



2021 ANNUAL REPORT



Glenelg and
Southern
Grampians LLEN

20 YEAR CELEBRATION EDITION



The Glenelg and Southern Grampians LLEN acknowledges the Gunitjmarra people, on whose land we conduct the business of the LLEN. GSGLLEN respectfully acknowledges their Elders, past, present and emerging. We also acknowledge the Traditional Custodians and their Ancestors of the lands and waters across Victoria where we conduct our business

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COM MEMBERS 2021

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With Thanks

CHAIR'S REPORT



Lee-Anne Nelson
Chairperson

One of the joys of preparing an annual report is that it gives us the opportunity to look back and be thankful for all that has been accomplished. The past year was filled with many challenges and yet still created wonderful opportunities. Major reform in the education arena impacted heavily on the current and future work of LLENs in 2021.

The significance of the Firth Report commissioned by the Department of Education in late 2019 will influence our work well into the future.

The report concentrated on the delivery of applied and vocational learning in Victoria. It found the accessibility of these options were not available across the state and exposure to work related skills was not consistent. It suggests the development of a specialist vocational pathway in the VCE for all secondary students to meet needs and improve access to quality vocational and applied learning pathways. This is crucial for successful post school transitions. A new integrated senior secondary certificate will be introduced in 2023 to provide every student quality applied and VET in School options. The senior certificate will assist in building both academic and practical skills in the future. LLEN's are well placed to support this work into the future!

GSGLLEN supported schools and communities in 2021 to provide the best range of vocational options available through supporting collaborative effort and by further linking schools with key industry and business partners. Given many COVID restrictions applied during the year, a number of these needed to be pivoted online, but nonetheless, a number of significant activities were undertaken during the year to build student understanding of local pathways. I would like to take this opportunity to congratulate the LLEN for reaching 20 years of outstanding achievements and recognise the contribution of all past and present committee who have enable our LLEN to be so successful. A sincere thanks to all our committee and executive, who work tirelessly behind the scenes to support the LLEN. A special thanks to Anne and our team for their significant effort and outstanding results for the year.

Moving forward I am confident whatever the future will bring, as an organisation we will move forward together to improve opportunities and life chances for all young people in our region!

EXECUTIVE OFFICER'S REPORT

Despite our hopes that we had left COVID behind, it definitely was well and truly present in 2021. This impacted on our ability to deliver many of our programs with a number of our programs having to be cancelled. Many more had to be pivoted into online delivery. While this was less than ideal, it demonstrated to us all that we could deliver a quality program virtually. 2021 definitely was a year of innovation, creativity and perseverance!

Due to the commitment and dedication of our hard working staff, committee and partners, I am pleased to report that we were able to surpass all of our operational targets for the year.

We were also able to secure a number of key grants to assist the development of a number of innovative programs for implementation in 2022.

Sincere thanks to all who have contributed to the fabulous outcomes achieved this year especially our staff, committee and partners for all their work in what was a challenging year.



Anne Murphy
Executive Officer



1

**GSGLEN
INDUSTRY
PARTNERSHIPS**

STRUCTURED WORKPLACE LEARNING

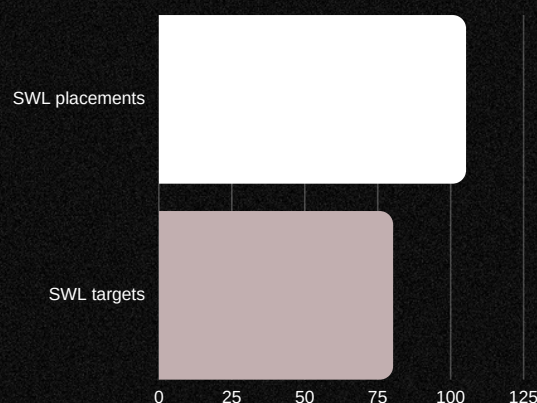
AT A GLANCE

Despite the struggles of COVID 19 restrictions with approximately 4 months where students could not attend work placements, GSGLEN was able to surpass our annual targets for SWL and SBATs in 2021.

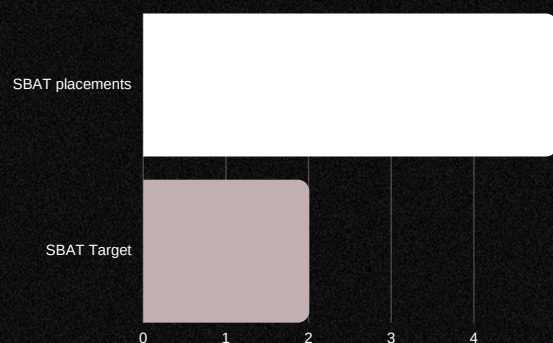
Structured work place learning staff have continued to offer SWL Portal Training for school staff and students, both in in person and virtually. We provided consistent support to local employers, schools and VET classes with particular emphasis on Health and Community Services during this challenging time to think outside the box for alternative placements for local students.



Structured Workplace Learning Placements



School Based Apprenticeship Placements



WHY IS STRUCTURED WORKPLACE LEARNING IMPORTANT?

Structured Workplace Learning (SWL) provides students with the opportunity to integrate practical on-the-job experience and learnings in industry with nationally recognised VET undertaken as part of either the VCE or the VCAL units. It provides the context for:

- Enhanced skill development
- Practical application of industry knowledge
- Enhanced employment opportunities.

The SWL program provides excellent opportunities for local students to experience and shine in the workplace.

Glenelg SWL co-ordinator Scott Taylor encouraged Bradley Hunter from the Re-Engagement Program to investigate a placement with Whiteheads Timber. Bradley took the initiative and spoke to the manager, Steve who was happy to take him for a Structured Work Placement once a week. This placement is now in its second year with Bradley also working additional hours with the business. Bradley then decided to continue on with his education and complete his VCAL at South West TAFE in 2022.

YOUNG ACHIEVER



So impressed was the manager of Whiteheads Timber, he spoke to Premio Construction about Bradley doing a trial with them during the school holidays which Bradley was happy to complete. Bradley did very well and is now in line for an apprenticeship.

In the interim, Bradley has done so well at Whiteheads Timber that he has become an integral part of their team and was nominated for, and was a finalist in, the Young Achievers award with the Glenelg Shire Council Business Awards.

SWL provides real opportunities for young people like Bradley. However, it cannot succeed without excellent support provided by local businesses and the committed attitude of our local students. Well done to all!



JOBS GALORE IN EARLY CHILDHOOD

EARLY CHILDHOOD SECTOR CASE STUDY

A strong local partnership between the GSGLEEN, Early Childhood Education providers, South West TAFE and the Department has led to a renewed interest in Early Childhood Careers in the region.

JOBS GALORE IN EARLY CHILDHOOD

A partnership was established in 2021 comprising of the Combined Pre Schools of Southern Grampians, Good Shepherd Early Learning Centre, Glenelg Shire Council, South West TAFE and GSGLLEN. The team developed the *Jobs Galore in Early Childhood* webinar.

The aim of the program was to draw attention to the dire staffing situation across our region where some services reported having to close for sessions as they were unable to staff them, and existing staff who were stretched to capacity. This webinar would raise awareness of the opportunities for training and employment in this career sector.

“Thank you again for responding so promptly to our workforce challenges by organising the ECE webinar ... our colleagues were really impressed with the professional way in which it was delivered, and especially how it was promoted as being a valued profession with long term career opportunities and growth. We will hopefully look forward to many placements ahead and a long a fruitful relationship with the LLEN.”

Tracey Gould, Combined Pre- Schools of Southern Grampians Manager.

As part of this work we facilitated a partnership between the Combined Pre Schools of Southern Grampians and Good Shepherd Early Learning Centre, Westvic Staffing Solutions and SWTAFE to offer School Based Traineeships in the region. This will enable the student to complete the two-year course whilst at school and finish with a full completion ready to commence working in the sites. Rebecca Linke, Year 12 Baimbirdge College, and Zoe Storrie, Year 10 Good Shepherd College will participate in the program, with both girls anticipated to finish with a full qualification and the experience to step directly into employment .



FUTURE LEADERS

The Future Leaders Program offered Glenelg students an opportunity to explore local industries and businesses, possible career paths and build networks with key industry representatives. Students took part in a myriad of team building and leadership activities and presentations from community and industry leaders. Students were matched with a mentor in their industry of choice and undertook a 2-day placement. Mentors' roles are vitally important within these programs as they can influence students' future career planning and goals and helps them build upon knowledge of local opportunities. A special farewell and thanks to co-ordinator Lilja Sigurpals and welcome to Tash Kohlman who started in 2021.

2021 Sponsors



Thank you to our 2021 mentors Trevor Carr, Chrissy Hawker, Fiona Golding, Cathryn Walder, Joshua Cox, Paul Drew, Julia Ray, Bethany Scott, Nadeen Phillips and Phoebe Shepherd

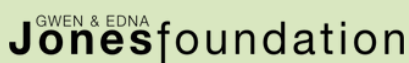


YOUNG LEADERS

2021 was the first year of the Young Leaders program in Southern Grampians Shire with 8 Year 11 students from the region participating. The program is based on the highly successful “Future Leaders” model which has been delivered in the Glenelg Shire for over 15 years which the GSGLLEN co-ordinates.

The program provided an opportunity for youth in Southern Grampians to develop leadership skills and develop strong networks with local business and community. They were provided with the opportunity to visit key industries, hear from business leaders and work closely with an industry mentor in their chosen field.

2021 Sponsors



Thank you to our 2021 industry mentors; Diana Dixon, Noel Kennedy, Melanie Roll, Rhiannon McKenzie, Sam Brown, Jenny Trotman, Suzanne Guerin and Chandana Edirisinghe

AGRICULTURE



FOOD AND FIBRE PARTNERSHIP

A partnership between the GSGLLEN and Great South Coast Food and Fibre is providing increased opportunities for students to investigate careers in this exciting sector.



The GSGLLEN has built a successful working relationship with the Great South Coast Food and Fibre group. A memorandum of understanding between the group and our LLEN has been developed and outlines the ways in which we can, in partnership, address the current and future skills shortages in the sector. This will include the development of a range of career videos; inclusion in the “come work with me video series”; liaison and promotion with local schools of opportunities for food and fibre incursions and excursions by industry career ambassadors in 2022.

CAREER STORIES
AGRICULTURE, ENVIRONMENT AND CULTURE
GUEST SPEAKERS

1st Speaker: Eric Cadzow - Dunkeld Pastoral
ecadzow@dunkeldpastoral.com.au

2nd Speaker: Sammy Walsh Bannam: Department of Environment, Land
Water and Planning
samual.walsh-bannam@delwp.vic.gov.au

3rd Speaker: Hayley Keane - Dairy Farmer
hayleyk101@live.com.au

4th Speaker: Michael Golby - South West Livestock
swlivestock@outlook.com

5th Speaker: Martin Clark - Australian Blaeugum Plantations
martin.clark@austgum.com.au

THE PARTNERSHIP AIMS TO PROMOTE THE DIVERSE RANGE OF REWARDING OPPORTUNITIES IN THE FOOD AND FIBRE SECTOR, OUTLINE CLEARER CAREER PATHWAYS AND SUPPORT MORE INTEGRATED LEARNING APPROACHES.



CAREER AMBASSADOR LAUNCH

As part of our new partnership with the Great South Coast Food and Fibre group we were fortunate to participate as a panel member in the Career Ambassador Launch in December 2021.

This excellent initiative provides industry recognised champions who will share their stories to students to highlight the breadth of careers within the sector and address the misconceptions around the industry.

Research shows that by 2035, food and fibre jobs in the Great South Coast will grow by 30%. Of these new jobs, at least 39% will require a vocational qualification and 19% will require a university degree. However, fewer young people and graduates are choosing a food and fibre career thanks to misconceptions about the industry.

As part of our partnership with GSC Food and Fibre we will be promoting opportunities for schools to access the Career Ambassadors in 2022.

Further information on the Career Ambassadors can be found at:
<https://southcoastfoodfibre.com.au/wp-content/uploads/2021/12/CAP-Member-flyer-Digital.pdf>

GSGLEN COMMUNITY PARTNERSHIPS



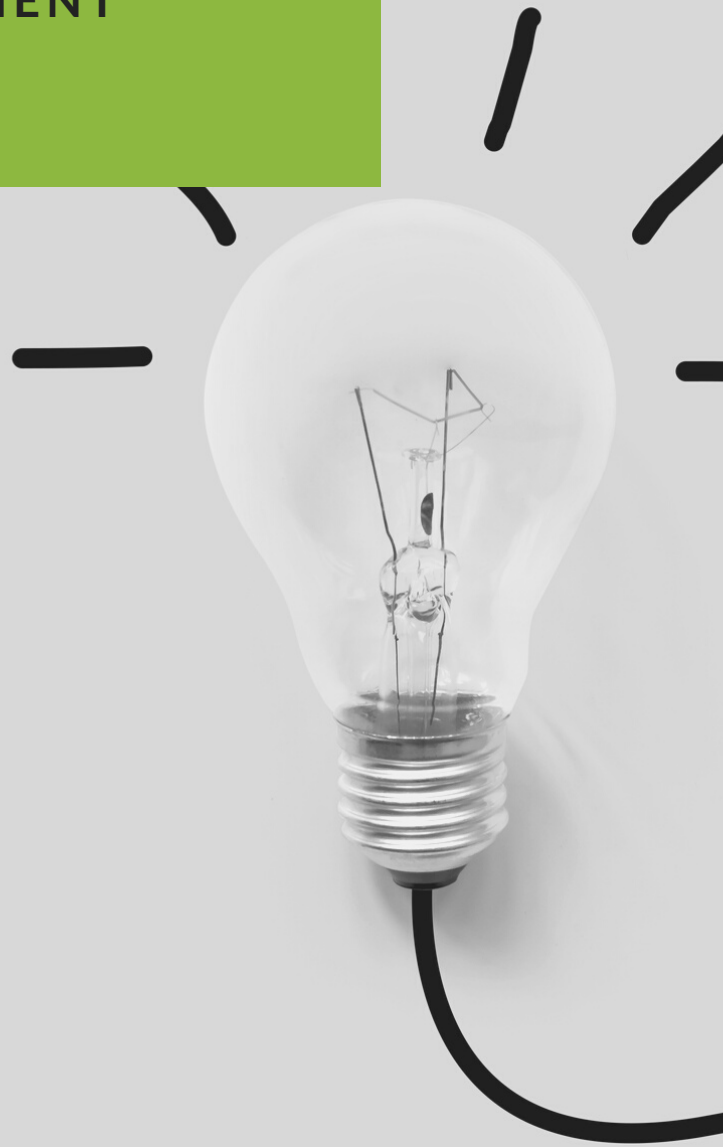
GSGLEN

IT TAKES A VILLAGE!



GSGLEN has been an active participator and contributor to a number of local and regional partnerships which aim to improve the educational and economic participation of local young people. These groups include; the Municipal Health and Well Being Planning processes, South West TAFE Advisory Committee, the Beyond the Bell Youth Conversations Project, Koorie Academy of Excellence, Life 4 Life partnership groups (Southern Grampians and Glenelg) and the Engagement in Learning project.

PROGRAMS UNDER DEVELOPMENT



INNOVATIVE NEW PROGRAMS

In partnership with local partners, GSGLEN has secured additional funding to deliver innovative new programs to promote inclusion and pathways in 2022 with the support of philanthropic and government funders.

CAREER EDUCATION THROUGH STORY TELLING



The GSGLLEN was successful in gaining funding from Pacific Hydro in 2021 for the development of a number of career videos to showcase peer role models describing their career journey for young people who face significant barriers to their transition to work.



The aim of the "Career Education through Story telling" project is for young people to hear the voices of young people like themselves, to raise aspirations and assist in their career journey. You can't be what you can't see!

A partnership to guide the project has been established with participation from Safe in the South West, Transition to Work, KESO, Koorie Academy of Excellence, and WDEA Works. Young role models are currently being interviewed for the project with the final videos to be completed by mid-2022.



Work Experience

ENHANCE WORK EXPERIENCE

“Enhance Work Placement Experience for Everyone” aims to enhance career education & work experience opportunities by increasing access of rural students to ‘industries of choice’ in larger communities. Funding was secured through a National Careers Institute Partnership Grant in 2021 to employ a project co-ordinator to identify and secure industry placements. This collaborative partnership between the GSGLEN, all local secondary schools, South West TAFE and the Rotary District 9780 aims to identify, and recruit Rotary host families to billet work experience and work placement students in safe accommodation so they can have access to broader industry placements in larger centres.

A series of workshops for students, parents and employers by SWTAFE and Skills and Jobs Centre will build greater understanding of the importance of work experience, employer expectations and VET pathways. Practical tools for host employers will also be developed. An independent evaluation of project outcomes will be completed at the end of 2022.



CELEBRATING 20 YEARS OF GSGLEN

YEAR BY YEAR

Established in 2002, Glenelg and Southern Grampians Local Learning and Employment Network is an independent and incorporated entity. The LLEN was established in response to the recommendation of the hallmark Kirby Report into post compulsory training and education outcomes in Victoria. The LLENs in the early years were contracted by the then Victorian Learning Skills Commission. Since its abolition, the LLENs have been contracted directly by the Department of Education and Training

2002

FIRST BEGINNINGS

The Glenelg and Southern Grampians LLEN was established in 2002 in the second phase of the rollout of the initiative. Halstead Management Services was appointed to establish the LLEN in 2001 including incorporation, membership, VLESC agreement and appointment of the first Executive Officer. The interim chair was Kaye Scholfield from RMIT.

A committee of management was established at a meeting in Heywood in March 2002.

Membership of the GSGLLEN quickly expanded to 85 members and Alex Andonovski was appointed in September as the inaugural Executive Officer. The first chairperson Jenny Allen led the GSGLLEN from its formal beginning with Wayne Barrett taking on the role after her resignation.



2002

GSGLLEN FIRST COMMITTEE OF MANAGEMENT 2002

SCHOOLS

*Jenny Allen Portland S.C.
Leonie Ryder Monivae College*

COMMUNITY MEMBER

Anne Gough

TAFE

*Alistair McCosh, SWTAFE Portland
John McKay, SWTAFE Hamilton*

LOCAL GOVERNMENT

*Bill Lake, Southern Grampians SC
Garry Purton, Glenelg SC.*

ACE

Julie Neeson, SGAE

KOORIE ORGANISATIONS

Daryl Rose, WindaMara

OTHER TRAINING

*Kaye Scholfield, RMIT Hamilton
Bernard Wallace, Workskills
Pam Schneider, Westvic Staffing
Solutions*

EMPLOYERS

*Hillary King, Portland Aluminium
John Sealey, Seafood Training Vic
Wayne Barrett, Portland Fibreglass*

OTHER COMMUNITY

*Pam Stringer, BFYS
Robert Quantrelle, Greater
Green Triangle*

TRADE UNIONS

*Brendan McMahon, CEPU
Warren Finke, South West
Trades and Labour Council*

2003



Alistair McCosh was elected as Chairperson and Michael Date was appointed as the new Executive Officer. GSGLLEN contributed over \$150,000 to 20 local projects supporting 300 young people in the region. Key projects included Community Dreaming a community lead project to build leadership in aboriginal students, 10 mmm(Multi Media Madness) to reduce the risks of social isolation, and the Links program to build resilience for young people at risk of school disengagement.

2004



Former GSGLLEN Chair
Alistair McCosh 2003-2007

A combination of external project funding and internal project management directly influenced 1,500 young people in the region.

A part time worker Sarah Smith, was employed to build and maintain stronger local partnerships. The Standing Tall Project, Youth at Risk and local careers expo were key projects of the LLEN in 2004.

One of the first LLEN initiated and implemented programs, Launching Pad, aimed to provide information to transitioning Year 12 students looking for further education options.

IN 2004 THE GSGLLEN CONTINUED TO BE INVOLVED IN A VARIETY OF COMMUNITY PROGRAMS THAT SUPPORTED YOUNG PEOPLE'S ENGAGEMENT IN SCHOOL.



2005

The activities of the GSGLLEN varied in 2005 with a change of focus from externally funding local projects to a collaborative approach, giving much broader scope for interaction with stakeholders.

The growth in partnership strength was in no small way to the establishment of the local youth networks of which the GSGLLEN was an active member.

An emphasis on re-engagement of young people remained a key priority of the GSGLLEN. A Koorie Education Officer was appointed in the Portland area and local schools were funded to support pathways for students into further education or work.

A local School Based Apprenticeship guide was developed and distributed to local schools in partnership with Westvic Staffing Solutions.

2006



Successful projects were continued by the GSGLEN in 2006 including the Links program and Launching Pad.

The Southern Grampians Youth Network facilitated by the GSGLEN hosted the Jim Stynes Reach program for 800 students in the region.

In partnership with the Australian Industry Group and local partners GSGLEN offered the Careers In Manufacturing to local students.

2007



Ann Kirkham
Former GSGLLEN Chair
2007-2017

Ann Kirkham was elected as Chairperson of the GSGLLEN replacing Alistair McCosh.

In 2007 GSGLLEN was active in the facilitation of partnerships between schools and industry in order to improve careers education.

In partnership with key stakeholders including local careers teachers, the Regional Industry Careers Advisor, and the Local Community Partnerships, GSGLLEN hosted a Careers Expo in Hamilton and Casterton which was attended by more than 250 local students.

GSGLLEN partnered with Westvic Staffing Solutions to conduct a careers Expo in Portland for over 300 students. Careers in Manufacturing, Wetland Taster Days and support for the hospitality sector featured in 2007.

The Youth Commitment was launched in 2007 with over 50 signatories supporting young people's attainment of Year 12 or equivalent.

Pam Stringer and Gail Law commenced employment in the GSGLLEN in 2007.



2008

Relationships with key partners built to a new level of collaboration during 2008.

The Youth Commitment initiative continued into 2008 along with continued strong support for the Youth Networks at both ends of the region. The effectiveness of the Youth Networks was demonstrated by a successful funding allocation from the Victorian Government's Support Fund for the "Landscapes for Young People" project. The project trained young people as researchers and gathered data on the experiences of young people in the region. GSGLEN was a member of the steering group of the project.

Marg Johnson, long standing executive assistant resigned in 2008, while Daryl Gabriel was employed in an industry engagement role with the organisation.



2009



Throughout 2009, GSGLLEN had a renewed energy on pathways for young people with a disability and built a relationship with the Western Region National Disability Co-ordinator.

During 2008-2009 GSGLLEN facilitated a partnership of schools, DEECD and the LLEN for the application for a Trade Training Centre. GSGLLEN completed a scoping of industry needs in the region and facilitated aspects of the grant application including industry support.

In December 2009 an Expression of Interest was submitted to the Department.

Michael Date resigned as Executive Officer in 2009 with Megan Irving employed as office trainee during this period.



2010

In 2010, as part of its commitment to the National Partnership for Youth Attainment and Transitions, the Commonwealth announced funding for the establishment of a national network of **School Business Community Partnership Brokers** (Partnership Brokers) to build partnerships that support improved education and transition outcomes for all young people.

In Victoria, the existing Local Learning and Employment Networks were similar to the key objectives of the Partnership Broker program. On the basis of the similarities between the two programs and in keeping with the principles in the National Partnership on Youth Attainment and Transitions, the Commonwealth and the Victorian Governments jointly funded the Partnership Brokers program in Victoria, through an enhanced LLEN.

Funding for School Business Community Partnership Brokers ended in December 2015.



2010

A refocusing of LLEN energies under the new Executive Officer, Anne Murphy in early 2010, saw emphasis on strategies to support young people with barriers to their engagement in education. The work included pulling together a strong community partnership to establish a flexible learning option in Portland- the Portland Re-engagement Program.

During the year the GSGLLEN established networks to enhance pathways and opportunities for aboriginal young people or those with a disability; the Careers and Aspirations Group with the KESO team and the Road to Somewhere (Glenelg) and All Abilities Group (Hamilton) with local disability and education providers operating .

The LLEN was also active in the development of career initiatives in 2010 with over 180 students participating. It also provided significant support for the Workplace Learning Co-ordinators to encourage the uptake of quality work placements. GSGLLEN utilized its strong industry and community partnerships to garner support for the application for the Portland Trade Training Centre.

Jessica Still and David Lanyon supported the work of the LLEN in 2010. Jim Goodall, Sue Reiffel and Vicki Williams retired from the GSGLLEN Committee in 2010.

2011

With the strong support from the GSGLLEN, the Portland Re-engagement program commenced providing second chance education opportunities for 32 young people in the region in 2011.

GSGLLEN facilitated a range of local and regional partnerships aimed at increasing the number of young people attaining Year 12 or equivalent including the establishment of the Glenelg Careers Network and facilitation of the All Abilities group in Hamilton.

A key action was the facilitation of the flagship Future Leaders of Industry program by the GSGLLEN in partnership with Portland Aluminium and industry partners. The LLEN's role was instrumental in increasing the number of industry partners from 9 to 13.

Long standing Hamilton staff member Gail Law resigned in 2011 and was replaced by Belinda Carroll. Keira Watson, administrator, was replaced by Jennifer Thistlethwaite in this time.





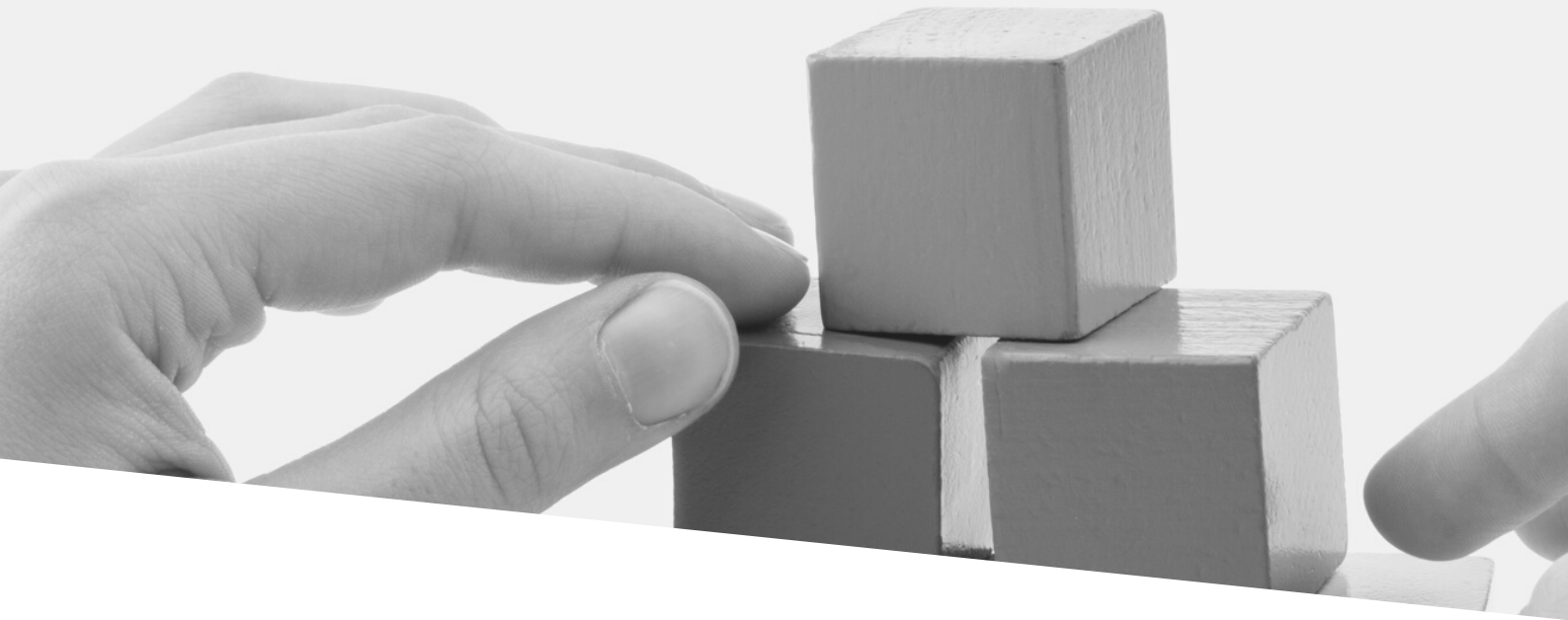
2012

2012 was a difficult year for the GSGLEN with the prolonged illness of the Executive Officer, Anne Murphy and the maternity leave of Hamilton worker Belinda Carroll. Valued committee member Julie Suter lost her courageous fight with illness in this time. However in true GSGLEN style, with some innovative and flexible staffing arrangements, significant outcomes were achieved in 2012!

2012 saw the establishment of our first Career and Aspiration Days for Koorie students in the region in partnership with the KESO team. A precursor for what was to become P2E, the Polish program was delivered for students with a disability in both ends of our region. Regional discussions began in 2012 of the Year 12 or Equivalent project between South West and Southern Grampians and Glenelg PCPs, South West LLEN, GSGLEN and RMIT. From a small and committed network, what would become Beyond the Bell was born. GSGLEN has been instrumental in driving this initiative in our region since this time!

Long standing Portland staff member, Pam Stringer, retired to be replaced by Cathryn Walder.

2013



2013 saw a period of consolidation for LLEN activities and direction with many of its key programs continuing in 2013 including a continuation of the Career and Aspiration Days for Koorie students, and the facilitation of the Future Leaders of Industry program.

It also saw the ground work being laid for what would be a key program- the Passport 2 Employment program. The newly formed Glenelg Transition Action Network was hard at work in 2013 in developing a local training program to improve work readiness for young people with a disability post school with support from the National Disability Coordination Officer.

2014

2014 commenced as a period of sustained uncertainty for the GSGLLEN. Policy and funding shifts in both the Federal and State arena found us operating in a shifting landscape.

The loss of 'Partnership Broker' funding for the LLENs and discontinuation of other key youth programs such as Youth Connections left the sector reeling. For the GSGLLEN, the loss of Federal funding provided a cut of approximately a third of our annual budget.

From an organisational perspective the lack of surety of funding post 2014 posed a number of considerable challenges.

A major restructuring both of our staffing and activities was undertaken with the loss of two valued staff members; Taryn Thomas and Joanne Hartwisch and the reduction of staffing hours for remaining staff.

Despite these changes existing programs were maintained and supported including Future Leaders, PREP, careers activities, and Careers and Aspiration Days. The Passport 2 Employment program was successfully piloted in this period.

2015

After a period of significant upheaval it was a relief to hear that LLENs had a future post 2015. Following a review of school-industry engagement by the Department, a reformed Structured Workplace Learning service was developed. Confirmation by the State Government of the new SWL program provided added surety of a four year contract and allowed the LLEN to expand its provision from 2016.

Due to the partnership with the National Disability Coordination Officer, there was significant interest in delivering the Passport 2 Employment program. Partnerships with the indigenous community and the KESO team continued to support pathways for Koorie young people with the delivery of both a Careers in Health and Careers on Country program for over 50 students.

We continued our support of Beyond the Bell, guiding the development of the Stepping Stones to School program.

We farewelled two members of the GSGLLEN staff team at the end of 2015 - Belinda Carroll and Jen Thistlethwaite.



2016



The Structured Workplace Learning element was introduced in 2016 providing access to improved work placement opportunities for local students. The co-ordination by the LLEN in this role, and the promotion of the newly formed statewide portal were key elements of the work in 2016. The GSGLLEN was renewed with Lisa Gartlan-Betinsky, Janelle Tooley, Lilja Sigurpals and Marg Wagner joining the staff team, with Cathryn Walder returning after maternity leave.

Other key activities for 2016 including conducting a Youth Empowerment camp for young people with a disability in the Grampians, hosting a Koorie Arts Experience in Melbourne in partnership with the KESO team and working on an Industry Themed Pathway in Health with local Hamilton schools, South West TAFE and local health providers.

GSGLLEN continued its significant support for Beyond the Bell including facilitation of local action groups, supporting the Stepping Stones to School project and the initiation of the Growing Greater Readers and Little Book Boxes in the Southern Grampians region.

In 2016 GSGLLEN was instrumental in applying to become a pilot community in both Southern Grampians and Glenelg. After acknowledgement of a successful application for Glenelg, GSGLLEN played a pivotal role alongside other partners for the establishment of the project in 2017.



Lee Anne Nelson was elected as Chairperson of the GSGLEN in 2017 replacing long standing Chairperson Ann Kirkham.

After significant work by local community partners including the LLEN, the Live 4 Life program was launched in 2017. This significant community initiative has seen significant growth in mental health education in the shire with 896 Years 7-9, 733 Years 10-12, 255 adults participating during this time. An additional 188 young people have participated as crew members.

In the disability area, GSGLEN obtained funding to conduct an evaluation of the P2E program, and the Transition Action Networks were busy in providing information sessions for students and families in preparation for the roll out of the NDIS.

The Secondary Welfare Action Network offered highly welcome professional learning sessions for school support and welfare staff.

Over 50 local primary school and early childhood education staff participated in two training sessions organised by the Stepping Stones to School steering committee with Catherine Hydon assisting in the development of the Glenelg Transition Protocol.

Tiana Richardson replaces Cathryn Walder as Partnership Broker in Glenelg

2018



The Passport to Employment evaluation was completed in 2018 along with new materials and website to promote the program to other communities.

A new group was established by the GSGLEN to work towards the establishment of a Live4Life program in Southern Grampians.

GSGLEN nominated our Chair Lee-Anne Nelson for the YACVic Rural Youth Awards;. Not surprisingly, she won!

50 Little Book Boxes were established across communities throughout Southern Grampians supported by the GSGLEN and local partners. LLEN also supported an application for the expansion of the Stepping Stones to School project.

The Koorie Youth Engagement Network was established with local indigenous community members in order to provide community support for young people at risk in the region.

2019



Following a DET inquiry into career education, and with the looming conclusion of the current LLEN contract, 2019 was a period of uncertainty with unknown future funding and potential opportunities in the careers space.

On a more positive note the Koorie Youth Engagement Network won a Wurreker Award.

GSGLEN organised a comprehensive evaluation of the Stepping Stones to School program which heavily contributed to a successful application to the Ian Potter Foundation to expand the program.

We surpassed our annual SWL targets again!

DET commissioned the Firth Review into vocational and applied learning pathways in November 2019 which would heavily influence the direction of LLENs into the future.

2019



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2020

From 2020, the Department funded the Local Learning and Employment Network (LLEN) to source additional school-employer engagement activities for school students.

These activities include:

- placement opportunities including work experience, structured workplace learning and school community work,
- school-based apprenticeships and traineeships,
- guest speakers and presenters from industry workplaces,
- visits and industry tours,
- mock interviews and work-readiness preparation.

This initiative builds on the LLEN's relationships with local communities and employers, and supports schools to make quality connections for their students to the world of work. Some of these activities link to vocational education and training (VET) programs being undertaken by school students as part of their Victorian Certificate of Education (VCE) or Victorian Certificate of Applied Learning (VCAL).

COVID 19 had a significant impact on the way GSGLEN was able to deliver its programs for schools with a pivoting of LLEN activities where possible to online delivery.

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF GLENELG & SOUTHERN GRAMPPIANS LOCAL LEARNING EMPLOYMENT NETWORK INCORPORATED

Opinion

We have audited the special purpose financial report of Glenelg & Southern Grampians Local Learning Employment Network Incorporated which comprises the balance sheet as at 31 December 2021, comprehensive income statement, statement of changes in equity, statement of cash flows, notes to the financial statements and statement by members of the Committee.

In our opinion, the financial report presents fairly, in all material respects, the financial position of Glenelg & Southern Grampians LLEN Inc. as at 31 December 2021, and its financial performance and its cash flows for the year then ended in accordance with the financial reporting requirements of the *Associations Incorporation Reform Act 2012 (VIC)*.

Basis for Opinion

We have conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibility* section of our report. We are independent of Glenelg & Southern Grampians LLEN Inc. in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have fulfilled our other ethical responsibilities in accordance with the Code.

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

Emphasis of Matter - Basis of Accounting

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 for the purpose of fulfilling the committees' financial reporting responsibilities. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance for the Financial Report

Management is responsible for the preparation of the financial report in accordance with the requirements of the *Associations Incorporation Reform Act (Vic) 2012* and for such internal control as management determines is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the Glenelg & Southern Grampians LLEN Inc.'s ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Glenelg & Southern Grampians LLEN Inc. or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Glenelg & Southern Grampians LLEN Inc.'s financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

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CHARTERED ACCOUNTANTS™
AUSTRALIA - NEW ZEALAND

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Glenelg & Southern Grampians LLEN Inc.'s internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Glenelg & Southern Grampians LLEN Inc.'s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Glenelg & Southern Grampians LLEN Inc. to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Independence

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

McLaren Hunt

MCLAREN HUNT
AUDIT AND ASSURANCE

N.L. McLean

N.L. McLEAN
PARTNER

Dated at Warrnambool on 31 March 2022

GLENELG & SOUTHERN GRAMPIANS LLEN INC.
A.B.N. 31 982 647 933
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

Contents

Income and Expenditure Statement

Assets and Liabilities Statement

Statement of Cash Flows

Notes to the Financial Statements

Statement by Members of the Committee

GLENELG & SOUTHERN GRAMPIANS LLEN INC.
A.B.N. 31 982 647 933
COMPREHENSIVE INCOME STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	2021 \$	2020 \$
INCOME			
Revenue	7	584,536	651,563
EXPENDITURE			
Depreciation expenses	7	(5,910)	(4,409)
Employee benefits expense	7	(421,638)	(396,293)
Other expenses	7	(81,537)	(158,008)
 Comprehensive Income		<u><u>75,451</u></u>	<u><u>92,853</u></u>

The accompanying notes forms part of the financial statements

GLENELG & SOUTHERN GRAMPIANS LLEN INC.
A.B.N. 31 982 647 933
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	2021 \$	2020 \$
Accumulated Funds 1 January		475,037	382,185
Comprehensive Result		<u>75,451</u>	<u>92,853</u>
Accumulated Funds 31 December		<u>550,488</u>	<u>475,037</u>

The accompanying notes form part of the financial statements

GLENELG & SOUTHERN GRAMPIANS LLEN INC.
A.B.N. 31 982 647 933
BALANCE SHEET
AS AT 31 DECEMBER 2021

	Note	2021 \$	2020 \$
ASSETS			
CURRENT ASSETS			
Cash and Cash Equivalents	2	679,708	539,821
Accounts Receivable		45,349	30,370
TOTAL CURRENT ASSETS		<u>725,057</u>	<u>570,191</u>
NON-CURRENT ASSETS			
Motor vehicles		25,608	21,164
Less: Accumulated depreciation		(5,910)	(21,164)
TOTAL NON-CURRENT ASSETS		<u>19,698</u>	<u>-</u>
TOTAL ASSETS		<u>744,755</u>	<u>570,191</u>
LIABILITIES			
CURRENT LIABILITIES			
Trade and Other Payables		1,502	3,806
Short Term Employee Benefits		51,797	51,311
GST & PAYG Payable		20,595	6,885
Accrued expenses		25,381	24,027
Income in Advance		87,000	-
TOTAL CURRENT LIABILITIES		<u>186,275</u>	<u>86,029</u>
Non-Current Liabilities			
Long Term Employee Benefits		7,992	9,125
TOTAL NON-CURRENT LIABILITIES		<u>7,992</u>	<u>9,125</u>
TOTAL LIABILITIES		<u>194,267</u>	<u>95,154</u>
NET ASSETS		<u>550,488</u>	<u>475,037</u>
MEMBERS FUNDS			
Retained surplus		550,488	475,037
TOTAL MEMBERS FUNDS		<u>550,488</u>	<u>475,037</u>

The accompanying notes form part of the financial statements

GLENELG & SOUTHERN GRAMPIANS LLEN INC.
A.B.N. 31 982 647 933
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

Note 1. Summary of Significant Accounting Policies

The financial statements are special purpose financial statements prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Reform Act 2012 (Vic). The Committee has determined that the Association is not a reporting entity.

The financial statements have been prepared on an accruals basis and is based on historic costs and does not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following significant accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of these financial statements.

(a) Income Tax

The Association is exempt from income tax under Section 50-10 of the Income Tax Assessment Act.

(b) Property, Plant and Equipment

Plant and equipment are measured on the cost basis less depreciation and impairment losses. The carrying amount of plant and equipment is reviewed annually by management to ensure it is not in excess of the recoverable amount from these assets. The depreciable amount of all fixed assets is depreciated on a straight-line basis over their useful lives commencing from the time the asset is held ready for use.

(c) Impairment of Assets

At the end of each reporting period, the association reviews the carrying value of its tangible and intangible assets to determine whether there is any indication that those assets may be impaired.

(d) Employee Benefits

Short-term employee benefits

Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled wholly within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled.

Other long-term employee benefits

The liability for long service leave not expected to be settled within 12 months of the reporting date are measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels, experience of employee departures and year's of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Portable Long Service Leave

From 1 November 2019, all employees entitled to the portable long service leave scheme, have had their Long Service Leave entitlement held by the scheme .

(e) Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short term highly liquid investments with original maturities of three months or less and bank overdrafts.

(f) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office.

GLENELG & SOUTHERN GRAMPIANS LLEN INC.
A.B.N. 31 982 647 933
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	2021 \$	2020 \$
Cash Flow From Operating Activities			
Receipts from funding body and customers		647,379	398,367
Payments to Suppliers and Employees		(504,772)	(547,692)
Interest received		542	602
Net GST paid		13,710	(32,890)
Net cash provided by/(used in) operating activities	3	<u>156,859</u>	<u>(181,613)</u>
Cash Flow From Investing Activities			
Payments for Property, Plant and Equipment		(25,608)	-
Proceeds from sale of property, plant & equipment		8,636	-
Net cash (used in) investing activities		<u>(16,972)</u>	<u>-</u>
Net increase/(decrease) in cash held		139,887	(181,613)
Cash at the beginning of the year		539,821	721,434
Cash at the end of the year	2	<u>679,708</u>	<u>539,821</u>

The accompanying notes form part of the financial statements

GLENELG & SOUTHERN GRAMPIANS LLEN INC.
A.B.N. 31 982 647 933
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

Note 1. Summary of Significant Accounting Policies (cont.)

(g) Revenue and Other Income

Operating Grants, Donations and Bequests

When the Association receives operating grant revenue, donations or bequests, it assesses whether the contract is enforceable and has sufficiently specific performance obligations in accordance with AASB 15.

When both these conditions are satisfied, the Association:

- identifies each performance obligation relating to the grant
- recognises a contract liability for its obligations under the agreement
- recognises revenue as it satisfies its performance obligations.

Where the contract is not enforceable or does not have sufficiently specific performance obligations:

- recognises the asset received in accordance with the recognition requirements of other applicable accounting standards;
- recognises related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from contract with customer)
- recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

Capital grants

When the Association receives a capital grant, it recognises a liability for the excess of the initial carrying amount of the financial asset received over any related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer) recognised under other Australian Accounting Standards.

The association recognises income in profit or loss when or as the association satisfies its obligations under the terms of the grant.

Interest Income

Interest income is recognised using the effective interest method.

(h) Leases

At inception of a contract, the Association assesses if the contract contains or is a lease. If there is a lease present, a right-of-use asset and corresponding lease liability are recognised by the Association where the Association is a lessee. However, all contracts that are classified as short-term leases (lease with remaining lease term of 12 months or less) and leases of low value assets are recognised as an operating expense on a straight-line basis over the term of the lease.

Initially the lease liability is measured at the present value of the lease payments still to be paid at commencement date. The lease payments are discounted at the interest rate implicit in the lease. If this rate cannot be readily determined, the Association uses the incremental borrowing rate.

Lease payments included in the measurement of the lease liability are as follows:

- fixed lease payments less any lease incentive;
- variable lease payments that depend on an index or rate, initially measured using the index or the rate at the commencement date;
- the amount expected to be payable by the lessee under the residual value guarantees;
- the exercise price of purchase options, if the lessee is reasonably certain to exercise the options;
- lease payments under extension options if lessee is reasonably certain to exercise the options; and
- payments of penalties for terminating the lease, if the lease term reflects the exercise of an option to terminate the lease.

GLENELG & SOUTHERN GRAMPIANS LLEN INC.
A.B.N. 31 982 647 833
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

(h) Leases (cont.)

The right-of-use assets comprise the initial measurement of the corresponding lease liability as mentioned above, any lease payments made at or before the commencement date as well as any initial direct costs. The subsequent measurement of the right-of-use assets is at cost less accumulated depreciation and impairment losses.

All leases held by the Association are either short term or low value leases.

	2021	2020
	\$	\$
Note 2. Cash and Cash Equivalents		
Cash At Bank	552,980	413,217
Petty Cash Float	119	509
investment - Term Deposit	126,609	126,095
	<u>679,708</u>	<u>539,821</u>

Note 3. Cash Flow Information

Reconciliation of Cash Flow from Operations with Profit from Ordinary Activities

Profit/(loss) for the year	75,451	92,853
Depreciation	5,910	4,409
Profit on the sale of motor vehicle	(8,636)	-

Changes in assets and liabilities:

(Increase)/decrease in accounts receivable	(14,979)	35,076
Increase/(decrease) in trade creditors and accruals	12,760	(24,345)
Increase/(decrease) in income received in advance	87,000	(287,670)
Increase/(decrease) employee entitlements	(847)	(1,936)
	<u>156,859</u>	<u>(181,613)</u>

Note 4. Contingent Assets and Liabilities

The Association has no contingent asset or liabilities at balance date.

Note 5. Leasing Commitments

Payable - minimum lease payments:

- not later than 12 months

	-	17,125
	<u>-</u>	<u>17,125</u>

Note 6. Events after the Reporting Period

The Committee is not aware of any events which have occurred subsequent to reporting date which would materially affect the financial statements as at 31 December 2021.

GLENELG & SOUTHERN GRAMPIANS LLEN INC.
A.B.N. 31 982 647 933
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

Note 7. Detailed Income Statement for the year ended 31 December 2021 (cont.)

	2021	2020
	\$	\$
Employee Benefits Expense		
Salary	340,428	328,844
Salary - Leave Expenses	44,683	34,242
Superannuation	36,527	33,207
Total Employee Benefits Expense	<u>421,638</u>	<u>396,293</u>
Depreciation Expense		
Depreciation - Motor Vehicles	5,910	4,409
Total Depreciation Expense	<u>5,910</u>	<u>4,409</u>
TOTAL EXPENSES	<u>509,085</u>	<u>558,710</u>
Current year surplus	<u>75,451</u>	<u>92,853</u>

GLENELG & SOUTHERN GRAMPIANS LLEN INC.
A.B.N. 31 982 647 933
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

Note 7. Detailed Income Statement for the year ended 31 December 2021

	2021	2020
	\$	\$
Income		
Operational Grants	411,812	402,043
Future Leaders of Industry	66,000	40,005
Local projects	65,115	114,972
COVID19 Cashflow Boost	-	92,140
Interest	542	603
Profit on sale of motor vehicle	8,636	-
Other income	32,431	1,800
Total income	<u>584,536</u>	<u>651,563</u>
Expenses		
Accommodation - Staff	528	967
Accounting	8,045	6,278
Administration/Office Expenses	754	1,491
Amenities	-	320
Annual General Meeting expenses	163	1,800
Audit Services	5,300	5,300
Bank Fees & Charges	320	299
Bad & Doubtful Debts	-	36
Consultancy Fees	-	1,646
Donations	2,393	777
Insurance - Contents Insurance	-	757
Insurance - WorkCover	3,863	3,643
Fringe Benefit Tax	2,490	2,486
Newspapers/Publications	-	981
Memberships	4,638	4,131
Meetings & Community Functions	2,354	2,184
Motor Vehicle Expenses	2,826	4,140
Office Rental inc. Cleaning	16,250	9,895
FLOI	7,336	12,837
P2E Evaluation Project	-	617
Projects - Stepping Stone	-	52,852
Projects - Live4Life	-	2,000
Projects - P2E	3,064	4,957
Projects - Beyond the Bell (EDP)	-	15,100
Projects - FRRR	6,665	-
Projects - Other	-	4,769
Permits, licences & fees	348	227
Postage & Couriers	446	405
Printing & Photocopying	-	360
Professional Development & Training	977	2,410
Promotional Expenses	1,018	-
Stationary	1,205	1,134
Telephone/Internet	5,458	5,294
Travel Staff	3,096	4,805
Webpage Maintenance	-	1,110
State Network Fees	2,000	2,000
Total Other Expense	<u>81,537</u>	<u>158,008</u>

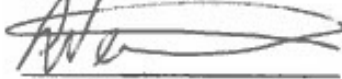
GLENELG & SOUTHERN GRAMPIANS LLEN INC.
A.B.N. 31 982 647 933
STATEMENT BY MEMBERS OF THE COMMITTEE
FOR THE YEAR ENDED 31 DECEMBER 2021

The Committee has determined that the Association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies prescribed in Note 1 to the financial statements.

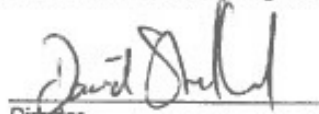
In the opinion of the committee the financial report:

1. Presents a true and fair view of the financial position of Glenelg & Southern Grampians LLEN Inc. as at 31 December 2021 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that Glenelg & Southern Grampians LLEN Inc. 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:



Director



Director

Dated in Hamilton on:

GSGLLEN COMMITTEE OF MANAGEMENT 2021



Jody Duckworth



Cathryn Walder



Kelly Webster



Michelle Kearney



Rowena Wylie



Warwick Price



Tim McLoughlin



Kathryn Parsons



Ursula Murphy



Daryl Rose



Paul Drew



Ann Kirkham



David Stafford



Lee Anne Nelson



Sarah Franks

WITH THANKS TO:

GSGLEN CHAIRS 2002-2022

*Jenny Allen
Wayne Barrett
Alistair McCosh
Ann Kirkham
Lee-Anne Nelson*

350+ INDIVIDUALS WHO SERVED AS PART OF THE GSGLEN COMMITTEE OF MANAGEMENT 2002-2022

GSGLEN EXECUTIVE OFFICERS 2002-2022

*Alex Andonovski
Michael Date
Anne Murphy*

GSGLEN STAFF 2002-2022

<i>Marg Johnson</i>	<i>Joanne Hartwich</i>
<i>Sarah Smith</i>	<i>Lilja Sigurpals</i>
<i>Daryl Gabriel</i>	<i>Janelle Tooley</i>
<i>Pam Stringer</i>	<i>Marg Wagner</i>
<i>Gail Laqw</i>	<i>Keira Watson</i>
<i>Taryn Thomas</i>	<i>Tiana Richardson</i>
<i>Jennifer Thistlethwaite</i>	<i>Lisa Gartlan-Betinsky</i>
<i>Kathryn Hamill</i>	<i>Scott Taylor</i>
<i>Cathryn Walder</i>	<i>Natasha Kohlman</i>
<i>Belinda Carroll</i>	<i>Kathryn Pomeroy</i>
<i>David Lanyon</i>	<i>Megan Irving</i>
<i>Amy Silvester</i>	<i>Jessica Still</i>

OUR SCHOOL, COMMUNITY, DEPARTMENT AND INDUSTRY PARTNERS OVER THE PAST 20 YEARS

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Glenelg and Southern
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Victoria 3300

MEANINGFUL OPPORTUNITIES FOR YOUNG PEOPLE