

Appendix B: Initiatives and programs delivered by Council's Business Development Unit

EMPLOYMENT AND SKILLS: To provide Darebin residents the opportunity and capability to participate in the local workforce			
Objective 1: Enhance pathways to learning and employment			Achievements
Support and promote work experience initiatives, local employment pathways and targeted mentoring programs.		Ongoing	<ul style="list-style-type: none"> • Pathways to Employment Committee • Aspiring Leaders Program with INLLEN
Support school-industry engagement programs and initiatives.		Ongoing	<ul style="list-style-type: none"> • Northern Try A Trade Event held 16 May with over 700 Year 7-10 students attending (representing Government, Catholic and Independent schools across the north) • Represented Council at "Real Industry Job Interviews" held 25 October • Participated in Aspiring Leaders Program working with young female secondary students held in August – September 2012 • Worked with INLLEN to support Workplace Learning Programs and programs with schools that promote job readiness • Worked with NMIT and supported their Advanced Diploma of Marketing program by getting local businesses to participate
Work with the Youth Services Sector to assist disengaged youth, support youth employment and business initiatives.		Ongoing	<ul style="list-style-type: none"> • Darebin Youth Commitment - Council representation on Leadership Team and Community Team • School Industry Breakfast held 27 June 2012, with 64 attendees
Advocate for secondary education facilities in Darebin.		Ongoing	<ul style="list-style-type: none"> • Member of the Darebin Public Education Advisory Committee • Meetings held with various Principals of Secondary Schools

Objective 2: Strengthen linkages with employment related networks and increase participation in local employment initiatives			Achievements
Promote programs that will lead to improved job opportunities.		Ongoing	<ul style="list-style-type: none"> • Represented Council on PRACE's Advisory Group for the "Getting Ahead Program" – an employment preparation program run over 10 weeks from February to May 2012 • Sponsorship of NMIT graduate students. • Provided business and Council information for NIES program participants
Facilitate skills development programs that address areas of skills shortages to increase local workforce needs.		Ongoing	<ul style="list-style-type: none"> • Represented Council at "Real Industry Job Interviews" held 25 October • Promoted Department of Business and Innovation, Regional Development Australia (RDA), iStep and various other programs that address workforce needs. • Partnered with Northlink and RDA to undertake ICT benchmarking survey
Develop knowledge and understanding of local employment issues faced by employment providers, networks and education agencies		Ongoing	<ul style="list-style-type: none"> • Employment Services Forum held 20 February 2013 included all employment service providers within Darebin. Presentations from DWEER and DEECD about current workforce gaps and issues.

Objective 3: Improve the capability of businesses to source employment locally			Achievements
Support businesses to improve their skills in workforce recruitment, retention and succession planning.		Ongoing	<ul style="list-style-type: none"> Facilitated the “Grow Your Business” program for 25 Darebin businesses – October 2011 and March 2013.
Provide linkages for local businesses to relevant employment networks and skills programs.		Ongoing	<ul style="list-style-type: none"> Promoted relevant job and skills programs to employers regarding State/Federal government initiatives. Promoted training opportunities from NCAT, La Trobe, NMIT, Neighbourhood houses and other local providers. Provided Northlink referrals Provided nominees for Northern Business Achievement Awards (NBAA) Assisted ‘diversity competency’ to be included as a category for the NBAA in 2013.
Develop partnerships with education and training providers in Darebin to facilitate training programs for local businesses.		Ongoing	<ul style="list-style-type: none"> Partnerships have been established and maintained on a regular basis

Objective 4: Promote programs and enterprises that assist the employment needs of a diverse community			Achievements
Support social inclusion programs that assist marginalised groups to become workplace ready.	IDE & BDSP	Ongoing	<ul style="list-style-type: none"> • Supported Neighbourhood Houses for various grant submissions • Promoted of the Intercultural Centre's program for marginalised groups to become workplace ready • Partnered with La Trobe University to promote international student awareness for graduate positions. • Ongoing meetings with Centrelink to become informed of inclusion programs provided in Darebin.
Increase the awareness of the benefits of using local social enterprises to the business community.	BDSP	Ongoing	<ul style="list-style-type: none"> • Attended Social Trader Events to better understand the best way to increase awareness. • Worked with procurement team to discuss opportunities within Council to support local social enterprises.
Encourage social enterprises to locate in Darebin.	BDSP	Ongoing	<ul style="list-style-type: none"> • Assisted social enterprise to set up in Darebin – “Bumble Bee” was connected with Darebin Intercultural Centre as a meeting place for the Ethiopian and Somalian community • Provided support and linkages to community and social enterprises looking to start up in Darebin. • Commenced review of current Darebin social enterprises.