

Funded activity undertaken as part of the Project	Outcomes of activity
Learning & Development Outcomes	
Certificate II or III in Conservation & Land Care Management	In partnership with the North Coast TAFE of NSW, the project supervisor and six bush regenerators have successfully completed a Certificate III in Conservation and Land Care Management.
Gecko Community Education Program	A program of forty six Gecko Environment Education Sessions have been delivered between July 2010 and June 2011. The objective of this program has been to build the broadest environmental knowledge and awareness to complement the formal education and natural areas restoration field work. Learning outcomes have been bolstered through interaction with an impressive range of local environment industry specialists combined with field trips to experience the environmental diversity within South East Queensland.
Industry certificates	<ul style="list-style-type: none"> • Chemical user handling • Australian OH&S White Card • First Aid • 4WD Handling & Safety • Chain Saw
Work Experience	<p>The field team have learned and practiced best practice bush regeneration techniques, applying these skills practically on a diverse site that has great environmental significance with the region. Essential team skills have been developed over the course of the project to fully prepare individuals for successful careers beyond the life of this project.</p> <p>Some field team member have participated in a work experience program with the local ecological restoration industry to facilitate hands on experience at a diverse range of sites / environs. This has been very well received by the trainees and has provided them with the skills and confidence that they are job ready and can succeed in the industry.</p>
Environmental Career Pathways	<p>As a component of the Gecko Community Education Program, 5 career pathway sessions provided the team with</p> <ul style="list-style-type: none"> • insight into local environment industry and employer expectations – 5 guest speakers (leaders from local industry) • career goals, career management resources, occupation types and where to look • successfully applying for a job, understanding selection criteria, cover letter, resume writing, interview techniques, resources and tools • one on one coaching and fine tuning of career direction and resume. <p>This program provided participants with the skills and knowledge to be successful job seekers, life skills that many did not previous have.</p>
Site Restoration Outcomes	

	<p>An environmentally restored Shuster's Park contributing to a bioregional corridor.</p> <ul style="list-style-type: none"> • Restore remaining native vegetation by controlling weeds • Strengthen the resilience and regenerative capacity of the native vegetation • Improve the forest structure and re-instate natural processes (e.g. plant growth, reproduction, recruitment and dispersal) that have been impacted due to weed invasion • Restore areas identified as having low resilience through revegetation using species appropriate for the pre clearing Regional Ecosystem whilst maintaining genetic integrity by using locally sourced plants. • Improve habitat opportunities for native fauna
	<p>8,000 natives planted in restores areas of Schuster Park. Very high survival rate resulting from best practice methods and aided by a consistently wet / rainy summer and autumn season.</p>
	<p>Community Outcomes</p>
<p>Collaboration & Partnerships</p>	<p>The Gold Coast City Council (GCCC) have been activity engaged, with the appropriate Department Manager sitting on the Team Leader interview panel and has been actively involved throughout the project. An inspiring speech was provided to the project team on their first day on site, which energized the team and helped them to understand a much larger, strategic context for potential career paths and restoration work of the project. During the course of the project, a healthy relationship has been developed with the GCCC which will assist future partnerships and collaboration between Gecko, local Bush Care Groups and the GCCC.</p>
	<p>The project team shared skills with several local Bush Care Groups, working with them at their sites to restore natural bushland. These Not For Profit Bush Care Groups are manned by volunteer resources who are mainly elderly who gather once a month to work on their projects. Help from the project team assisted these groups to achieve more restoration work in one morning that their members could achieve in one year. Amongst the various sites, the project team spent several days at the Elanora Wetlands and Nicol Scrub sites.</p>
<p>Community Natural Areas Restoration</p>	<p>In addition to the significant ecological restoration outcomes at the Schuster Park project site from which the community will benefit, the project team partnered with many local bush care groups to undertake restoration works at variety of community sites including Elanora Wetlands, Nicol Scrub, Tarrabora, The Spit (foreshore), and the Currumbin Animal Hospital. As well as the broader community benefit from the restoration works, the project team benefited from learning about many community challenges and activities that contribute to life on the Gold Coast.</p>
<p>Project Governance</p>	<p>Gecko Management was represented on the project via a Project Governance Committee. The project manager formally reports progress to the Project Governance Committee on a monthly basis and engages the Gecko Executive for matters that are of a more urgent nature. The extensive skills of the Project Manager have positively influenced community members sitting on many local community boards and committees, on improved governance, reporting and project management techniques. This has the potential to positively impact the various community organisation in which members of the Project Governance Committee are involved.</p>

Best Practice	A valuable, best practice project template for implementing integrated environmental and jobs outcomes has been develop via this Jobs Funding Project. With the extensive environmental network of Gecko, combined with a field based Cert III CALM delivery methodology supplemented by a Gecko Community Education Program, and Jobs Funding by the Federal Government, the broadest possible learning and development outcome has been achieved for a team of local unemployed persons. The result of which has been significant environmental restoration works far beyond the capacity of local resources, as well as the highest quality graduates positioned for successful long term employment in the environment industry.									
Community benefit	The local community surrounding Schuster Park got to participate in two fun community days in the park, hosted by the Project. This same community will now benefit on an ongoing basis through the enjoyment of a restored natural areas resource along with a heightened awareness of the environmental significance of such areas.									
Employment Outcomes										
Long Term Jobs	<p>Creation of 17 Long-Term Jobs for employment of 2 professional bush regenerators, 5 community educators, 1 events co-ordinator, a Work Team Leader, a Project Manager, a Project Administrator and 6 unskilled bush regenerators</p> <p>Key employment outcomes from this group include:</p> <ul style="list-style-type: none"> ➤ People selected for employment were carefully matched to the job type in terms of career aspiration and team dynamics ➤ 100% retention rate of field team (main target group of this jobs grant) ➤ Project skills and experience leading to long term, full time employment outcomes for the target employment group: <ul style="list-style-type: none"> - Project Administrator gained permanent employment based on project skills and experience - Four of the 6 trainee bush regenerators have been offered employment with high hopes for the remaining 2. 									
Work Experience	<p>The nominated number of jobs and Work Experience positions created by the Jobs grants is one of the most significant deliverables for the project in terms of management and administration effort. The scope of this deliverable was not understood by Gecko management and was not adequately estimated or resourced in the Project Funding Agreement. Significant effort was undertaken to engage Work Experience persons via multiple sources and agree on a variation of this deliverable with DEEWR. Despite these difficulties, the absolute number of Work Experience persons engaged by the project, exceeded the 12 required by the Project Funding Agreement.</p> <table border="1" data-bbox="446 1747 1476 2020"> <thead> <tr> <th data-bbox="446 1747 766 1803"><i>Role</i></th> <th data-bbox="766 1747 1149 1803"><i>Work Commitment Commencing</i></th> <th data-bbox="1149 1747 1476 1803"><i>Duration</i></th> </tr> </thead> <tbody> <tr> <td data-bbox="446 1803 766 1915">1 x Project Admin</td> <td data-bbox="766 1803 1149 1915">1 day per week Oct 2010 Commenced</td> <td data-bbox="1149 1803 1476 1915">6 months</td> </tr> <tr> <td data-bbox="446 1915 766 2020">2 x Gecko Educators</td> <td data-bbox="766 1915 1149 2020">ad hoc / as required Aug 2010 Commenced</td> <td data-bbox="1149 1915 1476 2020">6 months</td> </tr> </tbody> </table>	<i>Role</i>	<i>Work Commitment Commencing</i>	<i>Duration</i>	1 x Project Admin	1 day per week Oct 2010 Commenced	6 months	2 x Gecko Educators	ad hoc / as required Aug 2010 Commenced	6 months
<i>Role</i>	<i>Work Commitment Commencing</i>	<i>Duration</i>								
1 x Project Admin	1 day per week Oct 2010 Commenced	6 months								
2 x Gecko Educators	ad hoc / as required Aug 2010 Commenced	6 months								

	<p>3 x Bush Regenerator 1 day per week (Mon) 3-6 months 16/8/2010 Commenced</p> <p>2 x Bush Regenerator 2 days per week (Mon/Tues) 6 months 27/9/2010 Commenced</p> <p>4 X Bush Regen trainee 25 hours (Wed) 3 months 8/9/2010 Commenced Youth Allowance Group</p> <p>Positive outcomes from the work experience program include:</p> <ul style="list-style-type: none"> ➤ Project Admin person gained full time employment as a direct result of the skills developed on this project ➤ 3 people gained the work experience required to complete their certificate III course in Conservation and Land Management <p>Outcomes and conclusions that are less positive include:</p> <ul style="list-style-type: none"> ➤ Unsatisfactory / unreliable attendance ➤ 100% drop out rate for people sourced through JSA network
Local Industry	<p>An excellent template for skilling and capacity building in the community for undertaking future green projects, has been developed by this project. Subject to repeat funding, this template could be reused and improved to provide successful environmental and local jobs outcomes.</p> <p>The local bush regeneration industry is growing and has been in been in need of adequately trained and skilled bush regenerators. This project has delivered 6 highly trained and skilled bush regenerators who have been keenly sought by local industry.</p>