

LEARNING COMMUNITY STRATEGY 2024-2029

DRAFT



"Mobilising all types of learning to drive the social, economic, environmental and cultural life of our community through a shared vision and partnership approach"

Wyndham 2040

Acknowledgement of Country

Wyndham City Council recognises Aboriginal and Torres Strait Islander peoples as the First Custodians of the lands on which Australia was founded.

Council pays respect to the wisdom and diversity of past and present Elders. We share commitment to nurturing future generations of Elders in Aboriginal and Torres Strait Islander communities.

Wyndham has a rich Aboriginal history. For tens of thousands of years, the Werribee River has been a significant meeting place for Aboriginal people to build community, exchange resources, and share responsibility for its lands.

The area that is now the City of Wyndham was inhabited by the tribes of the Kulin Nation, comprising five different language groups. Council acknowledges the Bunurong and Wadawurrung peoples of the Kulin Nation as the Traditional Owners of the lands on which Wyndham is being built.

The City of Wyndham acknowledge the continuing connection to country and the valuable contributions that Aboriginal and Torres Strait people provide to community and Australian society.

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1.0 Executive Summary

Wyndham Learning Community Strategy 2024 – 2029 strengthens connections, reaching into and deepening learning in Wyndham’s rapidly growing communities.

The purpose of the Wyndham Learning Community Strategy 2024 – 2029 is to provide a strategic and integrated framework for the creation of a community of lifelong learning and is used as the basis to lead, advocate, facilitate, initiate, foster inclusion, and deliver on Wyndham’s learning goals.

Wyndham City Council (WCC) is a member of the United Nations Educational, Scientific and Cultural Organisation (UNESCO)’s Global Network of Learning Cities¹ and, in 2021, a recipient of the UNESCO Global Network of Learning Cities Award and the Alliance for Asia- Pacific Learning Cities (APLC) Award.

UNESCO learning cities effectively mobilise resources in every sector to promote inclusivity and revitalise learning for families, and in communities and workplaces. Learning cities extend the use of modern technologies, enhance quality and excellence, and foster a culture of learning throughout life.²

The Global Network of Learning Cities supports the achievement of the United Nations seventeen Sustainable Development Goals (SDGs) contributing to ***SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all***, and ***SDG 11: Make cities and human settlements inclusive, safe, resilient, and sustainable***.³



As a Learning City, WCC enhances individual empowerment and social inclusion whilst promoting economic development, cultural safety and prosperity and environmental sustainability. Its Learning Community Strategy 2024 – 2029 focuses on First Nations 1st cultural awareness, inclusion, lifelong and life-wide learning, and sustainability for people of all ages, through a variety of learning opportunities and approaches.

¹ [UNESCO Global Network of Learning cities | Institute for Lifelong Learning](#)

² *ibid*

³ *ibid*

Extensive consultations were conducted during the development phase of the Wyndham Learning Community Strategy 2024 – 2029. These consultations confirm the Strategy contributes to the Wyndham 2040 vision by “mobilising all types of learning to drive the social, economic, environmental and cultural life of the community through a shared vision and partnership approach”.⁴ They identify four foundational areas of focus, or “pillars”, for strengthening learning in Wyndham. These pillars are:

- ❖ First Nations 1st – embedding First Nations knowledge, culture, and language into learning across life.
- ❖ Learning to Learn and Foundation Skills – strengthening language, literacy, numeracy, and digital literacy skills.
- ❖ Employability, Work Skills, and Building Careers – support the development of employability and career pathways.
- ❖ Leadership and New Learning – building community leadership through social and action learning, strengthening workforce skills and capability of local businesses, exploring new digital technologies in education, and facilitating civics learning.

Underpinning the pillars is consideration of health and wellbeing impacts, environmental sustainability and climate change, availability of culturally safe spaces and places for learning, deepening the reach of the Strategy in Wyndham’s communities, integrating actions across Council, and measuring engagement and impact.

The Strategy is formulated to respond to the learning needs of Wyndham’s rapidly growing population with planning based on a Lifecourse Framework to ensure consistency with current service and policy thinking. The Lifecourse Framework provides a tool to understand and respond to the diversity of needs within each life stage and to recognise the learning journeys taken by individuals across life.

The Strategy is informed by extensive consultations, including face to face forums and one to one conversations and surveys via The Loop. It leverages the strengths of past Learning Community Strategies by continuing with signature events such as **Wyndham Learning Festival, Wyntalks, Principals’ Breakfast, WYNnovation, Education Roundtable, Transformative Education Showcase** and **Civic Learning Initiatives**. And by promoting new events such as **Place Based Social and Action Learning**, an experiential learning approach where participants focus on solving identified community needs.

⁴ <https://www.wyndham.vic.gov.au/about-council/your-council/plans-policies-strategies/wyndham-2040>

2.0 Influencing Factors

First Nations 1st

The voices of First Nations peoples are growing ever stronger as they are increasingly influencing public discourse on culture, learning and deep meaning, whilst bringing truth to Australia's dark colonial history. Council is advancing the journey towards Reconciliation through the adoption of its second Reconciliation Action Plan⁵ (RAP) 2023 – 2025, with Reconciliation Australia granting formal endorsement in 2023.

The RAP provides Council with a framework to understand and achieve its vision for Reconciliation with First Nations People. It outlines the specific actions Council will take, over the next two years, to build relationships, respect, and opportunities with and for First Nations People whilst listening to truth.

Work commenced on the RAP with the establishment of the Wyndham Reconciliation Advisory Committee (WRAC). WRAC membership consists of nine First Nations community members and three non-Indigenous community members who meet regularly throughout the year. The WRAC has been the platform for engagement between First Nations and non-Indigenous communities with Council across a broad range of issues and in setting a new reconciliation vision for the 2023–2025 RAP.

In implementing the Learning Community Strategy 2024 – 2029, Council's Learning Community Unit will engage with several First Nations bodies such as but not limited to:

- The Bunurong Land Council
- the Wadawurrung Aboriginal Corporation
- the Wyndham Reconciliation Advisory Committee (WRAC)
- Wyndham City Council Aboriginal Staff Inclusion Group

Population Growth and Diversity

Wyndham is home to 322,226 residents. By 2041 the population is set to reach 501,634.⁶ Population growth is being driven by the settlement of new migrants into the area and by a high local birth rate⁷. Keeping up with the demand for early years, primary and secondary school infrastructure, in appropriate locations, is a major planning and advocacy challenge that will continue for the next decade.

⁵ Wyndham City Council Reconciliation Action Plan 2023 – 2025

⁶ <https://forecast.id.com.au/wyndham>

⁷ <https://www.wyndham.vic.gov.au/>

Wyndham's unemployment rate in the December 2022 quarter was 4.3%, 0.8% above the national average at 3.5%.⁸ Youth unemployment in Western Melbourne, which includes Wyndham, in October 2022 was sitting at 12%⁹ in comparison with the national youth unemployment rate at 7.7% in June 2023.¹⁰

The 2021 census shows in 2021, 48.0% of people in City of Wyndham were born overseas, compared with 35.7% in Greater Melbourne.¹¹

Mental Health and Wellbeing

Stakeholders report increased demand for mental health services, an increase in the number of school age young people disconnecting from formal education and in the prevalence of young people struggling with the transition into work.

People with Disability

People with disability are an important cohort in the City of Wyndham. An estimated 12.6% of Wyndham's population have a disability¹² compared with one in six, or 18% of people in Australia.¹³ The Wyndham Learning Community Strategy 2024–2029 has a role to play in fostering meaningful access to learning that leads to real pathways into sustainable employment and careers for people with disability.

4th Industrial Revolution

The Wyndham's Learning Community Strategy (LCS) 2024 – 2029 is being developed at a time when the fourth industrial revolution (Industry 4.0) is reshaping industries, businesses, and communities. Skilling, re-skilling, and up-skilling workers will be critical for businesses as they continually adapt to a rapidly changing economy.

New Energy Future

The transition to a renewable energy future is creating new industries, including in Wyndham, as it delivers on its commitment to a net zero community by 2040.¹⁴

Gender Equity

As per the Gender Equality Act 2020, Wyndham City conducts Gender Impact Assessments (GIAs) for policies, programs, or services affecting the public. This ensures fairness and equal access. The GIA for the Learning Community Strategy 2024–2029 prioritises gender equity, diverse input, and early care and education investment for lifelong well-being and learning.

⁸ Unemployment rate | Wyndham | economy.id

⁹ <https://www.jobsandskills.gov.au/sites>

¹⁰ <https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force>

¹¹ Birthplace | City of Wyndham | Community profile (id.com.au)

¹² <https://www.wyndham.vic.gov.au/sites/>

¹³ <https://www.aihw.gov.au/reports/disability/people-with-disability-in-australia/>

¹⁴ Resilient Wyndham 2021 – 2025

Widespread Support for Learning

Consultations for the Learning Community Strategy 2024 – 2029 confirm widespread support within Wyndham for Council’s commitment to the Learning Community Strategy approach and for deepening its reach into Wyndham’s diverse local communities. High value is placed on the role of Council in providing a roadmap for equitable, inclusive, and innovative lifelong and life wide learning in Wyndham.¹⁵

Community members and stakeholders highlight the need to focus on First Nations 1st and to address language, literacy, numeracy, and digital literacy across life stages, improve the transition of young people into work, strengthen leadership capabilities across the community and embrace health and wellbeing and environmental sustainability as critical to learning in communities and economies.

¹⁵ Wyndham City Council Learning Community Strategy 2018 – 2023 Evaluation

3.0 Reaching Deep into Community and Creating Impact – A Learning Strategy for the Future

3.1 Wyndham City Council Learning Community Strategy 2024 – 2029

The purpose of the Wyndham City Council's Learning Community Strategy 2024 – 2029 is to **promote a learning culture where equity and inclusion ensure benefits are available to all residents**. The benefits from formal and non-formal learning are widely seen as:

- Greater productivity and economic growth,
- Innovative ideas leading to more and better jobs,
- Improved labour market and earning outcomes for individuals,
- Positive public returns at every level,
- Increased equity and social mobility and a reduction in poverty.¹⁶

The Strategy and its accompanying Action Plan (Section 4) is designed with consideration for the diversity and experiences of Wyndham's citizens.

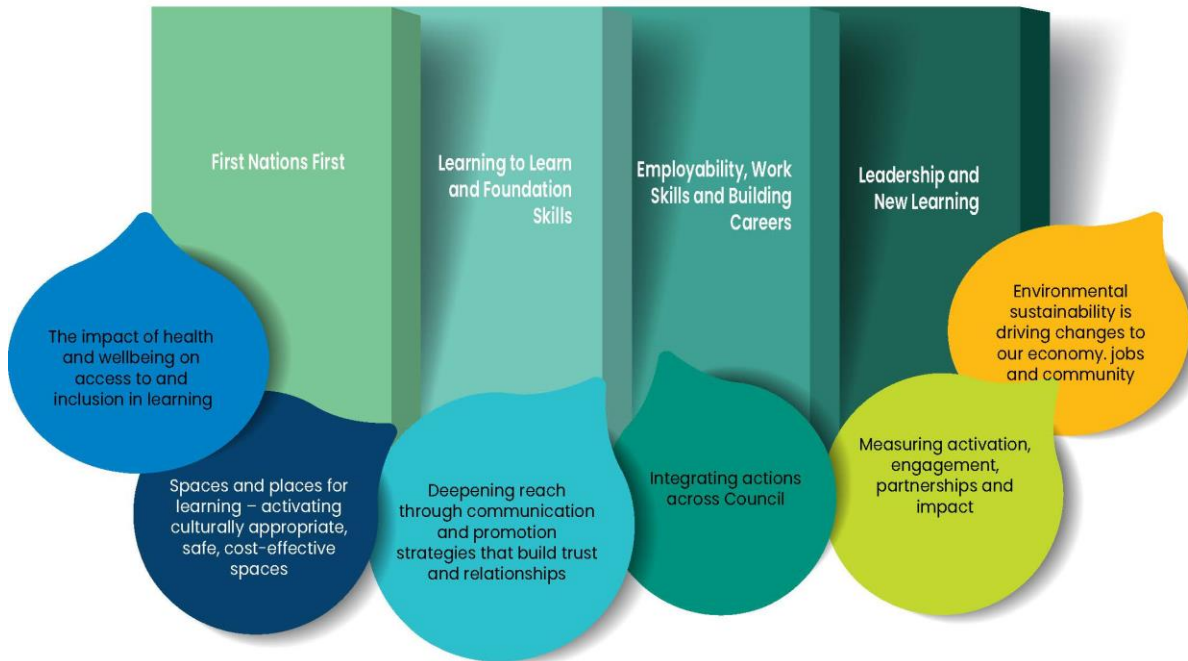
It focuses specifically on the current and future learning needs of Indigenous Australians and Wyndham's culturally and linguistically diverse peoples and takes account of gender diversity in learning and the access and equity needs of people with disability.

The Strategy identifies four pillars **for strengthening learning in Wyndham**, being:

1. First Nations 1st – embedding an understanding of First Nations culture into learning across life, addressing barriers to access and equity in learning and supporting culturally safe workplaces for Indigenous Australians.
2. Learning to Learn and Foundation Skills – facilitating the development of language, literacy, numeracy, and digital literacy skills for all life stages.
3. Employability, Work Skills, and Building Careers – developing employability and work skills for young people transitioning into work and exploring opportunities to build careers.
4. Leadership and New Learning – building community leadership through social and action learning, strengthening capability of local businesses, exploring new digital technologies in education, and facilitating civics learning.

¹⁶ <https://gpseducation.oecd.org/revieweducationpolicies>

Four pillars for strengthening and deepening learning in Wyndham



Underpinning the pillars is consideration of health and wellbeing impacts, environmental sustainability and climate action, availability of culturally safe spaces and places for learning, deepening the reach of the Strategy in Wyndham's communities, integrating actions across Council, and measuring engagement and impact.

3.2 Governance and Accountability

The proposed governance structure for the Learning Community Strategy 2024 – 2029 draws on internal alignment and integration across Council and key stakeholder networks.

The Learning Community Unit will update Council throughout the year.

The Learning Community Steering Committee (LCSC) was formed with representation from across Council to provide input into the Learning Community Strategy 2024 – 2029. The LCSC will continue to ensure integration and alignment of actions across Council. The LCSC will meet twice a year and be convened by the Coordinator Learning Community. It will have the following responsibilities:

1. Identify actions relevant across Council, and leverage resources for greater success.
2. Monitor and communicate on progress.
3. Identify issues and emerging risks.
4. Share successes, lessons learned and opportunities for promotion.
5. Support the collection of agreed data.
6. Have input into the Action Plan of subsequent years and contribute to other plans and strategies.

Key Stakeholder Networks Supporting Delivery of the LCS 2024 – 2029

Council's Learning Community Unit will work with the following Stakeholder Networks as a reference for reflection on, and evaluation of Learning Community actions:

- WRAC once a year
- The Wunggurrwil Dhurrung Centre
- Wyndham Disability Services Network
- Wyndham Humanitarian Network
- The annual Principals' Breakfast
- Businesses Networks in Wyndham.

At the end of each year the Learning Community Strategy team will hold an Annual Community Forum to report to key stakeholders on progress and outcomes for the year and gain input into the Action Plan for the following year.

3.3 The Vault – a repository for issues and themes

A summary of the consultations held during the formation of the Learning Community Strategy 2024 – 2029 and Action Plan is available for reference in The Vault and can

be accessed via the link <https://www.wyndham.vic.gov.au/services/wyndham-learning-city>.

The purpose of retaining this information is to ensure the richness of ideas and input is not lost and can inform the ongoing development and implementation of the Learning Community Action Plan.

3.4 Aligning Purpose and Actions

The Wyndham City Council Learning Community Strategy 2024 – 2029 draws from key Council documents to ensure its actions are aligned with Council commitments and strategies, in particular:

- Wyndham 2040
- Wyndham City Plan 2021 – 2025
- Wyndham Municipal Public Health and Wellbeing Plan 2021 – 2025
- Wyndham Library Service Strategy 2018 – 2040
- Wyndham Reconciliation Action Plan 2023 – 2025
- Wyndham Smart City Strategy 2019 – 2024
- Living Your Best Life in Wyndham: Lifecourse Framework
- Wyndham Economic Development Strategy 2022 – 2026
- Wyndham Inclusion and Accessibility Action Plan
- Resilient Wyndham 2021 – 2025
- Customer Experience Strategy 2023 – 2027.

More detail on the alignment between the Learning Community Strategy and key Council documents can be found in The Vault.¹⁷

¹⁷ <https://www.wyndham.vic.gov.au/services/wyndham-learning-city>

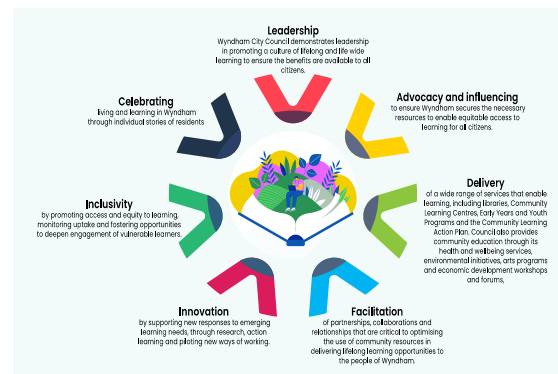
3.5 Key Stakeholder Roles

Wyndham City Council and the Learning Community Unit take on the following roles in implementing the Learning Community Strategy 2024 – 2029 Action Plan:

Leadership – Wyndham City demonstrates leadership in promoting a culture of lifelong and life wide learning to ensure the benefits are available to all citizens.

Advocacy and influencing – to ensure Wyndham secures the necessary resources to enable equitable access to learning for all citizens.

Delivery – of a wide variety of Council services enable learning, including Libraries, Learning Centres, Early Years, Youth Programs, Arts Programs, and Economic Development initiatives such as SPARK and Council's Learning Community Action Plan.



Facilitation – of partnerships, collaborations and relationships that are critical to optimising the use of community resources in delivering lifelong learning opportunities to the people of Wyndham.

Innovation – by supporting new responses to emerging learning needs, through research, action learning and piloting new ways of working.

Inclusivity – by promoting access and equity to learning, monitoring uptake, and fostering opportunities to deepen engagement of vulnerable learners.

Celebrating – living and learning in Wyndham through individual stories of residents and celebrating and promoting learning through an annual Learning Festival.

3.6 Partners and Stakeholders

Partnerships are at the core of success for Learning Cities. By fostering cross-sectoral partnerships Wyndham City can harness human and intellectual capital, spaces and places, digital technology, equipment, and community networks to further its Learning Community aims.

Wyndham City has established partnerships with more than 65 organisations. These partners undertake agreed actions, provide feedback, participate in network events throughout the year and contribute to the Learning Community Action Plan at the Annual Forum.

4.0 Learning Community Strategy 2024 – 2029 Action Plan

4.1 Translating Strategy into Action

The Learning Community Action Plan translates the intent of the Learning Community Strategy 2024 – 2029 into actions and guides the work of the Learning Community Unit and its partners.

The Action Plan consists of two components:

- Underpinning Actions – identified as either ongoing throughout the life of the Strategy or for completion in Year 1.
- The Annual Action Plan – which is based on the four Learning Pillars and identifies specific actions and Action Leaders for Year 1 and potential actions ongoing throughout the Strategy.

The Learning Community Strategy 2024 – 2029 Action Plan continues to utilise signature events from past Learning Community Strategies as a means of fostering learner engagement. The signature events are:

Wyndham Learning Festival (WLF) – Wyndham’s largest annual learning event, focusing on promoting and celebrating learning across life. WLF is led by Wyndham Community and Education Centre (Wyndham CEC) with support from Wyndham City.

Wyntalks – provide thought leadership through a number of events each year to explore future practice in learning and the new media revolution.

Annual Principals’ Breakfast – to provide the opportunity to discuss issues impacting schools and learning across Wyndham and to build constructive relationships with Principals in the municipality.

WYNnovation – presented by Wyndham City’s Economic Development Unit, WYNnovation celebrates business, innovation, and entrepreneurship through an action-packed month of events.

Annual Education Roundtable – to identify key strategic planning and resource issues impacting Wyndham’s learning sectors. It facilitates solutions through cross sector partnerships and informs the Learning Community advocacy agenda.

Transformative Education Showcase – a Wyndham CEC event that showcases and celebrates best practice in learning and explores next practice in partnerships that foster student and family centred learning.

Civic Learning Initiatives – provide new entrants to Australia and young people with the opportunity to experience and explore key Australian and Wyndham civic institutions and sectors.

The Strategy also identifies **Place Based Social and Action Learning** as an additional signature event.

“Place Based Social and Action Learning refers to an educational approach designed to address specific learning needs in a community by integrating the local environment, social context, and community engagement.

It is a community-centred educational approach that leverages the local environment and social interactions to address identified community learning needs. It promotes active engagement, collaboration, and practical problem-solving to empower learners and contributes to positive change within the community.”¹⁸

Emerging events

In addition to the events identified above, Council’s Arts, Events and Culture Venues team are planning a range of First Nations events in the coming years that will have a strong emphasis on learning and are aligned to the vision of the Learning Community Strategy.

¹⁸ John Sheen, Director Education, Wyndham Community and Education Centre.


4.2 Wyndham City Council Learning Community Strategy 2024 – 2029 Action Plan

4.2.1 Underpinning Actions

The impact of health and wellbeing on access and inclusion in learning

The Learning Community Strategy and the Action Plan includes a wellbeing lens to ensure places and spaces need to be psychologically safe for all Wyndham citizens to learn.

Underpinning Action: Apply a wellbeing lens to all Learning Community Actions – *ongoing throughout the Strategy.*




The impact of health and wellbeing on access to and inclusion in learning

Environmental Sustainability and Climate Action

Over the life of this strategy changes to the economy, new jobs and a shift in the way communities operate will be driven by the need to respond to the challenges of environmental sustainability.

Underpinning Action: All Learning Community Actions to contribute to action on environment and climate – *ongoing throughout the Strategy.*



Environmental sustainability is driving changes to our economy, jobs and community

Spaces and places for learning – activating culturally appropriate, safe, cost-effective spaces, including online spaces, in local communities

With Wyndham growing rapidly spaces for learning need to be accessible, culturally, and psychologically safe and cost effective for Wyndham citizens to use for learning.


Underpinning Action: Undertake an audit of possible learning and study spaces, current utilisation and resources required to better ensure accessibility and comfort in learning. Explore the centralisation of information to make it easier to find learning spaces – Refer 4.2.2 *Year 1 of the Annual Action Plan.*



Spaces and places for learning – activating culturally appropriate, safe, cost-effective spaces

Deepening reach through communication and promotion strategies that build trust and relationships

With Wyndham's diverse population set to double in fifteen years, the Learning Community Strategy has the challenge of reaching deeper and deeper into communities to ensure people know what is available, are comfortable to access the learning they need and feel safe to say what they want.



Deepening reach through communication and promotion strategies that build trust and relationships


Underpinning Action: Design and build a clever easy to navigate Portal to provide visibility over learning in Wyndham and enable far-reaching promotion of learning activities – Refer 4.2.2 Year 1 of the Strategy.

Underpinning Action: Explore innovative approaches to reaching deep into communities to provide information and gain feedback – *ongoing throughout the Strategy.*

Underpinning Action: Work with the Smart City Unit to explore the potential for high impact visual promotions of Learning Community events and promote the UNESCO Learning City brand throughout the municipality – Refer 4.2.2 Year 1 of and ongoing throughout the Strategy.

Integrating actions across Council

The Learning Community Strategy touches all areas of Council and provides opportunity for integration, alignment, and collective action. The internal Learning Community Steering Committee will assist in aligning, promoting, evaluating, and resetting the Action Plan each year.



Integrating actions across Council

Underpinning Action: Cross promote Council learning events such as those planned and facilitated by Economic Development and Social Inclusion Unit, Seniors Festival and Youth Services initiatives – *ongoing throughout the Strategy.*

Underpinning Action: Work with Economic Development, Social and Economic Inclusion Unit and Smart Cities to develop a collaborative learning project that forms a case study on integration – *ongoing throughout the Strategy.*

Underpinning Action: Explore the potential for the Learning Community Strategy to support Council in achieving social benefit objectives– *ongoing throughout the Strategy.*

Collecting and Using Data in New Ways

Previous Strategies focused on measuring activation through attendance, engagement through partnerships and impact through individual case studies.

The advent of Wyndham as a Smart City provides an opportunity to explore the development of data collection method/s to enable Council, and partners, to measure engagement and impact and develop a stronger evidence base for decision making.



Measuring activation,
engagement,
partnerships and
impact

Underpinning Action: Work with Smart City Unit to explore simple mechanisms to support the collection of engagement and individual impact data (compliant with privacy and cyber security obligations) – *ongoing throughout the Strategy.*

The Learning Community data can tell the story of its Learning Festival and other signature events through creative visualisations in public spaces across Wyndham to support its efforts to be accountable and visible to Wyndham's citizens and deepen the reach of learning further into Wyndham communities.

Underpinning Action: Work with Smart City Unit to explore opportunities to utilise the data being collected to measure engagement and impact in promoting learning engagement– *ongoing throughout the Strategy.*

4.2.2 Annual Actions

Learning Community Strategy Pillars	Issues and themes for action	2024	2025 – 2029	Responsibilities and Roles
1.0 First Nations 1st –	Reconciliation Action Plan (RAP)	1.01 Engage with WRAC to inform the roll out of Learning Community Action Plan	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation	Learning Community Unit (LCU), Reconciliation Lead and WRAC
		1.02 Explore the potential for a cultural values assessment of Wyndham with a focus on learning	Undertake actions to promote cultural values assessment	LCU, Bunurong and Wadawurrung Traditional Owners
	Recognition of First Nations Culture and Treaty	1.03 Explore internal First Nations training for all WCC staff	Develop online self-paced First Nations training for new staff	WCC Organisational Development Unit, Reconciliation Lead
		1.04 Explore potential for Cultural Awareness events, Cultural Tours on Country	Learning Festival Events focused on increasing recognition of First Nations culture and Treaty. e.g. cultural tours and Stories of Two First Nations Cultures	LCU, Bunurong and Wadawurrung Traditional Owners, Victoria University, Wunggurrwil Dhurrung, First Nations Youth Engagement Officer. Arts, Events and Cultural Venues

		1.05 Wyntalk on Treaty, or other outcomes from cultural values assessment	Explore Smart Cities technologies to promote interpretative learning opportunities for significant sites	LCU and Smart City Unit
	Make visible the learning needs of Wyndham's First Nations people	1.06 Principals' Breakfast with theme of First Nations services and supports	Foster the development of culturally safe learning spaces across Wyndham	LCU and Principals Network. Wyndham Libraries
		1.07 Promoting library services as welcoming spaces for First Nations people	Implement an ongoing campaign for library services	LCU, WRAC, Wyndham Libraries and Neighbourhood Hubs
		1.08 Presentation on Indigital Schools Master Class outcomes	Support delivery of Master Classes	LCU and Wyndham Tech School
2.0 Learning to Learn and Foundation Skills	Language, Literacy, Numeracy and Digital Skills	2.01 Highlight growth in demand for language, literacy, numeracy and digital training in Wyndham for all life stages	Promote the LLN development work being undertaken in the community.	LCU and Wyndham Neighbourhood Hubs Social and Economic Inclusion Unit
		2.02 Support the Early Years "Sharing Stories Help Your Child Learn from Birth" Project	Explore Smart Cities Tech to share stories more broadly	Wyndham Libraries Children's Team

		2.03 Explore models of intergenerational learning to build foundation skills	Transformative Education Showcase sharing intergenerational models to strengthen learning	LCU, WCEC and Wyndham Youth Services Team and Climate and Resilience Unit
3.0 Employability, Work Skills and Building Careers	<u>Employability skills and workplace learning</u>	3.01 Wyntalk to present innovative models developing employability skills including where bi-lingual workers support new workers	Principals' Breakfast - businesses and Principals discuss changing employability skills needs	LCU and Principal's Network and business network
		3.02 Celebrate and promote local career pathways	Celebrate and promote local career pathways	LCU WynBay LLEN Skills and Jobs Centres Social and Economic Inclusion Unit
		3.03 Engage local employers in creating greater visibility of local career pathways for people with disability and skills development options	Disability awareness training for local businesses	LCU Wyndham Disability Services Network and WynbayLLEN
	Growing sustainable resilient local businesses	3.04 Determine future skills requirements of small to medium size businesses	Promote the importance of learning in welcoming and inclusive workplaces	LCU, Economic Development, SPARK, Libraries, Social and Economic Inclusion and Climate and Resilience Unit

4.0 Leadership and New Learning	Leading and Learning in Wyndham	4.01 Capture stories of learning professionals in Wyndham and promote and celebrate	Education Roundtable to explore the key attributes of high performing learning professionals	LCU, Schools and Advocacy Unit
	Build Leadership in the Community	4.02 Promote the Youth Services Civic Participation Program	Capacity Building focused on community leadership and civic participation	LCU, Youth Services, Community Strengthening unit and Climate and Resilience Unit
		4.03 Utilise Place-based Social and Action Learning to identify areas where learning in action can have most impact in a local community	Place-based Social and Action Learning embedded into LCS learning opportunities	LCU, Wyndham CEC, Community Strengthening Unit and Neighbourhood Hubs
	Engage, participate in, and connect to key learning networks	4.04 Active participation in Australian Learning Communities Network (ALCN) and LearnWest Network	Active participation in ALCN and LearnWest Network	LCU
		4.05 Maintain connections with PASCAL, UNESCO and GNLC	Continue international connections	LCU
	Civic and Social learning	4.06 Extend and promote Civic Learning initiatives	Extend and promote Civic Learning initiatives	LCU, Wyndham CEC, Youth Services and Community Strengthening Unit

Innovation and new digital technology	4.07 STEM Education & Industry Conference	Extend and promote STEM Education & Industry Conference	LCU, Wyndham Tech School and Smart Cities
	4.08 Transformative Education Showcase focusing on Increasing access to learning using multi-channel digital technology (AI, AR, VR and google translator)	Share access to multi-channel digital technology (AI, AR, VR and google translator)	Wyndham Tech School
	4.09 Through Wyndham Coding Champs Competition, provide opportunity for children to engage in STEAM and explore creativity and innovation	Showcase the STEAM creations and achievements of Coding Champs	LCU and Libraries IT Team
Promoting education for sustainable development	4.10 Wyntalk to inform and educate community on environmental sustainability and climate action	Learning Festival events focused on environmental sustainability and climate action	LCU and Wyndham CEC
	4.11 Engage with UNESCO GNLC to share projects and models of engagement		LCU
Make visible the learning needs of Wyndham's diverse communities	4.12 Education Roundtable on diversity and learning - gender equality, CALD communities, people with disability services and older people	Learning Festival events showcasing learning and diversity in Wyndham	LCU, Wyndham Disability Services Network, Social Policy Unit and Wyndham CEC

		4.13 Promote benefits of learning across life for older people	Promote benefits of learning across life for older people	LCU and Community Strengthening Unit
		4.14 Connecting to the diverse stories of the communities of Wyndham		Libraries (Library of People)
5.0 Underpinning Considerations	Spaces and Places	5.1 Audit of possible learning and study spaces in Wyndham	Explore model for optimising usage	LCU and Arts Events and Cultural Spaces
	Deepening reach	5.2 Design and build a clever easy to navigate Portal to provide visibility over the Learning Community Strategy	Promote Portal as go to for information on learning in Wyndham	LCU
		5.3 Develop high impact visual promotions of Learning Community events and promote the UNESCO Learning City brand throughout the municipality		LCU and Smart Cities
	Collecting and using data in new ways	5.4 Explore a simple mechanism to support the collection of relevant data	Explore the potential for trials for simple new measures and methods to collect and analyse data	LCU and Smart Cities
The impact of health and wellbeing on access and inclusion in learning		Apply a wellbeing lens to all Learning Community Actions – <i>ongoing throughout the Strategy.</i>		
Environmental Sustainability and Climate Action		All Learning Community Actions to contribute to action on environment and climate – <i>ongoing throughout the Strategy.</i>		

Deepening reach	Work across Council, (e.g. with Youth Services) to explore innovative approaches to reaching deep into communities to provide information and gain feedback – <i>ongoing throughout the Strategy.</i>
	Work with the Smart City Unit to develop high impact visual promotions of Learning Community events and promote the UNESCO Learning City brand throughout the municipality – Refer 4.3.2 Year 1 and <i>ongoing throughout the Strategy.</i>
Integrating actions across Council	Cross promote Council learning events such as those planned and facilitated by Economic Development and Social Inclusion Unit, Seniors Festival, Resilient Wyndham Action Plan and Youth Services initiatives – <i>ongoing throughout the Strategy.</i>
	Work with Economic Development, Social and Economic Inclusion Unit and Smart Cities to develop a collaborative learning project that forms a case study on integration – <i>ongoing throughout the Strategy.</i>
	Explore the potential for the Learning Community Strategy to support Council in achieving social benefit objectives– <i>ongoing throughout the Strategy.</i>
Collecting and using data in new ways	Work with Smart City Unit to explore simple mechanisms to support the collection of engagement and individual impact data (compliant with privacy and cyber security obligations) – <i>ongoing throughout the Strategy.</i>
	Work with Smart City Unit to explore opportunities to utilise the data being collected to measure engagement and impact in promoting learning engagement– <i>throughout the Strategy.</i>

4.2.3 Signature Events 2024

The following table summarises the 2024 Learning Community signature events.

Signature Event	2024
Wyndham Learning Festival	Cultural Awareness, Cultural Tours on Country, and Stories of Two First Nations Cultures
Wyntalks	Themes from which to choose Wyntalks in 2024: <ul style="list-style-type: none"> - Treaty, or other outcomes from cultural values assessment. - Innovative models developing employability skills including where bilingual workers support new workers. - Inform and educate community on environmental sustainability and climate action
Principals' Breakfast	First Nations services and supports.
WYNNnovation	Celebrates business, innovation, and entrepreneurship through an action-packed month of events.
Education Roundtable	Diversity and learning – gender equality, CALD communities, people with disability services and older people.
Transformative Education Showcase	Focus on Increasing access to learning using multi-channel digital technology (AI, AR, VR and google translator).
Civics Learning initiatives	Extend and promote Civic Learning initiatives.
Place-based Social and Action Learning	Identify areas where learning in action can have most impact in a local community.

5.0 Accountability and Evaluation Framework – Measuring Engagement and Impact

5.1 Background to the Framework

The aim of the Wyndham Learning Community Strategy 2024 – 2029 Accountability and Evaluation Framework is to guide appropriate data collection, analysis and reporting on implementation to ensure accountability across the life of the Strategy. It draws on the work of Dr Isabelle Kingsley¹⁹ who identifies five key steps to evaluation²⁰, with these being:

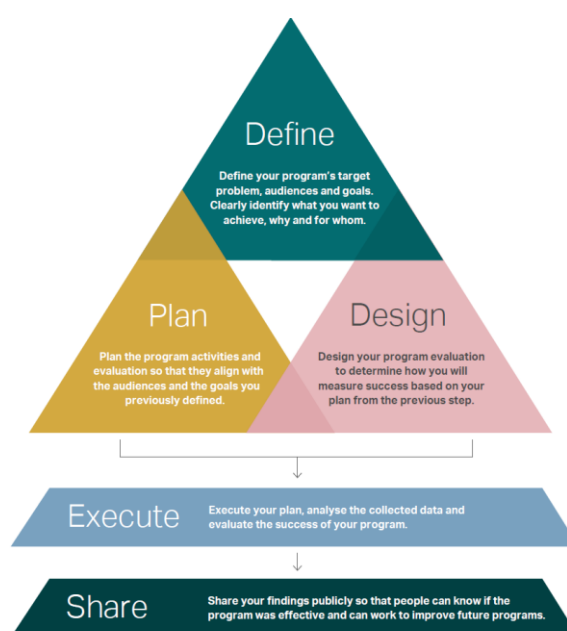
Step 1: Define the problem, the audience, and goals.

Step 2: Plan the activities to reach the goals.

Step 3: Using the information gained from aligning audiences, goals, identify the activities and priorities to **design the evaluation**.

Step 4: Execute, decide on who will participate, how information will be gathered and stored and how the data will be examined, summarised, and stored.

Step 5: Share by disseminating the findings publicly to key stakeholders.



The Framework is developed with the knowledge that the tools are not yet available to the Learning Community Unit to gather complex data sets on individual participation effectively and efficiently from the partner organisations. By working closely together the Learning Community and Smart City Units will explore the potential to develop new data collection tools to enhance data collection, analysis, and reporting.

In designing the Framework and nominating the data to be collected and stored consideration has been given to the requirements of the Privacy Act 1988²¹ and the Security Legislation Amendment Bill 2018²².

¹⁹ Dr Isabelle Kingsley, Senior Research Associate, is a researcher, science communicator and educator. Isabelle is a former high school teacher and museum educator. She is co-founder and former-director of the Sydney Science Festival and Chief Education and Research Officer for a STEM e-learning company—Arludo. Her research focuses on measuring the impacts of science education and outreach.

²⁰ Dr Isabelle Kingsley, Quick Reference Evaluation Guide

²¹ <https://www.legislation.gov.au/>, Privacy Act 1988

²² Cyber Security – Law Council of Australia

5.2 Designing the Framework

5.2.1 Define and Plan

As identified in Section 3 of this document the purpose of the Wyndham Learning Community Strategy 2024 – 2029 is to **promote a learning culture where equity and inclusion ensure benefits are available to all residents** with the success of the strategy being its ability to **strengthen learning in Wyndham** by delivering on the priorities of its four pillars:

Pillar 1: First Nations 1st – embedding an understanding of First Nations culture into learning across life, addressing barriers to access and equity in learning and supporting culturally safe workplaces for Indigenous Australians.

Pillar 2: Learning to Learn and Foundation Skills – facilitating the development of language, literacy, numeracy, and digital literacy skills for all life stages.

Pillar 3: Employability, Work Skills, and Building Careers – developing employability and work skills for young people transitioning into work and exploring opportunities to build careers.

Pillar 4: Leadership and New Learning – building community leadership through social and action learning, strengthening capability of local businesses, exploring new digital technologies in education, and facilitating civics learning.

Section 4 of this document outlines the actions that have been identified to promote and strengthen learning in Wyndham.

5.2.2 Designing the Framework

Engagement and impact are central to the success of the Strategy in promoting the benefits of learning to all residents and strengthening and deepening learning in Wyndham.

Four broad measures have been identified as key to determining the nature and extent of the quantitative and qualitative data to be collected in relation to each Pillar:

Engagement



Engagement provides an indication of reach. The data available from the current Strategic Plan provides a baseline for overall engagement in Learning Community events. Engagement measures for this Strategy will seek to gain greater insight into demographic and geographic engagement across ages, genders, and cohorts.

Individual Impact



Measuring individual impact provides an opportunity to test assumptions about the outcomes for individuals as they participate in learning events. Within the resources of the Learning Community Unit, it is possible for individual impact to be measured using approaches such as “Most Significant Change” and “Case Studies”.

Community and Cohort Impact



Within the aim of promoting learning for all residents of Wyndham, the Strategy specifically identifies key cohorts and communities. The First Nations 1st Pillar and its actions and targeted actions in Pillars 2, 3 and 4 provide the opportunity for the Learning Community Unit to work with key stakeholder committees (Section 3.5 Governance and Accountability and Section 5.2.4) on identifying community and cohort impact.

Systems Impact



Systems Impact measures the intended and unintended changes to the way systems work to engage and support learners and identify factors that pivot systems to respond differently to learning challenges in the community. The Learning Community Strategy sits across formal and informal learning sectors, giving it the opportunity to influence how systems can be molded to create greater access, equity, and inclusion.

5.2.3 The Accountability and Evaluation Framework

Define	Problem:	How do we strengthen learning in Wyndham and promote a learning culture where equity and inclusion ensure benefits are available to all residents
	Audience	Goals
	<ul style="list-style-type: none"> All Residents of Wyndham WCC Key Stakeholder Committees involved in Governance Partners 	<p>Pillar 1: First Nations 1st – embed an understanding of First Nations culture into learning across life, address barriers to access and equity in learning and support culturally safe workplaces for Indigenous Australians.</p> <p>Pillar 2: Learning to Learn and Foundation Skills – facilitating the development of language, literacy, numeracy, and digital literacy skills for all life stages.</p> <p>Pillar 3: Employability, Work Skills, and Building Careers – developing employability and work skills for young people transitioning into work and exploring opportunities to build careers.</p> <p>Pillar 4: Leadership and New Learning – building community leadership through social and action learning, strengthening capability of local businesses, exploring new digital technologies in education, and facilitating civics learning.</p>
		Outcomes
		<p>Engagement of broad range of community in Wyndham in learning</p> <p>Engagement of cohorts in Learning Community actions</p>

Impacts

Access, equity, and inclusion in learning

Activities		Evaluation Priorities	Key Questions	Indicators
Activities: See Action Plan	Inputs:	1-3 priorities for evaluation	What questions will evaluation answer?	What demonstrates the outcomes?
Pillar 1 Actions 1.1 – 1.9	LCU resources	1. Engagement of Wyndham residents in learning	To what extent does the LCS engage Wyndham residents in learning?	Registrations
Pillar 2 Actions 2.1 – 2.3	Internal and/or external partners and resources		To what extent does the LCS engage specific cohorts?	Attendees
Pillar 3 Actions 3.1 – 3.4	Key stakeholder committees			Web visits
Pillar 4 Actions 4.1 – 4.15	Wyndham Libraries, Community Centres, Neighbourhood Hubs	2. Impact of learning for individual learners, community, and specific cohorts	What impact is the LCS having on individual learners and at the community and cohort level? What has changed for individuals and for cohorts?	Uptake of actions
Underpinning actions 5.1 – 5.4	Annual Forum with stakeholders	3. System changes in the way sectors work together to solve access, equity, and inclusion issues	What are sectors doing differently to improve access to, equity and inclusion in learning in Wyndham.	Survey responses including The Loop
	Outputs:			Partner engagement
	Promotional material			Diversity of case studies
	LCPC reports			Diversity of most significant change
	Annual LC reports			Impact measures
	Updated annual LCS Action Plan			Survey responses
				New ways of working
				Cross sectoral partnerships
				New offerings
				Reports of increases in priority cohorts
				accessing learning

DESIGN	Design Approach	Method	Data Collection Tool
	Learner engagement	Qualitative, quantitative, mixed Mixed – Qualitative and quantitative	Survey, interview, observation? Data on registrations, attendees Learner and partner satisfaction surveys Measuring relationship drivers, Ease, Communication and Response times
	Impact Individual Learners	Qualitative Impact measurement tools	Audio, visual interview and analysis, Surveys, Journey mapping, Most Significant Change, Learner narratives, case studies
	Impact Key Cohorts and Communities	Mixed – Qualitative and Quantitative Impact measurement tools	Surveys, Digital impact mapping tools Most Significant Change method Engagement in learning events
	Systems impact	Mixed – Qualitative and Quantitative Systems mapping	Reports and Narratives of change, Collect feedback, listen, make changes – doing things differently Delivery of Action Plan actions Number and type of partners Partner interviews Analysis of input into Annual Action Plan

5.2.4 Implementation and Sharing (Reporting)

The Learning Community Unit will take carriage of the implementation of the Learning Community Strategy. The 2024 Action Plan is included in this strategy document. An Annual Forum will be conducted in December each year to review actions and set the Action Plan for the upcoming year.

The Learning Community Unit will continue to produce an Annual Community Update to showcase the Strategy, actions, and achievements. The Annual Community Update will serve as a report to Council, as well as to the residents of Wyndham and partners.

In addition, the Learning Community Unit will report to the Manager Libraries and Learning and will regularly engage with and report to the following key stakeholder committees:

- Learning City Portfolio Committee, or other Council established reporting mechanism
- Learning Community Steering Committee
- WRAC Committee
- Wunggurrwil Dhurrung Stakeholders
- Wyndham Disability Services Network
- Wyndham Humanitarian Network
- Principals' Breakfast Network.

In addition, the Learning Community Unit will engage with and report on its achievements to the LearnWest Network, the Australian Learning Communities Network, PASCAL, UNESCO, and the Global Network of Learning Communities.

6.0 References

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