

Hume Community Revitalisation

Local Economic Inclusion Plan

March 2023-Feb 2024



Executive Summary

Hume City Council's Community Revitalisation Project (HCRP) has been operating since July 2017 to improve the economic and social inclusion of residents living in the postcodes of 3047, 3048, 3061 and 3064. Working with stakeholders and partners this place-based approach to economic participation has made a significant impact on improving the economic inclusion of Hume residents. The strength and merit of HCRP has resulted in continued investment by the Victorian government in HCRP until 2025.

During August – October 2021 a co design and consultative process was undertaken with key Hume stakeholders and residents to gauge the strengths and challenges faced in the existing Hume jobs and skills system to help inform the area of foci and theory of change moving forward. The Hume Community Revitalisation Learning and Impact Plan was developed because of a detailed analysis, findings and recommendations from the co-design process.

The Impact and Learning Plan provides the roadmap and sets the short-term and long-term priorities on how it will support local Hume residents to access and sustain local employment and self-employment through:

- community-led governance ensuring diverse community voice and participation.
- strategic coordination and co-design between Council and the Department of Jobs, Skills, Industry and Regions; and relevant local stakeholders of wrap-around supports for jobseekers, leveraging relevant community initiatives and services.
- strategic engagement with local employers, businesses and industries.
- ongoing data-driven monitoring, evaluation, and learning.
- coordinated and flexible use of existing resources.

In late 2022 and early 2023 the stakeholders who participated in the initial co-design process of developing the Impact and Learning Plan were engaged to reflect on activities and priorities that were delivered during Feb 2022 – Jan 2023. The *Local Economic Inclusion Plan* provides actions under each of the priority areas for the next twelve months.

The Hume Jobs and Skills Taskforce will provide the strategic governance and oversight of this LEIP. The purpose of the Hume Jobs and Skills Taskforce is to strengthen the collaboration and provide strategic stewardship in Hume so that the Jobs and Skills system works for all residents. In doing this it will advocate for initiatives that will create close links between employment and training service providers and employers. The aim is to improve local employment opportunities for Hume City residents and assist in developing a more effective and more accessible local workforce for businesses.

Our shared vision

To strengthen the collaboration in Hume so that the Jobs and Skills Ecosystem works for all and to ensure Hume residents have access to meaningful and sustainable local jobs.

Outcomes

Priority <i>What we want to achieve</i>	Why we have chosen it <i>Overview of rationale</i>	What have we achieved so far <i>Where we're at now</i>	What will success look like? <i>Where we want to get to</i>
<p>Community led governance and vision, including diverse community voices and participation.</p>	<p>To enhance cohesion and strengthen partnerships, action and collaboration across Hume Jobs and Skills Taskforce and Hume Employment and Learning Committee (ELC).</p> <p>Capability building for governance group members and partners across the collaboration to be more effective in their respective roles.</p> <p>The ELC chair is the member of the Taskforce and informs of issues and priorities at a grassroots level.</p>	<p>The Taskforce provides the governance and oversight of the work undertaken under Hume Community Revitalisation. The Taskforce has embraced the guiding principles and has become more open to reflect its purpose and alignment to the Hume Community Revitalisation work.</p> <p>In the Taskforce meeting of (15 Feb 2023) <i>playing an active and strong advocacy role has been identified as a priority by the Taskforce members.</i></p> <p>The collaboration has grown with increase in members of the Hume ELC from 22 to 39 organisations.</p> <p>Updated Action Plan of the ELC reflects the guiding principles and contributes to the achievement of the outcomes identified by the key stakeholders of the local jobs and skills system.</p>	<p>Build capability of the Hume Jobs and Skills Taskforce (hereon referred to as Taskforce) so that they can play a more active role as an advocate for place-based solutions to economic inclusion and influence policy that will drive change at the local level.</p> <p>Build the capability of the Hume ELC to work more collaboratively and to better understand and address the needs of their clients/job seekers.</p>

	<p>Putting people with lived experience at the forefront of decision making.</p>	<p>Established Hume Community Jobs and Skills Working group in Oct 2022 with current membership of five individuals representing different targeted cohorts of CR. The group initially met monthly now meeting every three weeks.</p>	<p>Increase membership to 10 <i>members that represents a more diverse range of residents.</i></p> <p>Support the members to develop their skills and build capability (through leadership training and skills development) to support them to play a more active role in the local governance groups.</p> <p>Build confidence and capability of Working Group members so that they can contribute more actively to the decision-making process and workings of the local governance groups, engage with members of the ELC and sub committees and to inform the activities & priorities of the LEIP.</p>
<p>Coordinated and flexible use of existing resources.</p>	<p>Mitchell institute</p> <p>Deeper analysis of data and development of interactive mapping tool.</p> <p>Hume Multiversity aims to develop and promote partnerships between business, education and community by offering a range of programs and services which increase employability and assist local businesses and industries to grow.</p>	<p>Completion of mapping of community assets to identify the number of employment and education-related programs and services in Hume municipality.</p>	<p>Creation of an interactive mapping tool that can be accessed by individuals and service providers to find information about Employment and Training services in Hume's Jobs and Skills ecosystem .</p> <p>Cross mapping with ABS statistics with focus on targeted postcodes and specific cohorts.</p>

	<p>There is a need to leverage the existing data and resources for more efficient planning and implementation of services as well community led decision making.</p>	<p>Leveraged off Multiversity partners to support individuals and businesses to create interventions and responses, e.g., VU short courses delivered to SEED businesses and Hume unemployed residents.</p>	<p>Looking at other opportunities in realisation of our vision to create a stronger jobs and skills ecosystem.</p>
<p>Ongoing data-driven monitoring, learning and evaluation.</p>	<p>We currently do not have a tool to measure the collective impact of the collaboration of stakeholder in Hume.</p> <p>Strong MEL can help understand our progress and adapt to make a stronger impact. It can also help communicate our work to our stakeholders more emphatically.</p>	<p>We currently do not have a tool to measure the collective impact of the collaborative response.</p>	<p>Development of a tool that shows the impact of the work of local collaboration.</p> <p>To develop a MEL plan that shows the impact of the work of the collaboration (Hume ELC); allows real-time monitoring of impact; and enables adaptation as required.</p>
<p>Strategic coordination and co-design of wrap-around supports, leveraging and adapting existing work.</p>	<p>Continued support to long term unemployed individuals building their network and peer-to-peer support, improving their self-confidence and resilience that regular programs do not offer.</p> <p>Culturally safe training opportunities and wrap-around supports for women and building their financial independence.</p>	<p>Ran 10 batches of Passport to Work (Juno Institute) with 169 individuals supported since inception of CR in 2017-2018 (with an average of 65% success leading to employment or further studies) and supported a total of 104 women through Stepping Stones (Brotherhood of St. Laurence) since 2019 with 26 participants starting their business and 21 in progress.</p> <p>Collaboration with partner agencies (PTW & Stepping Stones) has led to</p>	<p>Tailored delivery of support for identified cohorts, individuals, and families to ensure no one is left behind.</p> <p>Create sustainable support for members of our community with an emphasis on women to build their financial independence by self-employment or obtaining secure employment.</p>

		cross referrals which have benefited the participants.	
Strategic engagement with local employers, business & industry.	<p>Industry capability is enhanced, and a framework created for inclusive employment practices, social and local procurement targeting businesses based in Hume.</p> <p>Local Jobs for Local People: Support prioritisation of local residents for local job opportunities.</p>	<p>Maturity assessment of signatories and actions.</p> <p>20 businesses engaged through various activities such as training and development, peer-to-peer learning and 10 have formally become signatories.</p> <p>Worked with over 480 Hume businesses to place local people into employment opportunities since 2017.</p> <p>Currently 39.9 % of local jobs are held by residents ABS 2021 Census). Our vision is to increase it to at least 50%.</p>	<p>Develop network of employers and industry to improve and increase employment outcomes for Hume residents.</p> <p>Create best practice through peer-to-peer support to learn about other business practices.</p> <p>Supporting targeted cohorts (First Nations people, Women, CALD, Migrant, Refugee and Asylum seeker background, Persons with a disability, Mature aged and Young persons) and social housing residents into sustainable employment.</p> <p>Greater equity of access created for Hume residents to acquire meaningful, sustainable jobs.</p>

Action Plan

March 2023- Feb 2024

Priority <i>Reference table above</i>	Activities <i>What work will be undertaken</i>	Timeframe <i>Planned commencement & completion</i>
Community led governance and vision, including diverse community voices and participation.	<p>Hume Jobs and Skills Taskforce</p> <p>Organise workshops for members of the Taskforce to build their capabilities in leveraging their networks for advocacy of place-based work in Hume.</p> <p>Hume ELC</p> <p>Capability building of Hume ELC members through PD training. Develop practitioners' knowledge centre.</p> <p>Hume Community Jobs and Skills Working Group</p> <p>Promote the network to increase membership through various channels and connections. Add social housing residents to the targeted cohorts. Training and development of working group members. Working group members to develop facilitated session to broader unemployed members of the community.</p>	<p>March – Dec 2023</p>
Strategic engagement with local employers, business & industry	<p>SEED Capability boost program Develop forum on SEED portal for participants to share knowledge. Establishment of SEED working group to increase collaboration and peer-to-peer learning. Suite of training opportunities:</p>	<p>March – Dec 2023</p>

	<ul style="list-style-type: none"> ▪ Multicultural awareness training. ▪ Trauma Informed Practice. ▪ Short courses for businesses. <p>Support Grameen/Spectrum to develop Economic Inclusion Action Plan for Refugee and CALD migrants in Broadmeadows. Co-host a Jobs and Skills Summit during Refugee week in June.</p> <p>Continue to leverage off Local Jobs for Local People to support businesses and residents with recruitment and employment opportunities.- 12 Employer-Led sessions, targeted workshops and at least 100 employment placements. Host industry specific Jobs Expos to provide opportunities and connections to businesses to Hume's untapped talent.</p>	<p>March – June 2023</p> <p>March – Dec 2023</p>
<p>Coordinated and flexible use of existing resources.</p>	<p>Mapping of Hume Jobs and Skills Ecosystem Deeper analysis of the Mapping report cohort specific -Youth, CALD, Disability, and targeted postcode.</p> <p>Development of online map.</p> <p>Multiversity Engage partners for training and research opportunities to benefit CR project. Increased collaboration to provide training/employment pathways through the partners.</p>	<p>May – Oct 2023</p> <p>March – Dec 2023</p>
<p>Ongoing data-driven monitoring, learning and evaluation.</p>	<p>MEL Develop a collaborative impact measurement tool.</p> <p>Workshop with partners to explore needs that the collaborative impact tool can cater too Identify and onboard a service provider.</p> <p>Design and test tool Implement.</p>	<p>March – Dec 2023</p>

	<p>Training and ongoing support to lead organisation team on capability strengthening of MEL.</p>	
<p>Strategic coordination and co-design of wrap around supports.</p>	<p>The delivery of Passport to Work to unemployed residents through corporate mentoring, coaching into employment or enter education.</p> <p>Accelerate Program for long term unemployed jobseekers including previous Passport to Work alumni who haven't managed to secure employment.</p> <p>Stepping Stones to Social Inclusion – continue to work with migrant women to build their financial independence to start their own business or obtain employment through a suite of culturally tailored training workshops, mentoring and holistic support to develop participants business ideas and acumen and improve their financial security and social connectiveness.</p> <p>Building on the work that's been done through Stepping Stones, a scoping exercise to be undertaking to tailor the program on CALD women with a disability. This has been identified as a need from the migrant & CALD women already engaged.</p> <p>Partners to undertake Employment Readiness Scale assessment with program participant to capture data on the effectiveness of the interventions and inform program adaptations at various stages of program delivery.</p>	<p>March – Dec 2023</p>