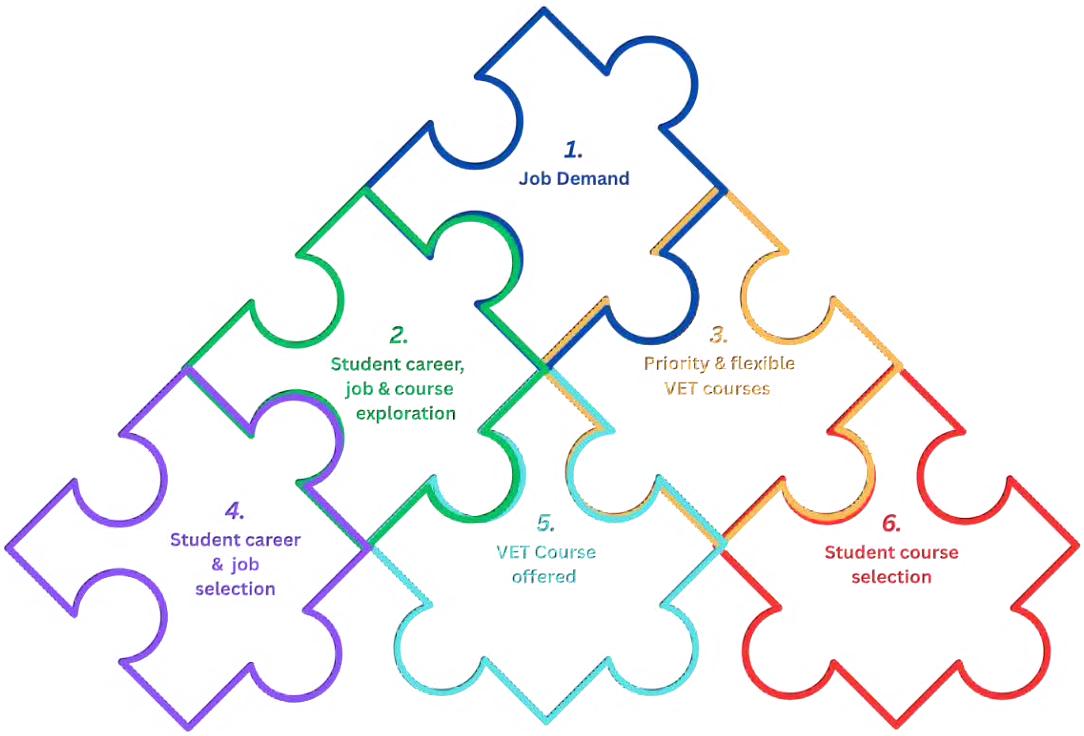
CCLLEN
CAMPASPE COHUNA
LOCAL LEARNING & EMPLOYMENT NETWORK

Solving the career puzzle – 2025

The great skills connect



"An analysis of the local skill, job and training requirements to ensure a structured approach to career exploration, course selection to meaningful employment pathways for students and school leavers in the Campaspe VET Cluster".

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Executive Summary

Solving the Career Puzzle – 2025: The Great Skills Connect

Young people entering the workforce in 2025 will navigate a labour market marked by rapid change and evolving expectations. Australians now experience three to seven career changes and more than 16 job transitions, with 62% leaving a job within the first year. Preparing school leavers for this level of career fluidity requires much more than helping them select their first job; it demands equipping them with the knowledge, skills and adaptability to manage transitions throughout their entire working lives.

This report, *Solving the Career Puzzle – 2025: The Great Skills Connect*, provides a comprehensive analysis of local skill needs, job demand, student career aspirations, and training pathways within the Campaspe VET Cluster. Its purpose is to ensure a structured, evidence-based approach to career exploration, course selection and meaningful employment pathways for secondary students.

Using data from the Victorian Skills Authority Employment Projections Dashboard, this report identifies key growth industries for the Loddon Campaspe region, including:

1. Health Care & Social Assistance
2. Construction & Manufacturing
3. Retail & Business Services
4. Administration & Clerical
5. Agriculture, Forestry & Fishing
6. Professional, Scientific & Technical Services

These priority areas highlight substantial opportunities for regional students; if pathways are visible, accessible and aligned with local training provision.

The Career Puzzle: Aligning Students, Industry and Training

To solve the “career puzzle,” this report compares six critical data sets:

1. Regional job demand
2. Student career interests
3. Priority VDSS VET courses
4. Student career selections
5. All VET courses offered within the Cluster
6. Student course selections

This analysis reveals strong alignment in several areas, including health, construction, engineering, sport and recreation, hospitality and creative industries. However, it also uncovers key gaps between student interest, regional workforce needs and current course availability; particularly in:

- Retail and Business Services
- Administration and Clerical pathways
- Renewable Energy Technologies and Information Technology

Some courses with strong regional relevance are also inequitably accessible, only being offered at certain locations within the Cluster.

Key Findings

1. The Campaspe VET Cluster offers diverse and extensive VET options, but the coverage is not comprehensive or equitable.
2. Important industry areas: Retail, Business Services and Renewable Energy / IT, show low student interest and limited course offerings, despite being regional priorities.
3. Accessibility to high-value courses (e.g. Allied Health Assistance, Automotive, Agriculture) varies significantly across schools.
4. Limited research exists on how well schools, and the Cluster are embedding the Career Education Skills and Attributes Framework to build long-term career adaptability.

Recommendations

1. Improve equitable access to priority VET courses across the Cluster, particularly in Allied Health, Automotive and Agriculture.
2. Increase student awareness and interest in identified low-engagement but high-demand industries.
3. Develop a coordinated strategy with schools, the CCLLEN and RTOs to boost interest in Retail, Business Services, IT and Renewable Energy pathways.
4. Conduct targeted research on how the Career Education Framework is being implemented across the Cluster.
5. Repeat this analysis annually to establish a longitudinal understanding of trends and evaluate the impact of interventions.
6. Encourage other VET Clusters to undertake similar studies to inform regional and statewide comparisons.

Introduction

"The days of having one career for a lifetime are in the past. In 2025, most people will have several career changes in their lifetime. In fact, the average person goes through three to seven career changes in their lifetime, while changing jobs 16 times or more. 62% of people have even left a job within the first year." TAFE Gippsland 2025.

In an environment of such constant change, how do we prepare students to make their first job / career decision(s) as they leave school and for all the changes that will occur over their lifetime?

The student's career decisions are influenced by:

- self-awareness factors (interests, skills, values)
- environmental factors (job market, access, family, friends and social influences) and;
- practical considerations like education, life stages and analysis of potential salary and work-life balance

Self-awareness factors:

Victorian Government Secondary Schools and some Independent and Catholic School students have access to the Morrisby Careers Insight Assessment tool. This tool provides a detailed analysis of each student's interests, skills and values that help them inform their personal course and career preferences, making course and career recommendations that allow students to make informed career and course selections.

The Morrisby Careers Insight Assessment tool provides an individualised student report, coupled with local school career counselling, career exploration events and work experience opportunities, providing students with data for their career and or course decision-making choices as they leave school.

In addition to the Morrisby Career Insights Assessment tool, the Victorian Curriculum and Assessment Authority (VCAA) has recently developed a **Career education skills and attributes – framework** https://www.vcaa.vic.edu.au/curriculum/career-education/career-education-skills-and-attributes that targets three broad areas:

i. Know yourself
ii. Know your world
iii. Manage your future

This Career Development framework assists the student in developing short, medium and long-term career, job, and course choices and pathways. This framework also prepares the student for the inevitable life, job and career changes throughout one's life.

Environmental factors and practical factors include:

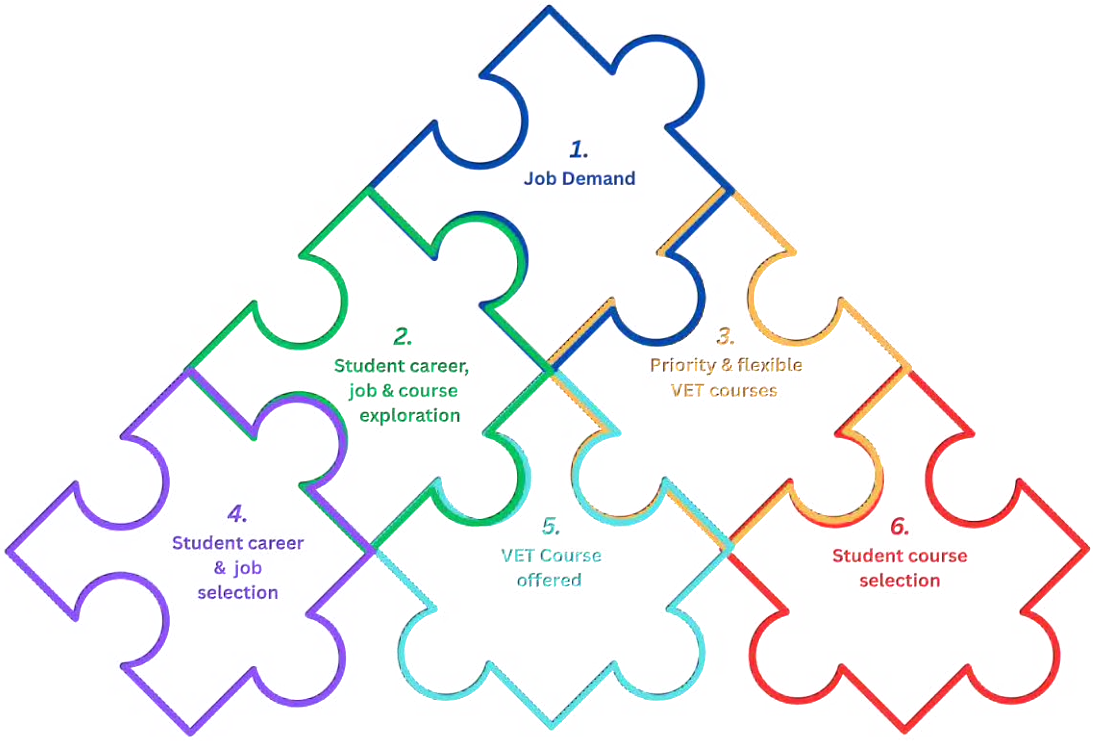
The Local Learning and Employment Networks (LLENs) and VET Clusters in Victoria are well placed to understand and identify the local environmental and job market factors. The LLENs and VET Clusters have close connections with the local schools, employers and industry, TAFEs / RTOs and universities. This network helps students explore and identify practical considerations such as education, career and job options aligned with their personal interests, skills and values.

The Puzzle

This paper explores how a VET Cluster and local schools can use the aggregated student career exploration data and compare it with local industry job demand and course offerings to assist students with their career, job, and course pathway decisions now and into the future.

There are **six (6) areas** of data exploration and comparison that can assist and inform the students' career, job, and course decision making.

(Figure 1) The Career Puzzle



1. Job demand

The Victorian Skills Authority Victorian Skills Plan 2025 using the Employment Projections Dashboard 2024-34 shows the numbers of New Workers Expected 2024-34 for Victoria and the Loddon Campaspe Regions https://www.vic.gov.au/employment-projections-dashboard.

2. The students' career, job, and course exploration

The Morrisby Careers Insights Report helps explore and identify the students' career, course and job preferences. The Victorian Curriculum and Assessment Authority (VCAA) has recently developed the Career education skills and attributes – framework https://www.vcaa.vic.edu.au/curriculum/career-education/career-education-skills-and-attributes that targets three broad areas:

i. 1. Know yourself
ii. 2. Know your world
iii. 3. Manage your future

This Career Development framework assists the student in developing short, medium and long-term career, job, and course choices and pathways.

3. The Priority and Flexible VET courses for students

The Victorian State Government VET Delivered in Secondary Schools (VDSS) Priority & Flexible VET Pathways in schools for 2025 / 6 **(Table 3 SHAPE YOUR VCE)** https://www.vcaa.vic.edu.au/curriculum/vet/shape-your-vce/shape-your-vce.
These are a set of VET options for students linked to Victorian and Regional priority growth industries and employment needs.

4. The students' career and job selection

The Morrisby Careers Insights Report and the Career Education and Skills Framework inform the student's career and job preferences and with career counselling assistance, will help identify potential career pathways and jobs to assist the student in achieving their goals.

5. The VET courses offered within each LLEN / VET cluster for students 2025

The provision of VET courses for students is undertaken locally within each VET Cluster. VET Course enrolment data has been collected from the six Government schools and two Catholic Independent Schools within the Campaspe VET Cluster. This illustrates the current courses provided and the potential gaps when compared to the local job demand and the students' career, job, and course preferences.

6. Students' course selection

Once the student's career and job preferences, selections and potential pathways have been identified, local career counselling at each school helps them identify the appropriate courses to achieve these goals. In Victoria, there are 3 main pathways to study in Year 11 and 12, https://www.vic.gov.au/compare-vce-vce-vocational-major-and-victorian-pathways-certificate these are:

i. VCE
ii. VCE Vocational Major (VCE VM)
iii. Victorian Pathways Certificate (VPC)

This paper will focus on the VET courses for Secondary Schools Students (VDSS) offered to help students achieve their education and career goals. VDSS courses can contribute to the student learning outcomes in all three pathways listed above.

The Research

1. Job demand

The Victorian Skills Authority through the Victorian Skills Plan informed by the Employment Projections Dashboard 2024-34, provides current Jobs data for Victoria, metropolitan and regional areas including the Loddon Campaspe Region. https://www.vic.gov.au/employment-projections-dashboard. This provides data on the in-demand jobs over the next 10 years, that is the numbers of new workers expected in Victoria and the Loddon Campaspe Region.

On the following two pages are the:

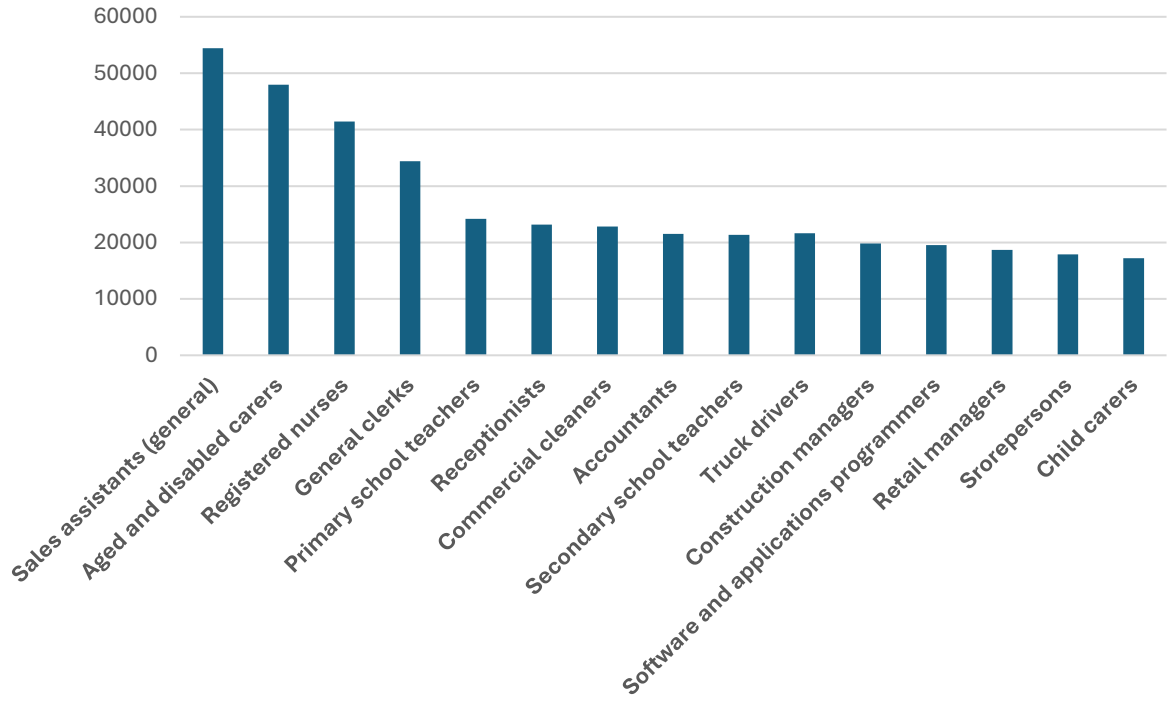
- Top 15 occupations for new workers expected in Victoria (2024-34) **(Figure 2)**
- Top 19 industries for new workers expected in Victoria (2024-34) **(Figure 3)**
- Top 5 occupations for new workers expected in Loddon Campaspe (2024-34) **(Figure 4)**
- Top 10 industries for new workers expected in Loddon Campaspe (2024-34) **(Figure 5)**

Looking at this industry data (Top Occupations & Industries for Victoria and Loddon Campaspe Regions) provided by the Victorian Skills Authority; there are several priority employment areas within this region including:

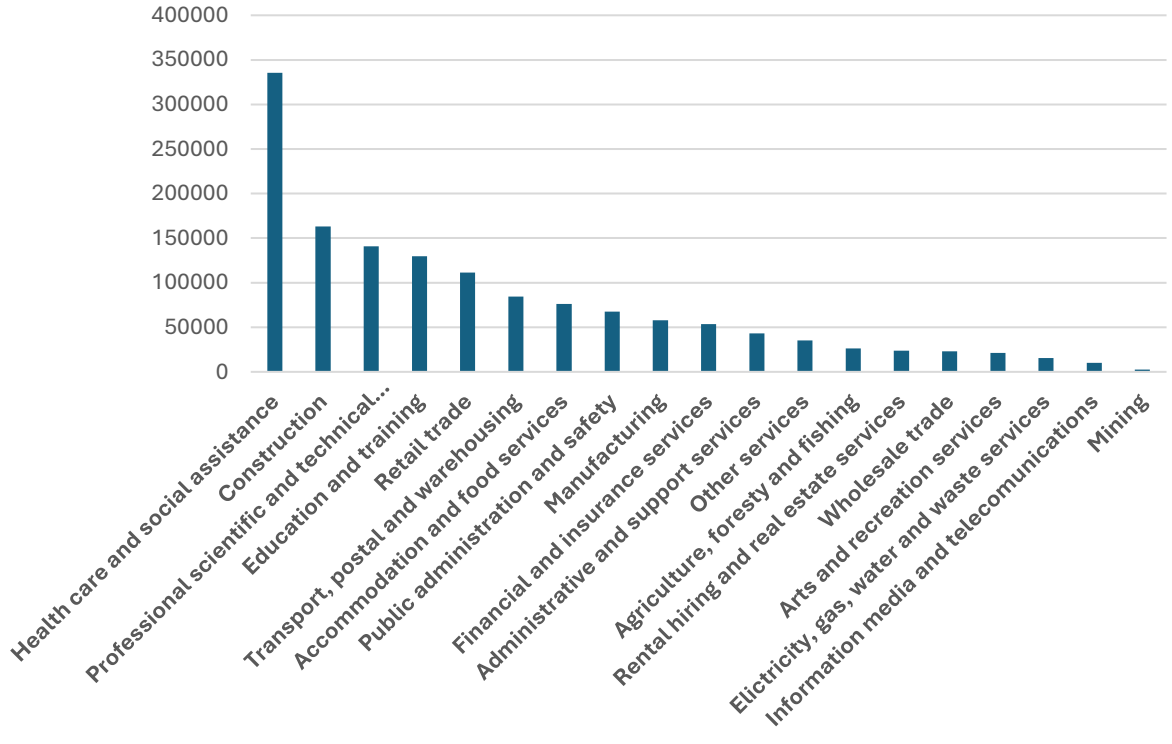
1. Health care & social assistance
2. Construction & manufacturing
3. Retail, sales assistants & store persons
4. Administration, clerks
5. Agriculture, forestry and fishing
6. Professional, scientific & technical

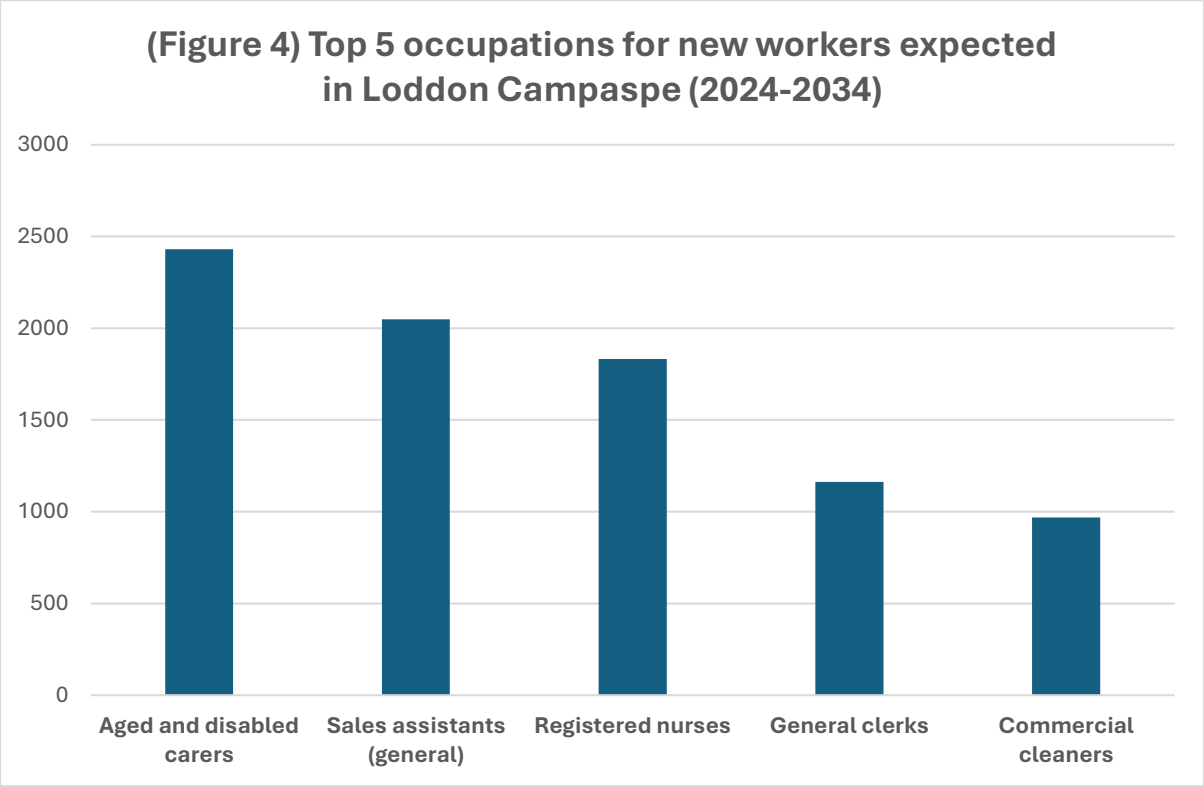
These priority areas provide the potential for varied opportunities for school leavers to attain work in these 'in demand' areas as they leave school.

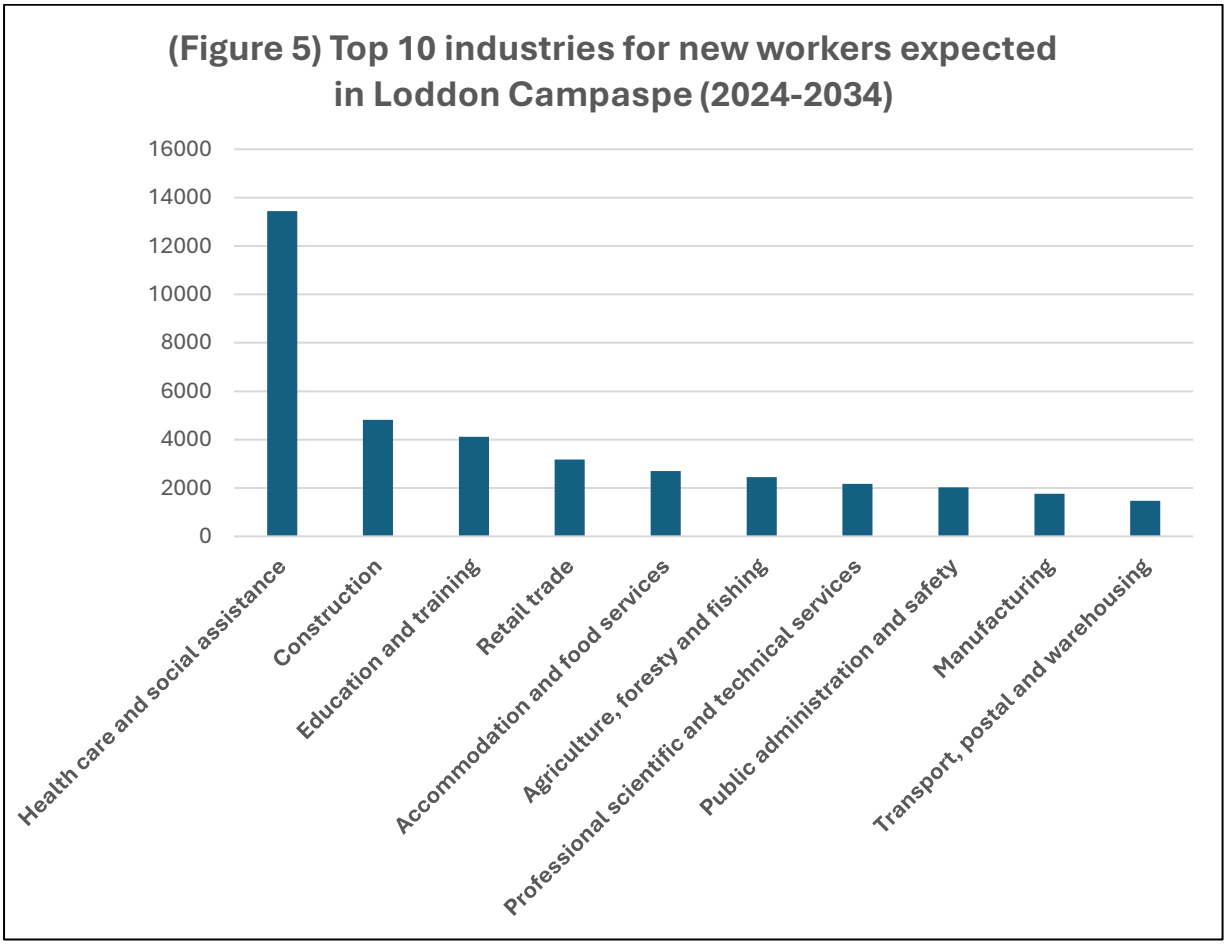
(Figure 2) Top 15 occupations for new workers expected in Victoria (2024-34)



(Figure 3) Top 19 industries for new workers expected in Victoria (2024-34)




(Figure 4) Top 5 occupations for new workers expected in Loddon Campaspe (2024-2034)
3000
2500
2000
1500
1000
500
0
Aged and disabled carers
Sales assistants (general)
Registered nurses
General clerks
Commercial cleaners


(Figure 5) Top 10 industries for new workers expected in Loddon Campaspe (2024-2034)
16000
14000
12000
10000
8000
6000
4000
2000
0
Health care and social assistance
Construction
Education and training
Retail trade
Accommodation and food services
Agriculture, foresty and fishing
Professional scientific and technical services
Public administration and safety
Manufacturing
Transport, postal and warehousing

2. The secondary school students' career, job, and course exploration

The Morrisby Career Insights Report https://www.vic.gov.au/my-career-insights provides a wealth of valuable information on student's skills, interests, career and, course preferences.

The Morrisby Career Insights Report includes individual student and aggregated school data on:

- Morrisby Career Suggestions
- Morrisby Post-Secondary Course Suggestions
- Careers Selected by Students
- Senior Secondary Subjects Selected by Students
- VET Subjects Selected by Students
- Post-Secondary Courses Selected by Students

The Morrisby Careers Insights Report makes career suggestions and helps explore and identify the student's preferred career selections.

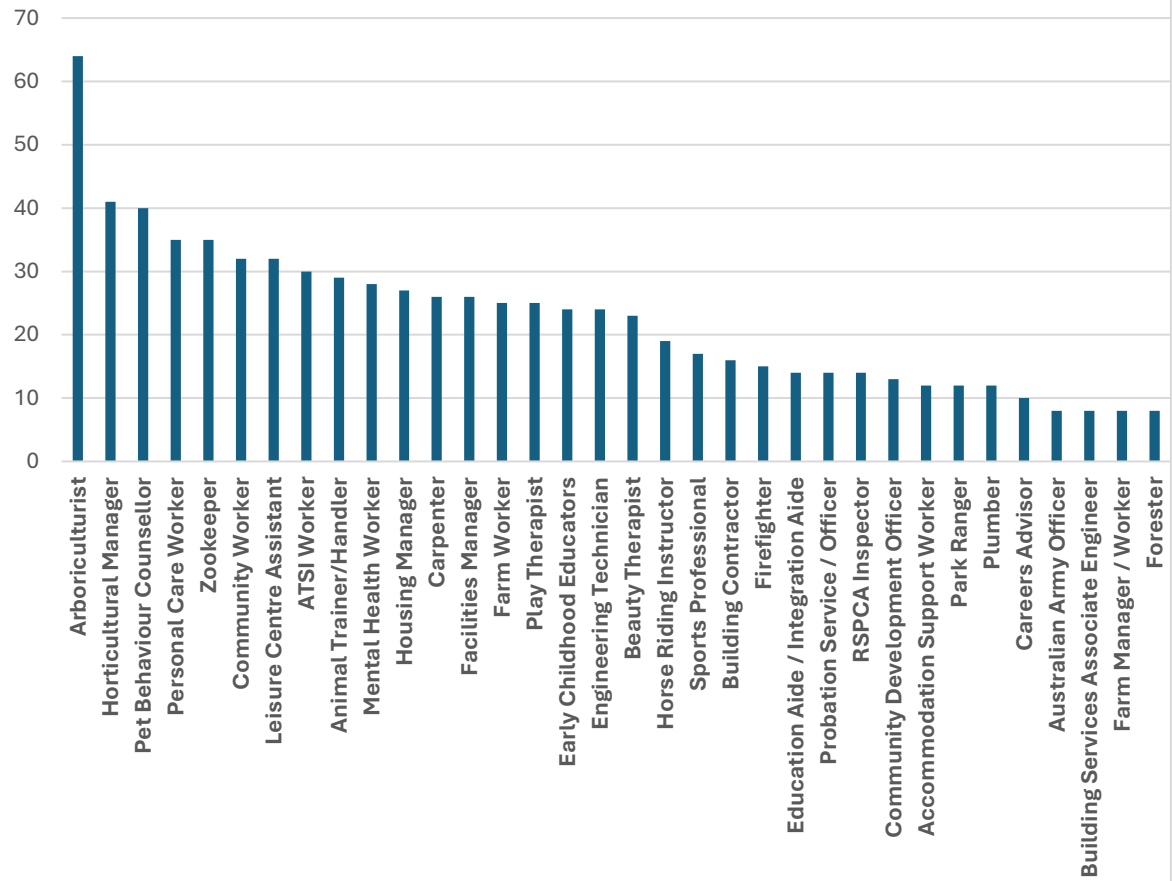
These individual student Morrisby career suggestions and careers selected by students, can be collated and aggregated to identify the career trends for the schools located within each VET Cluster. The Morrisby Career Insight Surveys are usually completed in Year 9, and an aggregated school report is available to each school by December each year.

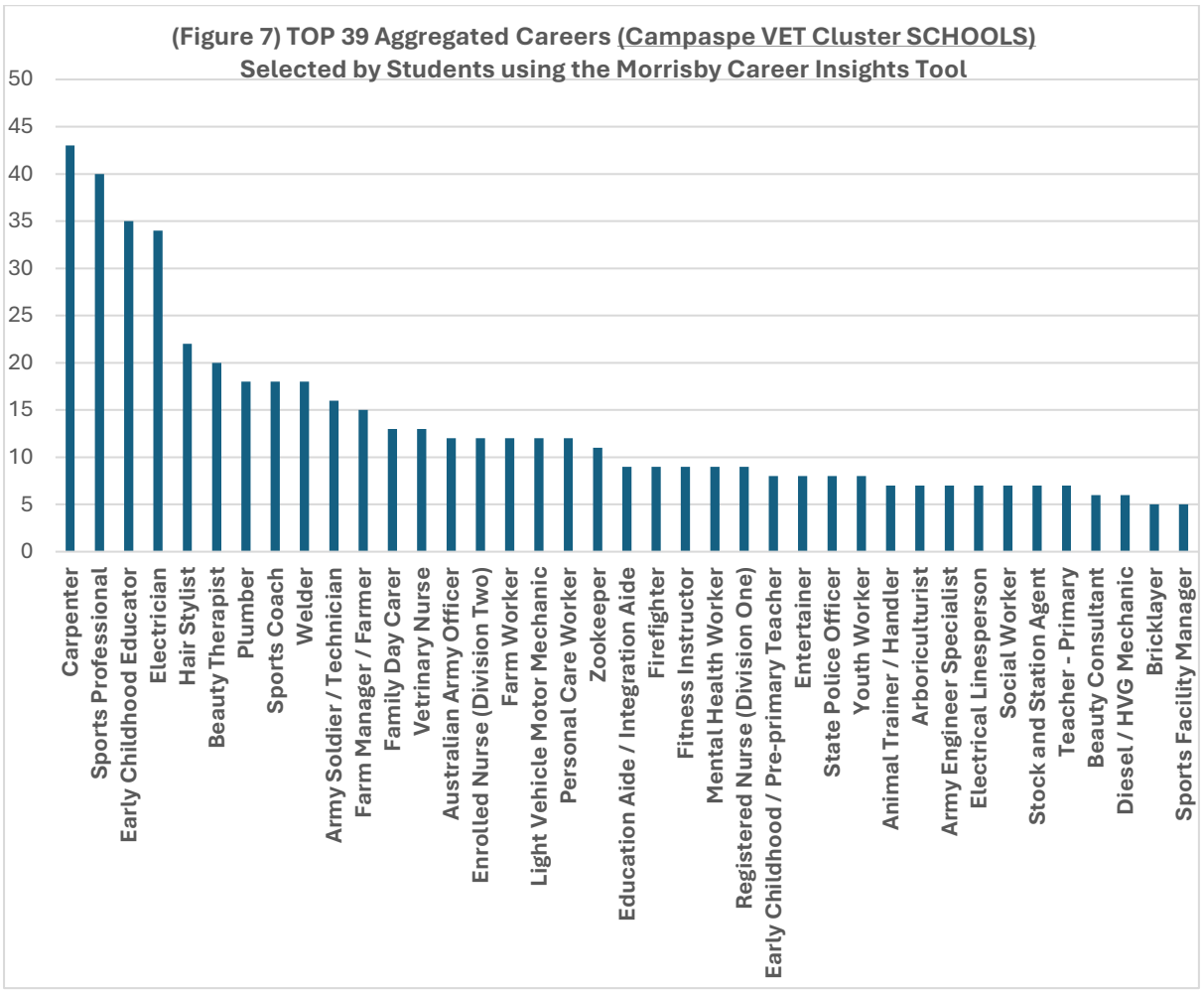
Over the next two pages, this paper documents the Campaspe VET Cluster Aggregated Morrisby Careers Insights data for the:

- **(Figure 6** page 13) Top 34 Morrisby Career Suggestions and
- **(Figure 7** page 14) Top 39 Careers Selected by Students

for year 9 students within the Campaspe VET Cluster as of December 2024.

(Figure 6) Top 34 Aggregated Career Suggestions Careers (Campaspe VET Cluster SCHOOLS) recomended by Morrisby Career Insights Tool




(Figure 7) TOP 39 Aggregated Careers (Campaspe VET Cluster SCHOOLS)
Selected by Students using the Morrisby Career Insights Tool
50
45
40
35
30
25
20
15
10
5
0
Carpenter
Sports Professional
Early Childhood Educator
Electrician
Hair Stylist
Beauty Therapist
Plumber
Sports Coach
Welder
Army Soldier / Technician
Farm Manager / Farmer
Family Day Carer
Vetrinary Nurse
Australian Army Officer
Enrolled Nurse (Division Two)
Farm Worker
Light Vehicle Motor Mechanic
Personal Care Worker
Zookeeper
Education Aide / Integration Aide
Firefighter
Fitness Instructor
Mental Health Worker
Registered Nurse (Division One)
Early Childhood / Pre-primary Teacher
Entertainer
State Police Officer
Youth Worker
Animal Trainer / Handler
Arboriculturist
Army Engineer Specialist
Electrical Linesperson
Social Worker
Stock and Station Agent
Teacher - Primary
Beauty Consultant
Diesel / HVG Mechanic
Bricklayer
Sports Facility Manager

In addition to the Morrisby Career Insights Tool, the Victorian Curriculum and Assessment Authority (VCAA) has recently developed a **Career education skills and attributes – framework** https://www.vcaa.vic.edu.au/curriculum/career-education/career-education-skills-and-attributes that targets three broad areas:

i. Know yourself
ii. Know your world
iii. Manage your future

This career development framework assists the student develop short, medium and long-term course, job and career choices and pathways. This framework also prepares the student for the inevitable life, job and career changes throughout one's life.

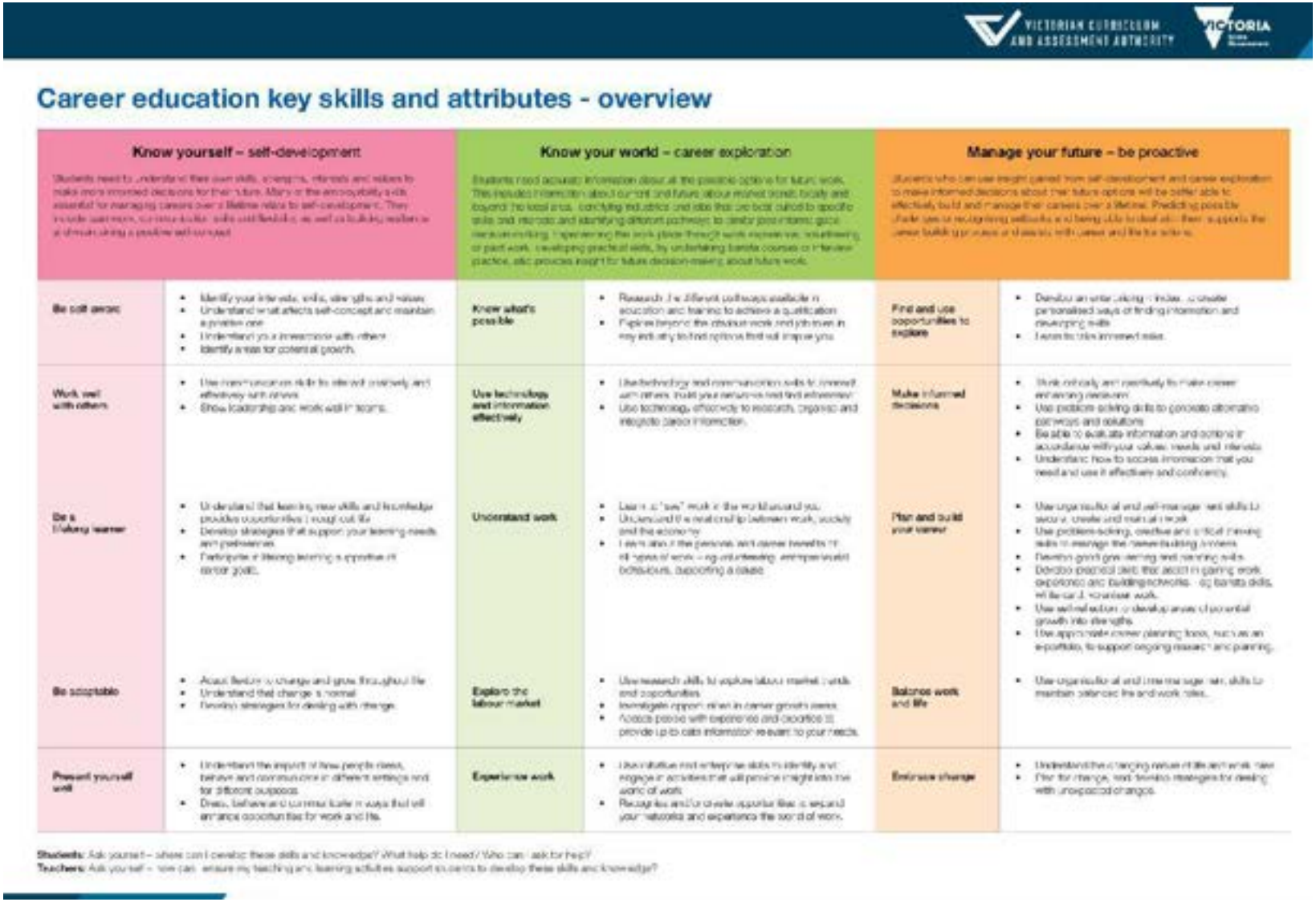
The Career education skills and attributes – framework overview is illustrated in (**Table 2)** on page 16 of this report.

To effectively manage multiple careers that balance different forms of work with other priorities and interests, a young person needs to develop a specific set of knowledge, skills and attributes. These all relate to the three key areas of career development outlined below, (**Table 1)**. These areas should be viewed as inter-related; and are generally developed concurrently rather than separately. They can be developed in all areas of a school's curriculum and extra-curricular programs.

Table 1: Career education skills and attributes – framework

Know yourself	Know your world	Manage your future
• Be self-aware • Work well with others • Be a lifelong learner • Be adaptable • Present yourself well	• Know what's possible • Use technology and information effectively • Understand work • Explore the labour market • Experience work	• Find and use opportunities to learn and explore • Make informed decisions • Plan and build your career • Balance work and life • Embrace change

Table 2: Career education skills and attributes – framework



Career education key skills and attributes - overview

Know yourself – self-development		Know your world – career exploration		Manage your future – be proactive	
Students need to understand their own skills, strengths, interests and values to make more informed decisions for their future. Many of the skills and capabilities essential for managing careers over a lifetime relate to self-development. They include self-esteem, communication skills and flexibility, as well as building resilience and a mindset using a positive self-concept.		Students need accurate information about all the possible options for future work. This includes information about current and future labour market trends locally and beyond, the local area, identifying industries and jobs that are best suited to specific skills and interests and identifying different pathways to desired post-school options (for example, researching the work place through work experience, volunteering or part-work, developing practical skills, by undertaking barista courses or hairdressing practice, etc) provides insight for future decision-making about future work.		Students who can use insight gained from self-development and career exploration to make informed decisions about their future options will be better able to effectively build and manage their careers over a lifetime. Predicting possible challenges or recognising setbacks and being able to deal with them supports the career building process and interacts with career and life satisfaction.	
Be self aware	• Identify your interests, skills, strengths and values • Understand what affects self-concept and maintain a positive one • Understand you interaction with others • Identify areas for potential growth.	**Know what's possible**	• Research the different pathways available in education and training to achieve a qualification • Explore beyond the obvious work and job roles in order to find options that will inspire you	**Find and use opportunities to explore**	• Develop an enterprising mindset to create personalised ways of finding information and developing skills • Learn to take informed risks
Work well with others	• Use communication skills to interact positively and effectively with others • Show leadership and work well in teams.	**Use technology and information effectively**	• Use technology and communication skills to connect with others, build your networks and find information • Use technology effectively to research, organise and integrate career information.	**Make informed decisions**	• Think critically and positively to make career and learning decisions • Use problem-solving skills to consider alternative pathways and solutions • Be able to evaluate information and actions in accordance with your values, needs and interests • Understand how to access information that you need and use it effectively and confidently.
Be a lifelong learner	• Understand that learning new skills and knowledge provides opportunities through out life • Develop strategies that support your learning needs and preferences • Participate in lifelong learning opportunities to achieve goals.	**Understand work**	• Learn about "work" in the world around you • Understand the relationship between work, society and the economy • Learn about the personal and career benefits of all types of work – eg volunteering, entrepreneurial behaviours, becoming a citizen	**Plan and build your career**	• Use organisational and self-management skills to secure, create and maintain work • Use problem-solving, creative and critical thinking skills to manage the career-building process • Develop goal-getting and learning skills • Develop practical skills that assist in gaining work experience and building networks – eg barista skills, millennial incentive work. • Use self-evaluation to develop areas of potential growth into strengths • Use appropriate career planning tools, such as an e-portfolio, to support ongoing research and planning.
Be adaptable	• Accept flexibility, change and growth throughout life • Understand that change is normal • Develop strategies for dealing with change.	**Explore the labour market**	• Use research skills to explore labour market trends and opportunities • Investigate opportunities in career growth areas • Access people with experience and data/tools to provide up-to-date information relevant to your needs.	**Balance work and life**	• Use organisational and time management skills to maintain balance life and work roles.
Present yourself well	• Understand the impact of how people dress, behave and communicate in different settings and for different purposes • Dress, behave and communicate in ways that will enhance opportunities for work and life.	**Experience work**	• Use initiative and enterprise skills to identify and engage in activities that will provide insight into the world of work • Recognise and create opportunities to expand your networks and experience the world of work.	**Embrace change**	• Understand the changing nature of life and work roles • Plan for change, and develop strategies for dealing with unexpected changes.

Students: Ask yourself – where can I develop these skills and knowledge? What help do I need? Who can I ask for help?
Teachers: Ask yourself – how can I ensure my teaching and learning activities support students to develop these skills and knowledge?

3. The Priority and Flexible VET courses for students

Below **(Table 3)**, is the list of Priority (aligned to government priorities including shortages and economic growth) and Other (aligned to local student or community demand) Industry areas. Selection of the in-demand Industry Areas & Courses for each region enables students a VET pathway into these priorities.

(Table 3) SHAPE YOUR VCE

https://www.vcaa.vic.edu.au/curriculum/vet/shape-your-vce/shape-your-vce



Listed below are the potential VET Courses from the **SHAPE YOUR VCE** (listed on page 17 of this paper) VET Priority Industry & Other industry course areas that can be aligned with the six industry and occupation in-demand areas within the Loddon Campaspe Region (listed on page 9 of this paper) identified through the Victorian Skills Authority Employment Projections Dashboard 2024-34.

i. Health care & social assistance
   - Health
     - Certificate II in Health Support Services
     - Certificate III in Allied health Assistance
     - Certificate III in health Services Assistance
   - Community & Early Childhood Education
     - Certificate II in Active Volunteering
     - Certificate II in Community Services
     - Certificate III in Community Services

ii. Construction & manufacturing
   - Building and Construction
     - Certificate II in Construction Pathways (also known as Build 10 offered by Bendigo TAFE)
     - Certificate II in Building and Construction Pre-apprenticeship
     - Certificate II in Plumbing (Pre-apprenticeship)
     - Certificate II in Civil Construction
   - Design and Manufacturing
     - Certificate II in Furniture Making Pathways
     - Certificate II in Sampling and Measurement

iii. Retail, sales assistants & store persons
   - Business Services
     - Certificate II in Workplace Skills
     - Certificate II in Business
     - Certificate II in Small Business (Operations/Innovation)

iv. Administration, clerks
   - Business Services
     - Certificate II in Workplace Skills
     - Certificate II in Business
     - Certificate II in Small Business (Operations/Innovation)

v. Agriculture, forestry and fishing
   - Agriculture and Environment
     - Certificate II in Agriculture
     - Certificate II in Horticulture
     - Certificate II in Conservation and Ecosystem Management
     - Certificate II in Rural Operations

vi. Professional, scientific & technical
   - Digital Technologies
     - Certificate II in Applied Digital Technologies
     - Certificate III Information Technology
     - Certificate II in Integrated Technologies
     - CISCO – CCNA v7

vi. Professional, scientific & technical (continued)

Design and Manufacturing

- Certificate III in Laboratory Skills

Renewable Energy and Engineering

- Certificate II in Electrotechnology (Career Start)
- Certificate II in Electrotechnology (Pre-vocational)
- Certificate II in Engineering Studies
- Certificate II in Renewable Energy Technologies and Applications
- Certificate II in Renewable Energy Industry Pathways

4. The students' career and job selection

To assist the student in identifying their preferred career and job selection, the student works through:

i. The Morrisby Careers Insights Tool; and the
ii. Career education and skills attributes framework

With career counselling assistance at their school, the student has the evidence to assist them in identifying their career and job preferences and their potential career pathways to assist them in achieving their study and work goals.

5. The VET courses offered within each LLEN / VET Cluster for students 2025

VDSS VET course enrolment data for 2025 has been collected for the schools within the Campaspe VET Cluster. This includes the six Government schools and two Catholic Schools.

Table 4: Campaspe VET Cluster VDSS & SBAT Courses & total students enrolled in 2025

Students Enrolled in 2025	Course
108	Certificate II in Building and Construction Pre-apprenticeship
100	Certificate III in Sport Aquatics and Recreation
31	Certificate II in Sport Aquatics and Recreation
67	Certificate II in Engineering Studies
57	Certificate III in Health Services Assistance
32	Certificate II in Community Services
31	Certificate II in Hospitality
31	Certificate III in Music Performance
30	Certificate III in Early Childhood Education and Care
24	Certificate II in Cookery
26	Certificate II in Electrotechnology
22	Certificate II in Active Volunteering (Project Ready)
22	Certificate II in Construction Pathways
22	Certificate II in Public Safety
18	Certificate II in Automotive Vocational Preparation
17	Certificate II in Salon Assistant
16	Certificate II in Public Safety - Fire Operations
14	Certificate II in Sport Coaching
14	Certificate III in Visual Arts
13	Certificate III in Music
11	Certificate II in Agriculture
10	Certificate II in Baking
8	Certificate II in Retail Cosmetics
7	Certificate II in Horticulture
7	Certificate III In Allied Health Assistance
6	Certificate II and Partial Certificate III in Community Services
5	Certificate II in Animal Studies
5	Certificate II in Plumbing
4	Certificate III in Design Fundamentals

Students Enrolled in 2025	Course
3	Certificate II in Animal Care
3	Certificate III in Equine studies
3	Certificate III in Information, Digital Media and Technology
3	Certificate III in School Based Education Support
2	Certificate II in Education Support
2	Certificate II in Equine Studies
2	Certificate II in Furniture Making Pathways
2	Certificate III in Carpentry
2	Certificate III in Engineering - Fabrication Trade
2	Certificate III in Make-up
2	Certificate III in Plumbing
1	Certificate II in Engineering Mechanical Trade
1	Certificate II in Kitchen Operations
1	Certificate II in Visual Arts
1	Certificate III in Automotive Electrical Tech
1	Certificate III in Agricultural Mechanical Technology
1	Certificate III in Agriculture
1	Certificate III in Automotive Body Repair Technology
1	Certificate III in Business
1	Certificate III in Community Services
1	Certificate III in Hairdressing
1	Certificate III in Individual Support (Disability)
1	Certificate III in Information and Communication Technology

Table 5: 2025 VDSS & SBAT (School Based Apprentice & Trainees) enrolments for the Campaspe VET Cluster

Total schools	**8**
Total VET enrolments	**797**
Total VDSS enrolments	**771**
Total SBAT enrolments	**26**
Total number of RTOs	**16**
Total number of different VET courses	**52**
Total number of VET courses delivered	**130**
Total % of VET courses delivered that are Auspiced	**30%**

The above two tables illustrate there is a good depth and breadth of courses offered to the students of the Campaspe VET Cluster. This course offering can be improved by continuing research and collaboration between the key stakeholders over the coming years.

6. Students' course selection

Once the student's career and job preferences, selections and potential pathways have been identified, local career counselling at each school helps them in identifying the appropriate courses to achieve these goals.

In Victoria there are 3 main ways to study in Year 11 and 12, these are:

i. VCE
ii. VCE Vocational Major (VCE VM)
iii. Victorian Pathways Certificate (VPC)

https://www.vic.gov.au/compare-vce-vce-vocational-major-and-victorian-pathways-certificate

The Career Puzzle implies a linear process from Step one to Step six. In reality, this process is iterative. The student initially learns each step, they then can revisit each step as they experience each career preference, job and, course selection and make changes as necessary. In addition to their career, job, and course experiences; life experience and life stages / changes also impact their career, job, and course selections.
It is therefore important for each student and subsequent adult to understand and apply the process, knowledge and skills required to review their career, job, and course choices to be in control of their work life.

The Analysis

To assist with the analysis, we can compare the:

Loddon Campaspe priority and other courses listed with the:

a. Morrisby Career suggestions
b. Morrisby Career's selected by students and
c. All VET courses offered to students within the Campaspe VET Cluster

This will identify potential gaps in VET Course offerings within the Campaspe VET Cluster (highlighted in PINK) (page 26 & 27)

Table 6: Priority & Other Course comparison between Morrisby Carrer Suggestions, Morrisby Careers Selected by Students & All VET Courses offered by the Campaspe VET Cluster:

1. The Listed priority & other courses (Victorian Skills Authority) (on pages 18 & 19) in the Loddon Campaspe Region
2. Morrisby career suggestions (listed on Figure 6, page 13)
3. Careers selected by Students (listed on Figure 7, page 14)
4. All VET Courses offered to VDSS & SBAT Students in the Campaspe VET Cluster in 2025 (listed in Table 4, pages 21 & 22)

Listed priority & other courses (Victorian Skills Authority) (on pages 18 & 19) for Loddon Campaspe	Morrisby career suggestions (listed on Figure 6, page 13)	Morrisby Careers selected by students (listed on Figure 7, page 14)	All VET Courses offered to VDSS & SBAT Students in the Campaspe VET Cluster in 2025 (listed in Table 4, pages 21 & 22)
1. Health care & social assistance Health ○ Certificate II in Health Support Services ○ Certificate III in Allied Health Assistance	Personal Care Worker, Community Worker, Leisure Centre Assistant, ATSI Worker, Mental Health Worker, Housing Manager, Probation Service / Officer, Community Development	Early Childhood Educator, Family Day Carer, Enrolled Nurse, Personal Care Worker, Mental Health Worker, Registered Nurse, Youth Worker, Social Worker, Early Childhood Educator, Education Aide / Integration Aide, Early	Certificate III in Health Services Assistance Certificate III In Allied Health Assistance Certificate II in Community Services Certificate II in Active Volunteering (Project Ready) Certificate II and Partial Certificate III in Community Services

○ Certificate III in Health Services Assistance Community & Early Childhood Education ○ Certificate II in Active Volunteering ○ Certificate II in Community Services ○ Certificate III in Community Services ○ Certificate III in Early Childhood Education and Care	Officer, Accommodation Support Worker, Play Therapist, Early Childhood Educator, Education Aide / Integration Aide	Childhood / Pre-primary Teacher, Teacher – Primary	Certificate III in Early Childhood Education and Care Certificate III in Community Services Certificate III in Individual Support (Disability) Certificate III in School Based Education Support Certificate II in Education Support
2. Construction & manufacturing Building and Construction ○ Certificate II in Construction Pathways (also known as Build 10 offered by Bendigo TAFE) ○ Certificate II in Building and Construction Pre-apprenticeship ○ Certificate II in Plumbing (Pre-apprenticeship) ○ Certificate II in Civil Construction Design and Manufacturing ○ Certificate II in Furniture Making Pathways ○ Certificate II in Sampling and Measurement	Engineering Technician, Building Contractor, Plumber, Building Services Associate Engineer, Bricklayer	Plumber, Welder	Certificate II in Building and Construction Pre-apprenticeship Certificate II in Engineering Studies Certificate II in Construction Pathways (Build 10) Certificate II in Plumbing Certificate III in Plumbing Certificate III in Carpentry Certificate II in Furniture Making Pathways Certificate II in Engineering Mechanical Trade Certificate III in Engineering - Fabrication Trade

Listed priority & other courses (Victorian Skills Authority) (on pages 18 & 19) for Loddon Campaspe	Morrisby career suggestions (listed on Figure 6, page 13)	Morrisby Careers selected by students (listed on Figure 7, page 14)	All VET Courses offered to VDSS & SBAT Students in the Campaspe VET Cluster in 2025 (listed in Table 4, pages 21 & 22)
3. Retail, sales assistants & store persons Business Services ○ Certificate II in Workplace Skills ○ Certificate II in Business ○ Certificate II in Small Business (Operations/Innovation)			
4. Administration, clerks Business Services ○ Certificate II in Workplace Skills ○ Certificate II in Business ○ Certificate II in Small Business (Operations/Innovation)			Certificate III in Business
5. Agriculture and Environment ○ Certificate II in Agriculture ○ Certificate II in Horticulture ○ Certificate II in Conservation and Ecosystem Management ○ Certificate II in Rural Operations	Arboriculturist, Horticultural Manager, Farm Worker, Park Ranger, Farm Manager, Forester	Farm Worker, Arboriculturist, Stock and Station agent	Certificate II in Agriculture Certificate II in Horticulture Certificate III in Agriculture Certificate III in Agricultural Mechanical Technology

Listed priority & other courses (Victorian Skills Authority) (on pages 18 & 19) for Loddon Campaspe	Morrisby career suggestions (listed on Figure 6, page 13)	Morrisby Careers selected by students (listed on Figure 7, page 14)	All VET Courses offered to VDSS & SBAT Students in the Campaspe VET Cluster in 2025 (listed in Table 4, pages 21 & 22)
6. Professional, scientific & technical Digital & Renewable Technologies ○ Certificate II in Applied Digital Technologies ○ Certificate III Information Technology ○ Certificate II in Integrated Technologies ○ CISCO – CCNA v7Renewable Energy and Engineering ○ Certificate II in Electrotechnology (Career Start) ○ Certificate II in Electrotechnology (Pre-vocational) ○ Certificate II in Engineering Studies ○ Certificate II in Renewable Energy Technologies and Applications ○ Certificate II in Renewable Energy Industry Pathways		Electrician, Electrical Linesperson	Certificate II in Electrotechnology Certificate III in Information and Communication Technology Certificate III in Information, Digital Media and Technology

Table 7: Priority & Other Courses offered by the Campaspe VET Cluster & NOT been listed as Victorian Skills Authority Regional Priorities, Comparison with Morrisby Career Suggestions, Morrisby Careers Selected by Students & VDSS Campaspe VET Cluster Courses:

1. Priority & Other Courses offered by the Campaspe VET Cluster & have NOT been listed as Victorian Skills Authority Regional Priorities (**Figures 4 & 5** listed on page 11)
2. Morrisby career suggestions (listed on **Figure 6**, page 13)
3. Careers selected by Students (listed on **Figure 7**, page 14)
4. All VET Courses offered to VDSS & SBAT Students in the Campaspe VET Cluster in 2025 (listed in **Table 4**, pages 21 & 22)

This illustrates the extensive range of VET courses aligned with local student need that are offered to the Campaspe VET Cluster students beyond the listed Priority and Other Courses.

Priority and other courses offered by the Campaspe VET Cluster and have NOT been listed as Victorian Skills Authority Priorities	Morrisby career suggestions (listed on Figure 6, page 13)	Morrisby Careers selected by Students (listed on Figure 7, page 14)	All VET Courses offered to VDSS & SBAT Students in the Campaspe VET Cluster in 2025 (listed in Table 4, pages 21 & 22)
Animal Care ○ Certificate II in Animal Care ○ Certificate III in Equine Studies	Pet Behaviour Counsellor, Zookeeper, Animal Trainer / Handler, Horse Riding Instructor, RSPCA Inspector	Veterinary Nurse, Zookeeper, Animal Trainer / Handler, Stock and Station Agent	Certificate II in Animal Studies Certificate II in Animal Care Certificate III in Equine Studies
Salon Services and Cosmetics ○ Certificate II in Retail Cosmetics ○ Certificate II in Salon Assistant ○ Certificate III in Beauty Services ○ Certificate II in Make-up	Beauty Therapist	Beauty Therapist, Beauty Consultant	Certificate II in Retail Cosmetics Certificate II in Salon Assistant Certificate III in Hairdressing Certificate III in Make-up
Public Safety			Certificate II in Public Safety Certificate II in Public Safety - Fire Operations

Priority and other courses offered by the Campaspe VET Cluster and have NOT been listed as Victorian Skills Authority Priorities	Morrisby career suggestions (listed on Figure 6, page 13)	Morrisby Careers selected by Students (listed on Figure 7, page 14)	All VET Courses offered to VDSS & SBAT Students in the Campaspe VET Cluster in 2025 (listed in Table 4, pages 21 & 22)
Sport and Recreation o Certificate II in Outdoor Recreation o Certificate II in Sport and Recreation O Certificate III in Sport, Aquatics and Recreation	Leasure Centre Assistant, Sports Professional	Sports Professional, Sports Coach, Fitness Instructor, Sports Facility Manager	Certificate II in Sport Aquatics and Recreation Certificate III in Sport Aquatics and Recreation Certificate II in Sport Coaching
Automotive o Certificate II in Automotive Vocational Preparation		Light Vehicle Motor Mechanic, Diesel / HVG Mechanic	Certificate II in Automotive Vocational Preparation Certificate III in Automotive Body Repair Technology Certificate III in Automotive Electrical Tech
Creative Industries o Certificate II in Creative Industries o Certificate II in Screen and Media o Certificate II in Music o Certificate II in Dance o Certificate III in Music o Certificate III in Dance o Certificate II in Visual Arts o Certificate III in Visual Arts			Certificate III in Music Performance Certificate II in Visual Arts Certificate III in Visual Arts Certificate III in Music Certificate III in Design Fundamentals
Hospitality, Events and Tourism o Certificate II in Hospitality o Certificate II in Cookery o Certificate III in Events o Certificate II in Tourism o Certificate III in Tourism			Certificate II in Hospitality Certificate II in Cookery Certificate II in Baking Certificate II in Kitchen Operations

The Findings

Indeed, this is a complex puzzle

1. The Campaspe VET Cluster offers a wide range of VDSS VET Courses to the students. This offering is not comprehensive or equitable.

2. **Table 6** shows these VET courses are not comprehensive and are lacking (highlighted in **PINK**) in the areas of
    - Retail, Sales Assistants & Store Persons
    - Administration, Clerks & Business Services
    - Renewable Energy Technologies & Information Technology

    These three areas also have low interest from the students in the Campaspe VET Cluster
    `
3. Some of the courses are only offered at specific locations (inequitable offering) and are not accessible by all the Campaspe VET Cluster Students, these courses include:
    - Certificate II & III in Allied Health Assistance in Echuca
    - Certificate II in Automotive Vocational Preparation in Echuca
    - Certificate in Agriculture across the Cluster

4. Little research to date, has been undertaken on the effort placed by the schools, the CCLLEN and the Campaspe VET Cluster on preparing the school leavers for the evolution and change of long-term career and job choices over their working life. **Career education skills and attributes – framework** provides a good foundation to undertake this research.

The Recommendations

1. Campaspe VET Cluster Coordinator to work with the VET Cluster Schools and RTOs to ensure equitable access to the VDSS VET Courses offered across the Cluster in particular:
   - Certificate II & III in Allied Health Assistance in Echuca
   - Certificate II in Automotive Vocational Preparation in Echuca
   - Certificate in Agriculture across the Cluster

2. Stimulate student's awareness and interest in the following priority courses:
   - Certificate II & III in Allied Health Assistance in Echuca
   - Certificate II in Automotive Vocational Preparation in Echuca
   - Certificate in Agriculture across the Cluster

   to ensure adequate student numbers when the courses are being offered in 2026 & 2027

3. Campaspe VET Coordinator to work with the CCLLEN, the VET Cluster Schools and RTOs to discuss a strategy to potentially increase interest in the below listed low interest priority careers and subsequent course offerings:
   - Retail, Sales Assistants & Store Persons
   - Administration, Clerks & Business Services
   - Renewable Energy Technologies & Information Technology

4. Undertake research (gap analysis) into how the Campaspe VET Cluster, CCLLEN and Campaspe VET Schools are enabling the **Career education skills and attributes – framework** within the Campaspe VET Cluster.

5. Repeat this study and analysis yearly within the Campaspe VT Cluster to build a longitudinal picture of this Careers Puzzle to develop an insight into local career and course trends and to evaluate the effectiveness of VET Cluster, CCLLEN and School activities over time.

6. Work with other VET Clusters to encourage similar research to develop a comparative career puzzle analysis between VET Clusters.

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    - Echuca College
    - Kyabram P-12
    - Rochester Secondary College
    - Rushworth P-12
    - St Augustine's College
    - St Joseph's College
    - Twin Rivers Specialist School

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