

Baw Baw Latrobe **ELLEN**

Local Learning & Employment Network

ANNUAL REPORT 2019



Baw Baw Latrobe Local Learning and Employment Network (BBLLEN) is an integrated, effective education, training and employment network established to improve the retention of young people in education and to address disadvantage.

BBLLEN creates and supports collaborative partnerships between schools, local businesses, industry, community organisations and government departments to support vulnerable young people.

BBLLEN supports the learning and employment needs of young people in Baw Baw Shire and Latrobe City.

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Our Vision

Every young person in our local communities is engaging in learning or employment. Every young person is aspiring to a successful future.

Our Mission

Leading innovation, creating opportunities and solutions through local partnerships which assist young people to engage in learning and employment.

Our Purpose

To guide communities to positively connect and support young people to become effective members of the community.

Our Goals

Sustainable Organisation:

We will be a strong, sustained organisation that builds community capacity through leadership, brokering partnerships and advocacy. Our work will be informed by evidence and be responsive to local needs.

Enhancing Opportunities for every young person:

We will lead the development of approaches and opportunities for young people. We will maximise their opportunities for

- Learning and skill development
- Careers and employment
- Leadership
- Social and emotional well-being

Our community values young people:

We will facilitate and lead our community to support every young person and to recognise their value.



Chairperson's Report



It has been a very productive and rewarding year for the Baw Baw Latrobe LLEN Board, members and our staff it is with pride that I present the 2018-2019 Annual Report.

As we look back at our achievements, I would like to acknowledge and express gratitude to our network members and thank you for your continued contribution to our community.

It has been my privilege to be the Chair and a member of the Local Learning and Employment for more than 16 years and I have seen how important our work is. The LLEN has a central role in implementing the Victorian Government's post compulsory education and training reform agenda. This agenda is instrumental to the role in enabling a robust alliance of educational leadership across our community while holding in mind what the needs are of young people at the heart of our work.

There are 31 strong LLENs who collectively shape and support communities across Victoria facilitating partnerships and brokering initiatives between schools, training providers, local community service groups and industry.

This work is reflected in the diversity of industry partners and in the way the programs and initiatives bring these partnerships together with our young people. The role of our long-term industry partners Ausnet, AGL and TW Power Services and their support with our VEET program has been extraordinary.

Innovations such as the STEM Sister Ambassador program, where women working in the STEM fields volunteer to encourage girls to consider a STEM career has been highly successful but could not be made possible without the commitment of leaders in our community who stretch themselves daily to contribute to this work.

The strength of our LLEN Network together with the wider community of Gippsland has enabled us to extend our vision and focus toward the key drivers of social inclusion seeking ways to engage those more disadvantaged to connect and engage.

In this context 'socially inclusive education' refers to the educational and social inclusion of all young people, with a particular focus on those who have experienced disadvantage and marginalisation in the vocational education system. This includes those young people from diverse cultural communities and those young people of all abilities. Through innovations such as the "I Am Ready project", facilitating life skills developing program enables young people to fulfil their goals.

As you read in this report, the relationship partnership role of the LLEN remains foundational to facilitating and modelling collaboration to strategically and cohesively bring resources and opportunities closer to our young people in a practical way.

Our Committee of Management communicates, collaborates and considers every opportunity to create a more robust vocational education, learning and responsive vocational experience so every young person in Latrobe and Baw Baw can live their best lives.

On behalf of the Board we want to thank Lisa Price our Executive Officer for her tenacity, passion, commitment and leadership over the last 12 months. Thank you to our staff Jenni Graham, Anne Boyer & Lisa Briggs, Kirby Brace and Erlinda James for being ambassadors of our work navigating the ongoing challenges of this work. This team are a powerhouse of highly passionate and committed staff dedicated to achieving our work across the Baw Baw and Latrobe community.

I would also like to acknowledge our Committee of Management and in particular our executive members in particular, Barry Rogers for his advocacy and leadership in supporting the funding of a Youth Officer role in Baw Baw, for his commitment to Youth Choices- Just One Thing commitment, Youth Voices youth advocacy, and for his commitment to the Latrobe Youth Space and Youth Governance development.

To our executive, Deb Brown, Christine Holland, Warwick Baum, Barry Rogers and Tony Flynn, thank- you for your financial expertise and support for our operations management.

A heart filled thank you for your continued efforts - Jane Barr

Executive Officer's Report



It is hard to believe that we have almost come to the end of another year!

This year has seen a number of changes at the LLEN. We have been delighted to welcome Kirby and Erlinda to our team this year but had to say goodbye to Jane, who left to join Federation University. We have rebranded our LLEN Logo and website, so that it now better reflects who we are as an organisation and positions us into the future.

This year a lot of effort has gone into strengthening our relationship with employers across Baw Baw and Latrobe, which has meant increased opportunities for students undertaking Structured Workplace Learning positions, opportunities for workplace visits and better engagement with industry. The STEM Sister Ambassador program, where women working in the STEM fields volunteer to encourage girls to consider a STEM career has also been very well supported and embraced by our local industry. We are always very appreciative of the support that we receive from local employers and without them we couldn't build the aspiration of young people in our area and do what we do.

I would also like to take this opportunity to recognise AusNet Services who over the past 15 years have partnered with us to deliver the VEET (Victoria Energy Education & Training) program. AusNet have been instrumental in the development and delivery of this program. Unfortunately, due to the sale of the Linesman arm of their business, AusNet will no longer be in a position to be a partner in the VEET program.

The relationship with employers and education has been the focus of some work that we are undertaking in partnership with South Gippsland/Bass Coast LLEN, the Department of Education and Training, Latrobe Valley Authority, TAFE Gippsland, Federation University and a number of employers. The aim is to develop the most effective ways to manage the relationship between employers and the education sector to ensure that it continues to be a mutually beneficial arrangement for all involved. It has been interesting to map all the education/industry engagement activity that is currently happening and understand the diversity and breadth of what is being offered. This piece of work will lead nicely into the LLEN's work for next year with the focus of the LLEN contract being a new LLEN school-employer relationship model.

The LLEN has continued to support a number of partnerships across our local area including the Communities that Care project in Baw Baw and Latrobe Youth Space in Latrobe. Both projects have the capacity to make a significant difference to the lives of young people and although both have their challenges, it is important that we continue to work with other organisations to deliver positive outcomes for our young people.

One of the highlights of the year has been the 'I Am Ready' program, which has been delivered in partnership with the South Gippsland/Bass Coast LLEN, Gippsland East LLEN and the National Disability Coordination Officer. The 'I Am Ready' program has provided students in years 10, 11 & 12 who have a disability or learning barrier with an opportunity to learn some employability skills, such as communication, team work, etc. and then provided a supported work placement with a local employer. The feedback we have received from schools, parents and the students themselves has indicated that the program has been an overwhelming success, but until we receive the completed evaluation of the program by Federation University, we are trying to contain our excitement!

I would like to take the opportunity to thank the Board for their ongoing support, commitment and engagement in the work of the LLEN. In particular, I would like to thank Jane Barr who is stepping down as Chair after four years in the role. Jane's passion for young people, leadership and exceptional insight has ensured the Baw Baw Latrobe LLEN has continued to grow in strength.

Lastly, I would like to thank the wonderful, dedicated, passionate people who make up the LLEN Team. Our staff are at the heart of everything we do as a LLEN and it is because of them and the work they do, that the LLEN continues to be held in such high regard across our community.

Regards, Lisa.



I AM READY

A program designed to support young people with a disability or learning barrier, to obtain knowledge, skills and opportunities for real and lasting outcomes in employment, further education and training.

The 'I Am Ready Program' aims to enable young people in Gippsland with a disability or learning barrier to obtain knowledge, skills and opportunities for real and lasting outcomes in employment, further education and training. The program is funded over an 18 month period by the Try, Test and Learn Fund — an initiative of the Australian Government Department of Social Services. The fund aims to support new or innovative approaches to support people, at risk of long-term welfare dependence, through small scale trials that are aimed at improving workforce participation, or capacity to work. The project is delivered by a partnership between: Baw Baw Latrobe LLEN, Gippsland East LLEN, South Gippsland Bass Coast LLEN and National Disability Coordination Officer Region 17.

The 'I Am Ready Program' is designed to address the current failure of transitioning young people with learning barriers into employment. The social cost of not addressing the current gap is unacceptably high and carries with it significant social consequence and lost opportunity as well as the monetary cost.

The structure of the I Am Ready Partnership initiative allows a holistic approach to address the issue of how to make work real for participants by creating a common language for work readiness across all stakeholders in the partnership. The initiative offers three stages to support innovation and industry connections based on best practices in facilitating youth transitions that fosters empowerment and self-direction.

Who are the participants?

Students in Year 10 or 11 in 2019 who are attending a mainstream or specialist school in Gippsland. The participants have been nominated by their school and applications supported by their parent/carer. These young people have been identified as having a learning barrier or disability and have future potential to work for 8 hours per week unsupported. Some year 12 students were also accepted into the Sale group to ensure there were sufficient numbers to proceed.

Applications were received from 103 students from 31 schools across Gippsland. After an interview process, 91 students were selected to participate. There are up to 20 participants at each of the five Gippsland locations including Warragul, Traralgon, Leongatha, Sale & Bairnsdale.

How is the program delivered?

Stage 1: I Am Exploring - One day per week for eight weeks during term two, students participated in an interactive workshop style program to develop their work readiness skills including activities such as industry visits, mock interviews and a "Dress for Success" shopping day. A series of videos supported the learning about employability skills including: communication, technology, self-management, problem-solving, teamwork, planning, initiative and learning. In addition, Parents/Carers and school support staff were invited to participate in "Career Conversation" workshops to learn how to become a Career support partner for these young people.

Stage 2: I Am Becoming Ready - with coordinated assistance participants applied to take part in work experience with supportive employers. Training was provided to employers through access to disability awareness webinars supporting them to provide an industry buddy to assist and mentor students whilst on placement.

Stage 3: I Am Ready - Participants are supported to continue with work experience opportunities, part-time employment, school based apprenticeships and further training opportunities. A transition forum will take place in each area during early 2020 to provide information to participants, families and schools about the supports and transition options that are available. These forums will be supported by post-secondary training providers, disability employment services and other support services.

Employer readiness

A key component to making the program a success is the involvement of employers with the opportunities they will provide to participants in the form of work experience and mentoring. The employer element of the program also provides significant benefits to participating employers as well as the students:

- Connection between participants and local industry - increasing social mobility; removing barriers; and reducing stereotyping.
- Cost effective professional development for staff - developing disability awareness, communication, mentoring & leadership skills.
- Recruitment opportunities - seeing the participants' full potential and capabilities during the program.
- The 'feel good' factor by helping a young person, who has perhaps had a challenging life thus far.

To address the disadvantage experienced by young people with a disability in transitioning into the workforce, it should be possible to elevate community expectations that the culmination of secondary education for young people with a disability should be employment with a clear career path. It is clear that schools need support from community experts to engage a cohort that is particularly challenging within a school environment. To achieve this, the following components are required to deliver effective transition support for students with learning barriers:

- High expectations and the assumption of employability for all young people with disability;
- Locally, place-based cross sectoral partnerships - networks between schools, community agencies and support organisations;
- Vocational development while at school to provide the opportunity to acquire work skills, values, vocational decision making and to develop career aspirations;
- Participation in paid and unpaid work experiences during the last years of school, because young people who leave school having held an open employment paid role are strongly correlated to post school employment success.

Evaluation

Evaluation will take place throughout the program to gather data and information regarding outcomes that will inform future government policy. Participants, host employers and other stakeholders will contribute to the evaluation by providing feedback through surveys, interviews and focus groups. Federation University's Collaborative Evaluation Unit has been engaged to complete an independent evaluation of the program. The evaluation aims to provide evidence that the I Am Ready program has achieved the following:

- Increase parent/school/employer/participant aspirations
- Employers better equipped/more willing to employ young people with disabilities
- Increase participant skills, confidence and readiness for further education or employment
- This program can be replicated across Australia

What's Next?

Due to the overwhelming success of the program during 2019, discussions are continuing to determine the best way for the program to continue to be offered to our Gippsland region schools. The information gathered by the evaluation team will be used to inform any decisions around the sustainability of the program into the future.



Baw Baw Latrobe
Local Learning and
Employment Network



Gippsland East Local Learning
and Employment Network



South Gippsland Bass
Coast Local Learning
and Employment
Network

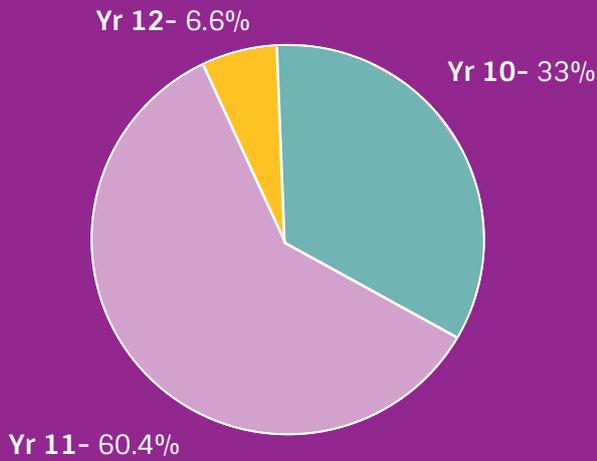


Australian Government
Department of Social Services

Supported by the Try, Test and Learn Fund – an initiative of the Australian Government Department of Social Services



STUDENT YEAR LEVELS INVOLVED



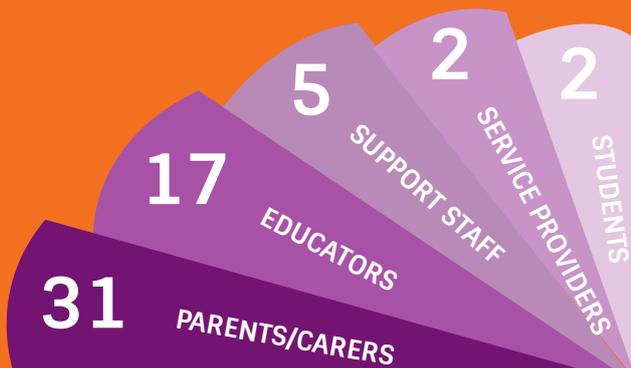
LOCATIONS



MOCK INTERVIEWS SUPPORTED BY:

- APM (Advanced Personnel Management)
- Duart Homestead
- Avon Legal
- U3A Bairnsdale
- On Trac Finance Brokers
- Skills & Job Centre
- Latrobe City Council
- Interact Australia
- Maxima
- South Gippsland Council
- Baw Baw Shire
- Max Employment
- Bass Coast Shire Council
- Sureway employment and training

CAREER CONVERSATION WORKSHOPS



INDUSTRY TOURS





STEM Sisters

A program designed to encourage girls to take on Science, Technology, Engineering and Math (STEM) subjects and careers.



- Royal Womens Hospital Visit
- 3 Day Intensive STEM Challenge
- Melbourne Zoo Visit
- Ecolinc Tour
- STEM Sisters - Ambassador Program
- STEM Sisters - Year 10 Program

The STEM (Science, Technology, Engineering and Math) Sisters project is an initiative of the three Gippsland LLEN's: Baw Baw Latrobe LLEN, South Gippsland Bass Coast LLEN and Gippsland East LLEN. The STEM Sisters project was created in response to low levels of engagement from girls in STEM subjects. STEM Sisters is funded by Regional Development Victoria. The project has its own STEM Sister Ambassadors; local women who are working in STEM roles and are prepared to work with the young Gippsland students to show them what a career in STEM looks like and how they too can get there.

There has been a range of activities, excursions and events throughout the year that have successfully engaged girls from years nine and ten in exploring a variety of STEM related careers, pathways and industries. Some of these activities have included students from neighbouring Gippsland LLENs.

Royal Women's IWD Meet a Scientist

The Royal Women's Hospital invited schools to select up to five years 9 - 12 female students, with an interest in biomedical science, to visit the hospital, meet research scientists and learn about the many pathways into a career in science. This year's theme was "You can make a difference in the world with nothing more than your ideas, hearts and minds. Dare to dream big!".

Students experienced an array of interactive and engaging workshops and displays, presented by the Royal Women's research scientists, as detailed below. Students had the opportunity to attend each activity.

Newborn ventilation

Neonatal Consultant Dr Louise Owen demonstrated how preterm babies are ventilated and how research is improving ventilation techniques used in Neonatal Intensive Care Units. Students had the opportunity to perform ventilation simulation using a model baby.



STEM Sisters

Presentation and Q&A

Senior Research Fellow Dr Michelle Peate and PhD students provided presentations on their research projects.

Exploring endometriosis

Research Fellow Dr Sarah Holdsworth-Carson explained how women with endometriosis are currently diagnosed and how research is better characterising the disease to improve diagnosis, by examining endometriotic tissue histologically.

HPV testing

Research Fellow Dr Dorothy Machalek demonstrated how women are tested for HPV and how research on the HPV vaccination program in Australia has reduced its prevalence, including the opportunity for students to carry out a mock HPV test.

‘Speed dating’ with a scientist

In small groups students had five minutes with four of the Women’s research scientists, midwives and allied health professionals.

Research poster display

PhD students outlined how to create an effective research poster to communicate important findings. Students had the opportunity to view over 15 posters created by the Women’s research staff.

3 Day Intensive STEM Teams Challenge

Latrobe Health Assembly (LHA) and the Gippsland Tech School (GTS) developed a 3-day design thinking challenge for Year 9 and 10 students from across Gippsland. Students developed a communication response, in a form of their choice (song, animation, documentary, short film, app, game etc) to the following brief: “Communicate to young people in the Latrobe Valley the importance of nutrition, exercise and wellbeing to a healthy lifestyle”.

With the support of their supervising teachers, specialist staff, industry and the GTS, teams participated in the following activities to support their response to the challenge. Learnings were able to be taken back to local communities and participants were able share their response and look to develop a unique piece of communication that targeted the needs of their local community.



STEM Sisters

Melbourne Zoo Conference for Women in STEM - Future Careers, 21st Century Skills and Role Models

Nineteen students from various local schools from Latrobe and Baw Baw participated in an excursion to the Melbourne Zoo for their Women in STEM Conference. The aim of the conference was to educate and inspire female students to pursue a career in STEM by connecting them with real-world STEM mentors.

Throughout the day, the conference provided students with many thought provoking discussions and topics, including exploring what the future of work looks like in an age of rapid change. Students listened to the inspiring journeys of several global and local STEM role models and were provided with lunch in the Zoo's beautiful grounds. After lunch students attended a Design Thinking Hack, a challenge designed to ignite a love of STEM and identify STEM skills and interests.

Ecolinc

Thirty-three year nine students from Traralgon College, Kurnai College Morwell and Churchill Campus, Lowanna College, Trafalgar High School, Warragul Regional College, Marist Sion College, Drouin Secondary College and St Pauls Anglican Grammar School attended the Ecolinc Science and Technology Centre in Bacchus Marsh.

Highlights of the day included keynote talks from:

Tiffany Yao is from Houston, Texas via Video Conference. Tiffany is an electrical engineer at Ad Astra Rocket Company and has been with the company for over two years. She maintains the electrical systems for the diagnostics of the rocket engine and for the laboratory testing environment. She is also in charge of the company's safety program. The students were given a tour of the Ad Astra Rocket Company and shown of the development of Air Space Chamber.

Sarah Duncanson is a Paediatric nurse in the Intensive Care Unit at the Royal Children's Hospital, Melbourne. After studying in Ballarat, she moved to the RCH for her graduate year and has been working in the ICU for 11 years. She has completed her Post Graduate Diploma in Advanced Nursing Practice and has fulfilled several roles in the unit, including Clinical Educator, ECMO (heart lung bypass) nurse, PIPER (emergency retrieval) nurse, Clinical Nurse Consultant and Clinical Liaison Nurse. She has also worked caring for congenital cardiac children in Benghazi, Libya and currently teaches Paediatric Advanced Life support to nurses all around Australia with the Australian College of Critical Care Nursing.

Students participated in two of the four following workshops:

- Mission Moon - Students worked in teams to undertake a scenario activity. Students were tasked with setting up a company on the moon for a minimum of 6 months to monitor, build and execute a space junk cleanup solution. Students had to select the team who will be located on the moon for this time and the essential equipment that they will need.
- Bioplastics - Student's learnt how to make bioplastic and also how bioplastics may be the way of the future. Bioplastics are plastics derived from renewable biomass sources, such as vegetable fats and oils, corn starch, or microbiota.



STEM Sisters

- Space Glove – Students used a scientific design process, to design, make and test a space glove that could be used on the space shuttle.
- Breakout Girls – Students participated in a crisis scenario activity. In the scenario, lives were at stake and the was clock is ticking. The students were provided with the solution in a box, but the box is closed and secured with four different padlocks. There were clues to open each padlock, but it took insight, teamwork, and plenty of creative thinking to solve them.

Students selected six STEM Professionals, from a choice of twenty seven, to ‘speed date’, higher education providers were also in attendance and were able to outline career pathway opportunities and courses for students in the STEM fields.

STEM Sister Ambassador program

STEM Sister Ambassadors are volunteers who are passionate about their careers, their organisation or STEM Background. They volunteer their time and support to promote STEM to young female learners in a vast range of original, creative and practical ways.

STEM Sister Ambassadors help to support the STEM Curriculum and raise awareness of STEM careers by revealing how essential STEM is throughout the world. They help open the doors to a world of opportunities and possibilities, which come from pursuing STEM subjects and careers.

STEM Sister Ambassadors not only inspire young people, they may also support teachers in the classroom by explaining current applications of STEM in industry or research. The STEM Sister Ambassadors program enables businesses, organisations and individuals wanting to support young people in STEM to target their efforts and resources in a way that will deliver the best results for them and young people.

Year 10 STEM Sister Program

The STEM Sisters program is now in its third year and was created in response to low levels of engagement from girls in STEM subjects. The aim of the project is to increase the awareness of young women to opportunities that exist now and into the future in the STEM areas. There are several elements to the project: STEM Sisters Year 10 Program, the first being the induction evening which saw twenty seven girls inducted.

Taster Day

Technology is a disruptive force, which has always led to changes in the way that people work and the types of jobs that are in demand. This change is happening more and more rapidly with the increased pace of technological development. We have seen rapidly changing technology and a reduction in traditional industries have a dramatic impact on Gippsland. This means that today’s students need to develop skills that will allow them to be adaptable and to meet unforeseen challenges and opportunities in their lives. They also need to be open to new experiences and to have an understanding of how the world of work is changing around them.



STEM Sisters

Students were provided with an introduction to how technology is influencing and changing many of the local industries in Gippsland. They learnt about the change technology is causing before rotating through a brief session about three major technologies; 3D design and laser cutting, virtual reality training programs, and robotics. Students participated in:

- Exploring how technology is disrupting the traditional workforce
- Exploring how the skills and knowledge desired by employers is changing
- Using CAD software for laser cutting
- Took part in a virtual reality program
- Programmed a robot to perform a simple task
- Exploring future education and career opportunities

Living Library

The Baw Baw Latrobe LLENs year 10 STEM Sisters enjoyed a special 'Living Library' event at the Moe Library. The 'Living Library' concept provided our STEM Sisters (the reader) an opportunity to 'borrow' a book (Ambassador) sit down and listen to their 'story'. Readers were able to select 3 'books' to read throughout the evening.

Seven of our STEM Sister Ambassadors: Sue Abbott (Latrobe Valley Drafting), Dr Amy Crosby (CQUniversity Australia), Rachael Green (Australian Paper), Rhonda Hastie (Office of the Latrobe Valley Mine Rehabilitation Commissioner), Kathleen Kent (Gippsland Water), Nicki Kumar (Energy Australia) and Rebecca Turnbull (GHD) kindly donated their time to be the 'books', sharing their career journeys and life experiences.

Latrobe Local Industry Tour

STEM Sisters were given a taste of what local-based careers in science, technology, engineering and maths (STEM) can look like during a tour of three major Latrobe employer sites.

The first stop was at Gippsland Waters Waste Water Treatment Plant, students were provided with an insight into the water industry and toured the facility. The second stop was at AGL Loy Yang, our STEM sisters undertook an OHS induction before touring various areas of the station with the Honourable Darren Chester, our local member of parliament. Students attended a 'Speed Dating' style lunch and met with a range of women working in various STEM roles at AGL.

The final destination of the day was the tour of Latrobe Regional Hospital. Here students were given an overview of Prosthetics & Orthotics, and a tour and presentation of the Radiology department. Students were given an opportunity to visit the Radiation Oncology section with Radiation Therapist Belinda Hua.

Baw Baw Local Industry Tour

The tour started in the Waterford Rise Land Development, where developers and staff from the Baw Baw Shire Council explained the process on how to develop land into a subdivision and discussed the range of STEM careers available in the process. Students were also given a tour of the various Civil Construction and Road Maintenance sites.

The Second visit was to the Agriculture Victoria Ellinbank Research Centre. Students were taken to the dairy farm located at the research facility and viewed a variety of research projects that are currently



STEM Sisters

being undertaken on the farm. Over lunch, students undertook a 'speed dating' activity meeting with a range of women working at the research centre, in their varying STEM based roles.

Finishing off the day was a visit to GippsTech which is located in Warragul. Students were able to listen to staff share their stories of their own career pathways and about the emerging careers in Technology. After a tour of the space, students were treated to a hands-on activity in the Virtual Reality Room.

L'Oréal-UNESCO For Women in Science

The Girls in Science Forum is provided by L'Oréal Australia and the University of Melbourne. The current L'Oreal-UNESCO for Women in Science Australia & New Zealand Fellows shared their stories with students through their Girls in Science program.

This year the Women in Science Australia & New Zealand presented a selection of challenging and engaging activities. Workshop highlights included:

- Physics show
- Spectroscopy Lab
- Mathematical escape room
- Coastal evolution activity
- Chemistry below zero degrees
- Harry Brookes Allen Museum of Anatomy and Pathology
- Tieg's Museum treasure hunt
- Computer Assisted Rehab Environment (CAREN)
- Drones with Dr Airlie Chapman (2018 L'Oreal UNESCO Women in Science Fellowship recipient)







Inspiring Young People

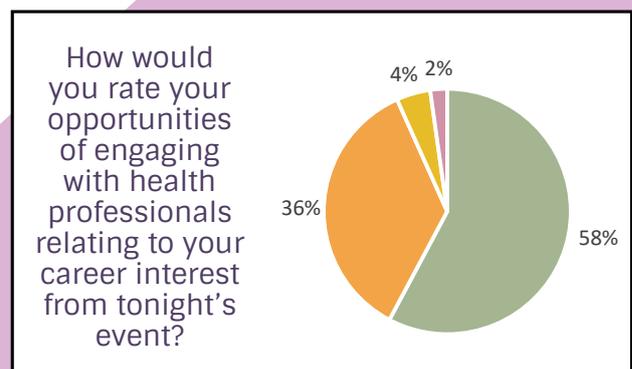
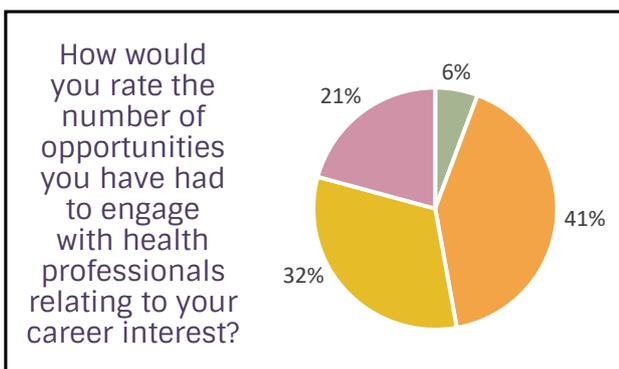
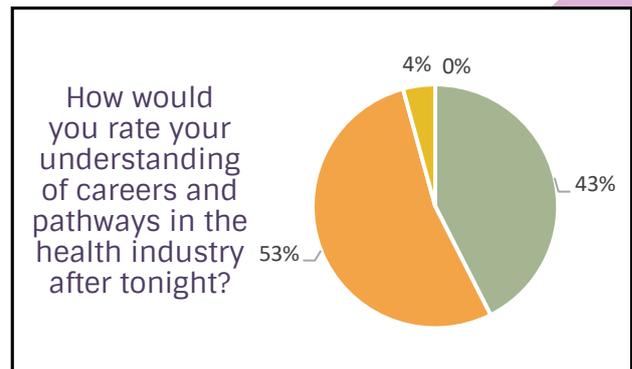
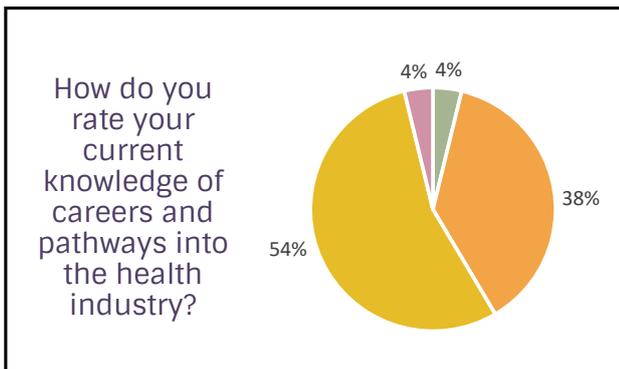
Over a meal, selected students meet with experienced men and women to hear about their careers and pathways.



Inspiring Health Dinner

Over 60 Baw Baw and Latrobe years 10 to 12 students interested in a career in health had the opportunity to engage with forty five positive role models, those working or studying health care in the local community, at a dinner at the Moe Racing Club. The aim of the evening was to inspire the young people to set goals and work towards them even though there may be hiccups or roadblocks along the way.

Six speakers from the local community, Radiation Therapist: Hannah Braunack, Podiatrist: Tom Lambert, Paramedic: Danny Anderson, Speech Therapist: Lydelle Joseph, Physiologist: Nick Sedley and Occupational Therapist: Dani McLennan, shared stories of their career pathways, aspirations and personal journeys to encourage the young people to start thinking about their own career and pathway. The evening was hosted by Jo Porter, Associate Professor from the School of Nursing and Health care Professions Federation University Australia.



■ Excellent
 ■ Very good
 ■ Fair
 ■ Poor



Inspiring Young People: Warragul and District Special School

The Warragul and District Specialist School, held their Inspiring Young People lunch at the Warragul Function and Convention Centre. Andrea Evans-McCall hosted the event and spoke about her role as the National Disability Coordination Officer for Gippsland. The ice was broken with a game in which each table had to work together to construct the tallest freestanding straw tower.

Over lunch, students had the opportunity to talk to a variety of community members and local business people about their pathways and careers. The students gave an inspiring presentation to guests, celebrating their abilities, explaining how the local community can benefit from creating employment for people with disabilities and how important positive community connections are for students.

The first guest speaker was Harley Gordon, a previous student at Warragul and District Specialist School, who gave an inspiring talk on his pathway since leaving school. Meg Height, Business Director from the Summit was the second guest speaker and gave a presentation on the Summit Outdoor Adventure Park.

The students graduating from school this year then spoke about their goals and intended pathway after 2019. Graduating students are : Cody Kisielnicki, Jack Helmuth, Tess Scammell, Bridget McKenna, Ali Wilson, Bailey Watson, Kelsey Portbury, Hanah Sempel, William Gallagher and Kieran Bradford(absent)

Experienced guest Cher Spratt from Hopeworks Community Solutions commented she was “very impressed that the students got up and spoke in front of a crowd, which is a huge obstacle to overcome and was very inspiring”.

Inspiring Young People: Year 8 Drouin Secondary College

Drouin Secondary college Year 8 ‘Hands on Learning’ class enjoyed an Inspiring Lunch at Warragul Country Club, David Hobbs was MC and gave a talk on his career pathway. Robert Rhodes from DCSI was the Guest speaker and spoke about his pathway through school into employment ,sending a messages to the students, to take opportunities when they arise. Use your networks, follow your passion and education is the key, learning is lifelong.

The students met with experienced guests, over lunch and shared information about careers, pathways and school life. Conversations ranged from current occupations, pathways and leisure time activities. The students had the opportunity during the lunch, to meet with 8 – 10 of the guests present, as experienced guests move tables every 25 minutes.



Inspiring Young Women

An evening linking successful women in the community with young women seeking insight and information about careers and career journeys.



Inspiring Young Women is a program established by the Baw Baw Latrobe LLEN bringing experienced guests from the local community together with young women from local schools to share stories of their career pathways, aspirations and personal journeys. This year two Inspiring Young Women dinners were held in Baw Baw and Latrobe.

The Baw Baw Inspiring Young Women dinner was held at the Warragul Country Club. Jessica O'Donnell, Baw Baw Shire Councillor hosted the event and set the scene by sharing her story with the audience. Three guest speakers; Kim McFarlane - Criminal Lawyer, Gabrielle Martin - animal assisted therapist and Jenna Rees - Head Start Coordinator shared motivating and heartfelt reflections on their life experiences as students, professionals and community members.

The Latrobe Inspiring Young Women dinner was held at the Morwell Bowling Club. Jodie Pitkin, Manager at Latrobe City Council hosted the event and shared her story with the audience. The three guest speakers were Sherryn Vardy - Assistant registrar touring projects at ACMI, Virginia Gratton - Red Frogs Ambassador and Alarna Bell - Make up artist to the stars shared their personal challenges and achievements with the assistance of slides representing their individual journeys. The event encouraged young women to strive towards their aspirations in life and gave them an insight to the opportunities available to them.

Equipsuper, a superannuation company with long standing connections to Gippsland, provide sponsorship for all the Inspiring events. They have a long association in the region and consider the Inspiring Young Women events as a great way to give back to community and help develop our young people.





JobSkills Expo

Engaging young people with 'hands on' activities, advice and information about the various skills, jobs and industries that make up our regional workforce.



In its 11th year, the JobSkills Expo once again exceeded the expectations of attendees and exhibitors alike. Over 2,200 Year 9, 10 and VCAL students from secondary schools across the Latrobe Valley, Baw Baw, South Gippsland and Bass Coast Shire visited on the day. Feedback was extremely positive, with many exhibitors commenting that the students were very engaged. It was a great event with fantastic numbers of students, schools, exhibitors, parents and community members attending.

The JobSkills Expo extends opportunities for young people to see and experience a larger and diverse range of career and training opportunities available in Gippsland and further afield. The JobSkills Expo encourages them to start investigating their pathway. It also provides industry with a greater understanding of the aspirations of our young people.

To increase student participation and remove any barriers students face because of distance, funding support from organisations throughout Gippsland made free transport available to every student. Organisations who made this possible included the Baw Baw Shire, Latrobe City Council, TAFE Gippsland, Federation University Australia, Community College Gippsland, Energy Australia, Gippsland Water, Aussie Broadband, MAX Employment and Lardner Park.

Our exhibitors provided a showcase of careers at Warragul's Lardner Park, with lots of hands on activities in areas such as painting and decorating, carpentry, hospitality, health, bricklaying, beauty, emergency services and many more. Students were able try their hand at virtual reality welding and plumbing, learn about the papermaking process and engage with over 200 professionals from a wide range of industries. Seven industry-based seminars were also run on the day, guest speakers from each industry covered career pathways, training and job opportunities.





Victorian Energy, Education and Training Program (VEET)

Helping students to learn more about the energy industry and opportunities available, by participating in a series of industry orientation activities.



Students across Gippsland participated in another successful VEET Program in 2019. The program, which has been running for 15 years, has been a partnership with AusNet Services, the 3 Gippsland LLENs, training providers and local schools. This year's program included 28 students, with 13 from Baw Baw Latrobe.

The program included several activities to orientate students to the energy industry. The first activity was an Induction Evening, held by the Baw Baw Latrobe LLEN and AusNet Services. Parents, students and schools were invited to learn more about the program and roles within the industry. Gareth Downes, Customer and Community Manager, South East Region, AusNet Services gave a power point presentation on Careers in AusNet Services and explained about the 3-day work placement that VEET students undertake at their local AusNet Services site. The work placement is the highlight for students in the program.

The second activity was a visit to AGL Loy Yang power station where students were given a tour of the station and able to discuss different careers within the Power station with AGL staff. The group then moved into AusNet Services Hazelwood Terminal station, where the students were shown the transmission lines, and had explained to them the distribution and transmission of electricity.

The next program day was at Holmesglen Energy Training Centre in Chadstone where the students had the opportunity to talk with apprentice linesmen during a typical day in their classes, this provided an insight for students on what to expect in a trade school education. In addition to the energy training activities, students were given information about the new facilities being installed to train and upskill workers for the Melbourne Tunnel Project.

The third and last program day was the visit to the Gippsland Tech School, in the morning session students rotated through three areas, Virtual Reality, Renewable Energy Generation and Electronic circuits. During the afternoon AusNet Services gave a Career session on what job opportunities were available within the industry and how to apply for these positions.

The final aspect of the program was a Celebration Evening for students, parents and schools at which students received their VEET Certificates and Scholarships from Gareth Downes, AusNet Services Customer and Community Manager, South East Region.



Coffee Cart

A Training Cafe giving Gippsland's newly-arrived and migrant community a pathway to employment.

The Baw Baw Latrobe Local Learning and Employment Network received funding through the Gippsland Multicultural Strategic Plan Partnership Group to purchase a coffee cart and machine to give Gippsland's newly-arrived and migrant community a pathway to employment. Now in its second year the program has seen 35 people complete their Barista and Safe Food Handling courses through Bean Scene and TAFE Gippsland.

The specially-designed coffee cart and machine are stationed at the entrance of the Latrobe City Moe library. A roster of trained volunteers and supporting mentors operates 5 days a week, providing participants with the opportunity to gain valuable hospitality experience, employability skills and practice their English language skills with customers.

Participants have recently enjoyed an excursion to Melbourne where they visited two not-for-profit social enterprises, "Free to Feed" and the "Sibling Café". Both organisations are driven to support people from different walks of life to find meaningful employment by way of training, volunteering and upskilling.

To extend the operating hours of the coffee cart, a partnership has been built with Workways who have a co-hort of early school leavers and freshly graduated young people keen to gain employability and hospitality skills. Participants will be undergoing their Barista and RSA Training in the coming weeks and will then be rostered onto the volunteering schedule.

Partners for this project and the working team include:-

- Latrobe City Council
- Centre for Multicultural Youth
- Latrobe Community Health Services Settlement Services Program
- Workways





BrainSTEM

Engaging young people with ‘hands on’ activities, advice and information about the various skills, jobs and industries that make up our regional workforce.



Over three months, a selection of Gippsland secondary school students worked on a diverse range of projects – all of them aiming to offer a solution to a challenge, problem or issue in the region’s food and fibre sector.

The Brain STEM Rural Innovation Challenge is part of the GIPPYAg project, an initiative of Food & Fibre Gippsland in partnership with CQUniversity Australia with financial support from the Victorian Government. The Brain STEM Rural Innovation Challenge was also supported by the Baw Baw and Latrobe Valley Local Learning and Employment Network (LLEN), South Gippsland and Bass Coast LLEN and Gippsland East LLEN.

2019 is the 2nd year for the Rural Challenge, however it’s the first time that it has been focused on food & fibre, something that has been welcomed by industry and educators in a region where the sector is worth seven billion dollars to the Gippsland economy.

From August to late October, a group of industry professionals took on the role as mentors with Year 9 and 10 students from schools across Gippsland, including Gippsland Grammar, Lowanna College, Leongatha and Maffra Secondary Schools. The student groups, together with their assigned mentor, attended an introduction day at the Gippsland Tech School where they discussed challenges faced by industry and the region, and collaboratively decided on a topic to address.

The topics ranged from reducing greenhouse gases, creating QR Codes and developing cattle scanning programme to measurement and control of botrytis in greenhouses, promotion of Gippsland’s produce, making careers in dairy more attractive and an investigative approach to comparative milk pricing.

A presentation was held for all teams participating in the challenge at the Morwell Central Primary School Auditorium. There was a broad range of presentations from students showcasing their projects.



Apprenticeship/Traineeship Events

Two information evenings providing tips on applying for traineeships and apprenticeships have recently taken place, one at the Gippsland Tech School in Morwell and one at the Baw Baw Skills Centre in Warragul. The evenings were generated to create greater awareness for young people on applying for traineeships and apprenticeships in response to Industry expressing a desire to see young people better understand how to complete the application process. Engaging over 80 students, parents and Industry representatives, the evenings have been reported as highly successful providing very useful information for participants.

Presentations on the differences between traineeships and apprenticeships, who has what responsibilities, applications, pathways, resumes and interviews were made by Apprenticeships Group Australia, Australian Paper, Head Start and Gippsland Physiotherapy Group. There was opportunity, after the presentations, to engage with presenters as well as representatives from Skills and Jobs Centre and Apps Matter.

West Gippsland Trade Training Alliance Young Peoples Excellence Awards

The West Gippsland Trade Training Alliance Young People's Excellence Awards will be held at the Baw Baw Skills Centre on Thursday 28th November. The awards are a celebration of young people who are making a positive contribution to their training, workplace and future. Open to all VETiS, Apprentices, Trainees, School Based Apprenticeships and Traineeships (SBAT) and young people aged between 15-21 who have undertaken some aspect of training/skill development, through the West Gippsland Trade Training Alliance in the previous 12 months.

Thanks to the awards major sponsor, the Victorian Skills Commissioner and minor sponsors FGM Consultants and Baw Baw Latrobe LLEN some fantastic prizes will be awarded. Sponsors all noted the importance of up-skilling young people in the local region, to help meet the future needs of local business and industry.

There have been a significant interest in the awards, with a record number of nominees in the categories of: Apprenticeship, Traineeship, School Based Apprenticeship, VETiS, Trade Pathways and Special Trade Pathways.

VCAL Cluster

The Baw Baw Latrobe VCAL Cluster was formed after teachers identified the need for VCAL staff to meet for mutual support and dissemination of information, resources etc. The Baw Baw Latrobe LLEN assists the VCAL cluster with administration and facilitating the term meetings.

Federation University Experience Days

Federation University Australia, Gippsland Campus offered Gippsland students in 2019 the opportunity to attend the campus for three themed experience days, Sport, PE & Outdoor Education, Business and Science & Psychology.

The experience days were designed for VCE students who have expressed an interest in specific study areas, providing them with the opportunity to experience the faculties within the University in more depth. Students engaged in 'hands on' activities led by University staff and spoke with current students/industry representatives. Faculties also highlight career and educational pathways within their industries. By attending the days, it is anticipated that students can then make more informed decisions about their future.

The Baw Baw Latrobe LLEN acted as the broker between Federation University and Gippsland secondary schools, marketing the days and collecting student information.

Civil Construction Taster Program

The Civil Contractors Federation's (CCF) Taster Program was delivered in partnership with TAFE Gippsland and the Baw Baw Latrobe LLEN. The three day civil construction taster program was offered to local secondary school students who had an interest in either construction or engineering.

The program commenced with CCF's Careers Advisor, Faye Doherty speaking to the students on "how a career in the civil construction industry can be very gratifying, whether it's working with your hands out on site or planning and designing a big project - with some very good skills behind you, it can take you into a rewarding career".

TAFE Gippsland teachers spent the first two days of the program introducing the students to traffic management, plan reading, surveying, plant maintenance and operation and other hands-on activities related to the civil construction industry. Day three of the program was an industry visit tour coordinated by Sasee Manodeepan from the Baw Baw Shire Infrastructure Planning Department.

The tour took students to six local construction sites. At Waterford Rise Estate the students met with Peter Ross from the Jana Group, where Peter highlighted employer expectations, how young people can get "a foot in the door" with employers and pointed out the various stages of construction that had taken place since the estate was open. The students then visited lighting project at Bellbird Park in Drouin and the footpath project in Montague Ave. The students finished the tour at the Smith & Palmerston Street, Warragul Street Scaping Project.

In addition to the site visits, the taster program provided the students with an opportunity to participate in a work experience placement with selected local civil construction contractors.

Latrobe Trade Pathways Program

Working with TAFE Gippsland, Kurnai College - Morwell and Churchill Campuses, Lowanna College, Baringa and Traralgon College we were able to successfully see 4 terms of pre-VETiS (Vocational Education and Training in Schools) rolled out. Each term offered a choice of two disciplines.

The Trade Pathways Program is seen as a pathway into VETiS. Providing students with a 'taste' and supporting them to make a more informed choice. In addition the courses may provide additional employment opportunities to fill teaching loads for instructors.

Each term, up to 30 students made their way every Friday to TAFE Gippsland to gain a taste of carpentry, automotive, hair and beauty, metal fabrication, plumbing or electro-technology.

Structured Workplace Learning

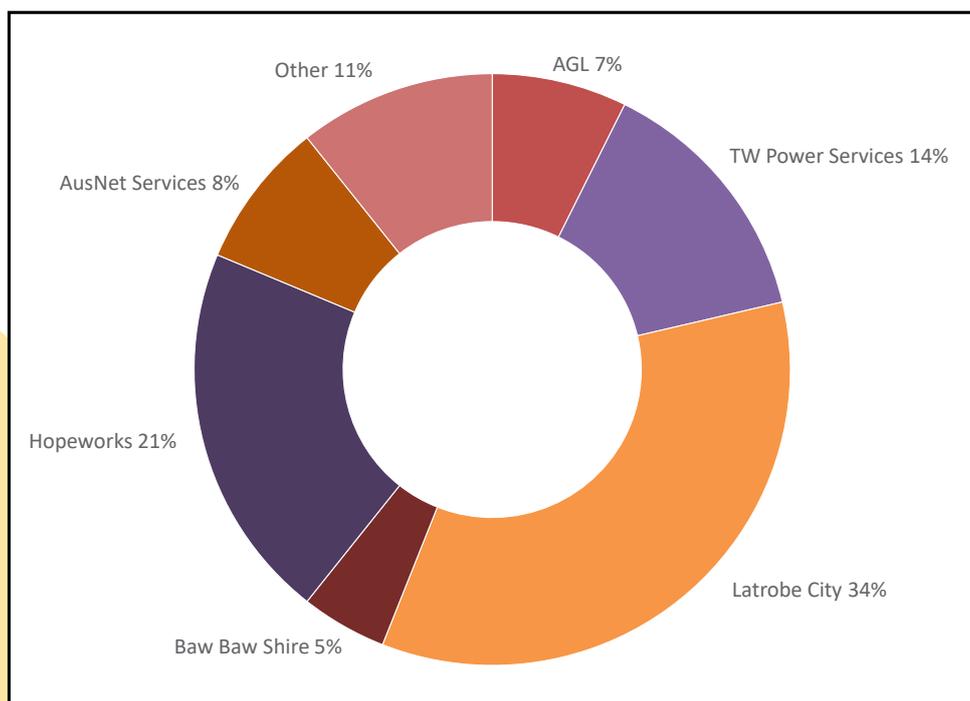
Structured Workplace Learning (SWL) is on-the-job training that allows students to develop their work skills and understand employer expectations. SWL is available to Victorian school students undertaking a VET program as part of their VCE or VCAL studies, including School-based Apprenticeships and Traineeships (SBATs).

The Department of Education and Training has established the SWL Statewide Portal, a website that provides students and teachers with a single, easy to navigate, information and referral point for structured workplace learning opportunities offered by a diverse range of employers. The BBLLEN is one of 31 Local Learning and Employment Networks which have been funded to facilitate student access to structured workplace learning placements which are tailored to local priorities and employment opportunities.

Throughout the year, the LLEN has worked in partnership with employers and secondary schools to highlight the benefits of SWL and the value of using the portal as a tool to advertise work placements opportunities. The LLEN staff have worked with major employers including, Latrobe City, Baw Baw Shire, TW Power Services, AusNet Services and AGL Loy Yang Power to support them in providing meaningful SWL opportunities for students as well as connecting with a range of small business employers to identify local needs and industry priorities for appropriate SWL placements.

Positive relationships with local industry and schools have resulted in over 11,000 placement opportunities being utilised by schools across Victoria via the SWL Portal throughout the year. Statewide targets set by the Department of Education and Training for opportunities available and placements consumed were achieved with the Baw Baw Latrobe LLEN exceeding set targets by over 50%.

2019 Placements:





Traineeship

I started my traineeship at the Baw Baw Latrobe Local Learning and Employment Network (LLEN) on April 1 2019. I am studying Certificate III of Business Administration through CCG. I started studying/got my first unit on May 13 2019, which gave me time to settle into the workplace.

I have had many experiences thus far through excursions with schools via programs the LLEN have run, as well as event planning for multiple programs. I have met so many new and inspiring people throughout my time so far at the LLEN.

So far, I have been involved in the following programs: I attended both the Inspiring Young Women Baw Baw and Latrobe evenings, and helped organise Inspiring Young People for Drouin Secondary School as well as Warragul and District Special School with Anne Boyer. I co-organised the Inspiring Young People's Health Dinner with Lisa Briggs, as well as both of the Traineeship and Apprenticeship Information Evening's in Baw Baw and Latrobe. I assisted Lisa Briggs with the organising of the JobSkills Expo at Lardner Park. Lisa and I also organised and attended the STEM Sisters Living Library held at Moe Library. I also attended the launch day for BrainSTEM.

I helped organise, with Erlinda James, and attended both of the industry tour days for STEM Sisters, where I visited Ellinbank Research Centre, Baw Baw Shire at Waterford Rise, GippsTech, Latrobe Regional Hospital, AGL, and Gippsland Water. I also attended the STEM Sisters Taster Day at Gippsland Tech School. I have attended many I am Ready program days; the Warragul Group Industry Tours, the Traralgon Group 'Dress for Success' day, the Warragul Group 'Career Conversations' evening, as well as visiting the Leongatha Group in their second week with Jenni Graham. I am the Secretariat of the Latrobe Youth Space Consortia. I attend a meeting every month and take the minutes.

In earning my Certificate III in Business Administration, I have 13 units to complete in the 12-month period. I have completed five units; Deliver and monitor a service to customers, Contribute to health and safety of self and others, Organise schedules, Develop keyboarding speed and accuracy, and Recommend products and services. I am currently studying two units; Design and produce business documents, and Write simple documents. I have five units remaining; Organise personal work priorities and development, Design and produce spreadsheets, Create electronic presentations, Process accounts payable and receivable, Work effectively with diversity, and Process Payroll.

Vocational Education and Training in Schools (VETiS)

The participation by young people in Vocational Education and Training in Schools (VETiS) programs in Baw Baw and Latrobe, continues to remain at high levels, whilst the offerings by schools and Registered Training Organisations (RTOs) in the region, is quite diverse.

Across Baw Baw and Latrobe, there are over 40 VETiS courses offered to students. VETiS enrolments for 2019 were approximately 882 first year and 375 second year students.

Students studying VETiS were able to choose from a list of courses delivered by several RTOs. The majority of the courses offered are Certificate II level with a few Certificate III level courses.

Below is a list of the courses offered to first and second year students in 2019:

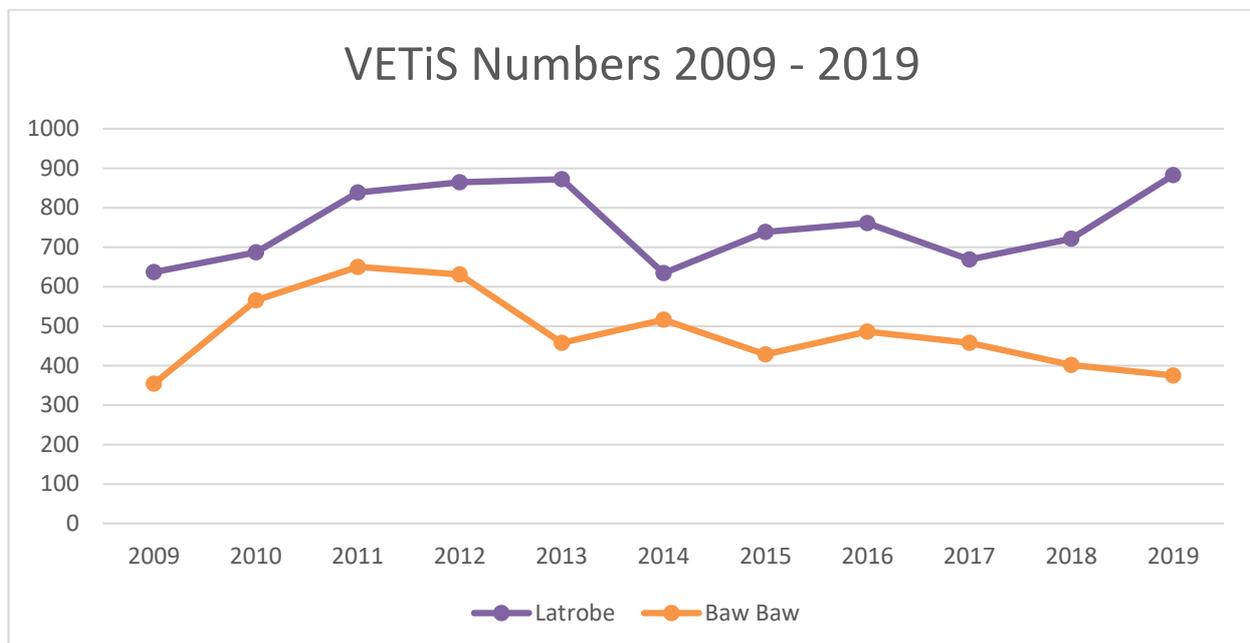
- Agriculture
- Allied Health
- Animal Studies
- Automotive Technology Studies
- Building & Construction Pathways
- Beauty Services
- CISCO
- Civil Construction
- Community Services
- Early Childhood Education
- Electro-technology
- Engineering Studies
- Equine Studies
- Fashion
- Hairdressing
- Horticulture
- Hospitality
- Information Technology
- Integrated Technology
- Media (Multimedia)
- Music Industry
- Music Performance
- Photography
- Plumbing
- Retail Cosmetics
- Sport and Recreation
- Writing and Editing
- Web and Animation

The RTOs (excluding Schools) in 2019 are:

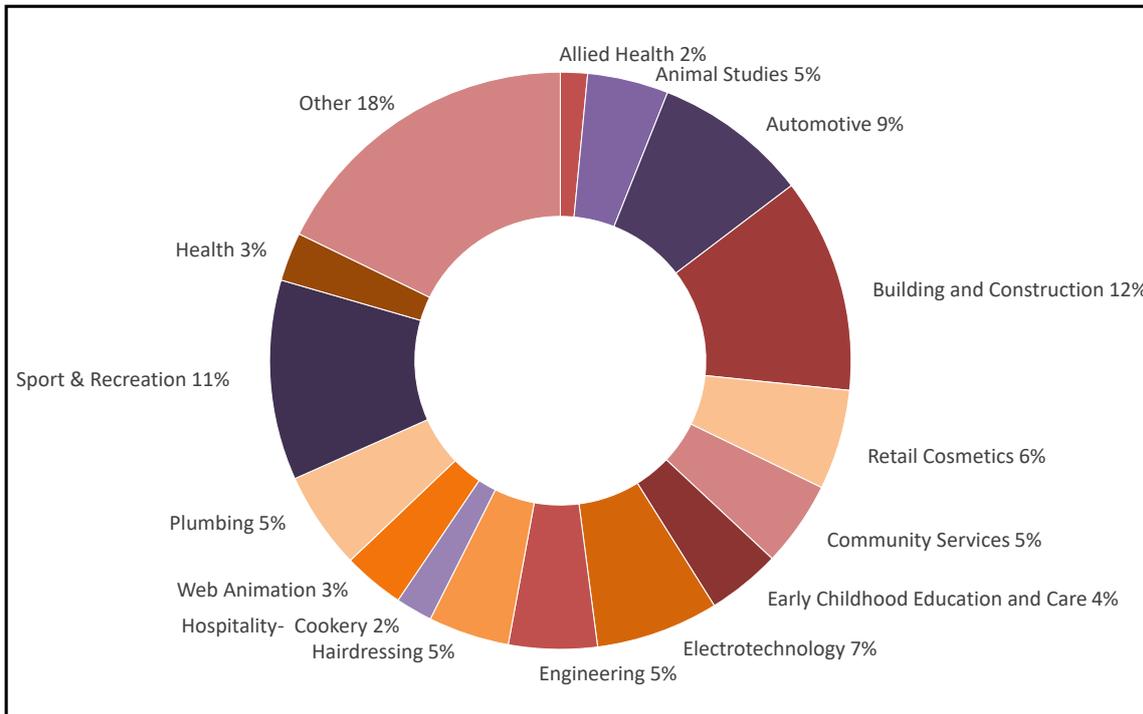
- Apprenticeships Group Australia - Morwell, Gippsland Education Precinct, Baw Baw Skills Centre
- Community College Gippsland - Warragul
- TAFE Gippsland - Morwell, Traralgon, Yallourn, Warragul and Baw Baw Skills Centre
- Chisholm - Berwick and Dandenong

The Baw Baw Latrobe LLEN has developed partnerships between Industry, RTOs and schools, to provide opportunities for young people to participate in work placements. As well as facilitating the students to network with professionals, these work placements show young people the types of tasks and environments they will work in, should they pursue a career in that industry.

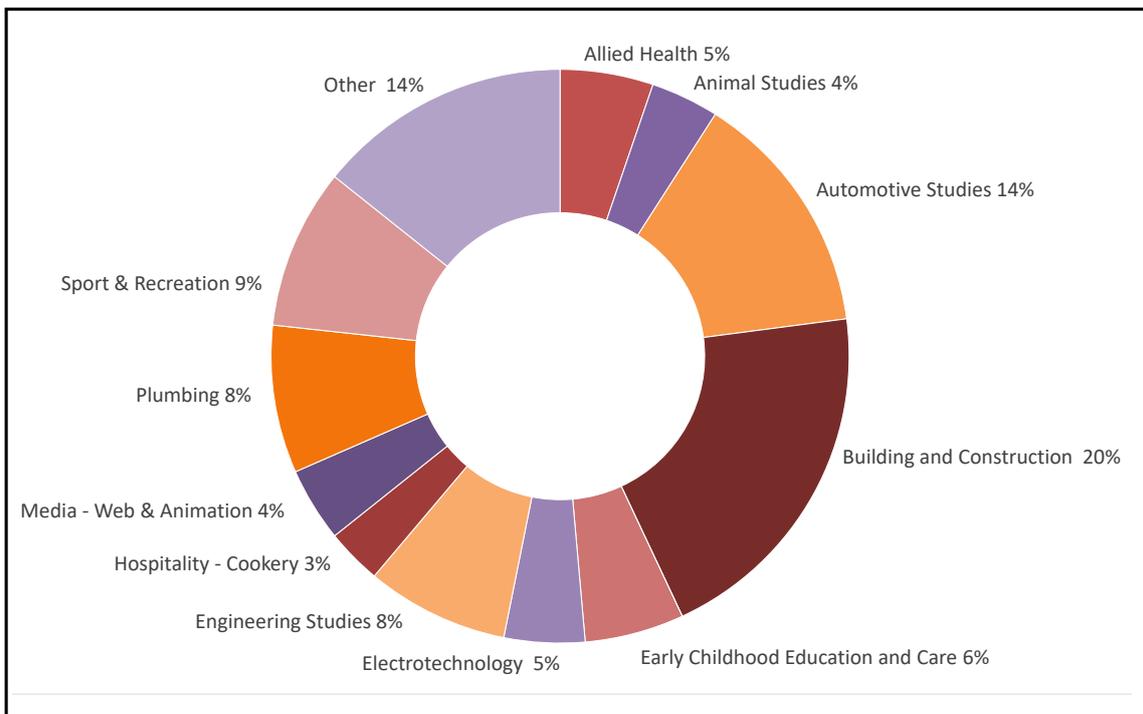
The Baw Baw Latrobe LLEN assists the VETiS cluster with planning for VETiS through the facilitation of a combined meeting each year, RTOs and Schools meet to discuss course options and the administration of VETiS. As part of this planning, a VETiS Orientation Day is held annually for students to get a feel for the training organisation and courses in which they are enrolled in.



1st Year VETiS Programs:



2nd Year VETiS Programs:



INDEPENDENT AUDIT REPORT

To the members of BAW BAW LATROBE LOCAL LEARNING & EMPLOYMENT NETWORK INC

We have audited the accompanying financial report, being a general purpose financial report, of BAW BAW LATROBE LOCAL LEARNING & EMPLOYMENT NETWORK INC, which comprises the Statement of Financial Position as at 30 June 2019, the Statement of Financial Performance and the Statement of Cash Flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the Statement by Committee Members.

Committee's responsibility for the financial report

The Committee are responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies described in Note 1, which form part of the financial report, are consistent with the financial reporting requirements of the Associations Incorporation Reform Act 2012 (Vic) and are appropriate to meet the needs of members. The Committee is also responsible for establishing and maintaining such internal control as the Committee determine is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's responsibility

Our responsibility is to express an opinion on the financial report based on our audit. No opinion is expressed as to whether the accounting policies used, as described in Note 1, are appropriate to meet the needs of members. We have conducted our audit in accordance with Australian auditing standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those assessments, the auditor considers internal control relevant to the Association's preparation and fair presentation of the financial report that gives a fair presentation, in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

In conducting our audit, we have complied with the independence requirements of the Australian professional ethical pronouncements.

Audit Opinion

In our opinion, the financial report of the BAW BAW LATROBE LOCAL LEARNING & EMPLOYMENT NETWORK INC presents fairly, in all material respects, the financial position as at 30 June 2019 and of its financial performance and its cash flows for the year then ended on that date and complies with Australian accounting standards Associations Incorporation Reform Act 2012 (Vic).

Basis of Accounting and Restriction of Distribution

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist the BAW BAW LATROBE LOCAL LEARNING & EMPLOYMENT NETWORK INC to meet the requirements of the Associations Incorporation Reform Act 2012 (Vic). As a result, the financial report may not be suitable to another purpose.



PATISON PARTNERS



KATRINA J. MAGYAR CA
Director

Dated this 17th day of October 2019

61-63 Victoria Street, Warragul



107 PRINCES HIGHWAY | PO BOX 415
TRAFALGAR VICTORIA 3824
(03) 5633 2868
ADMIN@BBLLEN.ORG.AU
WWW.BAWBAWLATROBELLEN.COM.AU

Baw Baw Latrobe LLEN Inc.

Baw Baw Latrobe Local Learning & Employment Network
Statement by Members of the Committee
For the year ended 30 June 2019

In the opinion of the Committee the Statement of Financial Position, Statement of Financial Performance, Statement of Cash Flows and Notes to the Financial Statements:

1. Presents fairly the financial position of Baw Baw Latrobe LLEN Inc. as at 30 June 2019 and its performance for the year ended on that date in accordance with Australian Accounting Standards, mandatory professional reporting requirements and other authoritative pronouncements of the Australian Accounting Standards Board.
2. At the date of this statement, there are reasonable grounds to believe that the association will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Committee and is signed for and on behalf of the Committee by:

President *Jane Ban*

Treasurer *A. J. F.*

Baw Baw Latrobe Local Learning & Employment Network

ABN 88 478 320 805

Statement of Financial Position as at 30 June 2019

	Note	2019 \$	2018 \$
Assets			
Current Assets			
Cash assets		155,799.65	54,247.14
Receivables		11,376.26	14,361.22
Current tax assets		350.00	(5,866.04)
Other		510,154.80	507,707.92
Total Current Assets		677,680.71	570,450.24
Non-Current Assets			
Property, plant and equipment		55,550.08	66,003.21
Total Non-Current Assets		55,550.08	66,003.21
Total Assets		733,230.79	636,453.45
Liabilities			
Current Liabilities			
Payables		176,347.03	10,448.00
Current tax liabilities		7,042.34	4,764.00
Provisions		49,723.00	40,939.45
Total Current Liabilities		233,112.37	56,151.45
Total Liabilities		233,112.37	56,151.45
Net Assets		500,118.42	580,302.00
Members' Funds			
Retained profits		500,118.42	580,302.00
Total Members' Funds		500,118.42	580,302.00

The accompanying notes form part of these financial statements.

Baw Baw Latrobe Local Learning & Employment Network

ABN 88 478 320 805

Statement of Cash Flows

For the year ended 30 June 2019

	2019	2018
	\$	\$
Cash Flow From Operating Activities		
Receipts from customers	653,454.28	572,495.29
Payments to Suppliers and employees	(551,197.92)	(613,470.61)
Interest received	8,500.88	10,574.45
Net cash provided by (used in) operating activities (note 2)	<u>110,757.24</u>	<u>(30,400.87)</u>
Cash Flow From Investing Activities		
Payment for:		
Payments for property, plant and equipment	(6,757.85)	(17,367.13)
Net cash provided by (used in) investing activities	<u>(6,757.85)</u>	<u>(17,367.13)</u>
Cash Flow From Financing Activities		
Repayment of borrowings		(15,151.00)
Net cash provided by (used in) financing activities		<u>(15,151.00)</u>
Net increase (decrease) in cash held	103,999.39	(62,919.00)
Cash at the beginning of the year	<u>561,955.06</u>	<u>624,874.06</u>
Cash at the end of the year (note 1)	<u><u>665,954.45</u></u>	<u><u>561,955.06</u></u>

The accompanying notes form part of these financial statements.

Baw Baw Latrobe Local Learning & Employment Network

ABN 88 478 320 805

Statement of Cash Flows

For the year ended 30 June 2019

2019

2018

Note 1. Reconciliation Of Cash

For the purposes of the statement of cash flows, cash includes cash on hand and in banks and investments in money market instruments, net of outstanding bank overdrafts.

Cash at the end of the year as shown in the statement of cash flows is reconciled to the related items in the balance sheet as follows:

Cash At Bank - Bendigo Bank	155,449.84	53,997.14
Cash on hand	349.81	250.00
Bank - Sandhurst Trustees	510,154.80	507,707.92
	<u>665,954.45</u>	<u>561,955.06</u>

Note 2. Reconciliation Of Net Cash Provided By/Used In Operating Activities To Operating Profit After Income Tax

Operating profit after income tax	(80,183.58)	(2,732.75)
Depreciation	17,210.98	24,524.00
Changes in assets and liabilities net of effects of purchases and disposals of controlled entities:		
(Increase) decrease in trade and term debtors	2,984.96	(14,361.22)
Increase (decrease) in trade creditors and accruals	33,790.03	(3,852.14)
Increase (decrease) in other creditors	132,109.00	
Increase (decrease) in employee entitlements	(3,667.48)	(2,930.50)
Increase (decrease) in sundry provisions	8,513.33	(31,048.26)
Net cash provided by operating activities	<u>110,757.24</u>	<u>(30,400.87)</u>

The accompanying notes form part of these financial statements.

Baw Baw Latrobe Local Learning & Employment Network
ABN 88 478 320 805
Notes to the Financial Statements
For the year ended 30 June 2019

The committee members evaluate estimates and judgments incorporated into the financial report based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and internally.

Key estimates - Impairment

The committee members assesses impairment at each reporting date by evaluating conditions specific to the group that may lead to impairment of assets. Where an impairment trigger exists, the recoverable amount of the asset is determined. Value-in-use calculations performed in assessing recoverable amounts incorporate a number of key estimates.

	2019	2018
Note 16: Payables		
Unsecured:		
- Trade creditors	44,238.03	10,448.00
- Other creditors	132,109.00	
	157,595.03	10,448.00
	157,595.03	10,448.00

Note 18: Tax Liabilities

Current

Superannuation Payable	7,042.34	4,764.00
	7,042.34	4,764.00

Note 19: Provisions

Current

Employee entitlements*		3,667.48
Sundry provisions	49,723.00	37,271.97
	49,723.00	40,939.45

* Aggregate employee entitlements liability 3,667.48

There were 9 employees at the end of the year

Provision for Employee Entitlements

A provision has been recognised for employee entitlements relating to annual and long service leave for employees. In calculating the present value and future cash flows in respect of long service leave, the probability of long service leave being taken is based upon historical data. The measurement and recognition criteria for employee benefits has been included in Note: Statement of significant account policies.

The accompanying notes form part of these financial statements.

Baw Baw Latrobe Local Learning & Employment Network

ABN 88 478 320 805

Income and Expenditure Statement

For the year ended 30 June 2019

	2019	2018
	\$	\$
Income		
DET LLEN Grant	268,440.25	265,292.55
Industry Strategy	3,800.00	23,800.00
Projects	82,483.03	73,449.30
Structured Workplace Learning	142,180.98	155,016.65
STEM Sisters Inc	5,831.82	48,250.00
I Am Ready Grant	118,665.00	
FBT Employee Contributions	8,524.60	9,080.50
Interest received	8,500.88	10,574.45
Other income	13,293.64	4,967.51
Rent received	7,250.00	7,000.00
Total income	<u>658,970.20</u>	<u>597,430.96</u>
Expenses		
Advertising and promotion	1,433.23	764.02
Audit fees	1,500.00	1,513.80
Bank Fees And Charges	304.20	299.38
Bookkeeping	8,018.16	8,590.89
Catering	2,256.01	2,375.61
Computer Support	16,449.85	12,480.22
Conference Expenses	1,501.14	4,797.22
Depreciation - plant	17,210.98	24,524.00
Donations	336.65	927.66
Executive Office Expenses	139,481.71	119,411.75
Funded Projects	69,725.55	53,461.26
Hire/rent of Plant & Equipment	7,932.66	6,626.42
I Am Ready Project	118,664.68	
Industry Strategy	9,636.89	10,268.33
Insurance	793.65	
Partnerships	138,497.08	151,679.61
Postage	317.21	646.21
Printing & stationery	1,152.14	1,895.58

The accompanying notes form part of these financial statements.

Baw Baw Latrobe Local Learning & Employment Network

ABN 88 478 320 805

Income and Expenditure Statement

For the year ended 30 June 2019

	2019	2018
	\$	\$
Rent on land & buildings	16,042.75	19,878.13
Replacements (tools, etc)	2,286.41	1,740.16
Staff training	4,856.21	
Structured Workplace Learning	139,294.50	143,703.27
STEM Sisters	31,306.84	26,154.62
Subscriptions	868.92	2,006.50
Sundry expenses	2,111.97	527.02
Telephone	2,928.83	2,580.72
Travel, accom & conference	155.44	265.45
Workcover	4,090.12	3,045.88
Total expenses	<u>739,153.78</u>	<u>600,163.71</u>
Profit (loss) from ordinary activities before income tax	(80,183.58)	(2,732.75)
Income tax revenue relating to ordinary activities		
Net profit (loss) attributable to the association	(80,183.58)	(2,732.75)
Total changes in equity of the association	(80,183.58)	(2,732.75)
Opening retained profits	580,302.00	583,034.75
Net profit (loss) attributable to the association	<u>(80,183.58)</u>	<u>(2,732.75)</u>
Closing retained profits	<u>500,118.42</u>	<u>580,302.00</u>

The accompanying notes form part of these financial statements.

Board of Management 2018/19

NAME	ORGANISATION	CATEGORY	TERM EXPIRY
Sam Franzi	Catholic Education Office	1 – Schools	2019
Paul Boys	Federation Training	2 –TAFE Institutes or Universities	2019
Sue Geals	Community College Gippsland	3 - Adult Commnity Education organisations	2019
Leigh Kennedy	Federation University	4 – Other Training Organisations	2020
Justin Green	Apprenticeships Group Australia	4 – Other Training Organisations	2020
Darryn Snell	Gippsland Trades & Labour Council	5 –Trade Unions	2019
Debbie Brown (Executive)	Brown’s Transport & Trading Pty Ltd	6 – Employers	2019
Warwick Baum (Executive)	Apprenticeships Group Australia	6 - Employers/Peak employer organisations	2019
Jessica O'Donnell	Baw Baw Shire	7 –Local Government	2021
Vacant	Latrobe City	7 –Local Government	
Jane Barr (Chair)	Gippsland Centre Against Sexual Assult	8 – Other Community Agencies	2019
Christine Holland (Executive)	Holland Career Services	8 – Other Community Agencies	2020
Cheryl Drayton	Drouin Elder	9 – Koorie organization	2019
Sue Geals	Community Member	10 - Co-opted	2019
Melissa Thek	Gippsland Water	10 - Co-opted	2020
Barry Rogers (Executive)	Community Member	10 –Community Member	2019
Tony Flynn (Treasurer)	Latrobe Valley Authority	11 - Community Member	2019
Sam Fenton	Control High Performance	11- Community Member	2019
Michelle Mason-Woods	TAFE Gippsland	11 - Community Member	2019



Gippsland Youth Services Directory is now available for all young people, parents, families, teachers, schools and support workers and will provide easy access to youth services in Gippsland. Users can select a local government area and service type they would like to locate and will be directed to a selection of organisations.

Listed services include:

- Money
- Accommodation
- Jobs & Courses
- Sexual Identity
- Legal Help
- Drug & Alcohol
- Health
- Koorie Support
- New Arrivals
- Mental Health
- Bullying
- Disability
- Community & Leisure
- Family Violence



You may need to contact a Youth Service agency at some point in the future. Bookmark the GYSD on your phone and you will always have access to updated service information.

<http://www.gippslandyouthcommitment.org.au/youthservicesdirectory/>

People at the Baw Baw Latrobe LLEN



**Kirby Brace, Erlinda James, Jenni Graham, Lisa Price,
Anne Boyer and Lisa Briggs**

Co-Located Program



**Eamon
O'Hare**

Team Leader School
Focused Youth Service



**Stacey
Rosentreter**

Coordinator School
Focused Youth Service



Address: PO Box 415, Trafalgar 3824
Telephone: 03 5633 2868
Email: admin@bblllen.org.au
Website: www.bawbawlatrobellen.com.au