

Hume Community Revitalisation Co-design and Consultations



OUR SHARED VISION



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

'Hume has a positive active network and was able to find resources available to assist with job search. I was amazed at the number of programs that were available to residents'

Stakeholder consultations

WHAT WE ASKED

- What ways of working are in place?
- What needs to be strengthened?
- Is the current training and employment conditions working well and whether the system is inclusive?

WHAT YOU TOLD US

- Collaboration in Hume is working and can be further strengthened
- Importance of collective impact and ways of working for systems change
- Need for change in funding structures from State and Federal government, to aligns with a community led agenda for change
- Employer and Industry led solutions to improve better understanding of diversity and inclusive employment practices
- Better coordination of resources to avoid duplication
- Inclusion of people with lived experience in decision making

OUR GUIDING PRINCIPLES



- We focus on the strengths of the Hume community and learn into what could be improved, rather than get stuck on what's not working
- We are inclusive and recognize that everyone in the system (locally and wider) has power that can be harnessed toward our shared vision, rather than being in the hands of a few
- We put the expertise of people with lived experience at the heart of our collective decision making, rather than just consult

'Having a job made a huge impact on my life, not because I needed money but more because it gave me sense of belonging, sense of contributing and a sense of participating'

Key Priorities

- **Strategic Engagement with local employers, businesses and industry** through Social procurement, Employment & Economic Development (SEED) initiative: SEED program will create systemic change through the development of a Hume Framework and Regional Action Plan providing the roadmap to Hume businesses to adopt inclusive and diverse employment practices and create social impact
- **Coordinated and flexible use of existing resources:** Mapping of community assets in the Hume Jobs and Skills system and identify gaps in the existing services to help inform CR projects and opportunities for funding
- **Strategic coordination and co-design of wrap around supports, leveraging and adapting existing work:** Continue to provide opportunities for Hume residents with peer-to-peer support through existing programs
- **Community led governance and vision, including diverse community voices and participation:** Promote community voice and role in governance and decision making
- **Ongoing data-driven monitoring, learning and evaluation:** Building a culture of data-informed learning for collaborative and systemic change

LOCAL CHANGE STRATEGY



There is a need for systems change to ensure all residents in Hume will have access to meaningful local jobs. To achieve this, we will build on what's currently working well and transition to a more collaborative system through strengthened ways of working.

'The lack of connections with people who are in employment made it hard for me to know what to do'

SHORT TERM (1-2 YEARS)

- Policies and resources of State and Commonwealth government will start to align to the community led agenda for change.
- Local employers, business and industries will be more collaborative and align efforts to the community led agenda for change
- Employers employ diverse residents across Hume because they believe it will benefit their business
- Wrap-around supports for jobseekers and their families are more targeted, holistic; and integrated.

LONG TERM (3-4 YEARS)

- State and Commonwealth resources and policies for the Hume jobs and skills system will enable the community led agenda for change.
- Hume is a community of choice for residents and employers to achieve their goals
- Residents from diverse background (including but not limited to CALD, women, young and mature aged (55+) people, people with disability, Aboriginal and Torres Strait Islander (ATSI))
- The service sector thinks and acts systemically embedding systems innovation in its practice.