



2014

School to Work Survey **REPORT**

Western Riverina



LEETON SHIRE COUNCIL
Preserving the Past, Enhancing the Future



Front Cover

Students from regional schools participating in the **MIA AG Inspirations Camp** (13-17th Oct 2014): At the Field Day "*The Primary Business of Production*" (13/10/14), getting an insight into IT and the use of drones in Agriculture from Agronomist Mark Norvall. (www.youtube.com/watch?v=ESpOsw2Qqfo&feature=youtu.be) or search for Midstate Video Productions MIA AG Inspirations.

Disclaimer

The opinions expressed in this report are those of the writers and compilers and are made with due care and consideration to all persons involved. There have been no deliberate omissions or deletions, and any error is regretted.

The opinions, conclusions and comments expressed are those drawn from respective respondents and are in no way those of the Griffith City Council, Leeton Shire Council, or GetSet Partnership Brokers. No responsibility for these is to be attributed to the organisations as a whole.

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Parts of the 2014 School to Work Survey Report may be replicated or used in other documents, so long as the data is referenced to the **2014 School to Work Survey Report**.

INTRODUCTION

In 2014, one of the most comprehensive School to Work surveys was completed with the assistance from eleven regional High Schools capturing the views of up to 600 students on their preparedness in leaving school for study and work.

The Western Riverina School to Work Survey has expanded from nine to eleven schools to include Narrandera High and Coleambally Central Schools, taking the number of participants from 347 to 597 students - a major feat in two subsequent years.

You may notice a few changes to the 2014 School to Work Report. A number of questions have been added, and some questions have been expanded upon to tease out further information from students. The results from the first School to Work survey provided direction in relation to which questions might lead to a more detailed response in a 'tick and flick style' questionnaire. The results, utilising Survey Monkey and Excel are formatted in this report for your perusal.

Each question will provide a breakdown of how many students responded and how many students skipped the question. Skipped figures do not necessarily mean that students decided not to respond. Many of the questions diverted students further along in the survey, which is why there are some questions in which small numbers of students answered. This, in some respects could also indicate that perhaps students did not fully comprehend the question (Question 8 may be a good example of this.)

You may also notice that the Survey Report is split into segments such as; Introduction; You and Your School; You and Your Work; You and Your Qualifications; Your Future Education; for quick reference to questions pertaining to this section.

Some acknowledgements: This year's 2014 School to Work Survey would not have been possible without the assistance and support of Dr Lain Dare from the University of Canberra. Dr Dare spent many hours authenticating the questions during the pre-planning stages to ensure the questions could be collated in survey format. Dr Dare has been instrumental in setting up and formatting the survey as well as analysis of a number of questions. Dr Dare's credibility and survey experience has been instrumental in preparing the survey to be extended to other regions, and we are hopeful that our **2014 School to Work Survey** will be the precursor to what could ultimately become an LGA-driven State-wide intentional/exit survey of year 11 and 12 students.

A fond farewell to the Facilitating Executive — Jeanine Bird (Partnership Broker) from GetSet Inc, whose initiative it was to broker a more comprehensive and regionally indicative survey to enhance a survey Nicola James¹ was keen to establish (to ascertain what after-school jobs students had, and the hours they were working). Jeanine's Partnership Brokers contract position ceased in December 2014 due to cuts in funding. Similarly, Leeton Shire Council's Peter Kennedy (Economic Development Manager), who was involved from the outset, has taken up a position in Adelaide.

A sincere thank-you to Nicola James, upon whom the burden of compiling and completing this Report has largely fallen.

¹ Nicola James is the Tourism & Economic Development Officer, Griffith City Council
2014 School to Work Survey Report

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Partnership Schools

School Logo	School / School Grouping	Survey Abbreviation
	<p>Ardlethan Central School Barellan Central School Hillston Central School Coleambally Central School</p>	<p><i>Central Schools</i></p>
	<p>Griffith High School</p>	<p><i>Griffith High</i></p>
	<p>Leeton High School</p>	<p><i>Leeton High</i></p>
	<p>Marian Catholic College</p>	<p><i>Marian CC</i></p>
	<p>Narrandera High School</p>	<p><i>Narrandera High</i></p>
	<p>St Francis de Sales College</p>	<p><i>St Francis</i></p>
	<p>Wade High School</p>	<p><i>Wade High</i></p>
	<p>Yanco Agricultural High School</p>	<p><i>Yanco Ag</i></p>

EXECUTIVE SUMMARY

Now in its second year, the Western Riverina School to Work Survey has almost doubled to just under 600 students in terms of survey respondents largely thanks to the incredible support from participating schools.

The majority of participants were 17 years old (49%), female (53%) and attending Year 11 (54%). A few question modifications and additions were made in 2014 to give more clarification, which can sometimes make it difficult to directly compare many of the answers from the 2013 survey.

Some observations in comparing the last two surveys is that there are fewer students working outside of school hours in this year's survey. Only 39% of students have a job around school hours compared with more than half in 2013; and youth unemployment has increased in the region. There are also more demands on young people. Those who have paid work are mostly working between 4-6 hours a week, followed by 7-10 hours, 10-13 hours and 10+ hours. Interestingly, a slightly higher percentage of students volunteer their time at 1-3 hours a week. Retail trade, hospitality and agriculture are the most prevalent industries employing our youth, with a strong trade focus.

There is still a high proportion of students wishing to attend university (53%), and only 38% believed that increased fees would impact on their decision. Students choosing university over TAFE have selected their preferred university locations as Sydney, Melbourne, Wollongong, Wagga, Canberra, Albury and Bathurst. Course vocation selections for students ranked high for medical, creative arts, education, engineering, science and law as the most popular.

The majority of students wishing to attend TAFE overwhelmingly chose NSW TAFE—Riverina Institute Griffith (followed by Leeton and Wagga) as their preferred location with building construction (37%) and automotive/electrical and engineering (36%), and the most popular courses (Q21). Financial, personal and the opportunity to link their job with practical industry experience, with TAFE rated highly in choosing Griffith to study (Q17).

It may come as no surprise that 79% of students say that they will seek part-time work to support themselves whilst at university or TAFE (Q24).

Students have given some thought as to what they will do after school with 39% intending to seek work in their home town after leaving school (Q26). There were a lot of students who were undecided (32%), and (51%) said that they would seek work in another location with *'better work prospects'* cited as the number one reason followed by *'just wish to move away'* (Q29). Queensland, Canberra and other locations rated highly in relation to this question.

Students were divided when it came to taking a gap year (Q33) with 33% stating that they would not take a gap year; 35% undecided, and 31% confident that they would take a gap year. This is in contrast to last year's gap year question where a higher proportion of students intended taking a gap year (41%), with 35% unsure and 26% not intent on going. Students planning a gap year rated highly on the gap year questions to *'travel overseas'* and *'work wherever they can get it'*. Many respondents were keen to increase their qualifications as well.

One of the noticeable changes in the 2014 School to Work Survey is a decline in students gaining non-school qualifications whilst at school with 51% saying that they have not gained or not working towards a non-school qualification (Q13). This may not be entirely reflective of what is happening at schools. More than 68% of students were satisfied that their work experience and school-based qualifications have provided them with a good introduction to becoming work-ready. Students gained accreditation in short courses, certificate based courses, VET courses, white card and RSA. Students felt that there were some areas in which schools could better prepare them for work including; 'increased career guidance and life skills,' 'more meaningful work experience from hosted businesses instead of feeling as though they are being babysat.' Some students felt that having a better understanding of pay and taxes would also be very useful for them in preparation for life after school (Q16).

Just over half of students participating in this year's survey do not come from families which own their own business (51%) (Q35). 26% of students come from a farming enterprise, and 14% have a family-owned business, and 7% have a farm and business. A small portion of respondents indicated a desire to return to the family business after the economy improves (8%), however this figure increased with 17% stating they would return to the family business after further studies and 20% saying they would return after obtaining further experience. The majority of students in relation to this section were quite definite that they would not return to the family business or were undecided.

There are local and regional scholarship and grant opportunities available to students, yet anecdotally, local business and organisations say that the number of students applying is very low. The response from students in (Q42) was surprising: 'do you see yourself applying for a scholarship of any kind?' 44% of students answered 'Yes'. This is an area where feedback from the schools in how we could improve awareness and communication around these opportunities would be welcome.

Fewer people wish to leave the area than last year, with only 39% wishing to definitely leave (Q44) compared to 68% in 2013.

The results in detail are presented for your analysis and information in the following pages.

The facilitating executive wishes to thank participating schools and the dedication of teachers who persisted in capturing all Year 11 and 12 students from September—October 2014. Your assistance has allowed us to capture a more comprehensive 'snap-shot' of the next generation of higher education students and workers who will help shape our region.

Facilitating Executive

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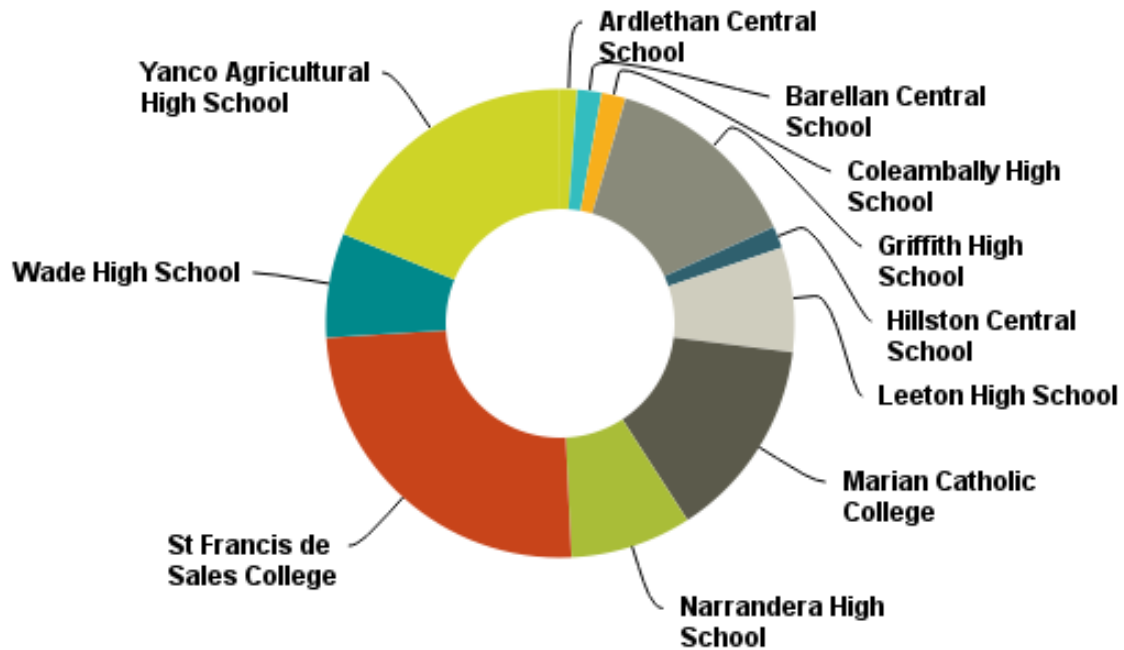
INTRODUCTION

Question 1

What School do you attend?

Answered: 597 Skipped: 0

NB: This will not show where all students have answered, and/or not been directed to other questions.

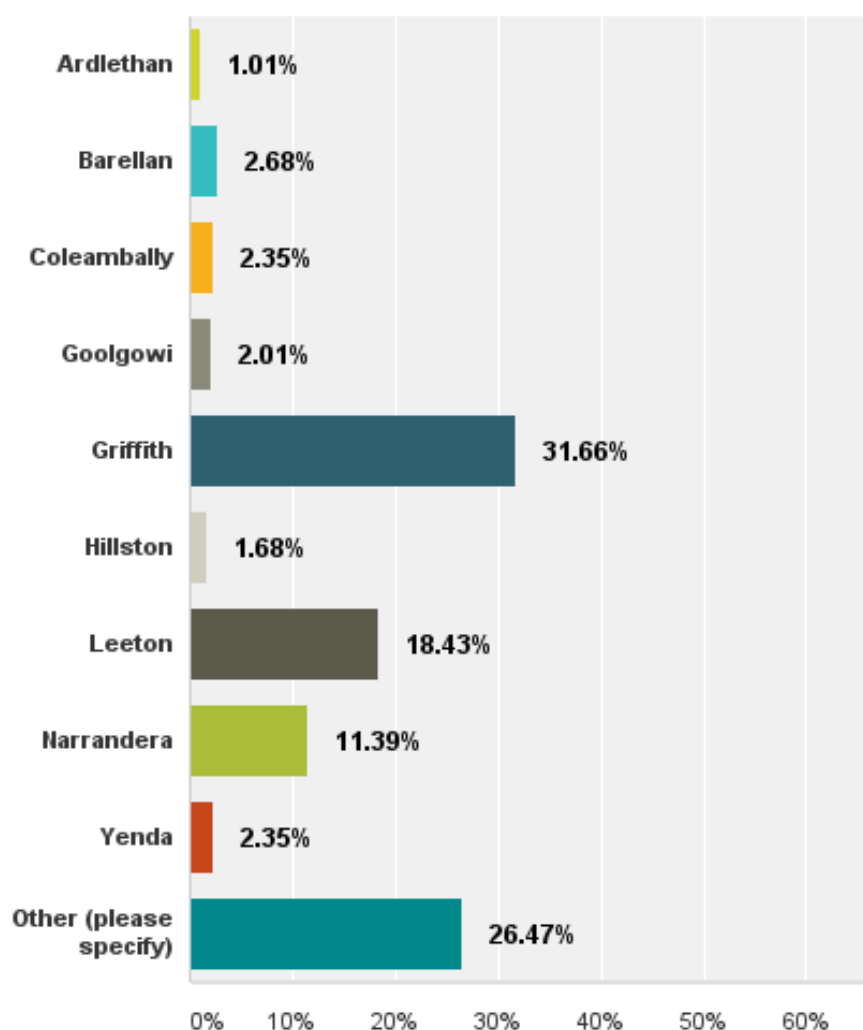


PARTICIPATING SCHOOLS	Responses (% of whole)
Ardlethan Central School	1.17%
Barellan Central School	1.68%
Coleambally Central School	1.68%
Griffith High School	13.74%
Hillston Central School	1.51%
Leeton High School	7.20%
Marian Catholic College	13.90%
Narrandera High School	8.38%
St Francis de Sales College	24.79%
Wade High School	7.20%
Yanco Agricultural High School	18.76%
TOTAL STUDENTS	597

YOU AND YOUR SCHOOL

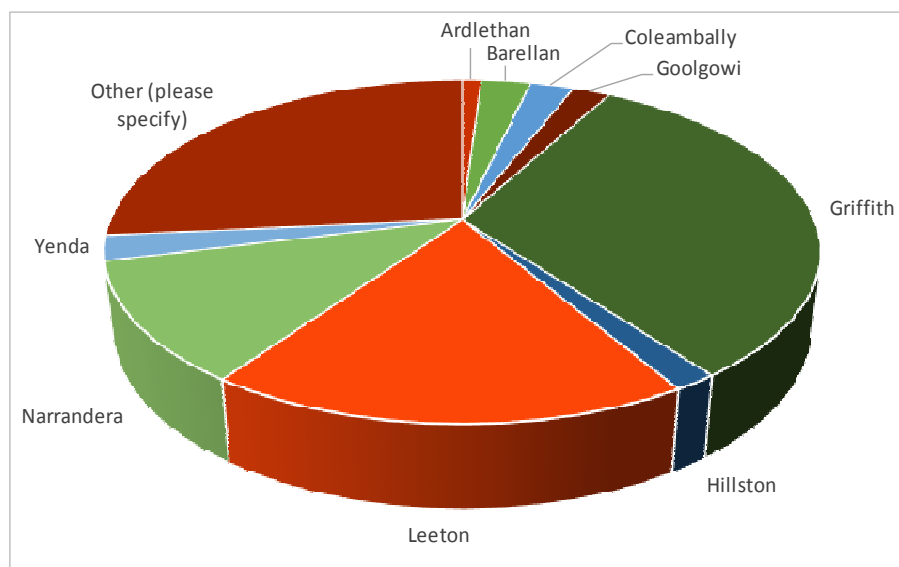
Question 2

Where is your home town? Answered: 597 Skipped: 0



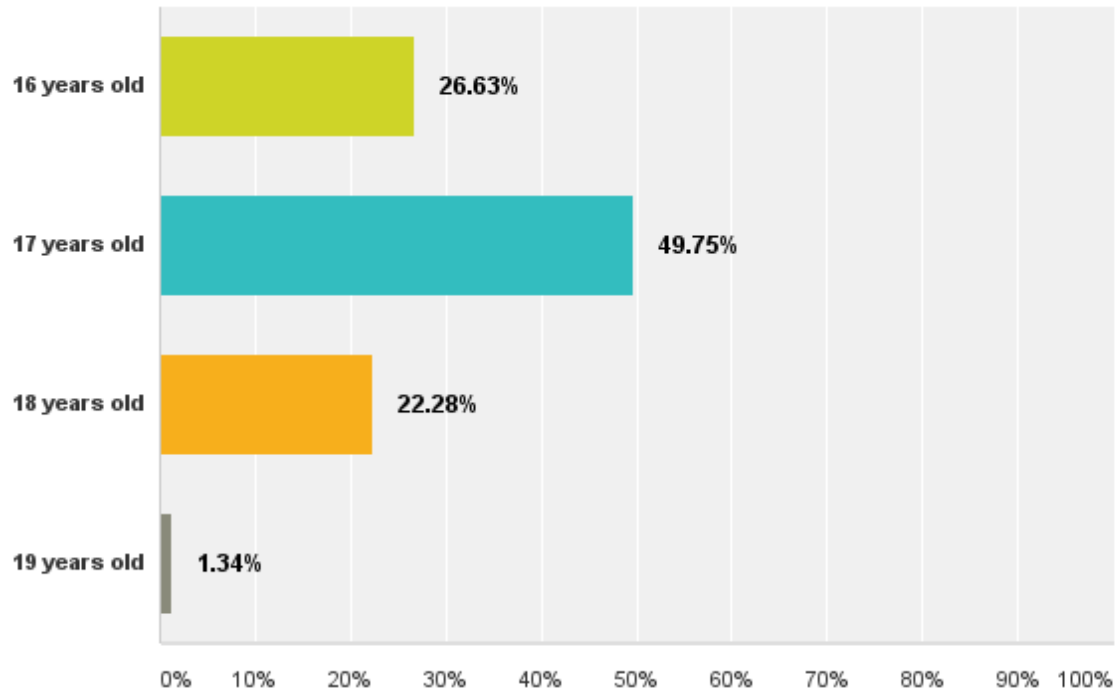
"OTHER" RESPONSES

Adelaide, Adelong, Arian Park, Balranald, Bateman's Bay, Beckom, Beechworth, Berrigan, Bilbul, Binya, Black Hill, Bogan Gate, Booroorban, Boree Creek, Bredbo, Brisbane, Broken Hill, China, Cobar, Collombatti, Conargo, Condobolin, Coolamon, Cooma, Cootamundra, Corowa, Cowra, Dalgety, Darlington Point, Davistown, Deniliquin, Dubbo, Dungog, Eugowra, Euston, Goulburn, Grong Grong, Hanwood, Harden, Hasting NZ, Hay, Hopedale, Illinois, USA, Jindabyne, Jugiong, Lake Cargelligo, Lockhart, Mackay Qld, Marrar, Matong, Merriwa, Mildura, Morundah, Moss Vale, New Zealand, Nubba, Orange, Parkes, Pittsworth, Pooncarie, Portland, OR/USA, Rand, Rosewood, Shellharbour, Sunbury, Swan Hill, Sydney, Tamworth, Taralga, Tarcutta, Temora, Tocumwal, Tullibigeal, Tumbarumba, Uralla, Urana, Uranquinty, Wagga Wagga, Weethalle, West Wyalong, Whitton, Wilcannia, Yass, Yoogali



Question 3

How old are you? Answered: 597 Skipped: 0



Question 4

What gender are you?

Answered: 597 Skipped: 0

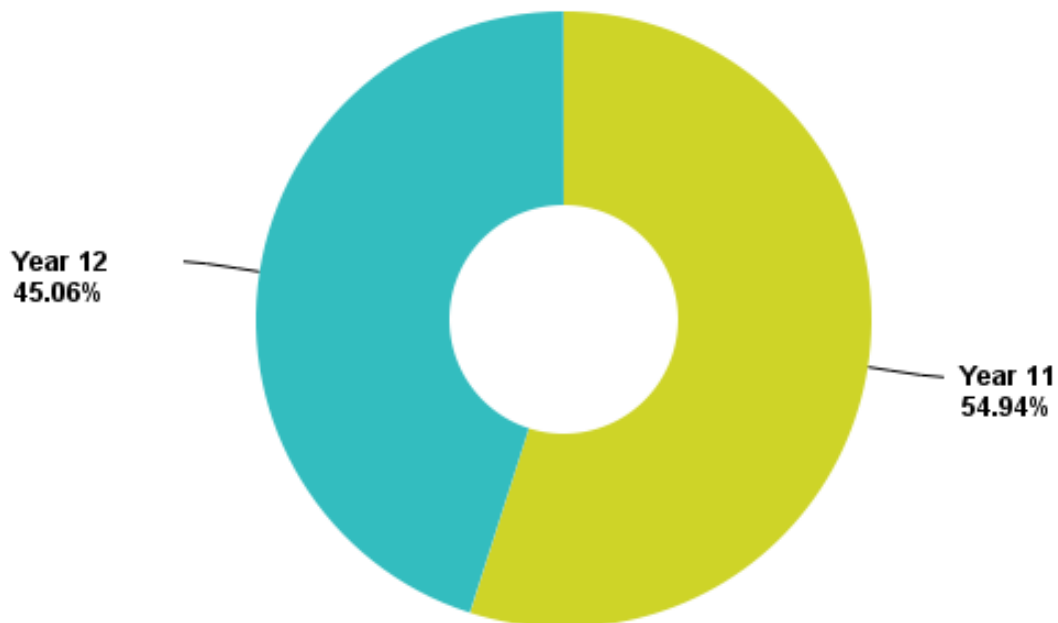


Question 5

What year of school are you completing this year?

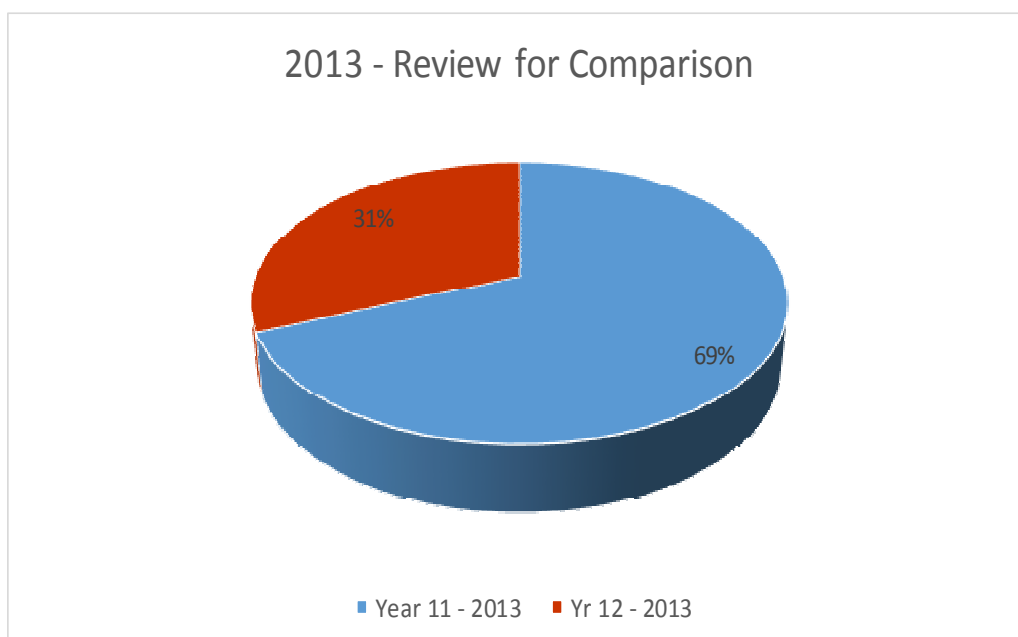
(If you are in year 11 and currently undertaking year 12 courses, but will complete year 12 NEXT year, please select year 11)

Answered: 597 Skipped: 0



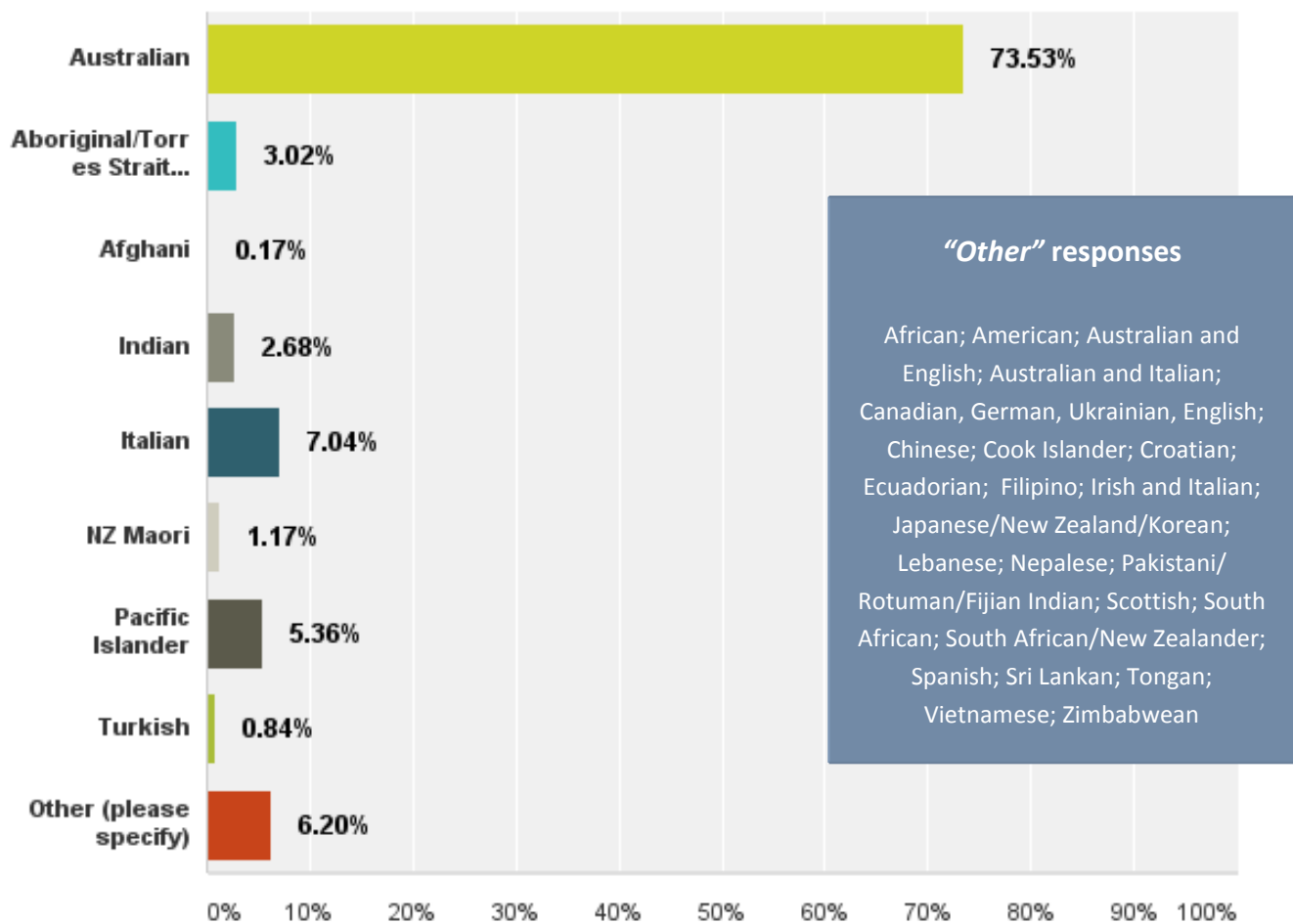
Quick Review!

Last year, students answered:



Question 6

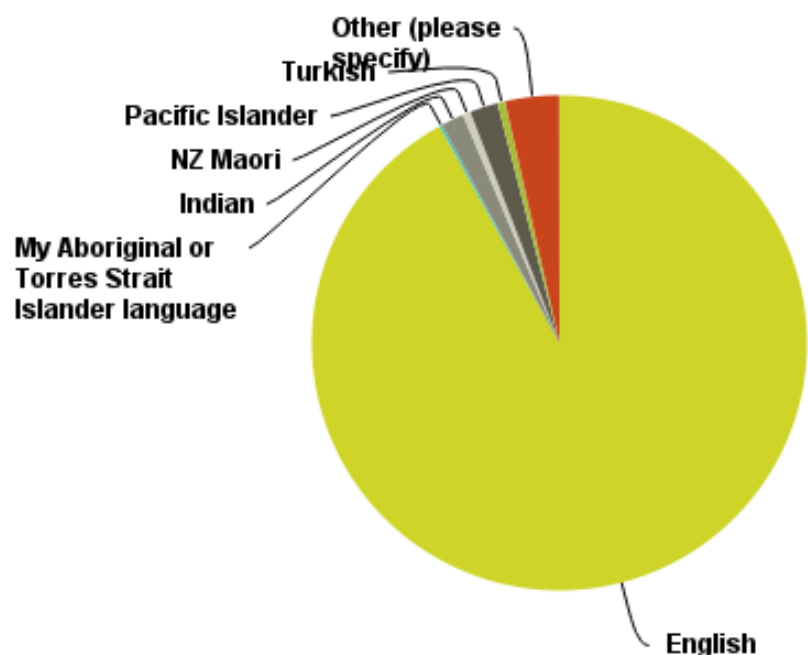
What is your cultural background? Answered: 597 Skipped: 0



Question 7

At home what language do you speak most of the time? Answered: 597 Skipped: 0

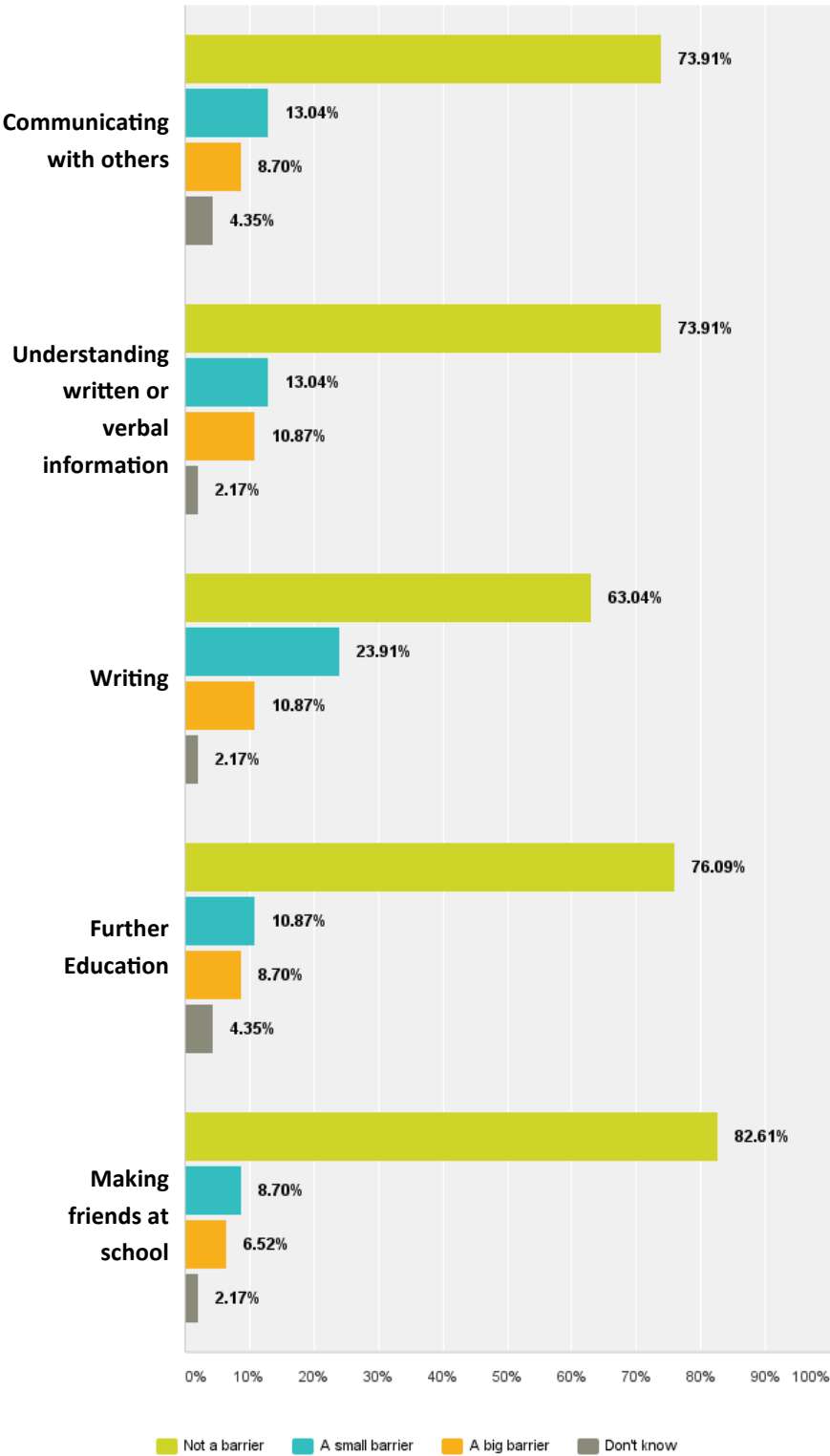
LANGUAGE MOSTLY SPOKEN AT HOME	Responses
English	91.96%
Aboriginal or Torres Strait Islander language	0.17%
Afghani	0.00%
Indian	1.51%
Italian	0.00%
NZ Maori	0.50%
Pacific Islander	1.84%
Turkish	0.50%
Other (please specify)	3.52%



Question 8

Is your proficiency in English a barrier to the following: Answered: 46 Skipped: 551

- Communicating with others
 - Understanding written or verbal information
 - Writing
- Further Education
 - Making Friends at school



Note:

Due to the strong multicultural community make-up, schools particularly wanted to understand whether students thought their level of English might be a barrier to certain activities, which, if known, could be better addressed by Education.

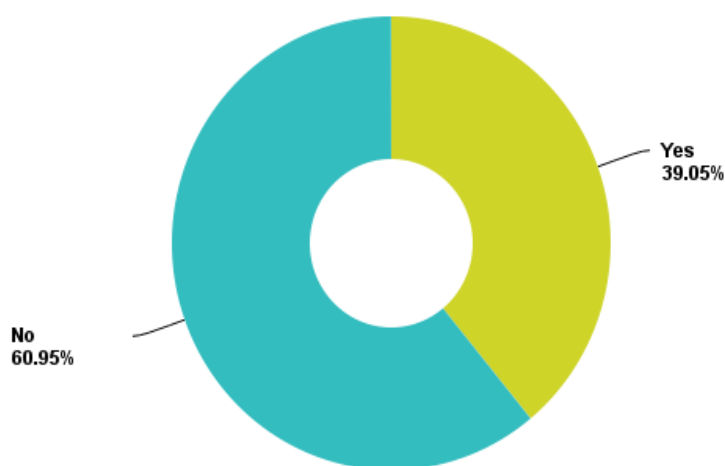
It may be telling that so many students (551) skipped this question, which could be rephrased in future.

YOU AND YOUR WORK

Question 9

Do you have a job around school hours?

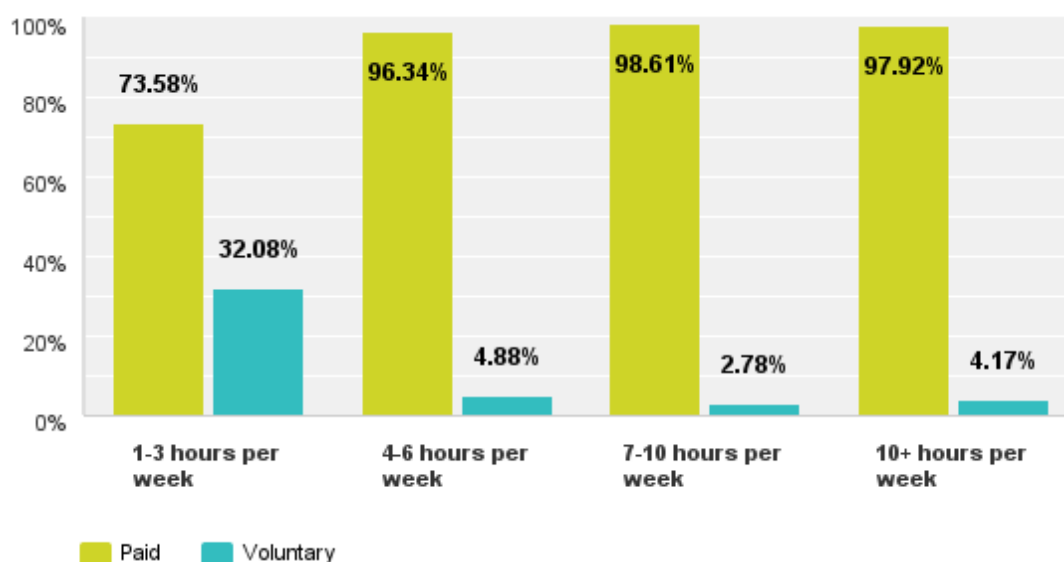
Answered: 589 Skipped: 8



Question 10

On average, how many hours a week do you do paid work (you get money) and / or voluntary work (you don't get money)?

Answered: 227 Skipped: 370 NB: Only those with a job were directed to answer this question, which will be the case throughout this document.

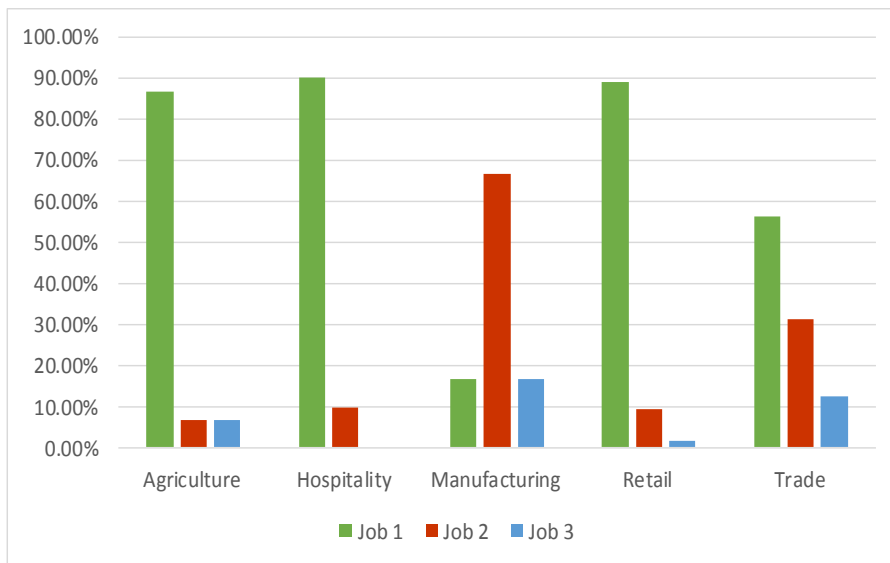


Answer Options	Paid	Voluntary	Response Count (100%)
1-3 hours per week	39	17	53
4-6 hours per week	79	4	82
7-10 hours per week	71	2	72
10+ hours per week	47	2	48

Question 11

In which industry is your work? Select the industry for up to 3 of your jobs.

Answered: 205 Skipped: 392



Comments

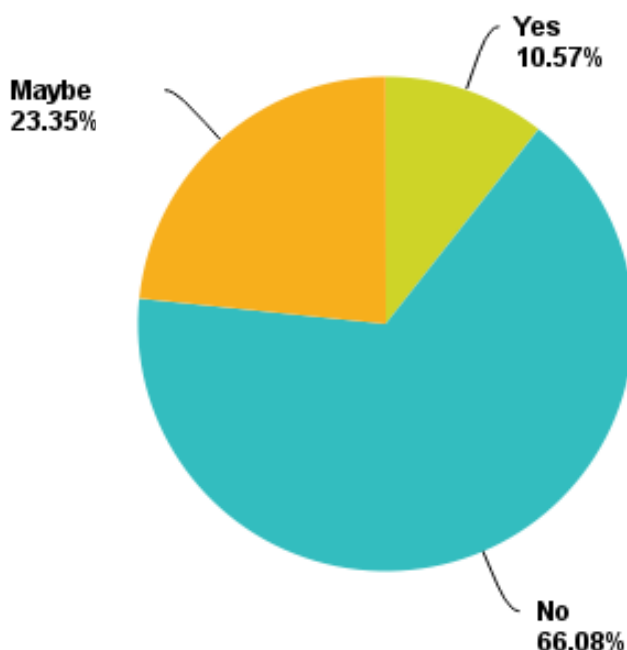
Earthmoving, Dance Instructor, Automotive, Early Childhood Teacher, Banking, Law, Fitness, Pharmacy, Recreation—Teaching, Military

Question 12

Is this the industry you wish to work in later?

(If you have more than 1 job please answer for Job 1)

Answered: 227 Skipped: 370



Comments

I have a passion for Agriculture

Earthmoving is part of our family history

The Military is steeped in family tradition for our family

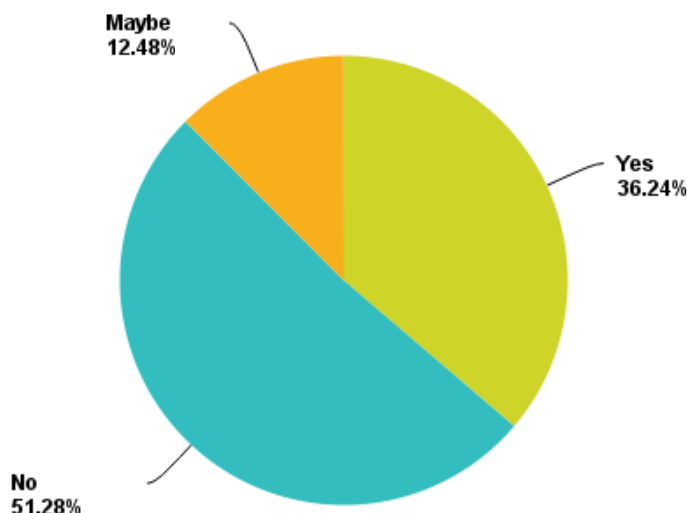
Paramedic

YOU AND YOUR QUALIFICATIONS

Question 13

Have you gained, or are you working towards non-school qualifications while at school?

Answered: 585 Skipped: 12

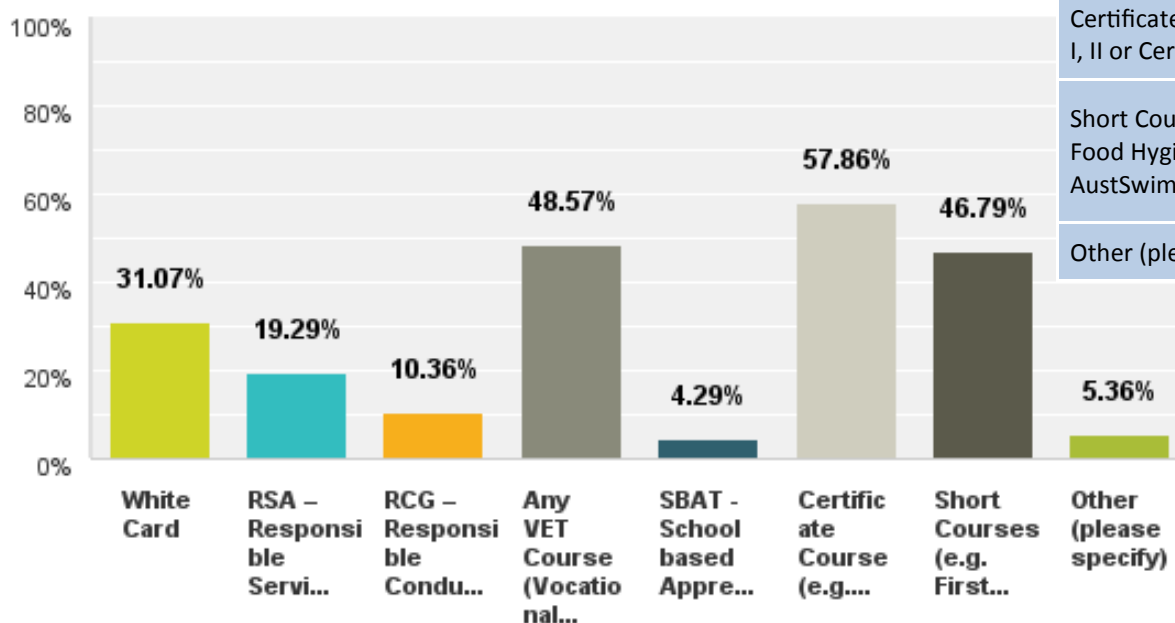


Question 14

What qualifications have you attained or are you working towards?

(Please tick all that apply) *Choices in blue table on the right..*

Answered: 280 Skipped: 317



White Card
RSA – Responsible Service of Alcohol
RCG – Responsible Conduct of Gambling
Any VET Course (Vocational Education and Training)
SBAT - School based Apprenticeship or Traineeship
Certificate Course (e.g. any Cert I, II or Cert III Course)
Short Courses (e.g. First Aid, Food Hygiene, Barista, AustSwim, ADF qualification...)
Other (please specify)

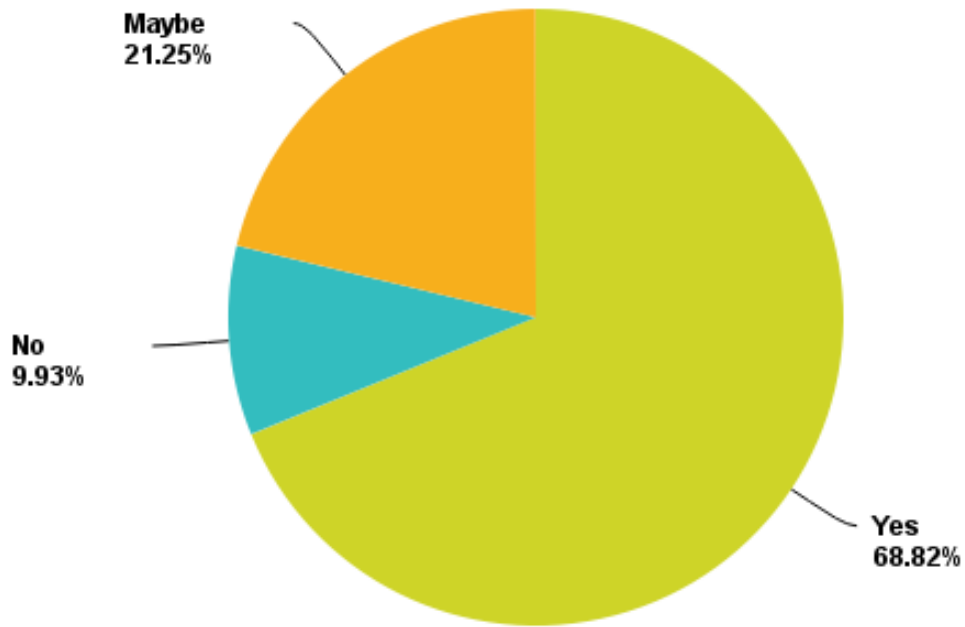
"Other" Comments

Coaching Qualifications; Cert III — Wool Classing; Child Care;
Artificial Insemination & Pregnancy Testing—Cattle; RA Pilots License; Youth Group Leader

Question 15

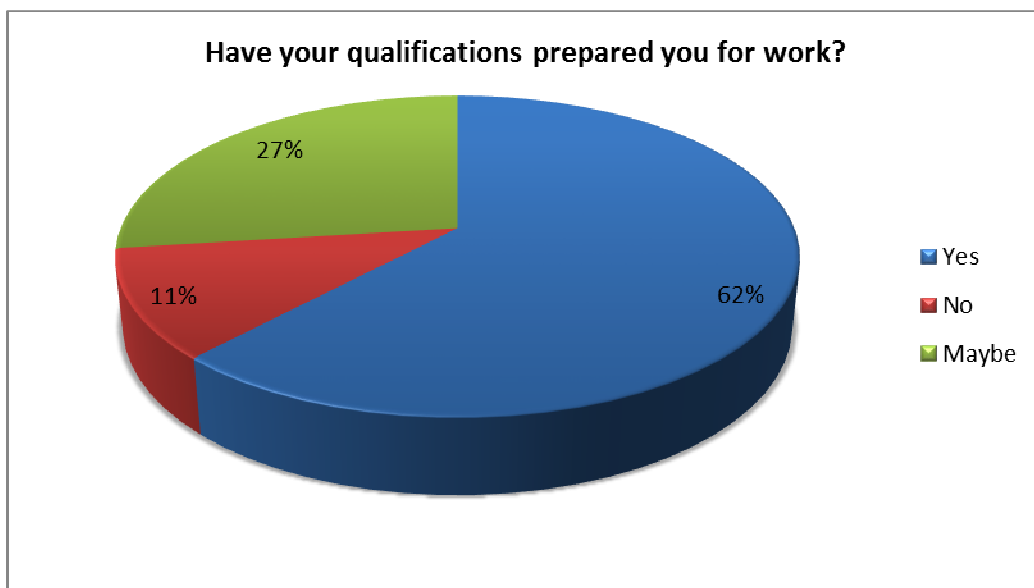
Do you feel that your work experience and school based qualifications have given you a good introduction to become work ready on leaving school?

Answered: 574 Skipped: 23



Quick Review!

Last Year, Students Answered:



Question 16

If not, what do you feel you need in order to be better prepared for work?

Answered: 78 Skipped: 519

Comments in relation to this question include:

More suggestions, advice and meetings with students regularly to see how they are handling school, what

Work experience opportunities that allow regional students to experience a variety of fields

Less 'baby sitting' during work experience in order to fully gain independence at work

Better understanding of pay, taxes etc

Learning how to choose a car, insurance, phone bills, how to budget

To be prepared for work I feel we need a better idea of exactly what is required not just in the workplace, but

Career option descriptions

Need to know how to do taxes, budgets, how to get a loan, basic things to live. We do not learn any of this!

More options. The things I want to do are not available for me to try here.

Greater opportunities in a more broad range of occupations

For the school to teach more life skills and things you can apply to outside life i.e how to apply for a loan, how to do your tax, how to write a resume, how to write a letter. The education I have received does not seem to aid me in future life with no practical uses eg. writing a 1000 word essay on the context of belonging in Shake-

Doing VET courses where placement was required was a good introduction to the real working world and life-

I feel as though we need life skills lesson instead of careers lesson from year 7 to year 10

Experience jobs that I am more interested in and more likely to enter into after school

More of a realistic experience of what work and lifestyle out of school routine will be like.

A licence

More responsibility, more qualifications, knowledge of Universities, career option descriptions.

More than one week to go on work experience, plus more variety attending more than one work place

YOUR FUTURE EDUCATION

Question 17

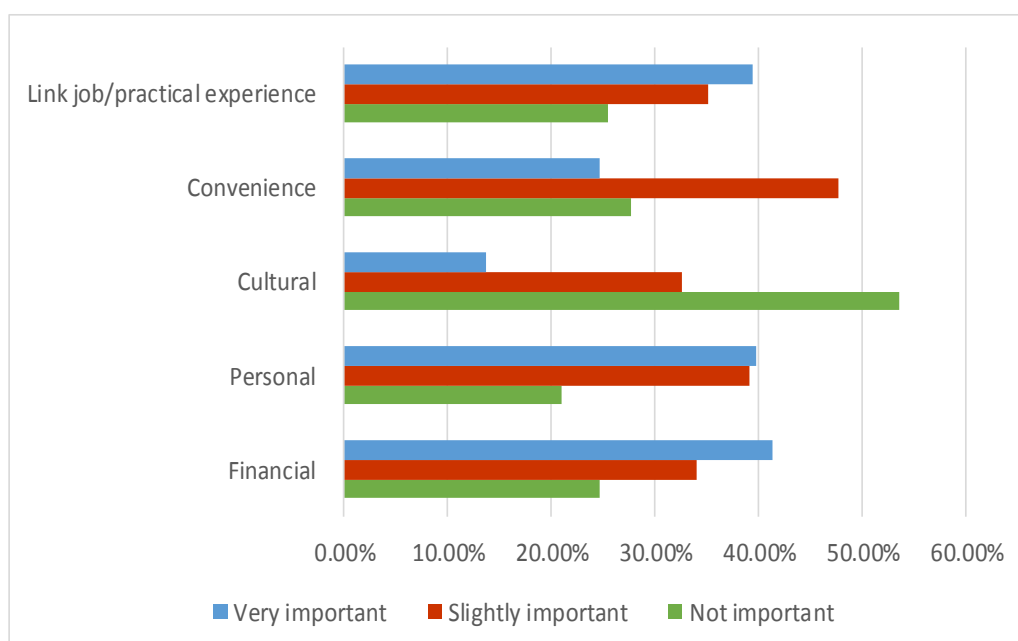
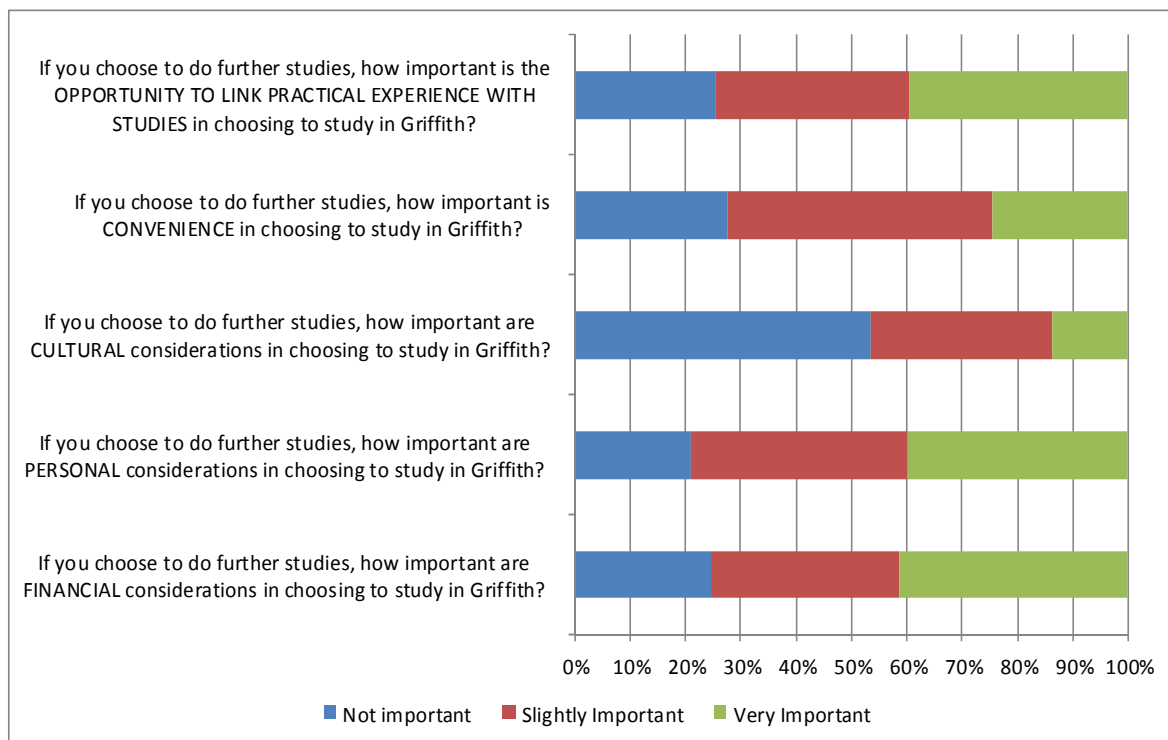
If you choose to do further studies, how important are the following considerations in choosing to study in Griffith:

i) Opportunity to link job/practical industry experience with TAFE/UNI studies;

ii) Convenience; iii) Cultural; iv) Personal; v) Financial

(e.g. a Traineeship or Apprenticeship, TAFE, Certificate, Diploma, or University course)

Answered: 561 Skipped: 36



Question 17 *cont...*

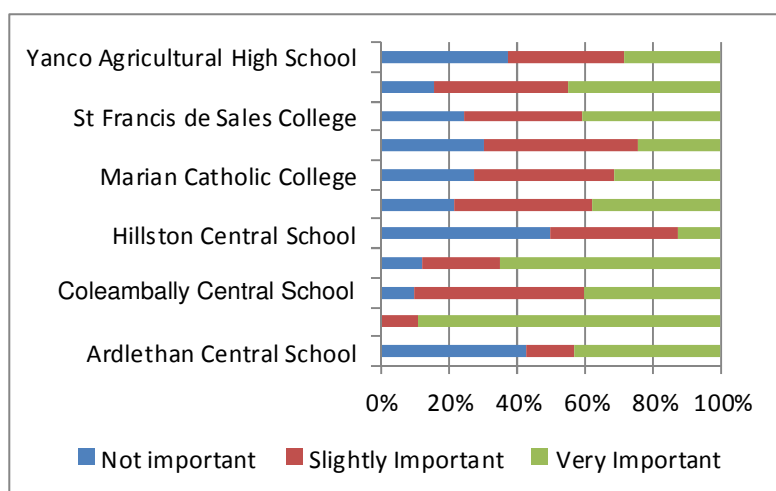
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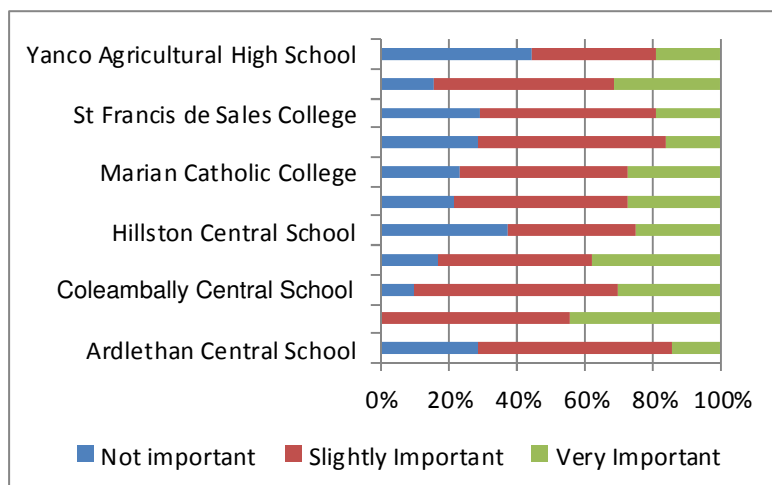
(e.g. a Traineeship or Apprenticeship, TAFE, Certificate, Diploma, or University course)

Answered: 561 Skipped: 36



Opportunity to
link job /
practical
experience

Convenience



Question 17 cont...

If you choose to do further studies, how important are the following considerations in choosing to study in Griffith:

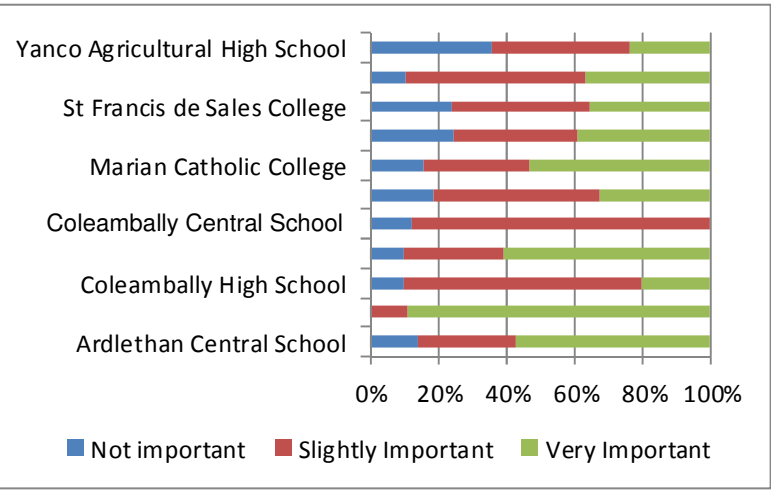
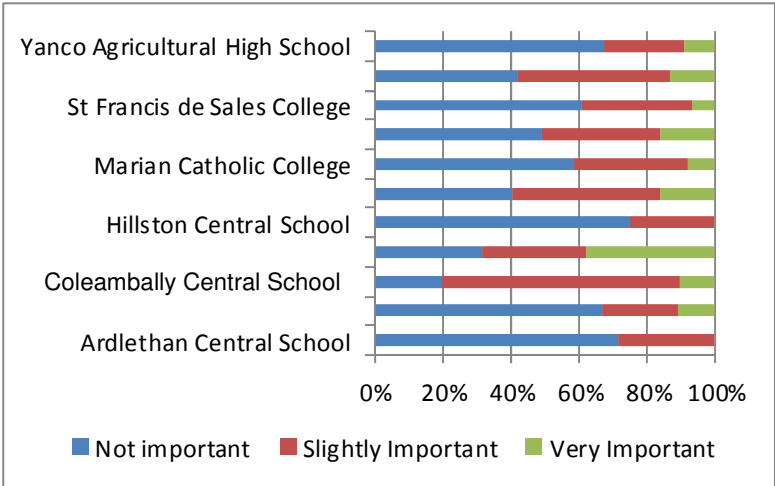
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ii) Convenience; iii) Cultural; iv) Personal; v) Financial

(e.g. a Traineeship or Apprenticeship, TAFE, Certificate, Diploma, or University course)

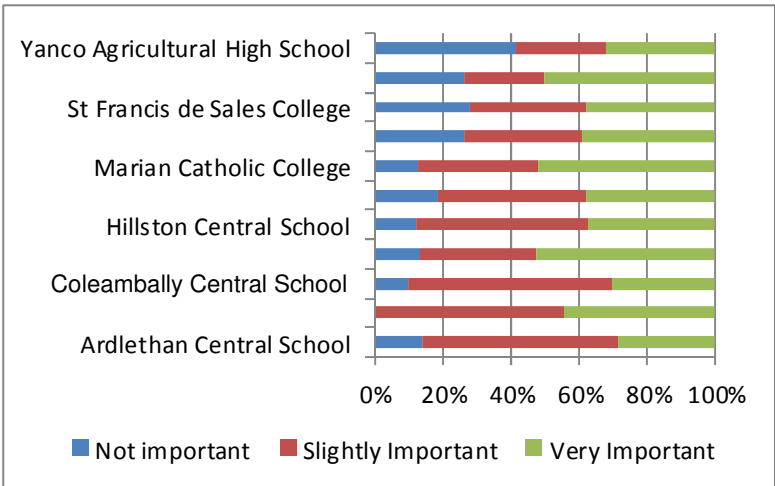
Answered: 561 Skipped: 36

Cultural



Personal

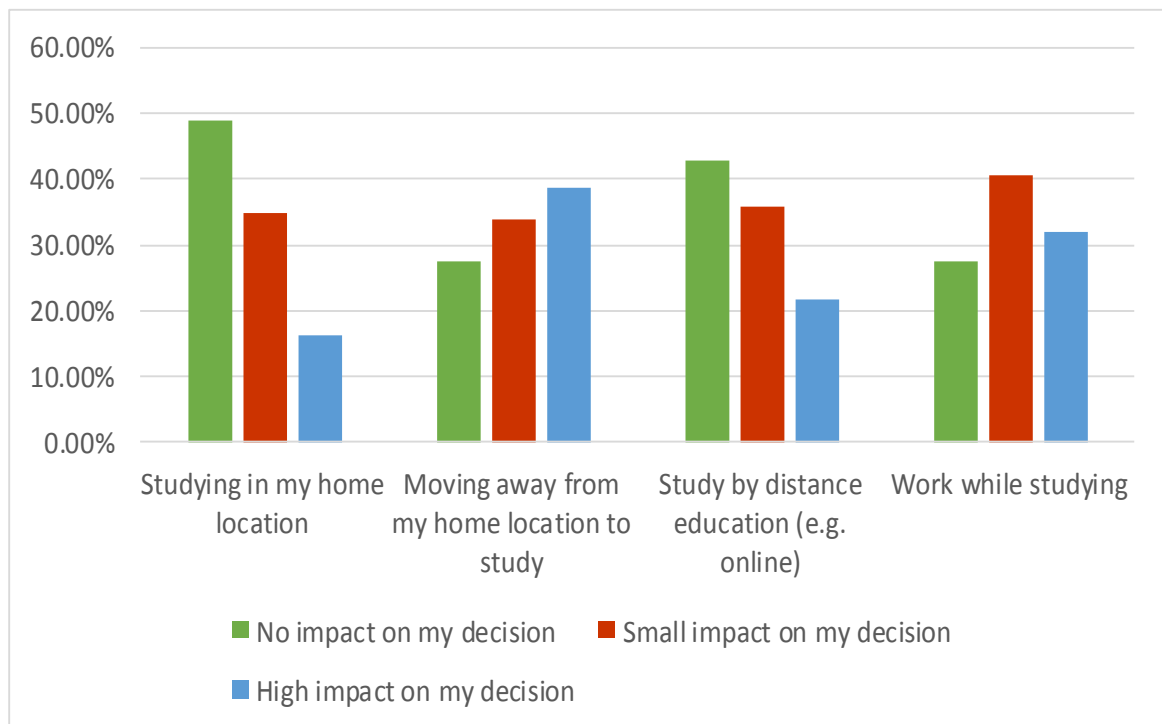
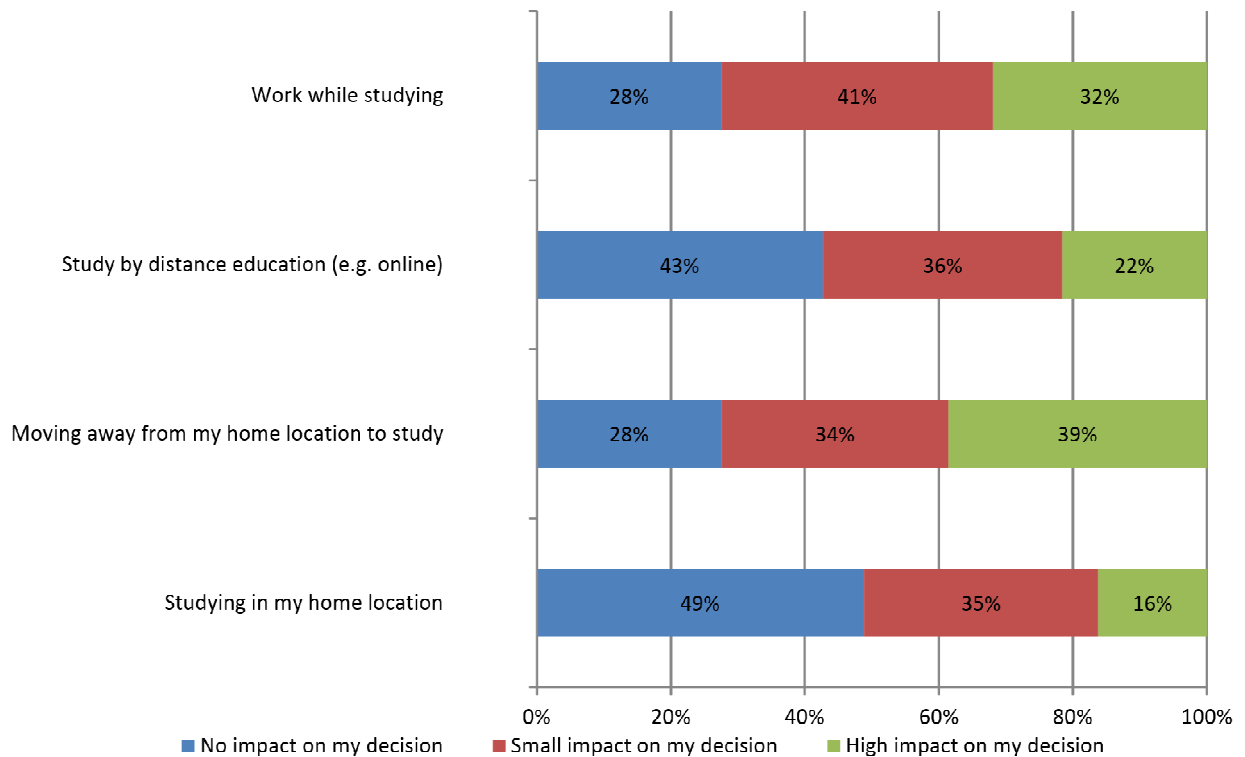
Financial



Question 18

Will fee increase for TAFE or University courses affect your decision to continue studies?

Answered: 555 Skipped: 42

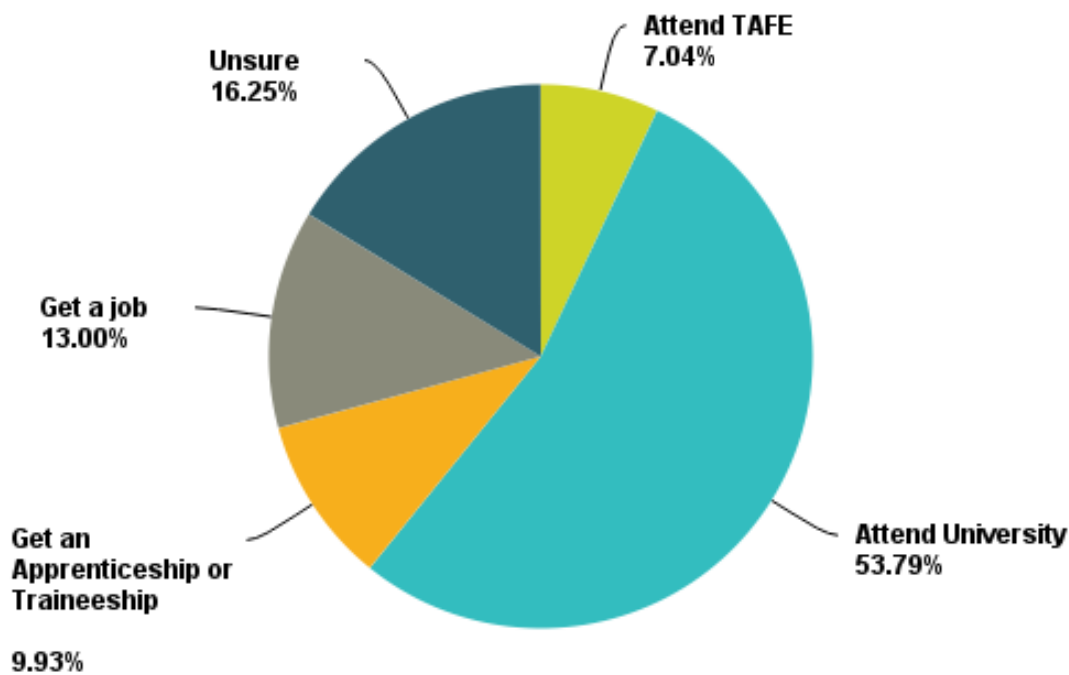


Question 19

When you finish school are you intending to:

Attend TAFE; Attend University; Get an Apprenticeship; Get a Job; Unsure

Answered: 554 Skipped: 43



POST-SCHOOL INTENTIONS	Responses
Attend TAFE	7.04%
Attend University	53.79%
Get an Apprenticeship or Traineeship	9.93%
Get a job	13.00%
Unsure	16.25%
Total	554

TAFE

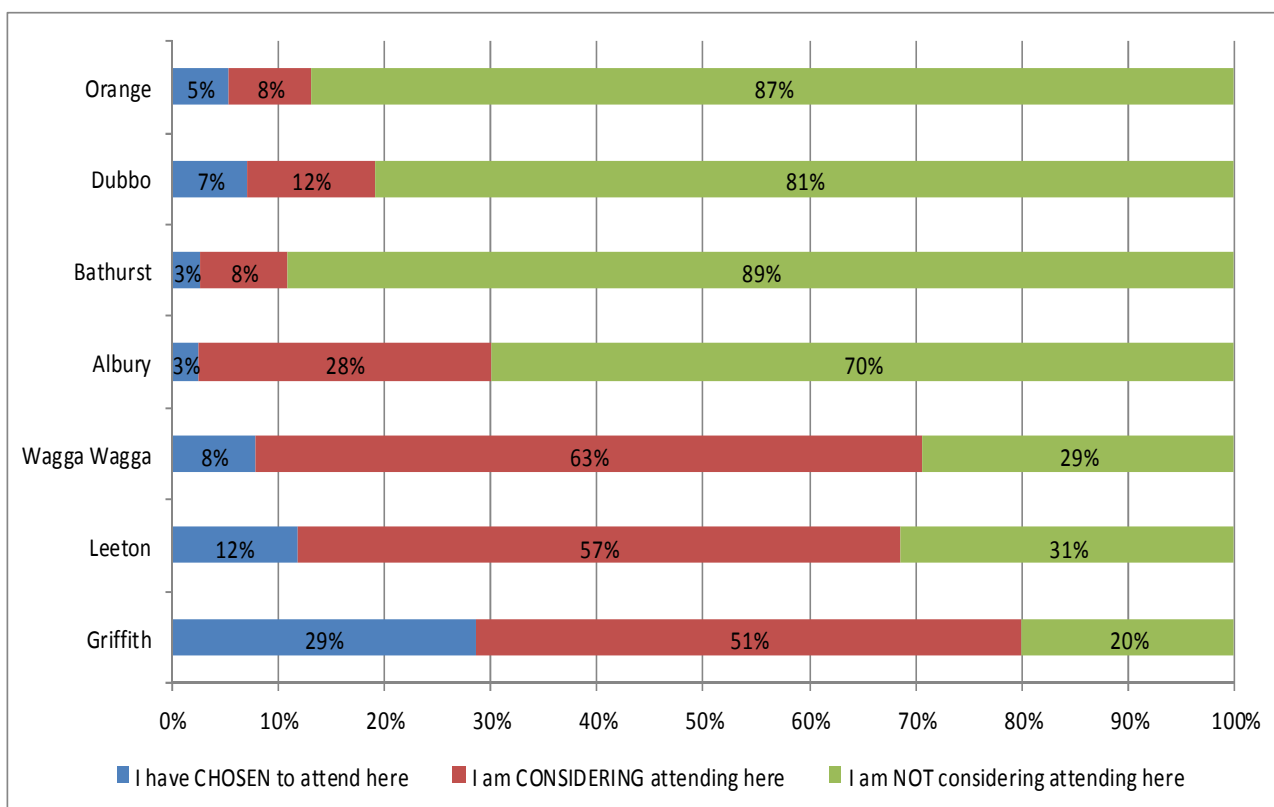
Question 20

Which TAFE campus will you likely attend?

Answered: 84 Skipped: 513

TAFE CAMPUS	I have CHOSEN to attend here	I am CONSIDERING	I am NOT considering	Total
Griffith	28.57%	51.43%	20.00%	70
Leeton	11.76%	56.86%	31.37%	51
Wagga Wagga	7.84%	62.75%	29.41%	51
Albury	2.50%	27.50%	70.00%	40
Bathurst	2.70%	8.11%	89.19%	37
Dubbo	7.14%	11.90%	80.95%	42
Orange	5.26%	7.89%	86.84%	38

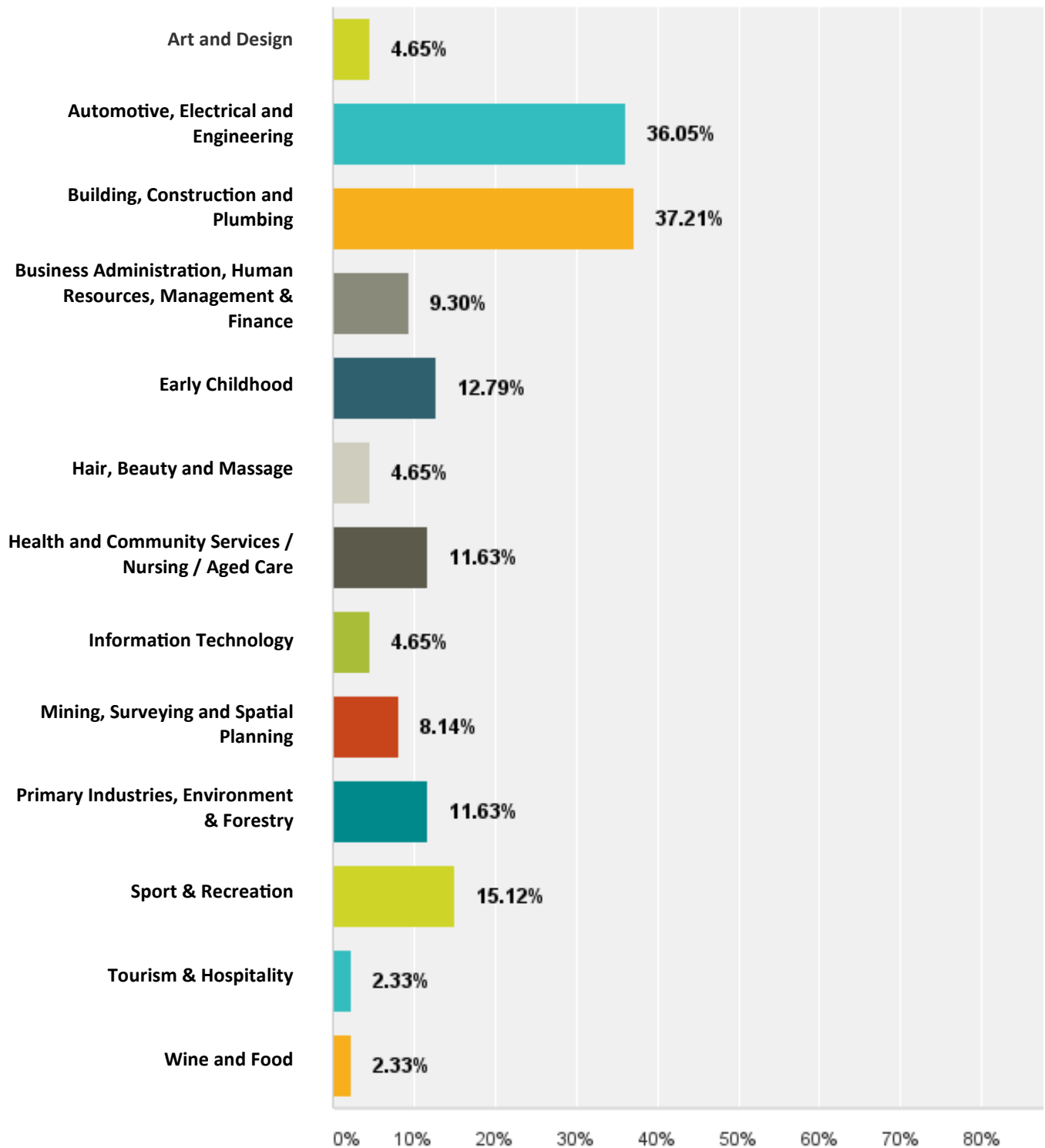
"OTHER" locations
Canberra
Goulburn
Bendigo
Barnawartha Motorsports Training Australia
Melbourne
Online study
Deniliquin
Narrandera



Question 21

What course area are you interested in studying at TAFE?

Answered: 86 Skipped: 511



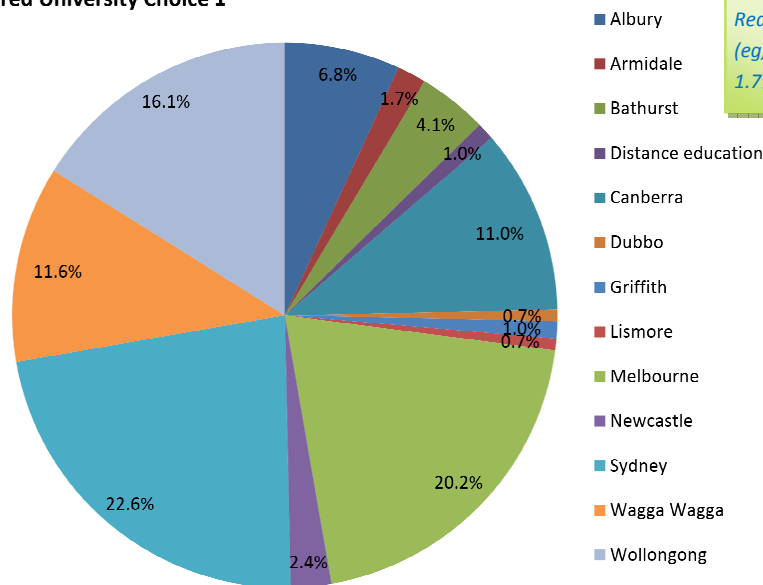
UNIVERSITY

Question 22

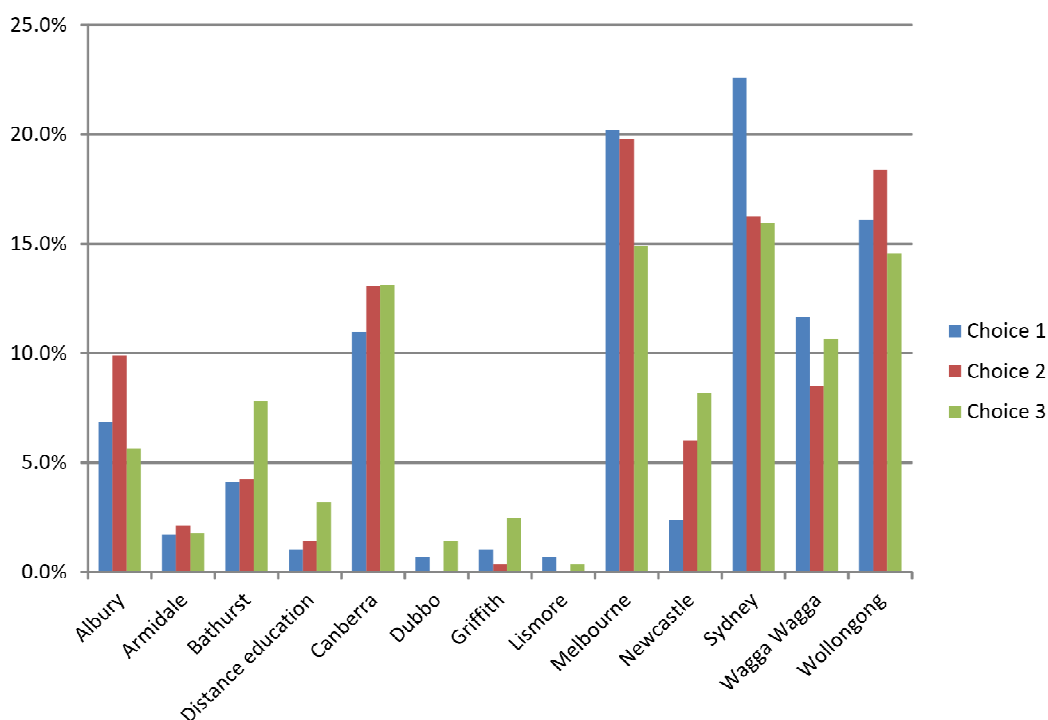
If attending University what are your preferred locations? Answered: 84 Skipped: 513

Select your top 3 preferences by placing a 1,2 and 3 in the box next to your preferred university locations where 1 is your top preference, 2 your second preference, and 3 your third preference.

Preferred University Choice 1



*Read list from 12 O'Clock
(eg, Albury 6.8%; Armidale
1.7% etc)*

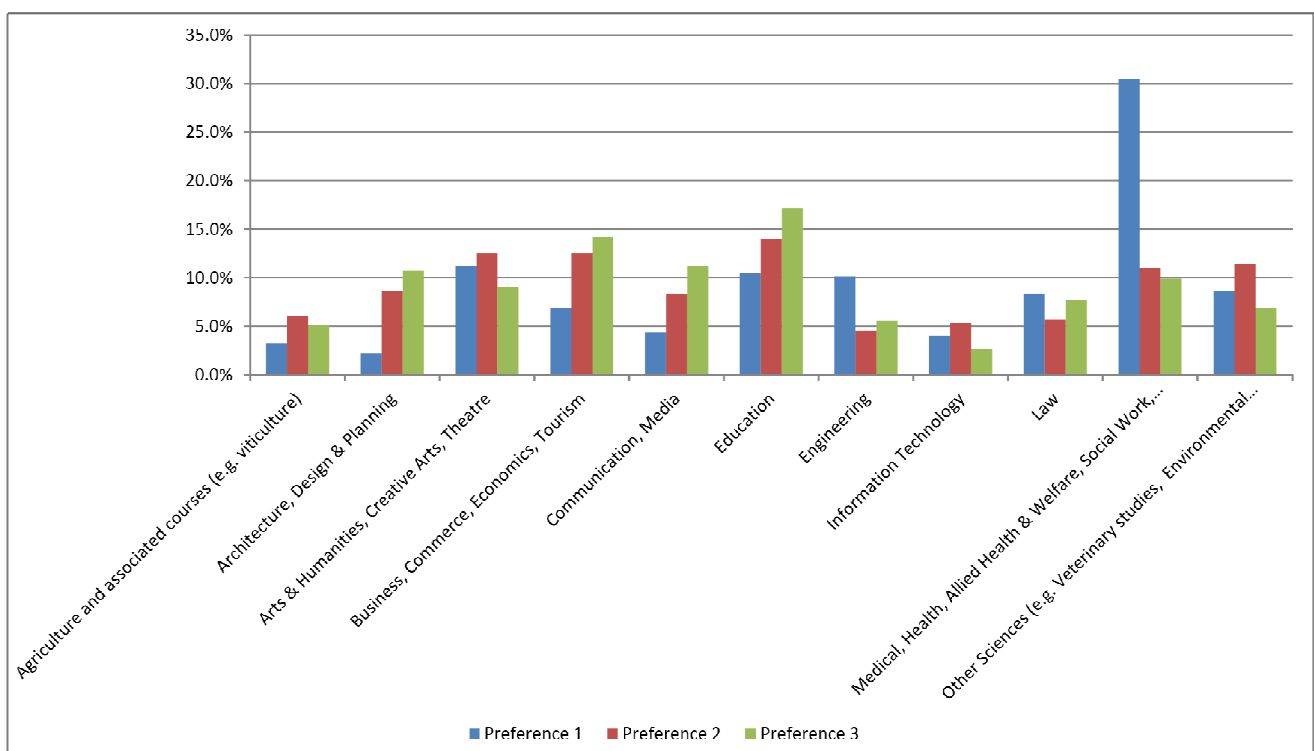
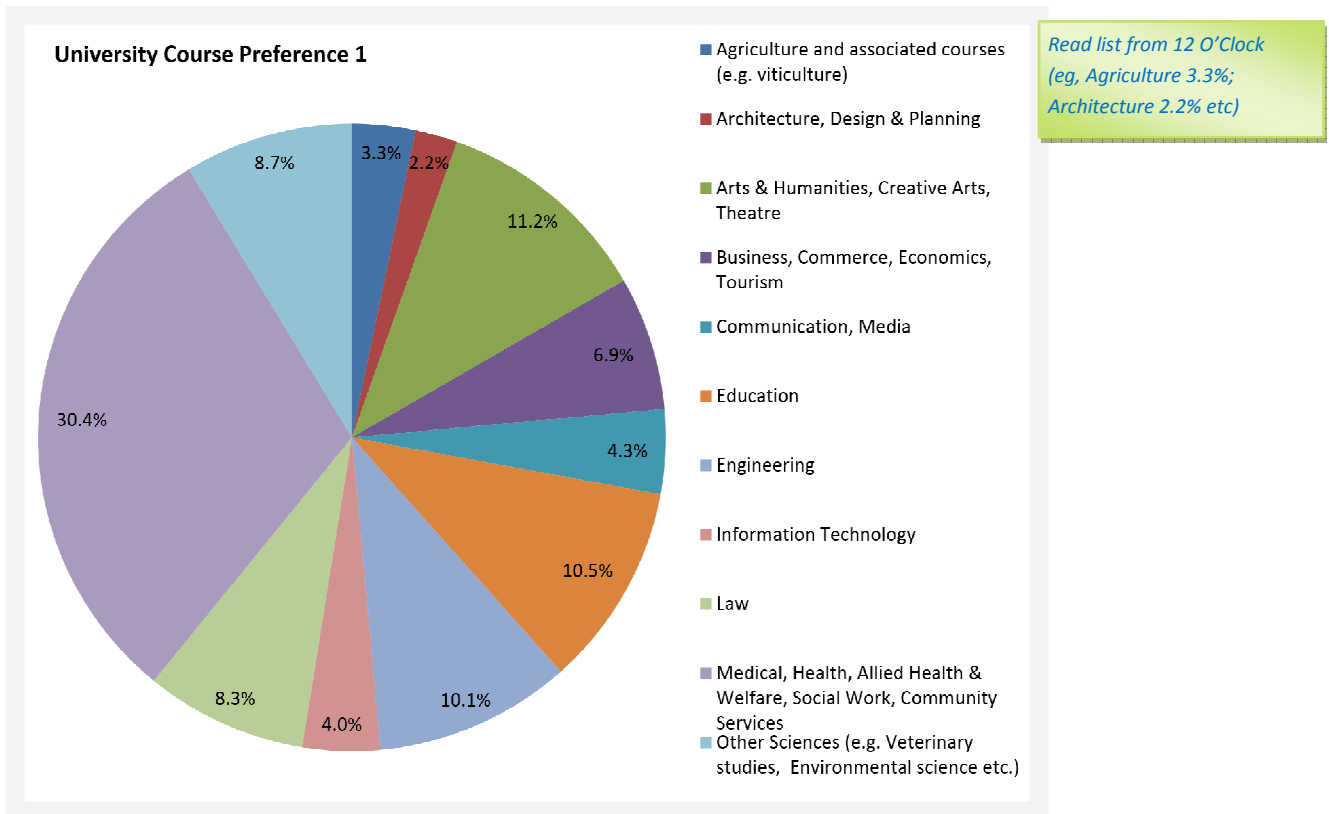


Question 23

If attending Uni, in what course area would you be studying? Rank your first 3 “most likely” choices if you don’t know for sure.

Select your top 3 preferences by placing a 1,2 and 3 in the box next to your preferred university locations where 1 is your top preference, 2 your second preference, and 3 your third preference

Answered: 295 Skipped: 302

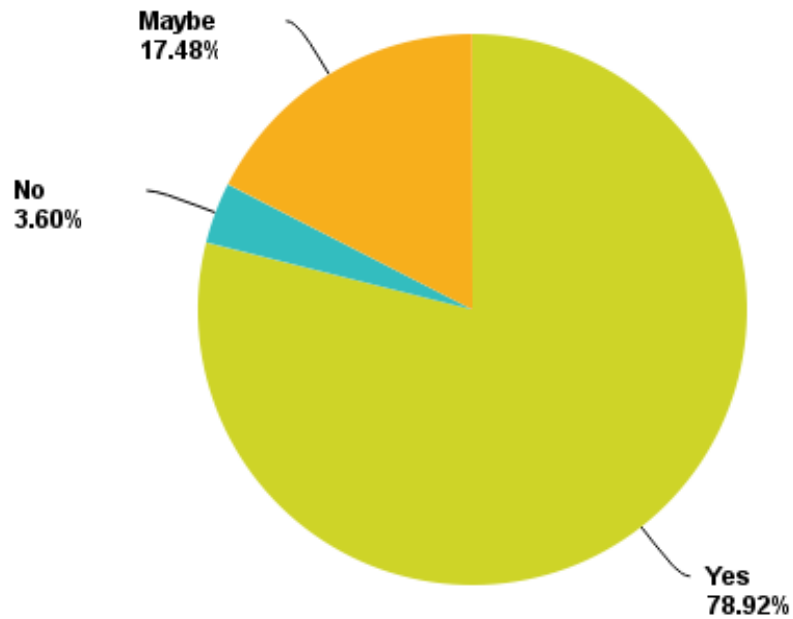


WORK AND STUDY

Question 24

Will you seek part time employment to support yourself while studying?

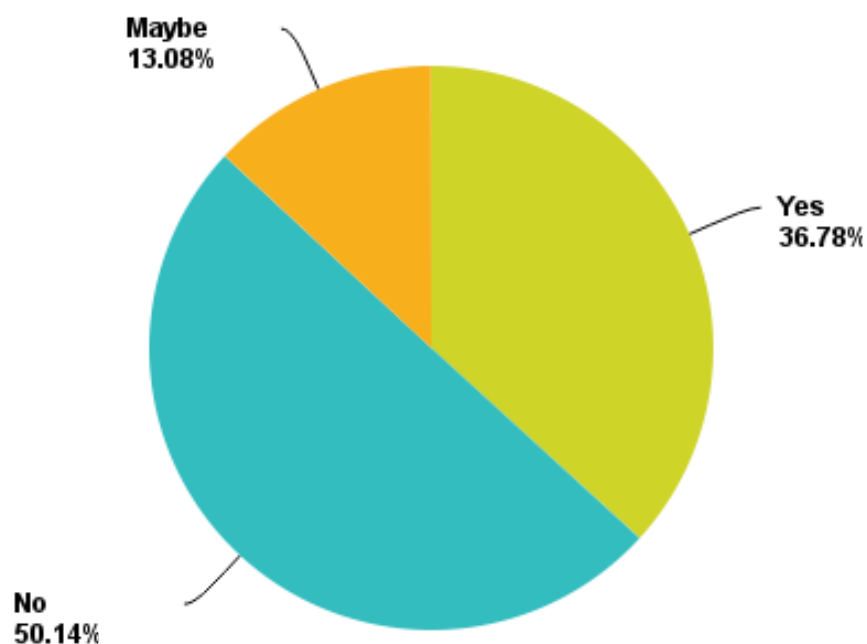
Answered: 389 Skipped: 208



Question 25

Have you sought non-school qualifications to assist in obtaining this work?

Answered: 367 Skipped: 230



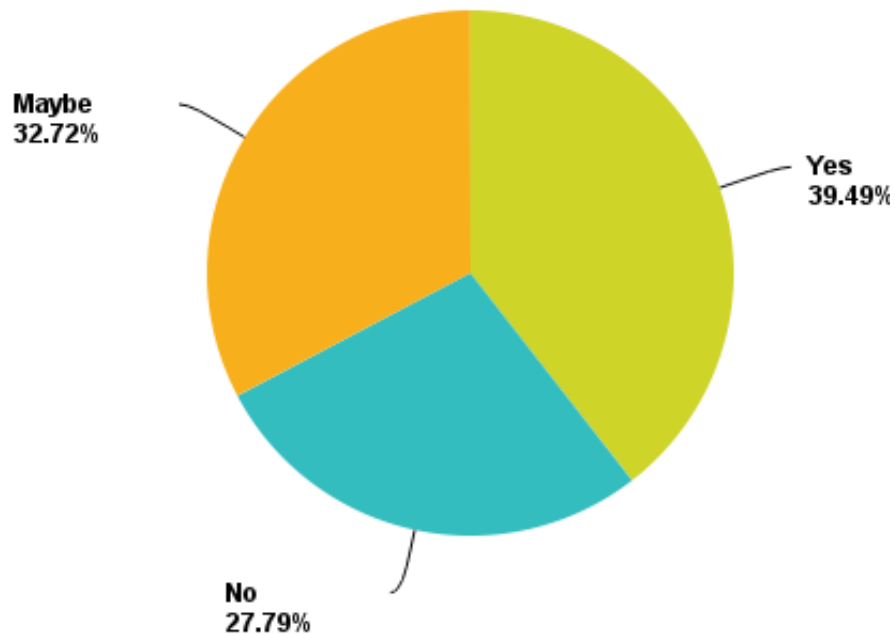
WORK

Question 26

Do you intend seeking work in your home town after leaving school?

Answered: 547

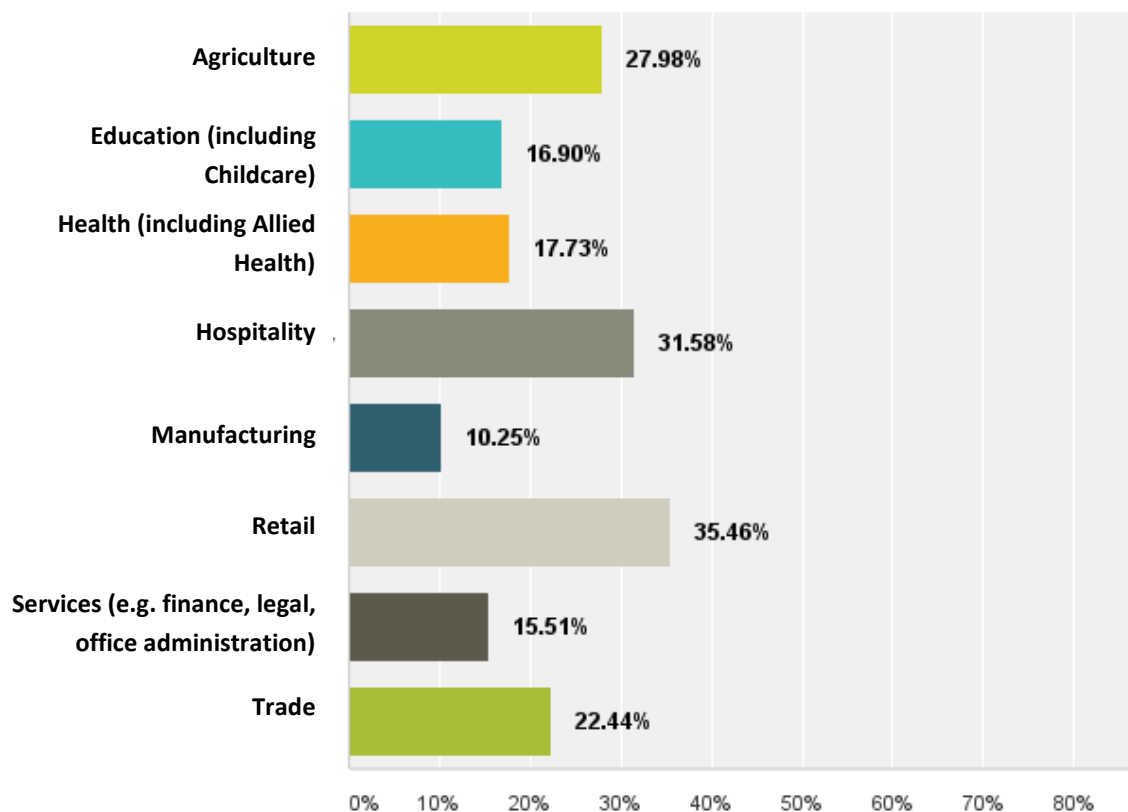
Skipped: 50



Question 27

In what industry do you intend to find work in your home town? (Select all that apply)

Answered: 361 Skipped: 236

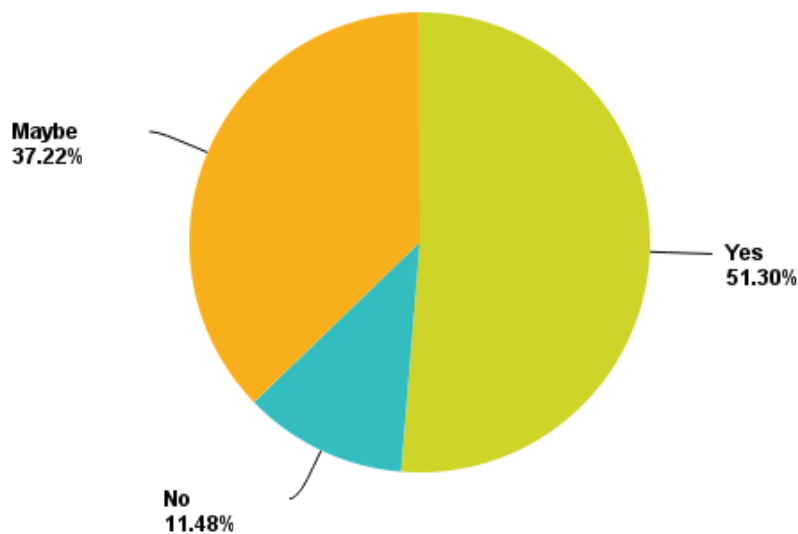


Question 28

Do you intend to seek work in another location after leaving school?

Answered: 540

Skipped: 57



Question 29

What influence do the following have on your decision to find work in another location?

a) Better work prospects

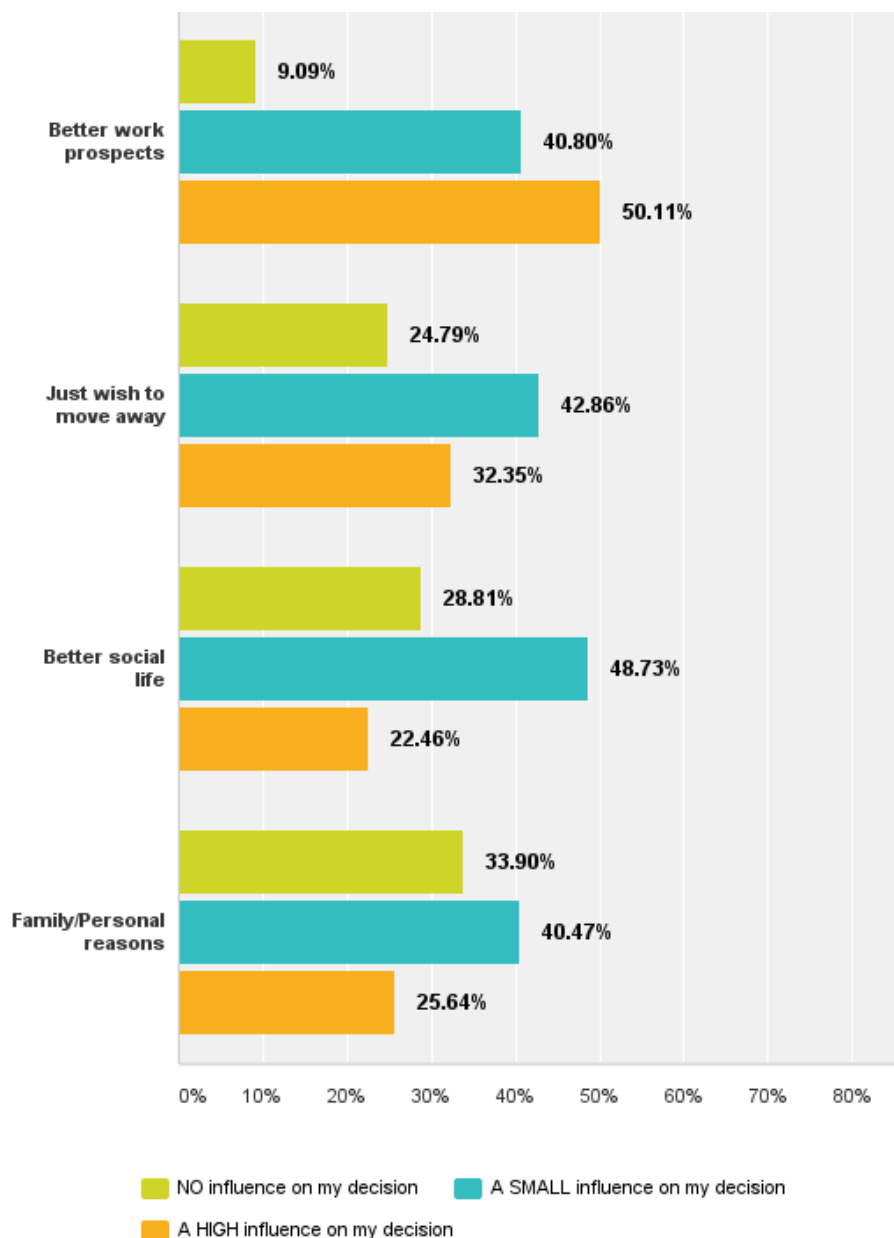
b) Just wish to move away

c) Better social life

d) Family/Personal reasons

Answered: 476

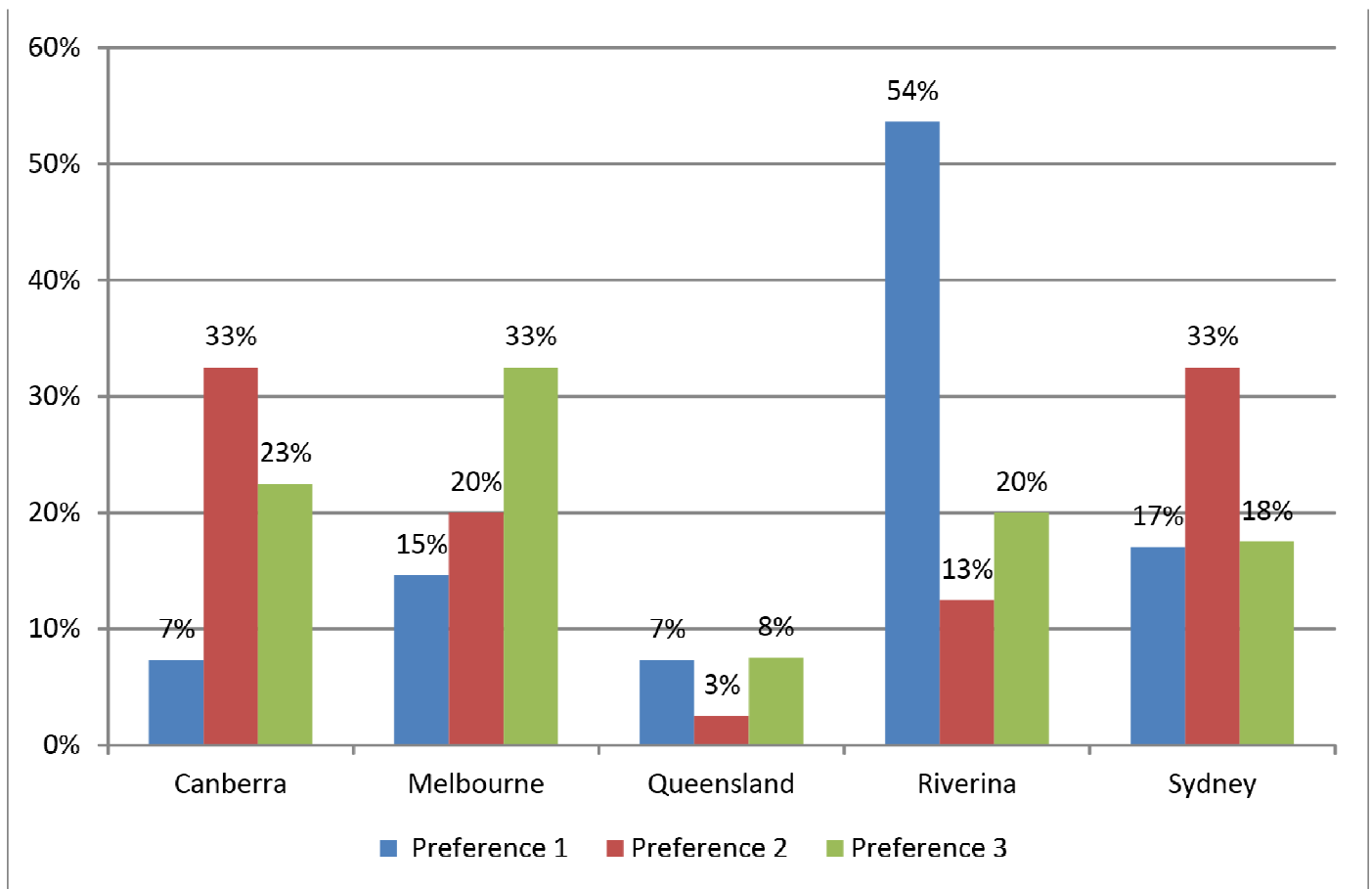
Skipped: 121



Question 30

What location will you seek work in after you leave school? Rank your 3 preferred options from the following: Canberra, Melbourne, Queensland, Riverina, Sydney
(select your top 3 preferences by placing a 1, 2 and 3 in the box next to your preferred locations where 1 is your top preference, 2 your second preference and 3 your third preference)

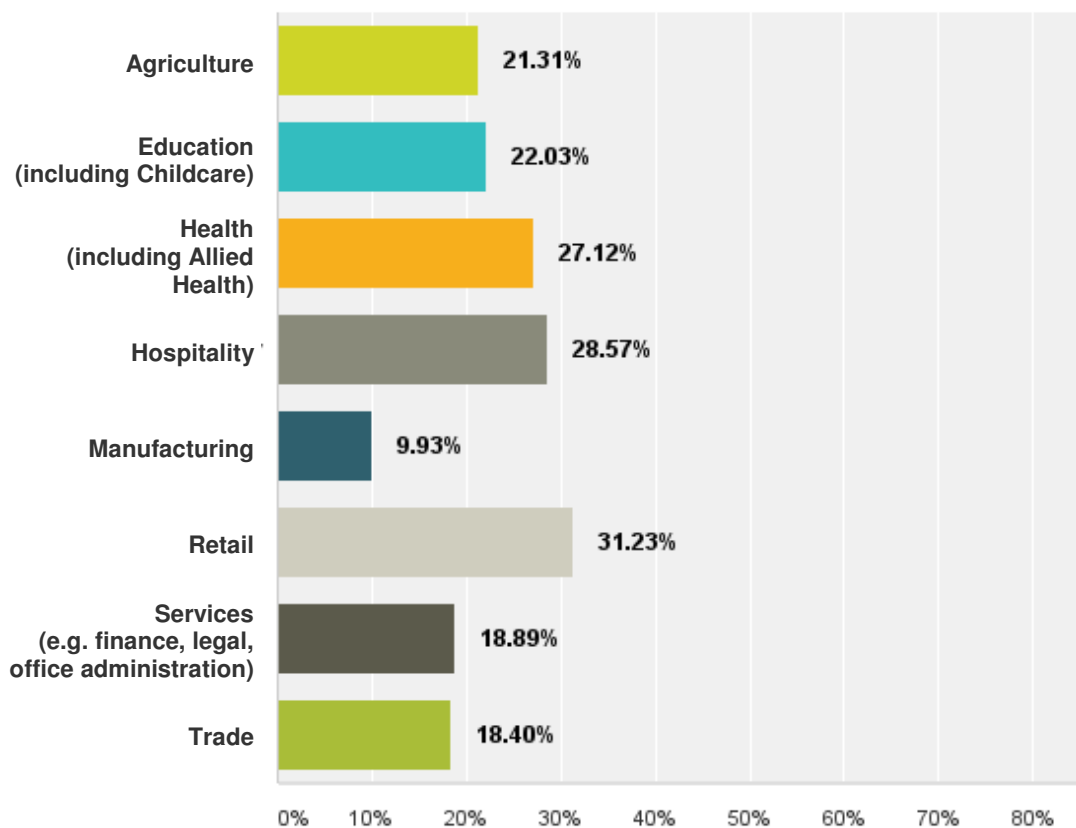
Answered: 469 Skipped: 128



Question 31

In what industry do you intend to find work in another location? (Select all that apply)

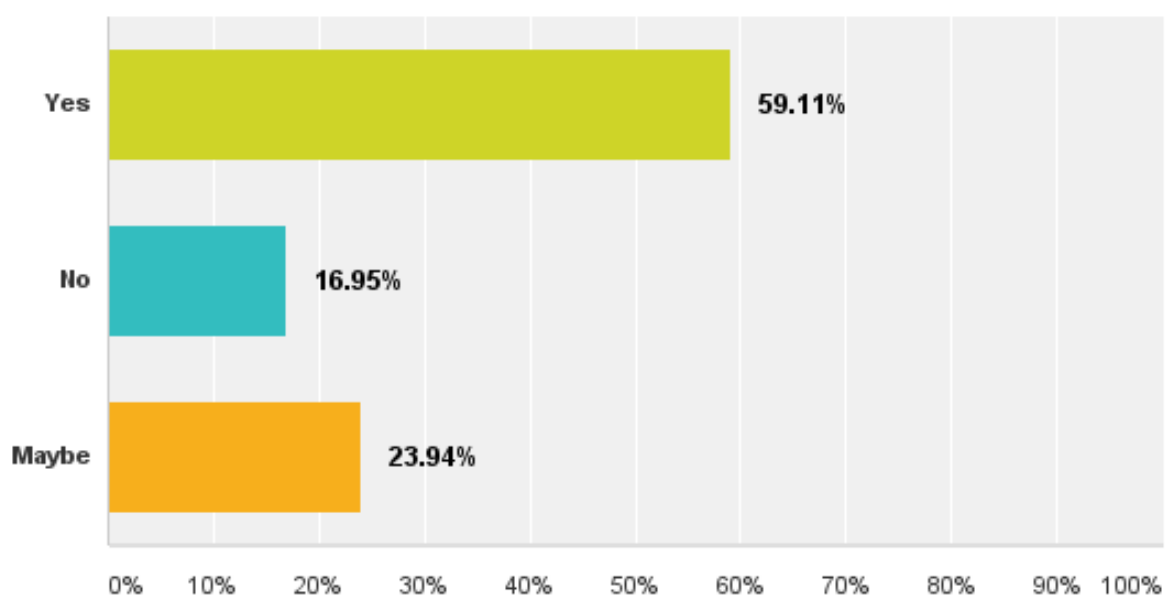
Answered: 413 Skipped: 184



Question 32

Is this an industry available in your home town?

Answered: 472 Skipped: 125

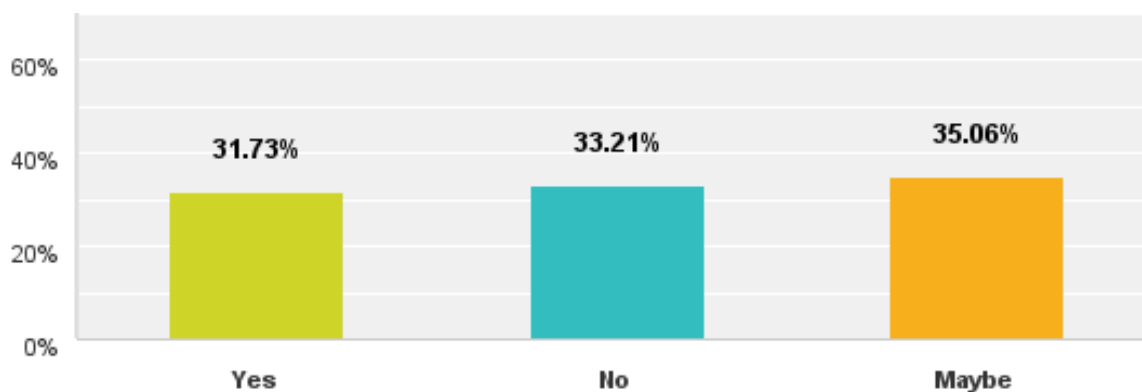


GAP YEAR

Question 33

Do you intend to take a 'Gap' year? (A Gap year is a years break before you commence further study)

Answered: 539 Skipped: 58

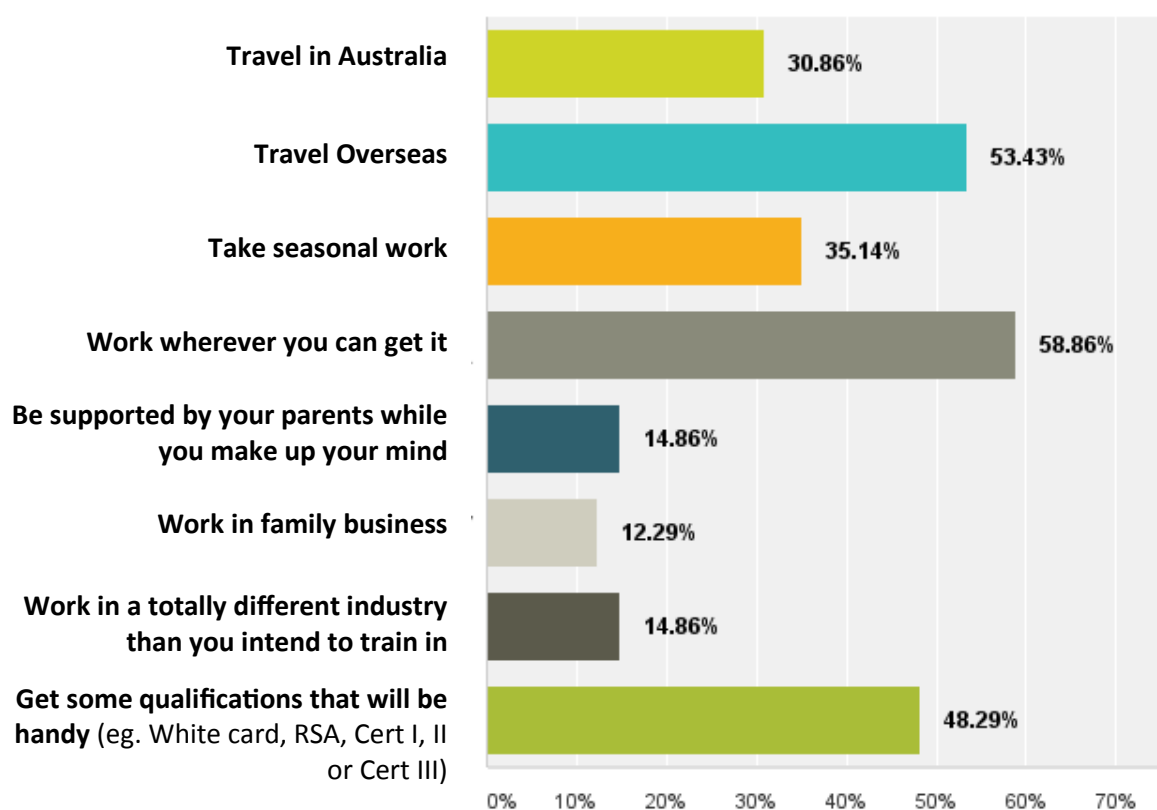


Question 34

In your 'Gap' Year, do you intend to (Please select all that apply)

- a) Travel in Australia;**
- b) Travel Overseas;**
- c) Take Seasonal Work;**
- d) Work wherever you can get it;**
- e) Be supported by your parents while you make up your mind;**
- f) Work in family business;**
- g) Work in a totally different industry than you intend to train in;**
- h) Get some qualifications that will be handy (eg. White card, RSA, Cert I, II or Cert III)**

Answered: 350 Skipped: 247



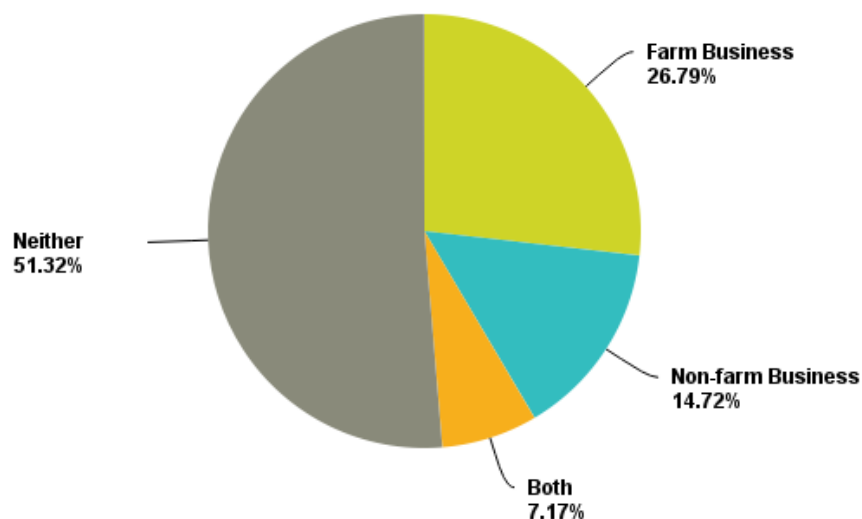
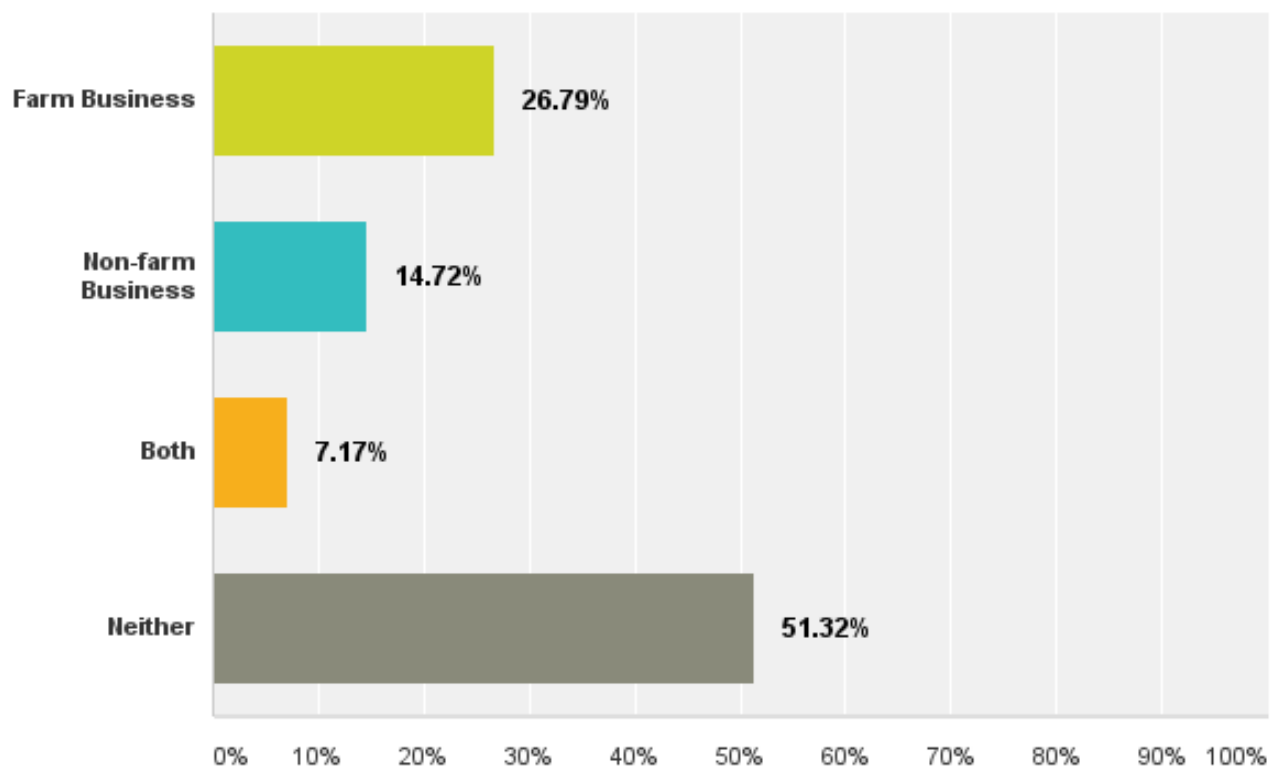
YOU AND YOUR FAMILY

Question 35

Does your family run a business and/or farm in the local area?

Farm Business; **Non-farm Business;** **Both;** **Neither**

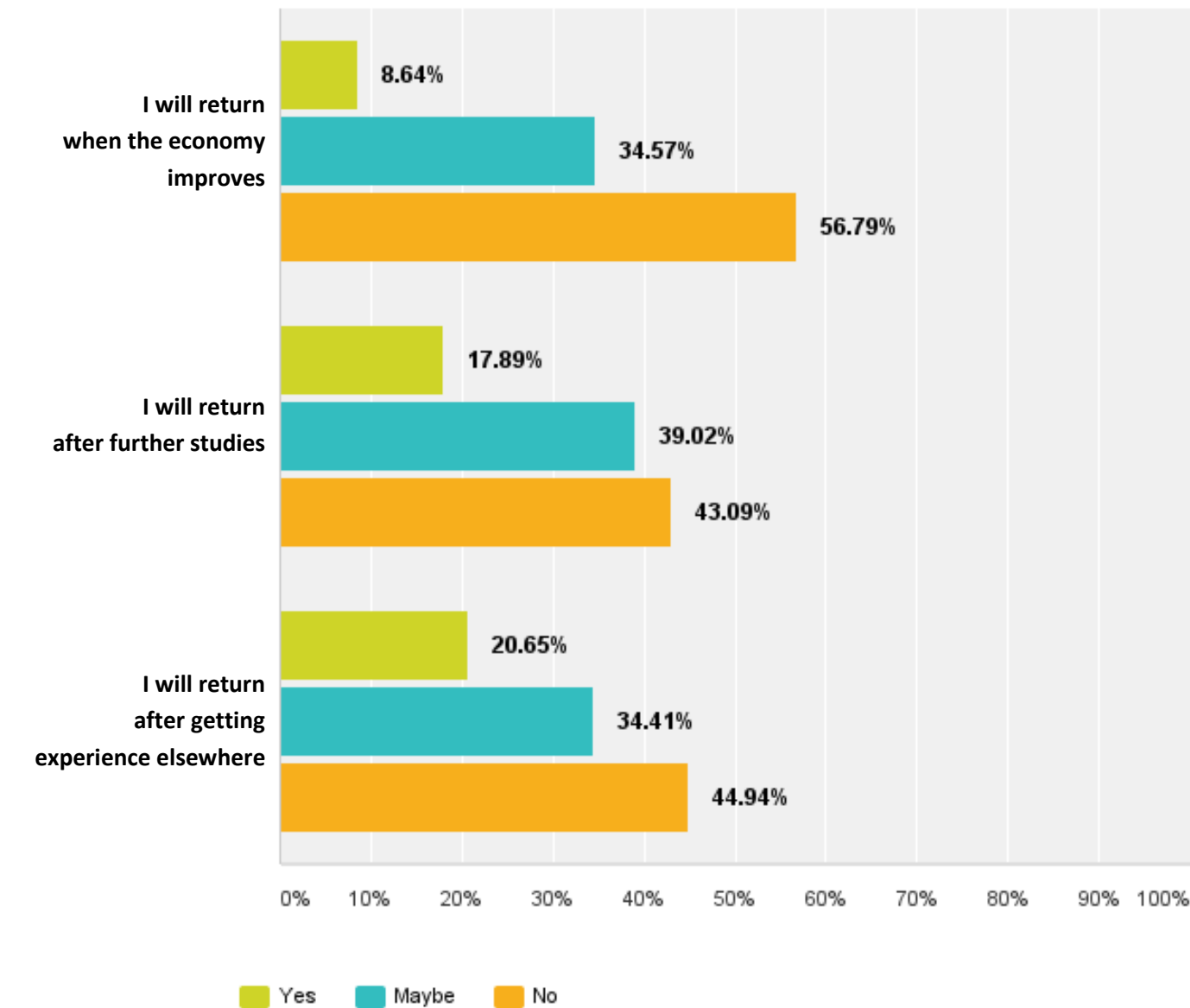
Answered: 530 Skipped: 67



Question 36

Will you return home to work in the family business or on the family farm?

Answered: 251 Skipped: 346



Comments

Return no matter what

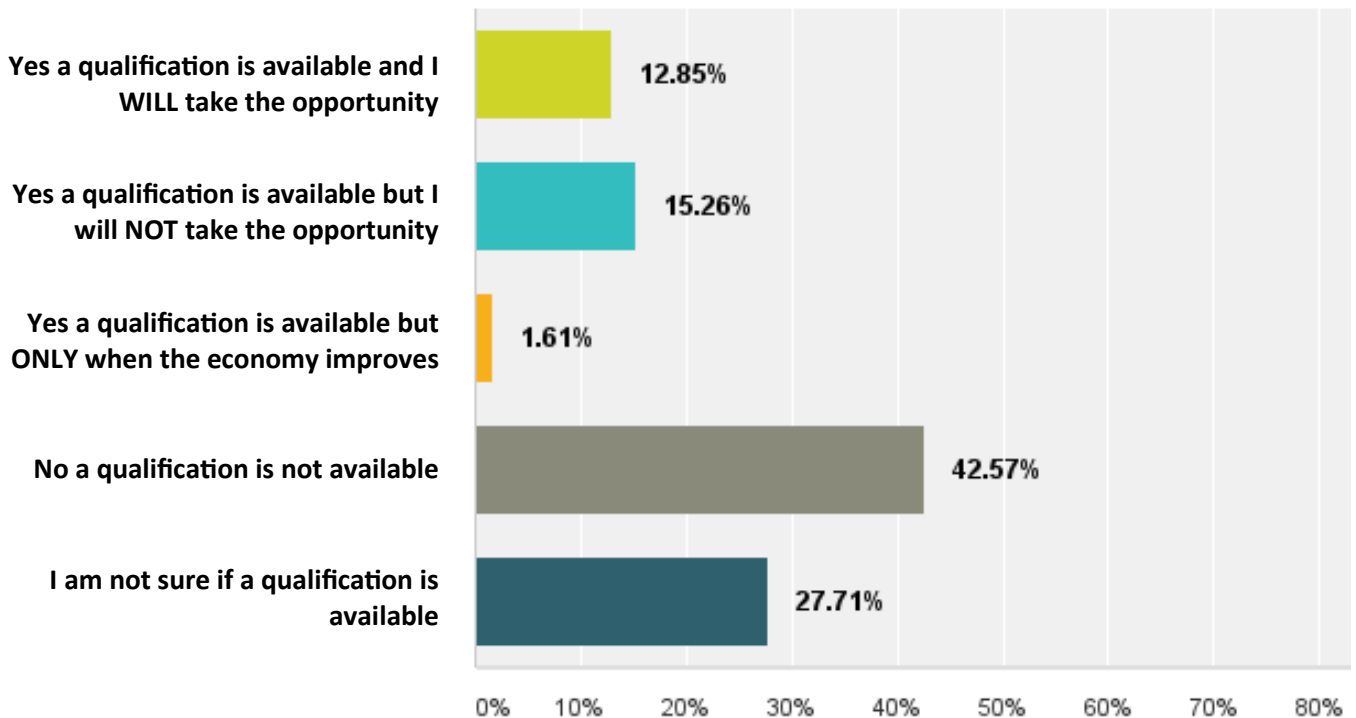
Return after year 12

Return 10-15 years from now

Question 37

Is an on-the-job qualification available through your family farm or non-farm business (eg Traineeship or Apprenticeship), and would you take the opportunity to do this qualification?

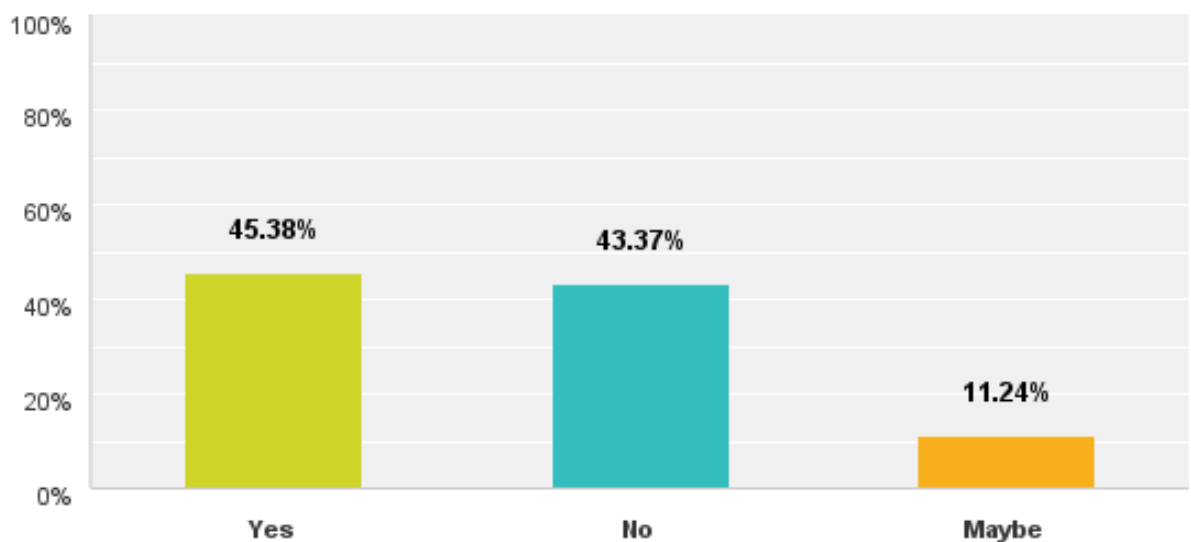
Answered: 249 Skipped: 348



Question 38

Have your parents encouraged you to get a trade or qualification BEFORE coming back to the family business?

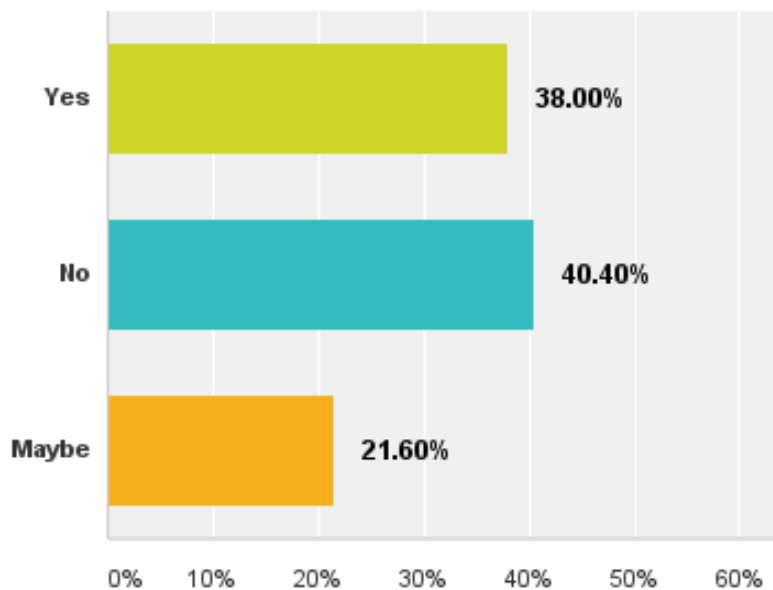
Answered: 249 Skipped: 348



Question 39

Have your parents encouraged you NOT to plan on working on the farm or in the non-farm business?

Answered: 250 Skipped: 347



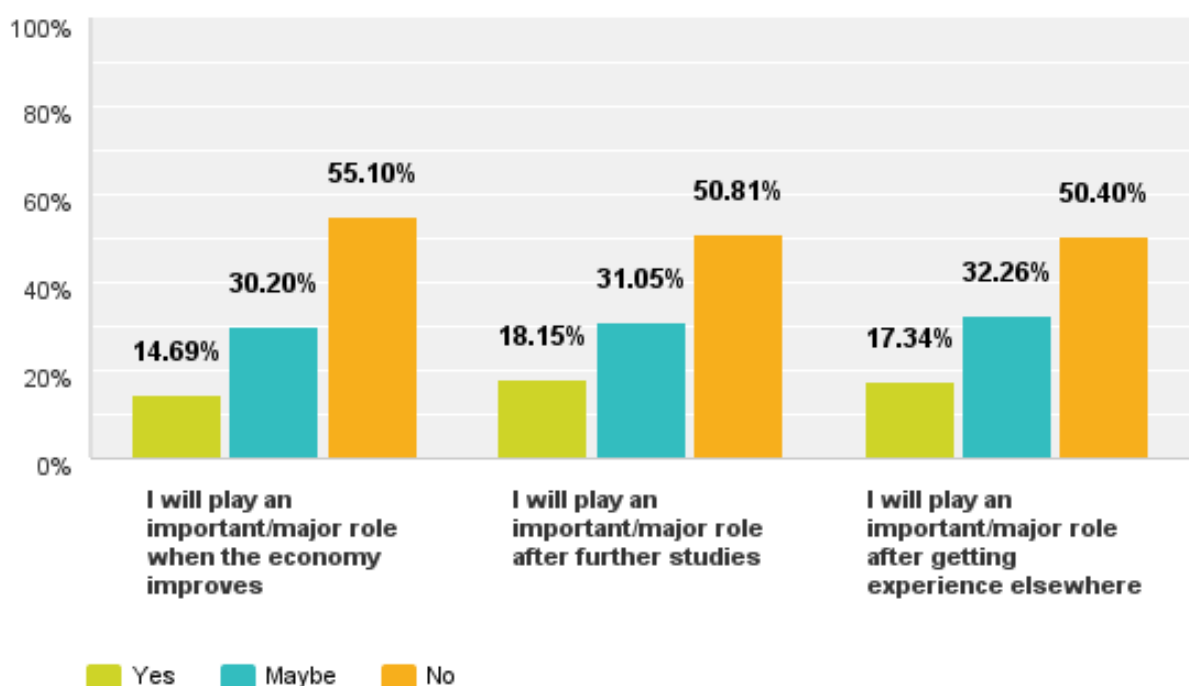
Comments

My parents want me to get qualifications for myself;
 Build my own career;
 I want to get a degree then come back but not work in the family business;
 My family wants me to make my own decisions;
 They don't want me to get tangled up in a messy family business;
 Too hard—debts;
 I believe I can do better;
 Better use of brains elsewhere;
 I need to experience the world and learn before I come home

Question 40

Do you see yourself playing an IMPORTANT or MAJOR role in your family business/farm sometime in the future?

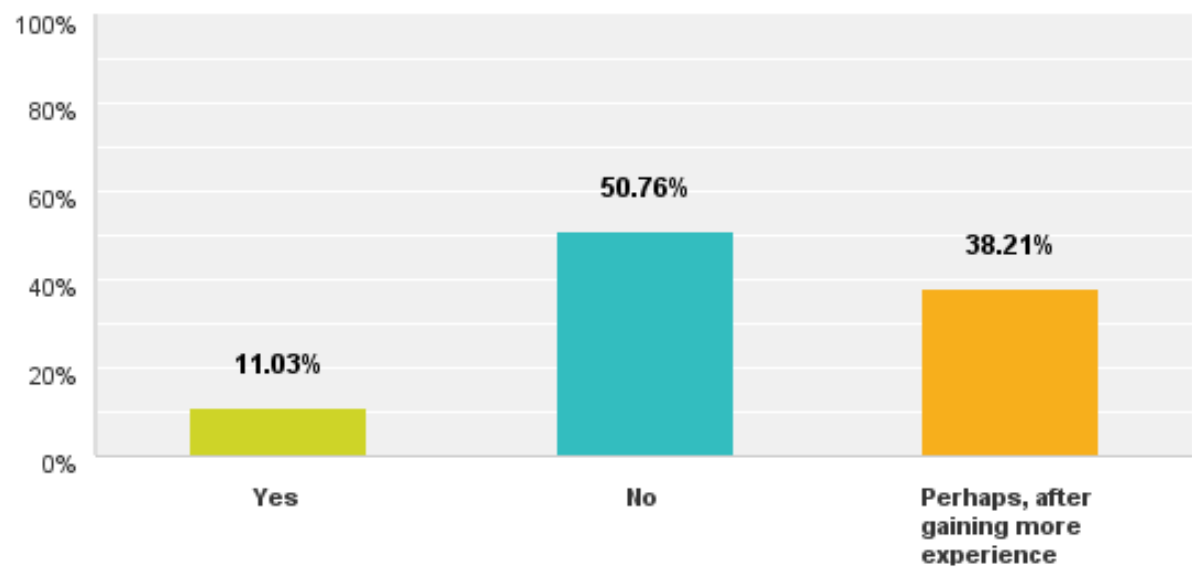
Answered: 249 Skipped: 348



Question 41

Have your parents encouraged you to start your own business?

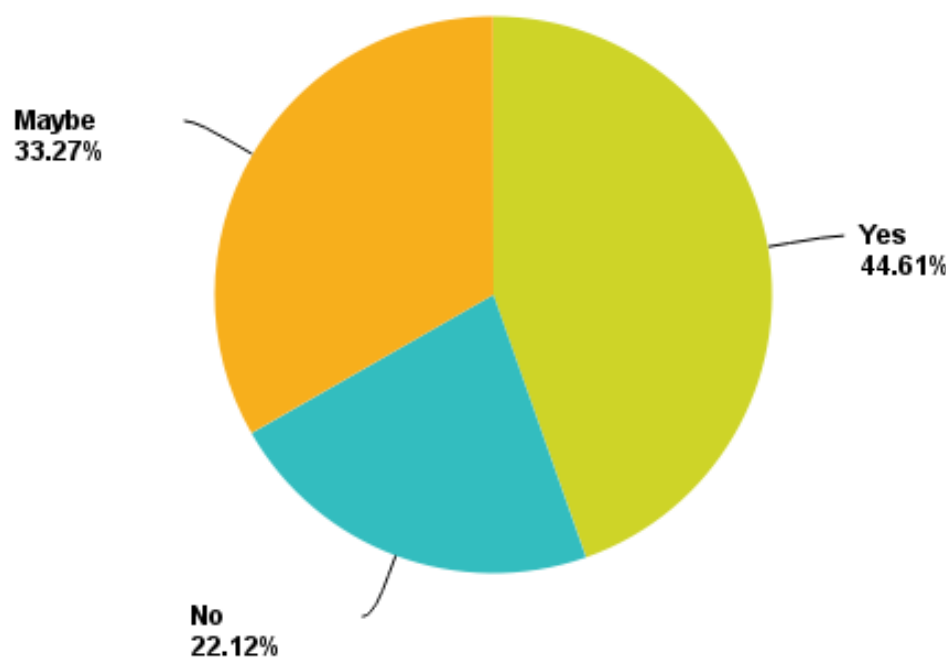
Answered: 526 Skipped: 71



Question 42

Do you see yourself applying for a scholarship of any kind?

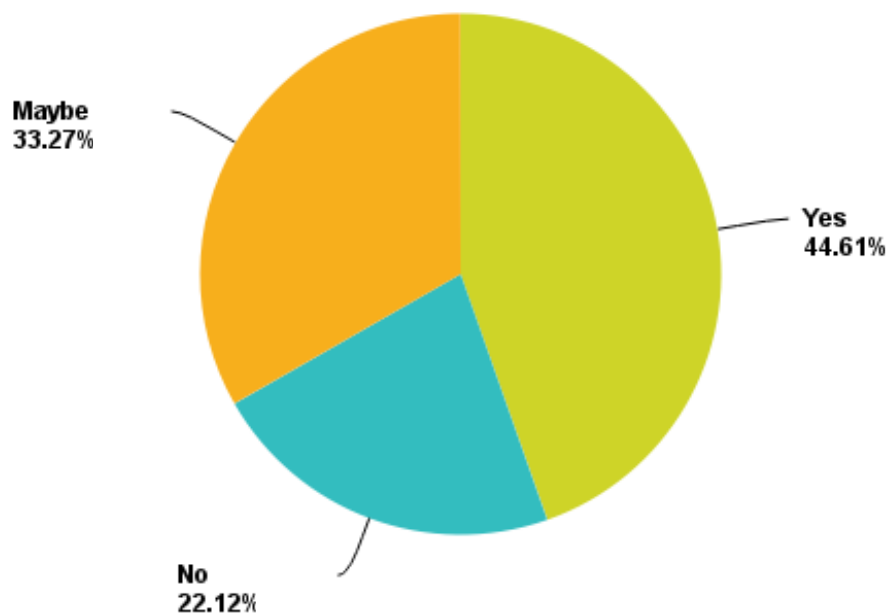
Answered: 529 Skipped: 68



Question 42

Do you see yourself applying for a scholarship of any kind?

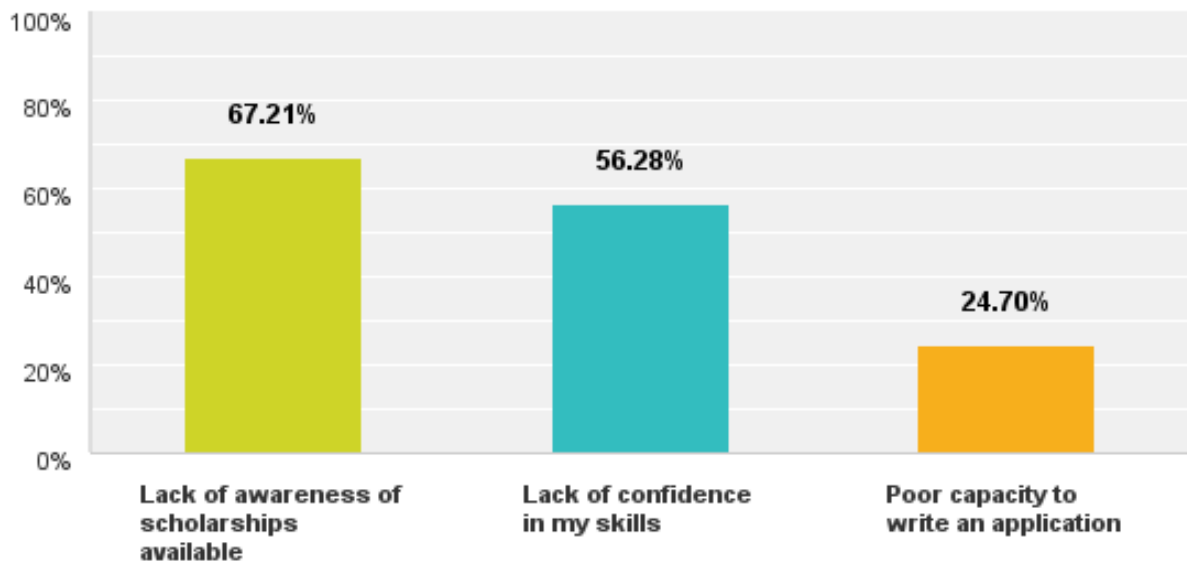
Answered: 529 Skipped: 68



Question 43

What stops you from applying for a scholarship? (Select all that apply)

Answered: 247 Skipped: 350



Comments

I don't want one
Don't know if I will live up to scholarship expectations
Haven't considered it
Too lazy

Not smart enough
Not interested
Lack of eligibility
Not being a permanent resident / citizen

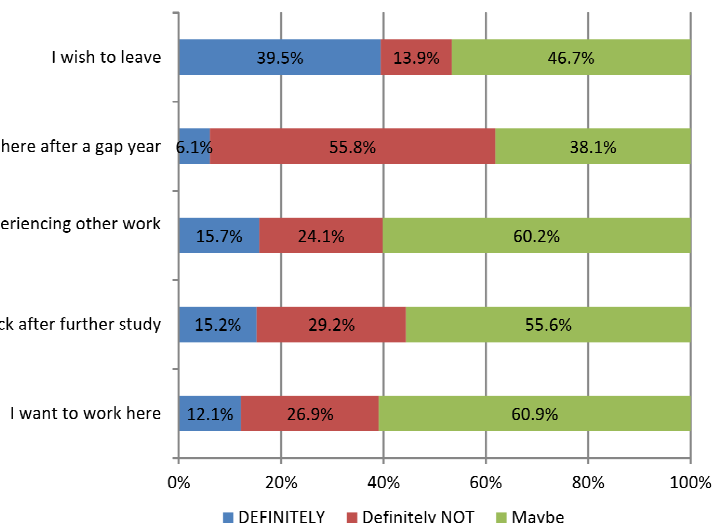
YOUR HOME TOWN

Question 44

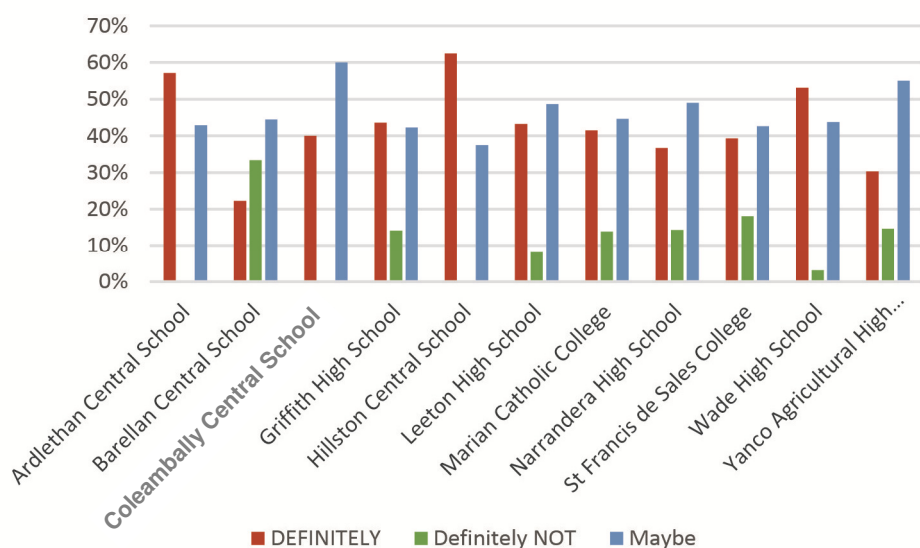
What do you think of your home town area?

I want to work here; I would like to come back after further study; I would like to come back after experiencing other work opportunities; I would study here after a gap year; I wish to leave

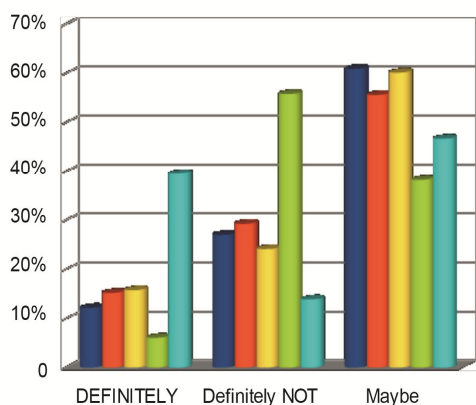
Answered: 527 Skipped:



I wish to leave

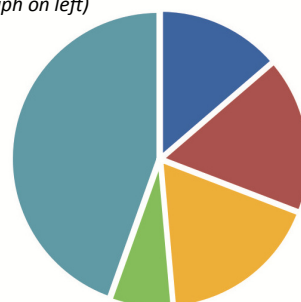


What Do You Think of Your Home Town Area



Overall "DEFINITELY" Cohort

(same key as graph on left)

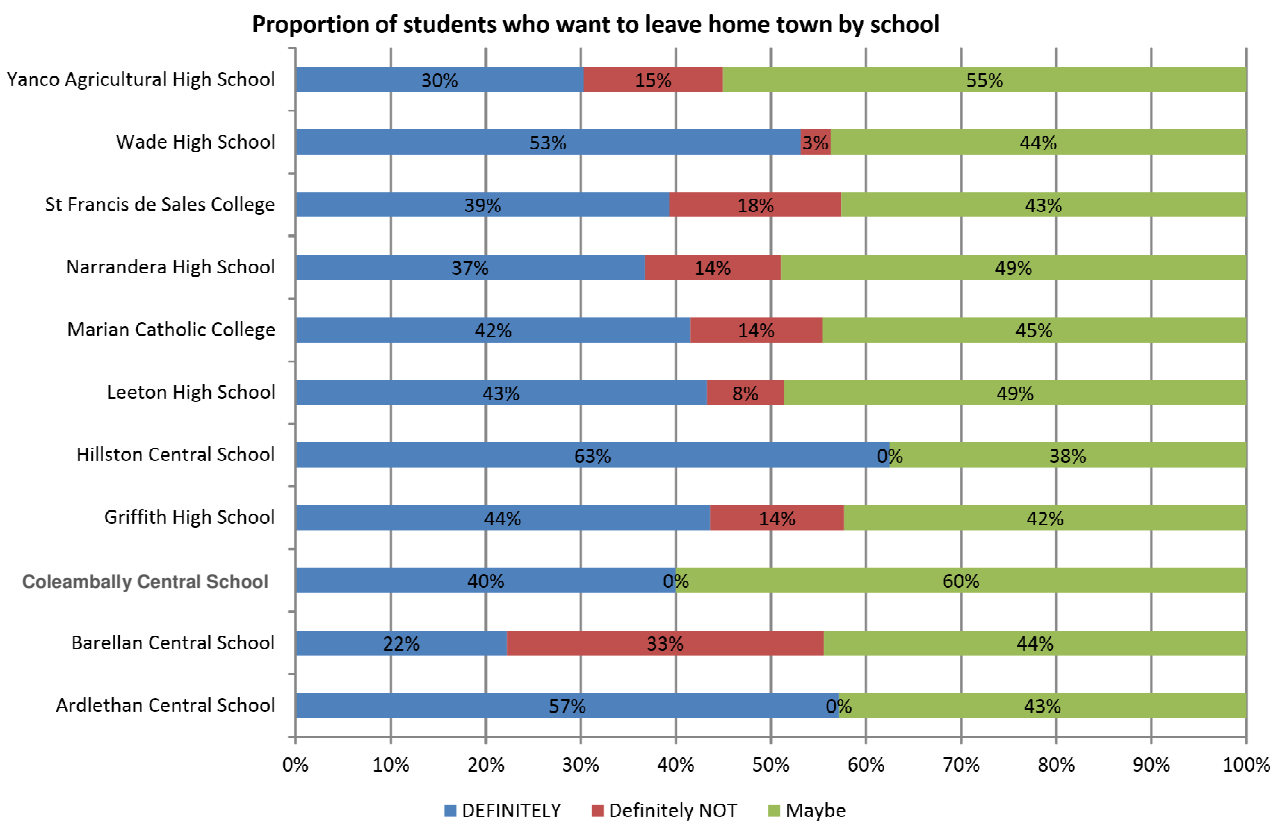
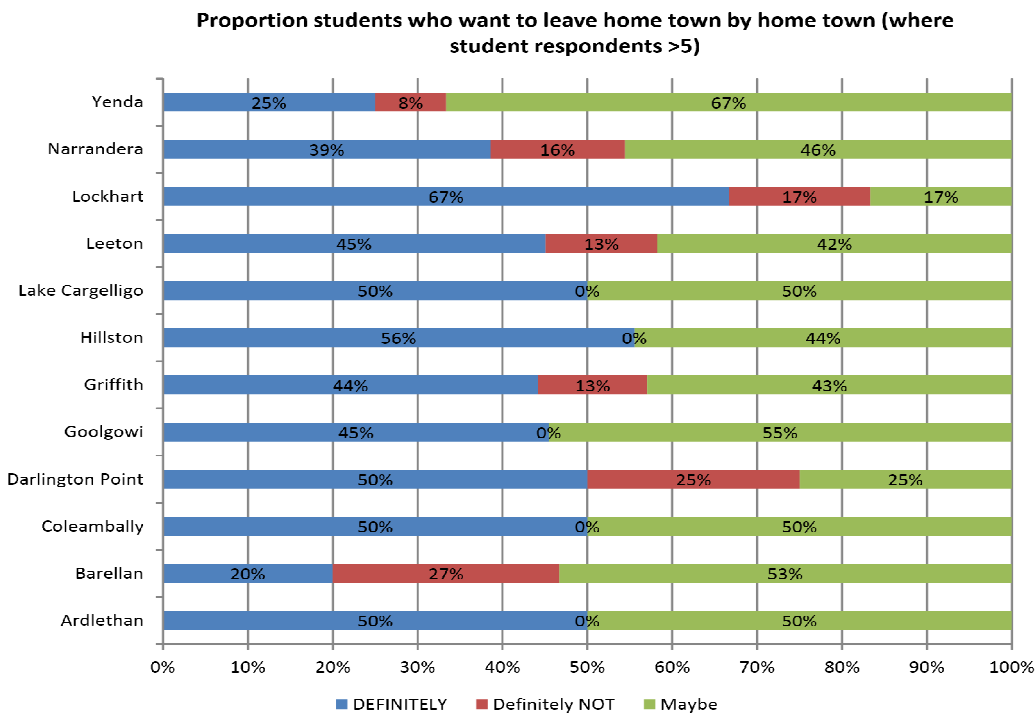


Question 44 cont....

What do you think of your home town area?

I want to work here; I would like to come back after further study; I would like to come back after experiencing other work opportunities; I would study here after a gap year; I wish to leave

Answered: 527 Skipped: 70



WE WISH TO THANK
SCHOOLS AND STUDENTS
WHO PARTICIPATED,
AS THIS IS VITAL
INFORMATION FOR
TERTIARY EDUCATION PROVIDERS,
SCHOOLS AND
REGIONAL PLANNERS

2014

