



2019 ANNUAL REPORT



"Community working together to provide pathways for all"



The Glenelg and Southern Grampians LLEN acknowledges the Gunitjmarra people, on whose land we conduct the business of the LLEN. GSGLEEN 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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CHAIR REPORT

2019 saw a period of uncertainty for the Glenelg and Southern Grampians LLEN given that it was not until later in the year, an ongoing contract was signed with the Department. Throughout this period, negotiations were held to determine the potential focus for the future for Local Learning and Employment Networks across the state.

A series of strategic planning sessions with staff and the Committee were held during 2019. We determined it was crucial for us to maintain our focus on inclusion and continue to provide support for those most vulnerable young people within our communities, while at the same time, meeting the additional requirement for a greater focus on providing clearer pathways between education and employment. For us as a LLEN these changes were not too onerous as they have always been part of our strategic aims, but it has required some operational tweaking. This has required, at times, some creativity and innovation on the part of the organisation, however the GSGLLEN is, as always, definitely up for the challenge. So, we are pleased to report that our existing key initiatives and networks have been able to continue in 2020.

Our Executive committee has worked behind the scenes, meeting regularly with the Executive Officer to plan and monitor LLEN progress and to ensure good governance is in place. I would like to thank the other members of the committee; David Stafford and Sarah Franks for their support and work throughout the year.

I would also like to thank the whole committee for their commitment to the LLEN and their strong leadership and governance for the organisation as a whole. I would like to recognize the retiring members of the committee; Kaye Scholfield and Ros Pevitt for their work for GSGLLEN over many years.

I would particularly like to acknowledge Kaye Scholfield who is retiring from the committee this year. Kaye has supported the LLEN for almost 20 years, having been a member of the working group to establish this 'new' network in 2001, and a member of the committee ever since 2002.

On your behalf I would like to thank Kaye for all her work and support over this time, and wish her well for the future.

I would also like to take this opportunity to thank Anne who always works tirelessly and passionately, Tiana for conquering her first stint as interim executive officer in such a difficult time and all staff members for their determination, flexibility and exceptional work in this period.

Lee-Anne Nelson



GSGLLEN BOARD

Executive



Lee-Anne Nelson
Chair



Sarah Franks
Deputy Chair



David Stafford
Treasurer

Committee of Management Members



Ursula Murphy



Paul Drew



Ann Kirkham



Jody Duckworth



Rowena Wylie



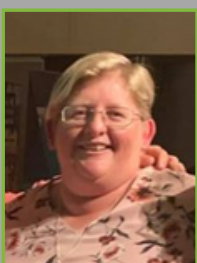
Cathryn Walder



Michelle Kearney



Lisa Grayland



Rose Wombwell



Kaye Scholfield



Ros Pevitt



Anna Impey

EXECUTIVE OFFICER REPORT

Notwithstanding the uncertainty of our ongoing contract with the Department, 2019 saw a strong and steady growth in key initiatives of the GSGLEN.

The Structured Workplace Learning program again surpassed its annual targets for 2019 with increases in the number of young people gaining quality structured work placement opportunities during the year. We are thankful to our local employers who have provided these opportunities for young people in both Glenelg and Southern Grampians shires.

The work of the Partnership Broker team provided significant progress in initiatives to support the health, wellbeing and opportunities of students in the region. Much growth was achieved in initiatives designed to support the strong mental health of young people in Glenelg and Southern Grampians. The GSGLEN has been a strong supporter of the Live4Life Initiative in Glenelg, and was instrumental in initiating local discussions with key stakeholders to commence the introduction of this very valuable program into Southern Grampians for 2020. A steering group and Memorandum of Understanding was developed to ensure a strong community partnership in the region supported very heavily by the LLEN.

The newly formed Koorie Youth Engagement partnership supported by the LLEN to address the significant barriers to vulnerable indigenous children and young people was successful in gaining a statewide VAEAI award for its work, and also had the opportunity to meet with the Commissioner for Aboriginal Children and Young People during the year. GSGLEN continued to support the Beyond the Bell initiatives in 2019 providing backbone support and driving a number of its local programs.

We heavily supported a successful application for the Stepping Stones to School project to the Ian Potter Foundation to expand the program across the Great South Coast region.

We are pleased that through the efforts of the LLEN and other partners, additional funding for this excellent initiative was sourced, thus securing opportunities for vulnerable children to be expanded to other communities including Southern Grampians, Moyne and Corangamite in the future.

For me as Executive Officer, 2019 posed a number of operational challenges, particularly negotiating changes in our staffing structure to meet the needs of the new contract. This was a difficult time, and one in which I relied heavily on the Chair and Executive Committee for support. From the bottom of my heart thank you to Lee-Anne, David and Sarah for their significant support during the year and to the committee for their leadership and commitment in 2019.

Every day I am thankful for the commitment and hard work of our fantastic staff team; Marg, Tiana, Lilja, Janelle and Scott. The strength and quality of our work is very much due to their passion and dedication to their work to improve opportunities for young people of our region. The change in focus of our contract with the Department of Education has required significant changes in our roles and again, the staff addressed this challenge with grace, dedication and enthusiasm. Thank you!

I thank each and every partner and stakeholder for your continued passion and participation. Together we have a strong role to play in ensuring that all our children and young people thrive and achieve the best educational and life outcomes for their future.

Although at the time of writing this report, 2020 has started off in an 'interesting' way, I am sure as an organisation we have the strength and commitment to meet and succeed in whatever challenges 2020 can bring!

Anne Murphy

GSGLLEN STAFF

Executive Officer
Anne Murphy



Hamilton

Partnership Broker
Marg Wagner



SWL Coordinator
Janelle Tooley



Portland

Partnership Broker
Tiana Richardson



Future Leaders Coordinator
Lilja Sigurpals



SWL Coordinator and
Finance Officer
Scott Taylor



Celebrating two decades of LLEN work

By KAYE SCHOLFIELD

Local Learning Employment Networks heralded a new localised partnership approach to improving education, training and employment opportunities for young people in 2002. Whilst some cynicism feared a 'top down' idea transferring responsibility to communities with insufficient resources, the idea of enlisting local networks to address local problems with local solutions was welcomed. Problems included: disparities in educational opportunity, attainment and access; meeting training and employment needs for economic sustainability; loss of young people in terms of unmet potential or departure from the region; inequality in life prospects for many families and young people.

We can't all be experts in all things in our region. There are so many challenges, truths, experiences and ways of thinking. My own knowledge and understanding grew as a result of my LLEN journey, beginning as its pro tem chair and ending this year, an 18 year membership. Because of those who have shared their time and expertise - people from the welfare and health sectors, police, business, local government, education, law, principals, elders, unions and young people who so often inspire - we all have benefited. All part of the LLEN jigsaw.

From the start, Glenelg and Southern Grampians exercised self-determination. Portland and Hamilton wanted to determine their own services, advocacy and future economic growth. Meanwhile there was support beyond our shires for one large regional LLEN likely to be centred at Warrnambool. Hamilton and Portland emphasised that our shires had much in common including remoteness, potential and a pool of people and agencies to lend support to establish our own network. I was working for the new RMIT University presence in Hamilton. RMIT were seriously involved with LLENs at all levels. This assisted us locally - materially and strategically. Strong representation from our schools, Portland and Hamilton TAFE campuses, SGAE, shires and training agencies, and the needs identified by business, built a persuasive case. Research showed inequities that needed to be righted.

History, entrenched attitudes, aptitude for change indicated that real cultural transformation is gradual.



Yet, transformation is strengthened with a diverse and dynamic involvement of the committed. Often it feels like one step forward and two steps back.

The LLEN's responsiveness and openness to doing things differently was heartening. A shared commitment helps. Around the table we achieved good cross-sectoral representation and 'buy-in' from each shire. The LLEN has benefited from the various backgrounds and experience of those involved, including and particularly from the oldest culture in the world, from those with families of several generations and from new residents. In common was a belief in the cultural and environmental strengths of the region, and in its future potential.

There have been many challenges - including 'does the LLEN even have a future?' The government wanted solid outcomes. In the early days, year twelve attainment figures, and especially retention levels, were very poor compared with state average.

Targets were set, but local data wasn't always accessible. Some data sets were statistically too small to be meaningful. This led to more and sharper data collection, but also pointed to the value of qualitative data and the power of people's stories to 'tell it like it is'. A stronger evidence-base locally enabled more informed advocacy and helped determine interventions.

The environment since the LLEN's inception in 2002 has been dynamic and rapidly changing. Influences included: increasing globalism, exponential technological change, new employment arrangements, changed job opportunities - eg fewer jobs in agriculture and manufacturing, but more in white collar jobs and new energies. A decline in demand for skills at the lower end of the spectrum revealed the advisability of attaining year 12 or equivalent for all our young people. Thus our youth unemployment and retention and completion data indicated new approaches were needed.

Change happened even faster than predicted.

CONTINUED NEXT PAGE



Kaye Scholfield (bottom left) has been a contributor to the GSG LLEN and the work it does since 2002.

The take up of technology – from only a handful of screens or devices per household to now almost 20; the growing spectre of climate change; changes in jobs such as more short-term contracts, more fly-in fly-outs; the political and policy landscape. Yet, the injustice of inequality remains: disparities of connectivity, income, access, opportunities. Many young people still struggle to get to the starting line of their formal education. Social disadvantage is still a major inhibitor of children's life chances.

At the same time, changes in service delivery was often not for the best. Sometimes, delivery of essential support services, especially to smaller rural communities has slowed to a trickle. Every time this happens, a principal, school nurse or social worker steps up to advocate and spend valuable time trying to make up for shortcomings. Good people and often key roles were lost to our region. Grant writing became built into every aspect of professional life and often our friends around the table were competitors when it came to funding.

Nevertheless, opportunities for new partnerships were found. Competitors could become friends – this year, but maybe not the next.... So the networks were ever changing. This is healthy – challenging thinking and growth, adapting and building resilience. Always there are more challenges for local communities. The LLEN had to be attuned to these changes and nimble enough to respond with initiatives and support, to be the 'honest broker' and to show leadership in the gaps and margins outside the individual sector responsibilities.

The GSG LLEN has led or provided critical support and coordination to countless valuable initiatives. Too many to mention! Important projects would not have existed without that support – Beyond the Bell, a region wide collaboration supporting young people to reach their potential; working with elders and others in the Aboriginal community to increase educational aspirations and build on cultural awareness; work experience opportunities for young people with disabilities; career expos; improving pathways from pre to post school; leadership projects; youth networks; mentoring; new enterprise events; literacy projects; research and so on. The GSG LLEN region has the changes upon us right now, occurring in a mere three months in 2020!

This Annual Report is prepared as the nation - in fact the whole world - is in lockdown, keeping our distance, working and learning from home, washing our hands 20 times a day, using the internet in unprecedented ways. The country has amassed huge debt as part of the Covid19 response. Next year's 'gappies' are unlikely to leave Australia's shores and most Australian kids probably had less than one month's 'normal' schooling by May. Childcare, schools, universities, TAFEs, special education, kindergartens and workplaces have all been interrupted, disrupting in turn the usual routines of teaching, learning, parenting, and training for young people.

Everyone has pointed to upsides despite the stress and challenges. Many have discovered the joys of 'growing their own'. It's too early to make predictions. The virus has not finished its work, treatment drugs and vaccine not yet developed, and the public debt is eye-watering. People are affected by the shutdown in myriad ways; some good, some bad. Mental ill-health could be the 'second pandemic'. Some of the issues rural people have struggled with are now being addressed with recognition, support and adaption – for instance accessibility to technology, telehealth and a new respect for digital learning. New respect also for frontline jobs often overlooked in the past: health workers at all levels, supermarket workers, drivers, food producers, teachers, scientists. Jobs in regional newspapers, air transport, tourism and hospitality are endangered, but who knows what will emerge? Definitely new enterprises and new opportunities. And at last, meeting virtually is a virtue! All those GSG LLEN meetings with tech issues, or when it was somehow further from Melbourne or Geelong to Hamilton or Portland – let alone Casterton – than from here to there. Those of us who tried it first were also the first to be ignored at meetings. It was exhausting. Now it's just the thing!

So if this is the new normal, I am pleased that the LLEN is in place. We need advocacy now more than ever before. The issues confronting our young people and communities may need to be reframed and amplified, especially perhaps in the struggle for a share of the public dollar. On the other hand, we've all had to hit the 'pause' button, to 'reset', reflect and slow-down. We will appreciate even more our 'place', community and kindness and the importance of self-reliance and self-determination. We'll need to be more innovative and adaptable than ever before. Established and trusted networks such as our LLEN will be even more important to keep connected and focused on those intrinsic goals; supporting and encouraging those organisations, young people and their teachers, future employers, and parents' beliefs that social or physical barriers should not mean exclusion from the dignity of learning, work and independence no matter what the world throws at us.

GSG LLEN, you've survived and thrived the end of the beginning. You raised the flag on issues of profound importance – like aspirations, inclusiveness and caring. You have demonstrated partnership and leadership that is measured, informed and generous. Hang on for the ride, GSG LLEN and friends, the region needs you!

Passport 2 Employment

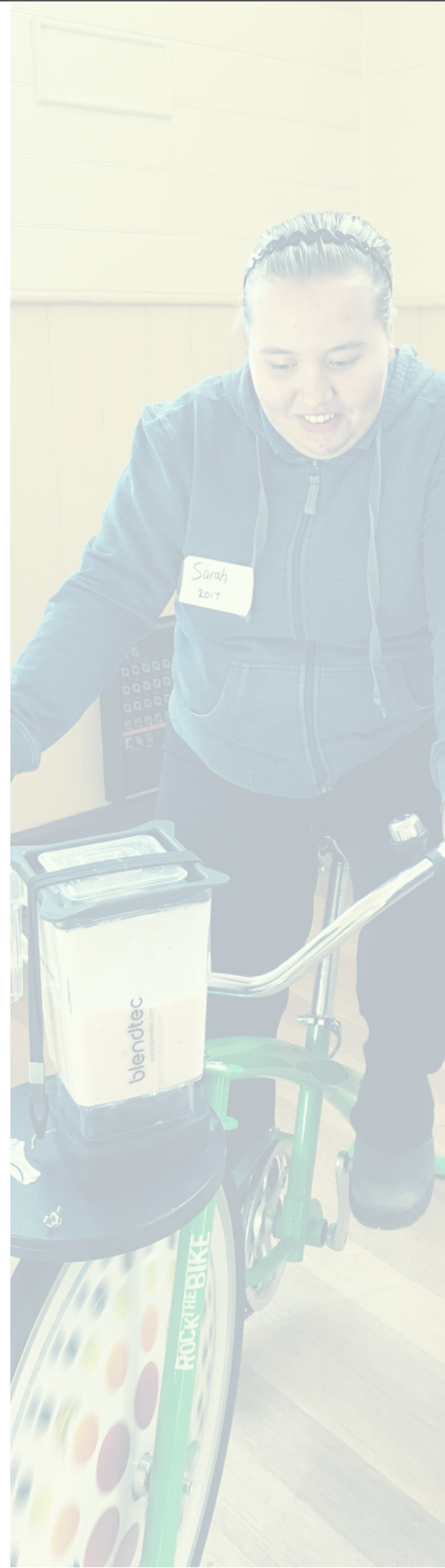


The transition from school to adult life presents all young people with a myriad of options, possibilities, decisions, and challenges. A number of young people in our community face additional barriers to this transition and so the Passport 2 Employment program was developed to provide additional support for these students. The Passport 2 Employment (P2E) program aims to prepare, support and assist students for this transition period, by providing them with skills, information, work experience and knowledge about these options and about the challenges they may have to overcome. Planning for this transition period should start as early as possible, utilising as many support systems as possible. The P2E program aims for:

Positive aspirations and attitudes towards life after school and a belief in what students want to achieve.



- **Coordinators: Marg and Tiana, Partnership Brokers**
- **Held annually in Term 3**
- **100+ participants since 2014**
- **6th year in Glenelg, 5th year in Southern Grampians**
- **Funding partners: Port of Portland, WDEA and the Southern Grampians Shire Council.**
- **In kind and direct program support: secondary schools, Job Active organisations, SW TAFE, the GSGLEEN staff team and Transition Action Networks (TANs)**





Highlights of P2E Hamilton

In 2019 P2E attracted six students from the secondary schools in the Southern Grampians region. One of those students was Saxon Cowling from Good Shepherd College. When we first met him, Saxon presented as a confident, respectful young man. He wore his uniform with pride, stood straight and shook hands with intention and purpose. Saxon told us about his interests and shared how he had applied for, and been assigned a role as ambassador at the Shrine of Remembrance in Melbourne. Saxon attended every session of P2E as the only representative of his school – a difficult thing to do; and fully participated in every task – never afraid to speak up. As we got to know Saxon we discovered his interest in working in the cooking/baking industry, and the highlight for him was our visit to Baker's Delight during the workplace tour.

Following his successful completion of the P2E program in Term 3, Saxon made himself available to volunteer on the coffee cart at the Party with the Ponies event. He learnt the art of coffee making and confidently served us a coffee when we visited the event.

Then in Term 4, Janelle Tooley, SWL coordinator, supported Saxon to sign up for a Structured Work Placement at Baker's Delight. His work placement supervisor has expressed great admiration for Saxon's commitment, ability to learn, and application to the work since commencing. When we visit Baker's Delight, Saxon greets us with the broadest smile! We are all very proud of Saxon and excited to see where this work placement leads him in his aspiration as described in his P2E Story.



P2E from Saxon's perspective

I'm Saxon and I'm nearly 18. I'm doing my Senior VCAL at Good Shepherd College. In my spare time I enjoy cooking for other people, reading and cleaning.

I live in Hamilton and work at Bakers Delight two days a week as a part of my studies. When I leave school, I would like a full time apprenticeship.

I participated in P2E because I was encouraged by my teachers to do so and I'm glad I did.

I learned that life can get in the way sometimes and that I need a support team around me. We talked about the problem solving loop which helped me to understand that I need to ask for help rather than procrastinating.

Even though we can't shake hands right now, I learnt that a good firm handshake is the right way to go. I enjoyed visiting industries around town and learning how to improve my communication skills.

I would most definitely recommend others doing this program. We had a small group and every one was heard and made to feel important.

P2E helped me to move a little out of my comfort zone. I became more confident talking with people. Marg and Janelle were very kind and helped us to push through some of the socially frightening aspects of finding a job in today's world.

SWL Glenelg Highlights



Isaac Kake's SWL placement in plumbing in 2019 led to an apprenticeship in 2020.

SWL
Structured Workplace Learning

**2019 SWL
PLACEMENT
TARGET:
80**

**2019 SWL
PLACEMENT
REACHED:
116**

In June 2019, the GSGLEEN Structured Workplace Learning (SWL) Coordinator, Scott Taylor was invited to attend the Portland Secondary School Careers Expo. Here Scott met Year 11 VCAL student, Isaac Kake. Isaac was concerned about his future options after school. He was interested in a trade, preferably plumbing, but was unsure of the pathway. The SWL Coordinator offered to do some research and see if the GSGLEEN could find an opportunity that might suit him.

A number of local plumbers were investigated to see if they could assist. Tom Doherty from Doherty's Plumbing was willing to meet with Isaac to discuss a SWL placement. It was a successful introduction which led to an SWL placement of one day per week for the second half of 2019 for Isaac.

As an employer, Tom was supportive of the placement as he thought a work placement "gave an advance opportunity, seeing the student in action before taking them on as an apprentice" and the program "introduced apprentices into the industry to give them a feel for the work they would be doing".

At the completion of this placement in December 2019, Isaac had decided he was ready to progress in the plumbing industry, and used his initiative to ask for an apprenticeship opportunity. Tom stated that "Isaac had showed a keenness to learn the industry". Isaac was taken on as first year full time apprentice with Doherty's Plumbing in 2020.

Isaac reflected that this was, "A great opportunity for me to develop and decide what I wanted to do in the future". He added "I really liked the varied role where I am never doing the same job twice".

This great outcome demonstrates the value of the SWL program and the collaboration between the GSGLEEN, Portland Secondary College staff and students, and the host employer, Doherty's Plumbing. This opportunity has not only been a great result for Isaac, but also for future students as Doherty's plumbing are keen to host additional placements in the future

SWL Southern Grampians Highlights

In 2018 Bailey Dewan-Holmes completed Passport 2 Employment (P2E) and was passionate from the start about a career in the Automotive Industry.

During his time in P2E he was given the opportunity to explore a number of options within the industry to gain an understanding of just a few of the jobs that related to his passion of working with cars!

He was in Year 10 at the time and not finding school much fun, so it was agreed that Bailey could undertake a Structured Workplace Learning (SWL) opportunity one day per week to compliment his schooling. This included Bailey undertaking a Certificate II in Automotive, resulting in a placement with Atkins Autoworks in Hamilton for term 3, with another placement following in term 4 with Dehne Sparrow at Hamilton Exhaust Centre.

Bailey then started the VCAL program at Baimbridge College in 2019. Despite not being keen to stay at school, he could understand the difficulty in leaving school to find a job before turning 18 and gaining his licence.

Bailey worked closely with his Careers Coordinator, Marissa Vincent and Structured Workplace Learning Co-ordinator Janelle Tooley to find his pathway through SWL placements.

Bailey was passionate about progressing towards an apprenticeship with Toyota, but was not successful in obtaining a placement at the start of the year. He then agreed to take up an opportunity with Radley's of Hamilton, working with small engines but soon found that this was not for him. The team went back to the drawing board and an opportunity arose with Lee Killen Automotive. Bailey thoroughly enjoyed this placement, developing many skills. During this time a further opportunity came up at Atkins Autoworks as an apprentice spray painter, which he was successful in applying for. He is now nearing his first year of completion.

Recent discussions with Bailey, to reflect on his pathway, were extremely positive.

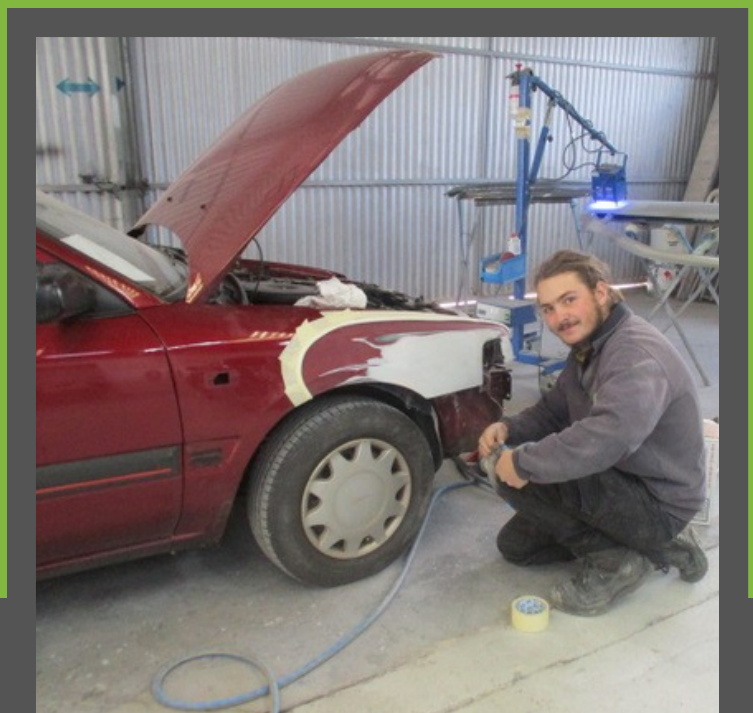
He recalled how SWL placements, and in particular the variety of placements and tasks, was ideal as it gave him the opportunity to gain hands-on experience in different work environments.

"I always thought I wanted to be a full-time car mechanic but by trying different jobs related to fixing cars I realised I didn't want to work all day and just shut the bonnet, but, when I can fix under the bonnet and also make it look really cool, it feels great," Bailey said.

Bailey also reported that the P2E program definitely helped him with his confidence and built his industry contacts, enabling him to try a variety of SWL placements. He firmly believes these experiences resulted in him gaining his apprenticeship at Atkins Autoworks. Kellie Atkins reported that Bailey has settled well into his apprenticeship.

"He has recently been entrusted a large project, with Bailey to completely respray supervisor Greg's F350 ute. Bailey is working through that at the moment and doing well with it," Kellie said.

Atkins Autoworks has always been a valued SWL host employer, giving many students opportunities and providing constructive feedback. Without these valuable employers there would not be the rewarding outcomes available for students such as Bailey.



Future Leaders

What an amazing year 2019 was for the Future Leaders!

This year 16 students participated in The Future Leaders Program, and explored various subjects from futurism, career skills, health and well being, climate, goal setting, project management, marketing, public speaking, leadership, education, volunteerism, the Future World of Work and technologies just to name a few!

Students toured and gained an insight into local businesses and explored career opportunities.

They took a leap forward to the year 2040, reflecting on their vision for the future and have initiated four community projects, demonstrated in the launch of Portland Foreshore Swimming Pontoon (via the 2018 Future Leaders & Freeza Pick My Project Campaign) and so much more!

The 2019 Future Leaders Graduates are a confident, enthusiastic, forward thinking and truly passionate group of individuals!

Community Projects

- Clean up Discovery Bay was held in October with over 100kgs of rubbish collected. Now an annual event.
- United Generations – students have scheduled 6 months of musical/recreational activities for the elderly residents at Seaview House, with the support of United Way Glenelg.
- A Career and Education Focused Workshop format aimed at “Changing the Conversation about Education and Exploring your passions”
- Our Green Glenelg – a local environmental movement has initiated a monthly environment focused article to appear in the local newspaper. The group is campaigning for a Single Use Plastic Free Glenelg and Recycling, Environmental Education.



Future Leaders



2019 Graduates: Jack Fadersen, PJ Barker-Lovett, Stephanie Turri, Megan Gray, Chloe Skinner, Bhoomija Chauhan, Harold Pritchard, Ruby Church, Harrison Lipscombe, Ella Sandow, Angus Caithness, Courtney Ball, Brittany Jones, Corey Herbertson, Harris Dark and Tarli Kerr.

Proudly sponsored by:



My Future Leaders experience

By **ELLA SANDOW**

The Future Leaders program appealed to me for many reasons. The first would have to be that my older sister, Alice, had completed it when she was my age. She has always been someone that I have looked up to, and everything she experienced with the program was all positive.

The other reason that I applied was that I have always been encouraged by my family to take on any opportunities presented to me. The program sounded so amazing and wonderful, and I could only think how much it would benefit me and how much I would regret missing out on the experience. The component that appealed to me the most was having a mentor and going on work experience. I knew I was interested in teaching and getting an insight to the career would be amazing.

Looking back on it now in my final year of high school I am so proud of everything the whole group achieved, and the growth I saw in the people around me, as well as myself. Networking and connecting to people was definitely a skill I developed. The program allowed me to get to know people and to not be afraid of asking them questions about their career or journey. I met so many people through this program, and I'm even prouder that when I have run into them afterwards the connection is still there and they remember me from my Future Leader days.

The friendships that I have made with my fellow future leaders have also been just as important. Many of them I met for the first time because of the program, and after it is finished we are still in contact. It was really wonderful for me to see a lot of them at the Relay for Life, and to experience that with them.

Another skill that I developed was public speaking. Going into the program, it didn't scare me too much, but at the end of the program I realised I lacked the confidence I have now.

By the end of the year, my perception of public speaking had changed, I no longer saw it as a task that I forced myself to do, but an experience and journey, which I improve at each time. Future Leaders pushed me to grow in all the ways I needed, and I am very grateful for it.



Without a doubt I would recommend Future Leaders. It is a completely different experience. It brings people together who are all passionate about what they do and the future. In the program all the presenters offer guidance, support, and inspiration from their own lives. I learnt so much about the local industries that I knew nothing about before, I learnt so much about the pathways that were available to us, as well as the potential of what our futures could look like.

Our program days offered a different atmosphere to school, it was very engaging and interactive. After the Future Leaders of Industry program, I went on to do the Lion's Youth of the Year, where I was awarded the public speaking award.

Future Leaders had given me the skills I needed and the confidence to do it.

Harold and I, also went for School Captain and we were both successful. As daunting as the process was, with numerous speeches and interviews, and going against quite a few other students in my year level, I was so proud that two Future Leader participants got it, and I am so grateful to have all that knowledge from the program. The program was so wonderful, and I hope that all future participants find it as rewarding as I did.

Beyond the Bell

As in previous years, GSGLEEN heavily supported the work of Beyond the Bell at a regional, local and project level during 2019. We have provided significant backbone support for the Local Action Groups in addition to driving a number of its initiatives in the region;

The flagship early years program, **Stepping Stones to School** continued and developed in 2019. Outcomes of the project are detailed in the infographic on page 18. GSGLEEN, in partnership with OzChild, is a foundation member of the steering and executive group of the project, having established the partnership a number of years ago. It is responsible for the financial and contractual reporting of the program as well as monitoring and evaluation of the project. In 2019, the LLEN was instrumental in organising a highly successful evaluation of the program by Phoebe Nagjorka Smith which highlighted the success of the model and the partnership. This evaluation put the program in good stead in our efforts to secure greater funding for the initiative.

We were active members in the development of a successful funding application to the Ian Potter Foundation for the **Positive Transition to School** program, which would enable the expansion of the project into Southern Grampians, Moyne and Corangamite regions for 2020.

The LLEN in partnership with the steering group supported the review and amendment of the **Glenelg Transition Protocol** in 2019. This document outlines a way of working between providers in the region. It was pleasing to note that 95% of providers in the region had signed off on, and were implementing elements, of the protocol in 2019.

GSGLEEN was instrumental in commencing community discussions with the broader Southern Grampians community about the need for additional mental health supports for young people in the region. A partnership was established in the region to investigate potential models, with a partnership established with Live4Life Inc to establish the **Southern Grampians Live4Life** program in 2020. A strong partnership has been formed, a Memorandum of Understanding developed, interest of schools sought and gained for the planned implementation of the program in 2020. GSGLEEN is also an active member of the Glenelg Live4Life program.

GSGLEEN was also active in the partnership that saw the development of a highly successful Literacy Challenge for students, teachers and the community. A successful funding application to the RE Ross Trust meant that among other events, five high profile guest speakers could be brought to Hamilton for a day of professional development for 100 teachers from across the South West.

Other key Beyond the Bell work supported by the LLEN in 2019 included the Youth Conversations project; Disengagement in Upper Primary School research project, and the Growing Greater Readers initiative.



Southern Grampian Adult Education's reading chair creation for the Literacy Festival in 2019.

STEPPING STONES TO SCHOOL IS SUPPORTED BY THE STATE TRUSTEES AUSTRALIA FOUNDATION

Stepping Stones to School 2019



1.) INDIVIDUAL SUPPORT

19 children and families received individual support from the Stepping Stones to School Coordinator in 2019.

2.) REFERRALS

55 referrals to specialist agencies
 23 assessments for participating children
 431 support and parent education sessions held with families and children
 Improved transition outcomes for **all** students



3.) SHARED LEARNING

80 practitioners attended professional learning
 88% will try to apply the learning into their practice
 94% valued the opportunity to learn with other professionals



4.) TRANSITION PROTOCOL

95% of all schools and kindergartens using the Glenelg Transition Protocol
 3 Transition Networks operating in Glenelg
 Successful Evaluation completed
 593 contacts with local providers by worker



5.) GROWTH OF PROGRAM

1 new group formed in Southern Grampians to implement program in 2020.
 1 new transition network in Casterton established and operating effectively



Live4Life Glenelg

Live4Life Glenelg entered its third year of operation in 2019 and what a year it was! The program delivered Mental Health First Aid to close to 400 Years 8 and 10/11 students across the Glenelg Shire as well as just under 100 adults. There were also 40 Year 9 and 10 students from Portland, Heywood and Casterton who participated in the Youth Crew component of the initiative. It was also the second and final year of an independent evaluation into the program in Glenelg and Benalla Rural City. The results of the evaluation were overwhelmingly positive, reinforcing the effort and support put into the program by all the partners. Another success was the United Way Glenelg Shark Pitch event held in September. At the event, Live4Life crew member Charlie Bassett, a Year 10 student from Portland Secondary College, was given the opportunity to pitch to a crowd of more than 200 people. From the pitch, Live4Life Glenelg raised more than \$12,000 in less than two hours to support crew activities in 2020. It was also a fabulous opportunity to raise awareness and in-kind support for the program.

Live4Life is a community grown, evidence-based, rural youth mental health and suicide prevention initiative.

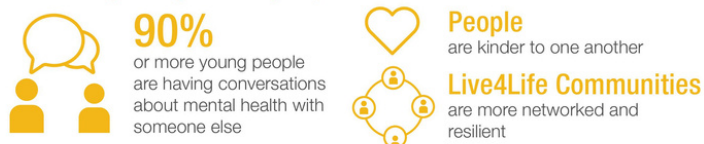


A two-year (2018 / 2019) independent evaluation of Live4Life in the Rural City of Benalla and Glenelg Shire found that:

Live4Life's reach



Live4Life's key messages are being adopted



Live4Life is encouraging positive help seeking behaviour



The importance of Live4Life



Koorie Youth Engagement Network

The Portland-Heywood **Koorie Youth Engagement Network** maintained its strong momentum in 2019 since its establishment the year before.

The network aims to provide direct support for identified Koorie young people who are experiencing barriers engaging with education.

Members include Winda-Mara Aboriginal Corporation, Dhauwurd-Wurrung Elderly and Community Health Service, South West TAFE Koorie Liaison Officer, Department of Education Koorie Education Support Officer, GSGLEEN and Victoria Police Youth Resource Officer. Through partnerships fostered in the network, students are supported to engage in a range of community networks, work placements and social and educational supports offered by network members.

The impact of the partnership was recognised in September 2019 with the network receiving a **Wurreker Award** from the Victorian Aboriginal Education Association Inc (VAEAI) in the **Innovative Koorie Learner Pathways-Non- TAFE Category**.

The awards recognise students, trainers, training providers and employers who have achieved outstanding results in their areas of knowledge and expertise.

"VAEAI's annual Wurreker Awards are an important part of our approach to growing success in Koorie education and training. The awards are a celebration of how high-quality training can open up new directions for Koorie people," VAEAI president Geraldine Atkinson said. Network representatives Caitlin Morris from Winda Mara Aboriginal Corporation and Tiana Richardson from the Glenelg and Southern Grampians Local Learning and Employment Network (GSGLEEN) attended the evening and accepted the award on behalf of the group.

The Koorie Youth Engagement Network provided a range of activities during the year including informal youth groups, individual referral to support services, informal mentoring, work placement support and career activities throughout the year.

A **Career and Aspiration Day** was offered to all secondary students to explore the career opportunities available within the tourism and health sectors. Students heard more about the significance and opportunities available to them through the Budj Bim World Heritage listing, to hear from a young ranger and found out about the opportunities available to them through the Koorie Academy of Excellence.



GLENELG & SOUTHERN GRAMPIANS LLEN INC.
A.B.N. 31 982 647 933

FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019

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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 2019

	Note	2019 \$	2018 \$
INCOME			
Revenue	8	517,465	734,871
EXPENDITURE			
Depreciation expenses	8	(5,291)	(5,291)
Employee benefits expense	8	(368,283)	(356,800)
Other expenses	8	(207,059)	(245,425)
		<u>(63,168)</u>	<u>127,355</u>
Comprehensive Income		<u><u>(63,168)</u></u>	<u><u>127,355</u></u>

The accompanying notes forms part of the financial statements

GLENELG & SOUTHERN GRAMPIANS LLEN INC.
A.B.N. 31 982 647 933

BALANCE SHEET
AS AT 31 DECEMBER 2019

	Note	2019 \$	2018 \$
ASSETS			
CURRENT ASSETS			
Cash and Cash Equivalents	2	721,434	515,660
Accounts Receivable		65,446	26,735
TOTAL CURRENT ASSETS		786,880	542,395
NON-CURRENT ASSETS			
Property, Plant and Equipment			
Plant & Equipment		7,063	7,063
Less: Accumulated Depreciation		(7,063)	(7,063)
		-	-
Motor vehicles		21,164	21,164
Less: Accumulated depreciation		(16,755)	(11,464)
		4,409	9,700
Total Property, Plant and Equipment		4,409	9,700
TOTAL NON-CURRENT ASSETS		4,409	9,700
TOTAL ASSETS		791,289	552,095
LIABILITIES			
CURRENT LIABILITIES			
Trade and Other Payables		993	4,304
Grants Received in Advance	3	287,670	0
Short Term Employee Benefits		52,698	58,830
GST Payable		39,775	23,777
Accrued expenses		18,294	17,810
TOTAL CURRENT LIABILITIES		399,430	104,721
Non-Current Liabilities			
Long Term Employee Benefits		9,674	2,021
TOTAL NON-CURRENT LIABILITIES		9,674	2,021
TOTAL LIABILITIES		409,104	106,742
NET ASSETS		382,185	445,353
MEMBERS FUNDS			
Retained surplus		382,185	445,353
TOTAL MEMBERS FUNDS		382,185	445,353

The accompanying notes form 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 2019

	Note	2019 \$	2018 \$
Accumulated Funds 1 January		445,353	317,998
Comprehensive Result		<u>(63,168)</u>	<u>127,355</u>
Accumulated Funds 31 December		<u>382,185</u>	<u>445,353</u>

The accompanying notes form part of the financial statements

GLENELG & SOUTHERN GRAMPIANS LLEN INC.**A.B.N. 31 982 647 933**

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2019

	Note	2019 \$	2018 \$
Cash Flow From Operating Activities			
Receipts from funding body and customers		764,377	711,619
Payments to Suppliers and Employees		(576,648)	(578,659)
Interest received		2,047	2,138
Net GST paid		15,998	17,169
Net cash provided by/(used in) operating activities	5	205,774	152,267
Net increase/(decrease) in cash held		205,774	152,267
Cash at the beginning of the year		515,660	363,393
Cash at the end of the year	2	721,434	515,660

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 2019

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.

Depreciation - 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

Provision is made for the association's liability for employee benefits arising from services rendered by employees to the balance sheet. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled, plus related on costs. Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits.

(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) Superannuation

The Association contributes employer superannuation on behalf of permanent employees receiving greater than \$450 per month. The Association is not legally obligated to contribute greater than 9.5% superannuation guarantee levy.

GLENELG & SOUTHERN GRAMPIANS LLEN INC.
A.B.N. 31 982 647 933

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019

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

(g) 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.

Application of new and revised Australian Accounting Standards

The association has adopted all of the new and revised Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that are relevant to its operations and effective for an accounting period that begins on or after 1 January 2019. These include AASB 15 Revenue from Contracts with Customers, AASB 1058 Income of Not-for-Profit Entities and AASB16 Leases.

(h) AASB15 Revenue from Contracts with Customers and AASB1058 Income of Not-for-profit Entities

The association has applied AASB 15 and AASB 1058 using the modified retrospective (cumulative catch-up) method which means the comparative information has not been restated and continues to be reported under AASB 111 Construction Contracts, AASB 118 Revenue, AASB 1004 Contributions and related interpretations. Upon implementation of these standards there was no adjustment required to accumulated funds.

Grants – operating

AASB 15 requires revenue to be recognised when control of a promised good or service is passed to the customer at an amount which reflects the expected consideration.

Revenue is recognised by applying a five-step model as follows:

1. Identify the contract with the customer
2. Identify the performance obligations
3. Determine the transactions price
4. Allocate the transaction price
5. Recognise revenue

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

(i) Leases

The association has elected to adopt AASB 16 Leases using the modified retrospective (cumulative catch-up) method from 1 January 2019 and therefore the comparative information for the year ended 31 December 2018 has not been restated and has been prepared in accordance with AASB 117 Leases and associated Accounting Interpretations.

The association assesses whether a contract is or contains a lease, at inception of the contract. As at 31 December 2019, the association has applied the short term exemption under AASB 16 *Leases*, for disclosure of the current rental leases. A short term lease is a lease that, at the commencement date, has a lease term of 12 months or less. For these leases, the association recognises the lease payments as an operating expense on a straight line basis over term of the lease, unless another systematic basis is more representative of the time pattern in which economic benefits from the leased assets are consumed.

GLENELG & SOUTHERN GRAMPIANS LLEN INC.**A.B.N. 31 982 647 933**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019

	2019	2018
	\$	\$
Note 2. Cash and Cash Equivalents		
Cash At Bank	655,231	451,045
Petty Cash Float	656	190
Investment - Term Deposit	65,547	64,425
	<u>721,434</u>	<u>515,660</u>

Note 3. Income in Advance

DET Grants	281,430	-
Other Income	6,240	-
	<u>287,670</u>	<u>-</u>

Note 4. 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 2019.

	2019	2018
	\$	\$
Note 5. Cash Flow Information		
Reconciliation of Cash Flow from Operations with Profit from Ordinary Activities		
Profit/(loss) for the year	(63,168)	127,355
Depreciation	5,291	5,291
Donation of Assets	-	1,469
Changes in assets and liabilities:		
(Increase)/decrease in accounts receivable	(38,711)	(21,115)
Increase/(decrease) in trade creditors and accruals	13,171	23,830
Increase/(decrease) in income received in advance	287,670	-
Increase/(decrease) employee entitlements	1,521	15,437
	<u>205,774</u>	<u>152,267</u>

Note 6. Contingent Assets and Liabilities

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

Note 7. Leasing Commitments

Payable - minimum lease payments:		
- not later than 12 months	16,114	15,733
	<u>16,114</u>	<u>15,733</u>

GLENELG & SOUTHERN GRAMPIANS LLEN INC.
A.B.N. 31 982 647 933

NOTES TO THE FINANCIAL STATEMENTS
 FOR THE YEAR ENDED 31 DECEMBER 2019

Note 8. Detailed Income Statement for the year ended 31 December 2019

	2019	2018
	\$	\$
Income		
Operational Grants	344,545	392,114
Future Leaders of Industry	10,000	29,635
Interest	1,479	2,138
Local projects	153,801	106,020
Passport2Employment Evaluation Project	-	200,000
Other Income	7,640	4,964
Total income	517,465	734,871

Expenses

Other Expenses

Accommodation - Staff	2,730	2,194
Accounting	3,540	1,947
Administration/Office Expenses	283	462
Advertising	1,719	2,510
Amenities	61	147
Annual General Meeting expenses	3,430	3,784
Audit Services	5,150	5,000
Bank Fees & Charges	199	346
Bad & Doubtful Debts	-	183
Consultancy Fees	5,755	-
Donations	1,490	2,117
Insurance - Contents Insurance	721	-
Insurance – Director's & Officer's liability	-	-
Insurance - WorkCover	3,371	3,407
Fringe Benefit Tax	2,487	2,487
Newspapers/Publications	410	444
Memberships	1,523	939
Meetings & Community Functions	3,652	3,706
Motor Vehicle Expenses	5,785	7,608
Office Equipment	-	1,117
Office Rental inc. Cleaning	11,800	15,447
FLOI	15,114	14,950
Promotional Expenses	-	-
P2E Evaluation Project	7,368	98,727

GLENELG & SOUTHERN GRAMPIANS LLEN INC.
A.B.N. 31 982 647 933

NOTES TO THE FINANCIAL STATEMENTS
 FOR THE YEAR ENDED 31 DECEMBER 2019

Note 8. Detailed Income Statement for the year ended 31 December 2019 (cont.)

	2018	2019
	\$	\$
Projects - KPI 1	4	1,536
Projects - KPI 2	-	8,557
Projects - KPI 3	-	84
Projects - KPI 4	-	439
Projects - SWL Careers	1,707	51
Projects - SWL Program	265	138
Projects - Stepping Stone	65,030	38,600
Projects - Live4Life	25,889	-
Projects - P2E	7,114	-
Projects - Other	443	
Permits, licences & fees	1,175	350
Postage & Couriers	619	638
Printing & Photocopying	967	947
Professional Development & Training	4,808	5,127
Repairs & Maintenance - Office	-	231
Stationary	398	412
Telephone/Internet	6,017	6,043
Travel Board	42	2,195
Travel Staff	13,875	10,846
Web Page	120	120
State Network Fees	2,000	1,589
Total Other Expense	<u>207,059</u>	<u>245,425</u>
Employee Benefits Expense		
Salary	299,862	296,693
Salary - Leave Expenses	37,772	30,998
Superannuation	30,649	29,109
Total Employee Benefits Expense	<u>368,283</u>	<u>356,800</u>
Depreciation Expense		
Depreciation - Plant & Equipment	-	-
Depreciation - Motor Vehicles	5,291	5,291
Total Depreciation Expense	<u>5,291</u>	<u>5,291</u>
TOTAL EXPENSES	<u>580,633</u>	<u>607,516</u>
Current year surplus/(loss)	<u>(63,168)</u>	<u>127,355</u>

GLENELG & SOUTHERN GRAMPIANS LLEN INC.
A.B.N. 31 982 647 933

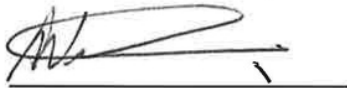
STATEMENT BY MEMBERS OF THE COMMITTEE
FOR THE YEAR ENDED 31 DECEMBER 2019

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 2019 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 at Portland on: 27th February 2020



INDEPENDENT AUDIT REPORT TO THE MEMBERS OF GLENELG & SOUTHERN GRAMPIANS 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 2019, 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 2019, 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.

MH | McLAREN HUNT

AUDIT AND ASSURANCE

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 4 March 2020.

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