI region
  - provide advice to VAEAI on how resources allocated for training can assist community development
  - form linkages and promote Koorie employment with regional employers and employee organisations
  - consult with regional Koorie organisations, ACFE regional councils, government departments, regional organisations, TAFE institutions, industry and employment agencies on how to increase the opportunities and outcomes for Koories in TAFE
  - be supported by a regional Koorie TAFE facilitator.



## Planning for State Outcomes

### State Advice

#### How is this happening now?

The Office of Post Compulsory Education, Training and Employment (PETE) contracts the Victorian Aboriginal Education Association Incorporated (VAEAI) as an Industry Training Board to provide advice on Koorie training needs, to develop the annual Koorie Training Plan and to promote Indigenous training in Victoria.

VAEAI is the key source of advice to the Office on cultural issues that impact on the participation and outcomes of Koories in TAFE. The advice includes:

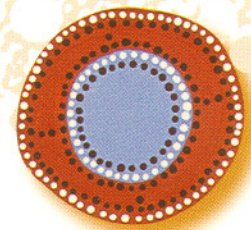
- training and further education that can assist with issues related to *Deaths in Custody*
- training that can assist Victorian Government initiatives and responses to *Bringing them Home*
- allocating resources to assist Koories in training
- addressing cross-cultural awareness within Group Training Companies, Registered Training Organisations and Victorian industry training advisory bodies
- professional development for Koories employed in the State Training Service
- customisation of courses
- training delivery strategies to improve outcomes for Koories.

VAEAI is a statewide Koorie community organisation that aims to promote access and equity for Koories. It does this through the development of education programs that are culturally relevant, reinforcing Koorie identity and providing supportive learning environments. It also aims to provide an awareness of Koorie cultures and educational aspirations to the wider community.

VAEAI represents Local Aboriginal Education Consultative Groups (LAECGs) from all Koorie communities on policy advice issues at local, state and national levels. However, there is a lack of consolidated regional advice in regards to Koorie training.

State Government departments that develop policies, and plan and deliver services to the Koorie community also provide advice on Koorie training needs. These departments include:

- Department of Human Services, Aboriginal Affairs Victoria
- Department of Correctional Services
- Department of Justice
- Department of Education, Employment and Training , Office of Schools  
Office of Post Compulsory Education, Training and Employment.





### How is this happening now?

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These departments have a common interest in improving the education, training and employment outcomes for the Koorie community. However, improvement is needed in coordinating training needs for Koories across the departments.

### How do Koories want this to happen?

---

By the Koorie community, PETE and other key stakeholders having an *equal partnership* in the policy development and planning for Koorie TAFE delivery to meet Koorie needs.

### How can this happen?

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An equal partnership will be achieved by:

- ongoing recognition of VAEAI as an Industry Training Board providing advice to government on Koorie training requirements
- strengthening VAEAI's advisory arrangement by establishing Regional Koorie TAFE Committees
- VAEAI and PETE ensuring that all relevant organisations understand and are well informed about the planning, advisory and delivery strategies for TAFE
- VAEAI and PETE coordinating meetings of State Government departments and other key stakeholders providing services to Koories.



## Planning for National Outcomes

### National Advice

#### How is this happening now?

In December 1992, the Council of Australian Governments endorsed a *National Commitment to Improved Outcomes in the Delivery of Programs and Services for Aboriginal Peoples and Torres Strait Islanders*.

Australia's Ministerial Council on Education, Employment, Training and Youth Affairs developed a draft discussion paper in November 1999, *Achieving Educational Equality for Australia's Aboriginal and Torres Strait Islander Peoples*.

Victoria is a signatory to a National Memorandum of Agreement with the Commonwealth Government on the *Implementation of a National Strategy to Improve Education and Training Outcomes for Adult Indigenous Australians in Custody*.

#### Bilateral Agreement

The Department of Education Training and Youth Affairs and the Department of Education, Employment and Training are co-signatories to the Aboriginal Education Agreement. Victoria receives funding through the Indigenous Education Strategic Initiatives Program component of this Agreement. The Office of Post Compulsory Education Training and Employment (PETE) allocates this funding to support Koories in TAFE.

The progress of Koorie training in TAFE is measured each year against performance indicators and targets identified in the Agreement.

#### Department of Employment, Workplace Relations and Small Business (DEWRSB)

DEWRSB funds an Indigenous Employment Program. This provides an integrated package of assistance measures, including provision for structured training and employment.

#### Australian National Training Authority (ANTA)

ANTA provides funds for a national Indigenous advisory committee, the Aboriginal and Torres Strait Islander Peoples Training Advisory Council, which in 1999 developed the draft discussion paper *Partners*

*in a Learning Culture*. The ANTA Board endorsed *Partners in a Learning Culture as Australia's National Aboriginal and Torres Strait Islander Strategy for Vocational Education and Training 1999-2003*. ANTA provides funds for the establishment of Indigenous training facilities throughout the Australian TAFE sector.

#### Aboriginal and Torres Strait Islander Commission (ATSIC)

There are two regional Councils in Victoria, the Tumbukkaa Regional Council and the Binjirru Regional Council. They fund Community Development Employment Projects for unemployed Indigenous Australians in a wide range of community projects and enterprises. These projects help participants to gain vocational skills.



### How is this happening now?

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Government departments have a common interest in improving education, training and employment outcomes for the Koorie community. However, formal links and coordination across departments in regard to Koorie training needs could be improved.

### How do Koories want this to happen?

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By the Koorie community, Commonwealth and State Government departments and other key stakeholders having an *equal partnership* in the policy development and planning for Koorie TAFE delivery to meet Koorie needs.

### How can this happen?

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An equal partnership will be achieved by:

- ongoing recognition of VAEAI as an Industry Training Board providing advice to government on Koorie training requirements
- strengthening VAEAI's advisory arrangement by VAEAI and PETE coordinating meetings of government departments and other key stakeholders providing services to Koories.



## Planning for Koorie Training

### How is this happening now?

The Office of Post Compulsory Education, Training and Employment (PETE) is responsible for developing policy, planning and purchasing TAFE training in Victoria.

PETE contracts the Victorian Aboriginal Education Association Incorporated (VAEAI) as an Industry Training Board (ITB) to provide advice on Koorie training needs, to develop the annual Koorie training plan and to promote Indigenous training in Victoria.

VAEAI is the key source of advice to PETE on cultural issues that impact on the participation and outcomes of Koories in TAFE. PETE relies on valid, consolidated and accurate advice on Koorie community developments, government initiatives for Koories, regional skill shortages, employment initiatives and industry developments to plan the purchase of training and support services that support Koorie needs.

### How do Koories want this to happen?

By the Koorie community and PETE having an *equal partnership* in the planning for training delivery and support services for Koories in TAFE.

### How can this happen?

An equal partnership will be achieved by:

- ongoing recognition of VAEAI as an Industry Training Board providing consolidated, valid and accurate advice to government on Koorie training requirements
- ensuring the four principles of self-determination, maintaining Koorie culture and identity, Koorie community development and individual development underpin decisions made by PETE in relation to the purchase of Koorie training and support services for Koories enrolled in TAFE
- ensuring that LAECG membership represents a broad section of the local Koorie community and links to other community organisations that provide services to Koories
- VAEAI strengthening its advisory arrangements by establishing Regional Koorie TAFE Committees
- VAEAI and PETE cooperating to coordinate meetings of State Government departments and other key stakeholders that provide services to Koories.





## Planning for Resource Allocation

### How is this happening now?

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The Office of Post Compulsory Education, Training and Employment (PETE) manages State Government funds provided for Koorie training and services in TAFE.

PETE administers funds from the Indigenous Education Strategic Initiatives Program on behalf of the Department of Employment, Training and Youth Affairs.

PETE contracts the Victorian Aboriginal Education Association Incorporated (VAEAI) as an Industry Training Board (ITB) to:

- provide advice on Koorie training needs
- develop the annual Koorie training plan
- undertake research projects
- consult with industry
- promote Indigenous training in Victoria.

PETE works in partnership with VAEAI to determine the most effective use of funds for Koorie training. On advice from VAEAI, PETE allocates funds to TAFE institutes for course delivery and support services which include:

- Koorie specific training
- Koorie training delivered through TAFE's mainstream profile
- Koorie Liaison Officers (KLOs)
- special training projects
- course customisation
- development of Koorie specific courses
- State Government grants to purchase equipment to support Koorie programs.

Training for Koories is purchased by PETE through:

- TAFE institutes, negotiated as part of their annual Performance Agreement
- the Priority Education Training Program (PETP) tender
- apprenticeship and traineeship training
- funding distributed to TAFE institutes and Group Training Companies to support Koories in TAFE training.

Approximately \$13.6m is spent annually by PETE on Koorie training and support services in Victoria. All key stakeholders are concerned with ensuring that these funds achieve outcomes from TAFE that meet the needs of Koories.



## How is this happening now?

Koories and Koorie communities have not fully benefited from the money invested in Koorie training because in many cases the training is supply driven and not community driven.

For Koories and the government to get full value from the money invested in Koorie training, all decisions must be underpinned by the following four principles:

- maintaining Koorie culture and identity
- Koorie community development
- Koorie individual development
- self-determination.

New frameworks, systems and processes for allocating resources are needed to support the Koorie community in achieving quality outcomes from TAFE.



## How do Koories want this to happen?

By the Koorie community and PETE having an *equal partnership* in the planning for resource allocation for Koories in TAFE.

## How can this happen?

An equal partnership will be achieved by:

- ongoing recognition of VAEAI as an Industry Training Board providing advice to government on Koorie training requirements
- ensuring the four principles of self-determination, Koorie community development and individual development underpin decisions made by PETE in relation to Koorie training
- VAEAI and PETE promoting the principle of equal partnership to all relevant individuals and groups in TAFE
- using existing resources to support Regional Koorie TAFE Committees for the period 2001 to 2004
- using existing resources to employ Regional Koorie TAFE Coordinators for the period 2001 to 2004
- using existing resources to subsidise the employment of KLOs in the State Training Service
- Regional Koorie TAFE Committees endorsing the Koorie training profile for their region
- increasing the proportion of existing funds that private Koorie RTOs can access by implementing a training purchasing model that supports Koorie community development.



## Planning for Koorie Support Services

### How is this happening now?

The Office of Post Compulsory Education, Training and Employment (PETE) receives funding to support Koories enrolled in accredited training. The funding includes:

- a State grant to purchase equipment to support Koorie programs
- State funding to subsidise the employment of Koorie Liaison Officers (KLOs)
- Commonwealth funds which are part of the Indigenous Education Strategic Initiatives Program (IESIP).

PETE allocates IESIP funds to TAFE institutes based on the Koorie student contact hours (SCHs) that each TAFE delivered two years earlier (ie 1998 delivered SCHs is the base for 2000 supplementary funding).

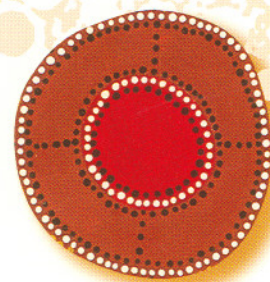
TAFE institutes use the funds to provide additional support services which include:

- employing KLOs
- employing additional administrative support staff
- employing additional teaching support staff
- providing professional development for Koorie teaching staff
- providing professional development for non-Koorie teaching staff on cross-cultural awareness
- customising courses to be culturally appropriate for Koories
- developing Koorie specific courses
- travel assistance for Koorie students
- purchasing equipment to support Koorie programs.

In addition PETE distributes supplementary funding to Group Training Companies to help support Koorie apprentices and trainees in TAFE.

The funding for additional support services for Koories has increased the participation rate of Koories in TAFE. However, the Koorie community now wants support services that not only encourage participation in TAFE but also lead directly to employment and to real community development.

The provision of appropriate support services to Koorie students is a major issue for PETE, TAFE institutes and especially TAFE Koorie units. Koorie students, like many other students, have special requirements. For Koories to be truly supported and not marginalised in TAFE there needs to be a shift in how Koorie support services are provided. This shift should occur at all levels of decision making for the provision of Koorie support services.





## How do Koories want this to happen?

---

By the Koorie community and PETE having an *equal partnership* in the planning of support services for Koories in TAFE.

---

## How can this happen?

---

An equal partnership will be achieved by:

- ongoing recognition of VAEAI as an Industry Training Board providing advice to government on Koorie training requirements
- ensuring the four principles of, self-determination, Koorie community development, maintenance of Koorie Identity and Culture and individual development underpin decisions made by PETE in relation to support services for Koories enrolled in TAFE
- ensuring that enrolment and student support services for Koories are incorporated into the activities and planning of TAFE support services and do not marginalise Koories
- developing clearly defined core roles for KLOs that support individual Koories to achieve a quality outcome from TAFE
- developing individual learning agreements with Koorie students that clearly map a pathway from training to their desired outcome
- mapping all courses customised for Koories and recording their credits against National Training Packages
- ensuring that all staff delivering training to Koories have an awareness of Koorie aspirations, culture, identity and protocols
- ensuring that all staff who regularly work with Koories have an understanding of Koorie aspirations, culture, identity and protocols.

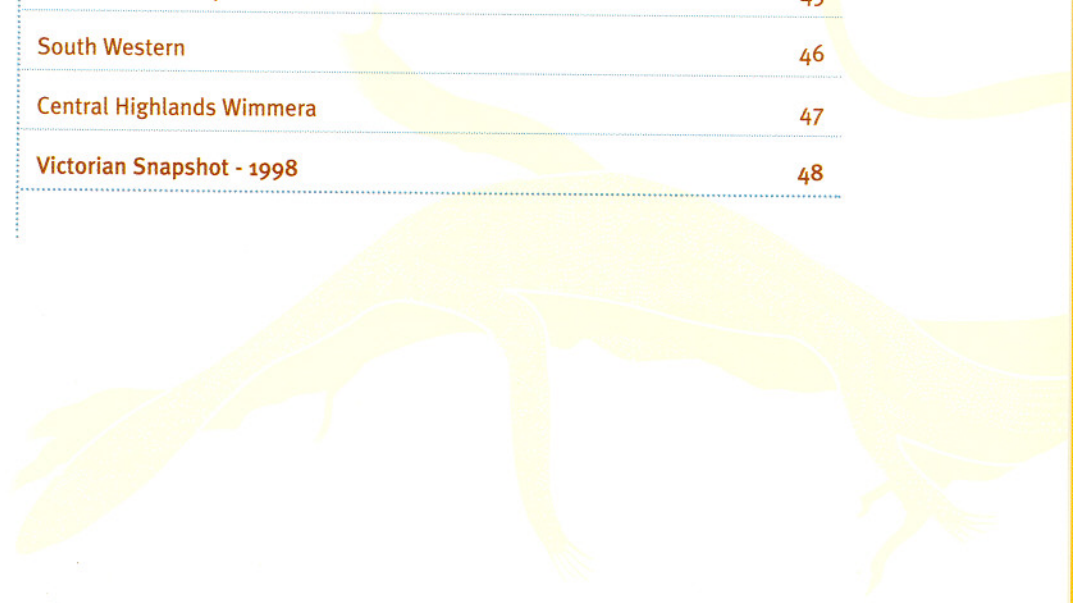






# Snapshots

Regional Snapshot - 1998	40
Murray Valley	40
Loddon	41
Goulburn Valley	42
East Gippsland	43
Central Gippsland	44
Melbourne Metropolitan	45
South Western	46
Central Highlands Wimmera	47
Victorian Snapshot - 1998	48





## Regional Snapshot - 1998

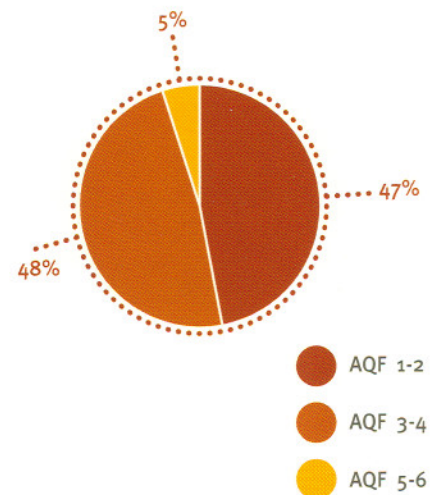
### Murray Valley

Koorie population aged 15 – 64 living in this region	943
% of Victoria's Koorie population living in this region	7.6%

#### Training

Total Koorie enrolments in this region	351
% of Victoria's Koorie enrolments enrolled in this region	8.8%
% of this region's Koorie population enrolled in TAFE	24.0%
Total Student Contact Hours delivered to Koories in this region	124,980
% of Victoria's total Koorie Student Contact Hours delivered to Koories in this region	13.8%
% of Victoria's Koorie specific funded Student Contact Hours delivered in this region	12.5%
Number of Koorie Course Completions in this region	16
Module Load Completion Rate for Koories in this region	53.4%

Murray Valley  
Enrolments by AQF level



#### Regional employment compared to training delivered to Koories in this region

Industry	All people in Victoria. % employed in this region	Koories in Victoria. % employed in this region	All people in this region. Student Contact Hours delivered in this region as % of all delivery to all people in Victoria	Koories in this region. Student Contact Hours delivered in this region as % of all delivery to all Koories in Victoria
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#### Top three ABS industries in the Murray Valley region by employment numbers

Industry	All people in Victoria	Koories in Victoria	All people in this region	Koories in this region
Agriculture, Forestry, Fishing	19.4%	11.1%	18.4%	9.6%
Retail trade	14.3%	8.6%	1.1%	1.1%
Health and Community Services	9.3%	17.9%	11.0%	3.2%

#### Top three ABS industries in the Murray Valley region by student contact hours delivered to Koories

Industry	All people in Victoria	Koories in Victoria	All people in this region	Koories in this region
Cultural and Recreation	1.8%	4.9%	8.25%	35.0%
General Manufacturing	7.9%	6.8%	5.46%	13.5%
Adult, Community and Further Education	N/A	N/A	8.97%	12.2%



## Regional Snapshot - 1998

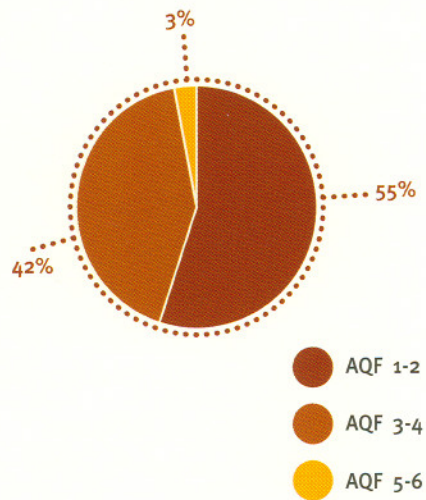
### Loddon

Koorie population aged 15 – 64 living in this region	680
% of Victoria's Koorie population living in this region	5.5%

### TRAINING

Total Koorie enrolments in this region	252
% of Victoria's Koorie enrolments enrolled in this region	6.3%
% of this region's Koorie population enrolled in TAFE	20.0%
Total Student Contact Hours delivered to Koories in this region	38,252
% of Victoria's total Koorie Student Contact Hours delivered to Koories in this region	4.2%
% of Victoria's Koorie specific funded Student Contact Hours delivered in this region	4.0%
Number of Koorie Course Completions in this region	11
Module Load Completion Rate for Koories in this region	61.5%

Loddon Enrolments by AQF level



### Regional employment compared to training delivered to Koories in this region

Industry	All people in Victoria. % employed in this region	Koories in Victoria. % employed in this region	All people in this region. Student Contact Hours delivered in this region as % of all delivery to all people in Victoria	Koories in this region. Student Contact Hours delivered in this region as % of all delivery to all Koories in Victoria
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#### Top three ABS industries in the Loddon region by employment numbers

Industry	All people in Victoria	Koories in Victoria	All people in this region	Koories in this region
Retail trade	14.5%	9.2%	0.1%	0.9%
Manufacturing	13.7%	10.6%	4.0%	2.9%
Agriculture, Forestry, Fishing	11.4%	5.7%	8.2%	1.0%

#### Top three ABS industries in the Loddon region by student contact hours delivered to Koories

Industry	All people in Victoria	Koories in Victoria	All people in this region	Koories in this region
Cultural and Recreation	1.8%	3.2%	8.1%	38.9%
Adult, Community and Further Education	N/A	N?A	9.7%	26.9%
Tourism and Hospitality	3.8%	2.3%	6.6%	11.4%



## Regional Snapshot - 1998

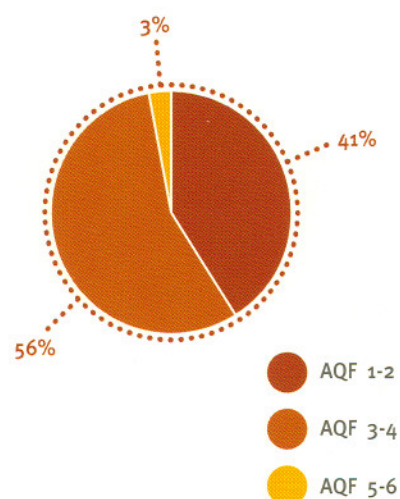
### Goulburn Valley

Koorie population aged 15 – 64 living in this region	1,414
% of Victoria's Koorie population living in this region	11.4%

#### Training

Total Koorie enrolments in this region	377
% of Victoria's Koorie enrolments enrolled in this region	9.5%
% of this region's Koorie population enrolled in TAFE	23.0%
Total Student Contact Hours delivered to Koories in this region	103,054
% of Victoria's total Koorie Student Contact Hours delivered to Koories in this region	11.4%
% of Victoria's Koorie specific funded Student Contact Hours delivered in this region	13.3%
Number of Koorie Course Completions in this region	102
Module Load Completion Rate for Koories in this region	51.3%

Goulburn Valley Enrolments by AQF level



### Regional employment compared to training delivered to Koories in this region

Industry	All people in Victoria. % employed in this region	Koories in Victoria. % employed in this region	All people in this region. Student Contact Hours delivered in this region as % of all delivery to all people in Victoria	Koories in this region. Student Contact Hours delivered in this region as % of all delivery to all Koories in Victoria
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#### Top three ABS industries in the Goulburn Valley region by employment numbers

Industry	All people in Victoria	Koories in Victoria	All people in this region	Koories in this region
Manufacturing	14%	14.0%	12.1%	8.1%
Retail trade	13.8	10.8%	0.3%	0
Agriculture, Forestry, Fishing	13.7%	8.3%	12.0%	9.0%

#### Top three ABS industries in the Goulburn Valley region by student contact hours delivered to Koories

Industry	All people in Victoria	Koories in Victoria	All people in this region	Koories in this region
Health and Community Services	9.5%	15.8%	10.8%	26.5%
Adult, Community and Further Education	N/A	N/A	7.2%	18.1%
Cultural and Recreation	1.8%	0.5%	7.6%	17.2%



## Regional Snapshot - 1998

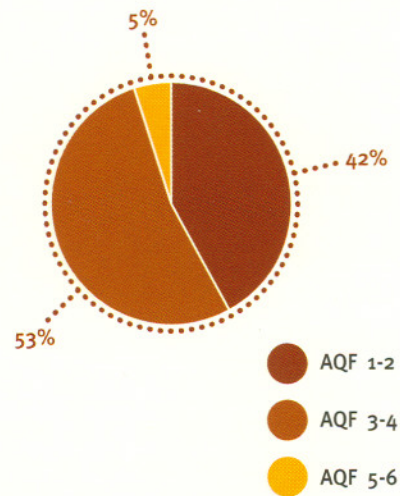
### East Gippsland

Koorie population aged 15 – 64 living in this region	548
% of Victoria's Koorie population living in this region	4.4%

#### Training

Total Koorie enrolments in this region	269
% of Victoria's Koorie enrolments enrolled in this region	6.8%
% of this region's Koorie population enrolled in TAFE	30%
Total Student Contact Hours delivered to Koories in this region	46,300
% of Victoria's total Koorie Student Contact Hours delivered to Koories in this region	5.1%
% of Victoria's Koorie specific funded Student Contact Hours delivered in this region	8.0%
Number of Koorie Course Completions in this region	0
Module Load Completion Rate for Koories in this region	54.5%

East Gippsland Enrolments by AQF level



### Regional employment compared to training delivered to Koories in this region

Industry	All people in Victoria. % employed in this region	Koories in Victoria. % employed in this region	All people in this region. Student Contact Hours delivered in this region as % of all delivery to all people in Victoria	Koories in this region. Student Contact Hours delivered in this region as % of all delivery to all Koories in Victoria
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#### Top three ABS industries in the East Gippsland region by employment numbers

Agriculture, forestry & fishing	13.7%	0%	18.4%	9.1%
Retail trade	15.6%	14.7%	0	0
Health and Community Services	10.7%	23.9%	14.4%	23.7%

#### Top three ABS industries in the East Gippsland region by student contact hours delivered to Koories

Health and Community Services	10.7%	23.9%	14.4%	23.7%
Tourism and Hospitality	7.1%	2.4%	13.0%	23.2%
Adult, Community and Further Education	N/A	N/A	5.5%	18.1%



## Regional Snapshot - 1998

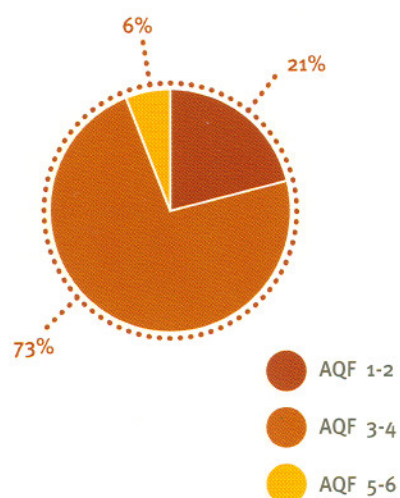
### Central Gippsland

Koorie population aged 15 – 64 living in this region	698
% of Victoria's Koorie population living in this region	5.7%

#### Training

Total Koorie enrolments in this region	121
% of Victoria's Koorie enrolments enrolled in this region	3.0%
% of this region's Koorie population enrolled in TAFE	12.0%
Total Student Contact Hours delivered to Koories in this region	25,986
% of Victoria's total Koorie Student Contact Hours delivered to Koories in this region	2.9%
% of Victoria's Koorie specific funded Student Contact Hours delivered in this region	5.1%
Number of Koorie Course Completions in this region	4
Module Load Completion Rate for Koories in this region	52.3%

Central Gippsland Enrolments by AQF level



### Regional employment compared to training delivered to Koories in this region

Industry	All people in Victoria. % employed in this region	Koories in Victoria. % employed in this region	All people in this region. Student Contact Hours delivered in this region as % of all delivery to all people in Victoria	Koories in this region. Student Contact Hours delivered in this region as % of all delivery to all Koories in Victoria
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#### Top three ABS industries in the Central Gippsland region by employment numbers

Retail trade	13.1%	11.4%	1.7%	0.67%
Agriculture, forestry & fishing	19.5%	6.0%	12.2%	10.5%
Manufacturing	9.1%	16.1%	1.7%	0.00%

#### Top three ABS industries in the Central Gippsland region by student contact hours delivered to Koories

Cultural and Recreation	1.5%	2.0%	13.2%	41.8%
Adult, Community and Further Education	N/A	N/A	9.3%	19.6%
Tourism and Hospitality	4.5%	3.8%	4.1%	14.9%



## Regional Snapshot - 1998

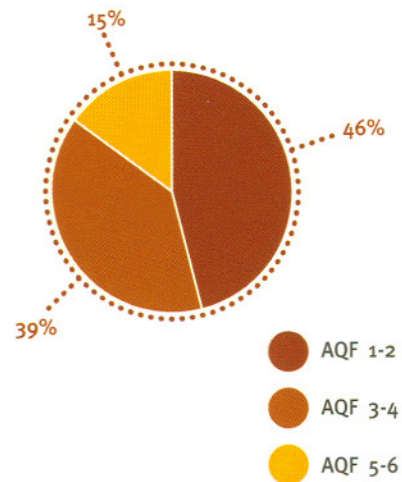
### Melbourne Metropolitan

Koorie population aged 15 – 64 living in this region	6,397
% of Victoria's Koorie population living in this region	51.8%

#### Training

Total number of Koorie enrolments in this region	1,837
% of Victoria's Koorie enrolments enrolled in this region	46.3%
% of this region's Koorie population enrolled in TAFE	19.0%
Number of Student Contact Hours delivered to Koories in this region	412,819
% of Victoria's total Koorie Student Contact Hours delivered to Koories in this region	45.5%
% of Victoria's Koorie specific Student Contact Hours delivered in this region	40.1%
Number of Koories completing courses in this region	93
Module Load Completion Rate for Koories in this region	62.8%

Melbourne Metropolitan Enrolments by AQF level



### Regional employment compared to training delivered to Koories in this region

Industry	All people in Victoria. % employed in this region	Koories in Victoria. % employed in this region	All people in this region. Student Contact Hours delivered in this region as % of all delivery to all people in Victoria	Koories in this region. Student Contact Hours delivered in this region as % of all delivery to all Koories in Victoria
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#### Top three ABS industries in the Metropolitan region by employment numbers

Manufacturing	17.3%	13.5%	5.6%	15.8%
Retail Trade	13.7%	10.4%	0.7%	0.08%
Property and Business Services	11.3%	8.7%	19.3%	15.4%

#### Top three ABS industries in the Metropolitan region by student contact hours delivered to Koories

Cultural and Recreation	2.6%	4.2%	8.9%	24.8%
General Manufacturing	17.1%	13.51%	5.6%	15.8%
Adult, Community and Further Education	N/A	N/A	12.3%	15.7%



## Regional Snapshot - 1998

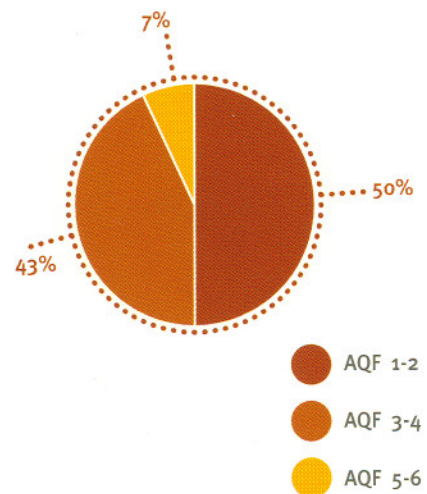
### South Western

Koorie population aged 15 – 64 living in this region	1,079
% of Victoria's Koorie population living in this region	8.7%

#### Training

Total Koorie enrolments in this region	378
% of Victoria's Koorie enrolments enrolled in this region	9.5%
% of this region's Koorie population enrolled in TAFE	21.0%
Total Student Contact Hours delivered to Koories in this region	69,291
% of Victoria's total Koorie Student Contact Hours delivered to Koories in this region	7.6%
% of Victoria's Koorie specific funded Student Contact Hours delivered in this region	8.0%
Number of Koorie Course Completions in this region	21
Module Load Completion Rate for Koories in this region	56.5%

South Western Enrolments by AQF level



### Regional employment compared to training delivered to Koories in this region

Industry	All people in Victoria. % employed in this region	Koories in Victoria. % employed in this region	All people in this region. Student Contact Hours delivered in this region as % of all delivery to all people in Victoria	Koories in this region. Student Contact Hours delivered in this region as % of all delivery to all Koories in Victoria
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#### Top three ABS industries in the South Western region by employment numbers

Industry	All people in Victoria. % employed in this region	Koories in Victoria. % employed in this region	All people in this region. Student Contact Hours delivered in this region as % of all delivery to all people in Victoria	Koories in this region. Student Contact Hours delivered in this region as % of all delivery to all Koories in Victoria
Manufacturing	16.0%	14.2%	4.7%	2.3%
Retail trade	15.0%	13.1%	0.6%	0.7%
Health and Community Services	10.1%	14.4%	9.2%	6.8%

#### Top three ABS industries in the South Western region by student contact hours delivered to Koories

Industry	All people in Victoria. % employed in this region	Koories in Victoria. % employed in this region	All people in this region. Student Contact Hours delivered in this region as % of all delivery to all people in Victoria	Koories in this region. Student Contact Hours delivered in this region as % of all delivery to all Koories in Victoria
Cultural and Recreation	1.6%	2%	11.2%	32.5%
Adult, Community and Further Education	N/A	N/A	9.3%	18.4%
Primary and Forest	10.0%	2.7%	10.4%	9.2%



## Regional Snapshot - 1998

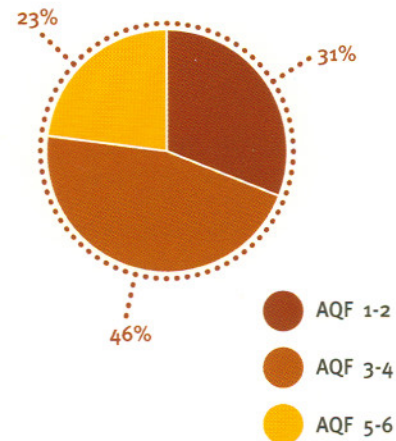
### Central Highlands Wimmera

Koorie population aged 15 – 64 living in this region	666
% of Victoria's Koorie population living in this region	5.4%

#### TRAINING

Total Koorie enrolments in this region	288
% of Victoria's Koorie enrolments enrolled in this region	7.2%
% of this region's Koorie population enrolled in TAFE	28.0 %
Total Student Contact Hours delivered to Koories in this region	79,868
% of Victoria's total Koorie Student Contact Hours delivered to Koories in this region	8.8%
% of Victoria's Koorie specific funded Student Contact Hours delivered in this region	9.0%
Number of Koorie Course Completions in this region	11
Module Load Completion Rate for Koories in this region	48.2%

Central Highlands Wimmera Enrolments by AQF level



#### Regional employment compared to training delivered to Koories in this region

Industry	All people in Victoria. % employed in this region	Koories in Victoria. % employed in this region	All people in this region. Student Contact Hours delivered in this region as % of all delivery to all people in Victoria	Koories in this region. Student Contact Hours delivered in this region as % of all delivery to all Koories in Victoria
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#### Top three ABS industries in the Central Highlands Wimmera region by employment numbers

Industry	All people in Victoria. % employed in this region	Koories in Victoria. % employed in this region	All people in this region. Student Contact Hours delivered in this region as % of all delivery to all people in Victoria	Koories in this region. Student Contact Hours delivered in this region as % of all delivery to all Koories in Victoria
Retail trade	14.7%	10.2%	0.4%	0%

#### Top three ABS industries in the Central Highlands Wimmera region by student contact hours delivered to Koories

Industry	All people in Victoria. % employed in this region	Koories in Victoria. % employed in this region	All people in this region. Student Contact Hours delivered in this region as % of all delivery to all people in Victoria	Koories in this region. Student Contact Hours delivered in this region as % of all delivery to all Koories in Victoria
Adult, Community and Further Education	N/A	N/A	10.4%	33.5%
Health and Community Services	12.2%	8.7%	14.1%	21.6%
Cultural and Recreation	2.1%	4.5%	8.1%	13.2%



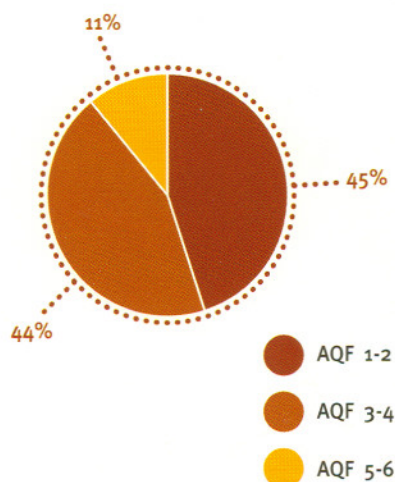
## Victorian Snapshot - 1998

Koorie population aged 15 – 64 living in Victoria	12,342
% of Victoria's Koorie population	100%

### Training

Total Koorie enrolments in Victoria	3,966
% of Victoria's Koorie enrolments	100%
% of this region's Koorie population enrolled in TAFE	21.0%
Total Student Contact Hours delivered to Koories in Victoria	906,872
% of Victoria's total Koorie Student Contact Hours delivered to Koories	100%
% of Victoria's Koorie specific funded Student Contact Hours delivered in this region	100%
Number of Koorie Course Completions in Victoria	258
Module Load Completion Rate for Koories in Victoria	57.5%

Victoria Enrolments by AQF level



### Regional employment compared to training delivered to Koories in Victoria

Industry	All people in Victoria. % employed in Victoria	Koories in Victoria. % employed in Victoria	All people in this region. Student Contact Hours delivered in this region as % of all delivery to all people in Victoria	Koories in this region. Student Contact Hours delivered in this region as % of all delivery to all Koories in Victoria
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#### Top three ABS industries in Victoria by employment numbers

Industry	All people in Victoria	Koories in Victoria	All people in this region	Koories in this region
Manufacturing	16.3%	13.1%	6.1%	4.4%
Retail Trade	13.8%	10.3%	2.0%	0.6%
Property and Business Services	9.9%	7.1%	18.6%	10.2%

#### Top three ABS industries in Victoria by student contact hours delivered to Koories

Industry	All people in Victoria	Koories in Victoria	All people in this region	Koories in this region
Cultural and Recreation	2.4%	3.2%	9.0%	25.7%
Adult, Community and Further Education	N/A	N/A	11.4%	18.3%
Health and Community Services	9.3%	13.3%	10.2%	11.6%



**Wurreker [The Message Carriers]**

The Koorie Community and TAFE in Victoria in Equal Partnership