

Gippsland East LLEN 2011 Annual Report



Stephanie Stockwell (left) and Josie Kennedy (right) pictured with Vicky Adams Interior Designer Hall & Associates



PARTNERSHIP BROKERS
SCHOOL + BUSINESS + COMMUNITY



Mission

Gippsland East LLEN is committed to maximising education, training and employment outcomes for young people through a collaborative and cooperative community approach.

Vision

Gippsland East LLEN will ensure that all young people in the region have the opportunity to take up education, training and employment to meet their aspirations.

Values

Gippsland East LLEN will hold central to its operations and activities the following beliefs and value systems: -

- Community engagement and commitment
- Collaboration, Cooperation and Partnerships
- Holistic approach & Appreciation
- Mutual respect, trust, and openness
- Creativity and innovation
- Accountability and responsibility
- Individuality and learner focus



Pictured from left is Shae Smith, Teagan Young, Cohen Donald, Bernie Relf & Talees McDonald (VEGCO/Oneharvest) and Cadence Baker



Board of Management 2010/2011

Pam Waters (Chair)

TAFE - Category 2

Robert Boucher (Deputy Chair)

Schools (Government) - Category 1

Beverly Richard

Schools (Non—Government) - Category 1

Peter Bush

Schools (Government) - Category 1

Maggie Tulloch

Employer/Employment Services—Category 6

Michelle Anderson

Employer/Employment Services—Category 6

Kate Nelson

Local Government—Category 7

Ian Campbell

Local Government—Category 7

Ray Ferres

Other Community Regional Agency 8

Jill Ellis (Secretary)

Community—Category 10

Kevin Mealing

Co-opted – Category 11

Kylie Coverdale

Co-opted—Category 11

Rod Draper (Treasurer)

Co-opted—Category 11

Marlene Claffey

Co-opted—Category 11

Board Members retired in 2011

John Ireland(GLCH) David Parish (BSC), Jason King (GEGAC), John Parker (CFMEU)

Chair's Report



It has been a busy year at the Gippsland East LLEN this year as well as a year to celebrate an anniversary. It has been 10 years since the inception of LLENS across the country; these were established as a result of the recommendations of the Kirby report. The LLENS bring together a range of Stakeholders including:

- Education providers
- Business & Industry
- Community Organisations
- Individuals and Government Organisations

These stakeholders plan and develop local communication and strategies to improve the training and employment outcomes of our young people in the region.

The Year to date

My first year as the Chair of the Gippsland East LLEN has been challenging at times and rewarding. It has been a pleasure working alongside Jacqui to assist and offer support. Being a CEO can be a lonely position and it is important that the Chair is available when needed to assist and I think Jacqui and I have worked well together. I would like to congratulate Jacqui in managing some especially challenging situations which were finalised with a positive outcome for LLEN.

Some highlights 2011

1. Plan it Youth being refunded for another three years and transferred to Workways Association as the lead agency for this program an agency who has direct contact with students.

2. Submission of a the Gippsland Tertiary education Plan.

3. Receiving extended funding for the Workplace Learning Coordinator program to bring it in line with the LLEN funding through to December 2103.

4 Having our Strategic Plan approved at the mid-year timeline and achieving all of our KPI's. Also I would like to acknowledge the great work Jacqui has done along with her staff in developing a more aligned and concrete Strategic plan to carry forward into 2013. A significant amount of resources went into developing this plan.

5. In August 2011 a very informative induction workshop for board members about their roles and responsibilities.

The Past 10 Years

The LLEN model will be under review in the third quarter of 2012. It is time to reflect on the 10 years of Gippsland East LLEN and the outcomes which have resulted from the LLEN working in partnerships across our region.

Gippsland East LLEN was instrumental in establishing the VCAL Pilot at Lakes Entrance Secondary College in 2002 and then after the success of that and other pilot programs VCAL was rolled out across the state. VCAL enrolments in our LGA's (East and Wellington) for 2003 were 214 and in 2011 this had increased to 537.



Chair's Report - cont.

The Gippsland East Mentoring program was a significant strategy which Gippsland East LLEN auspiced from 2004. This program assisted in retaining young people at school and is now managed by Workways Australia as mentioned earlier.

There has been an increase in indigenous participation in year 12 and or equivalent. One of the Gippsland East LLEN initiatives which have supported this outcome is the delivering of Inspiring Young Indigenous events which continue to be successful.

We have continued to work closely with DEECD and schools to improve retention rates as this region was below the state average, a number of initiatives have taken place including local think tanks.

Gippsland East LLEN has also been a major player in increasing alignment between vocational education and industry needs, such as taster programs, my town expos and career expos etc.

Contributing to Government reviews and policies including;

- Review of community VCAL 2006
- Review of student income support reforms 2011
- Gippsland Tertiary Education Plan 2011
- Inquiry into Agricultural education and training in Victoria 2011.

Other actions which Gippsland East LLEN has had some major involvement and brokage in include career expos, promotion of traineeships and apprenticeships, supporting alternative year 12 pathways as well as delivery of the parent as career and transition support and cadetship model

Coordinating the Gippsland Youth Commitment alongside DEECD has also been and continues to be an important task that all of our local LLENS have been involved in. We have signed up a number of industry educational, government and individual partners during this time. For the last 5-6 years the Gippsland Youth Commitment has been making a

difference for the young people of Gippsland.

Overall being the Chair of such an important and positive government initiative for the last 12 months has been a pleasure. I hope that the LLENs throughout the country will continue to be supported by the government beyond 2013 the benefits for our young people are immense.

Finally I would like to also acknowledge the fabulous involvement and hard work of the Board of Gippsland East LLEN and their commitment to the young people in our region.

Pam Waters
Chair

Chief Executive Officer Report



I hope you can spend a few minutes reading this year's annual report to appreciate the range and breadth of partnerships which have been working in 2011 to improve transition outcomes for our young people from East Gippsland and Wellington. This work by the members with stakeholders of Gippsland East LLEN has contributed to:

The Increase in Year 12 exiters taking up higher education to 30% (up from 20% in 2009, but still well below the state average of 49.5%.) This might reflect more students taking up their tertiary offers rather than deferring due to confusion over the work requirements to qualify for Independent Youth Allowance. It is very good news for students in Wellington with the announcement that the 'inner regional' boundary conditions have been removed from the eligibility criteria. Deferrals are down from 24% in 2009 to 18%, although this is still almost twice the state average. I thank everyone who continued to raise awareness and advocate to government through the Student Income Support Review process. I also thank the increasing number of employers who are offering cadetships which support our young people to undertake tertiary study so they can return as young professionals who are already part of the fabric of our communities, and more likely to stay and build a life in East Gippsland.

Decrease in early school leavers looking for work. Since 2009 this figure has dropped from 15% to 11% and is below the state average of 16%. A lot of effort has gone into partnerships between schools and employers to build the awareness of Year 9 and 10 students of our local skill shortage areas and to make links with local employers who are increasingly offering quality workplacement opportunities which can lead to vocational outcomes such as apprenticeships and traineeships. The LLEN worked with the Industry Workforce Development Strategy in 2011 with a focus on Civil Construction & Engineering, Building & Construction, Food Processing and Transport & Logistics sectors.

This has resulted in more employers from these sectors linked to schools and their potential future workforce, and more of our young people and their families aware of the emerging opportunities in our region. The LLEN is also working hard to expand these partnerships to include the Health and Community Services sector.

Increase in VETiS enrolments in skill shortage areas from 47% in 2009 to 54% in 2011. This reflects the introduction of new VETiS courses in our schools in skill shortage areas such as engineering and food processing, as well as more students enrolling in a VETiS course from a skill shortage area.

Improving outcomes for Indigenous students. Ten indigenous students completed Year 12 in our region in 2010, and all but one had made a successful transition to further education, training or work by March 2011. These young people will become valuable role models for those following them.

Parents of koori students and mentors of young people at risk of early leaving have been supported by 2 new partnerships to better provide pathway advice to their young people.

The number of organisations working collaboratively to support our young people, including those with disabilities, those who are indigenous and those who face barriers going to tertiary education has increased through the Gippsland Youth Commitment. They are working in the focus group areas of skills development, reengagement and transition, Koori outcomes and higher education.

All of the work to govern Gippsland East LLEN Inc. is done by a volunteer Board which represents the membership categories of the organisation, ensuring that the strategic direction of our work reflects the needs and strengths of our community. I thank Pam Waters for her leadership and support as the Chair, and all Board members for their contributions to the subcommittees which underpin our governance.

I want to acknowledge our dedicated staff, who continually demonstrate their commitment to the vision and mission of the LLEN by working above and beyond expectations. Thank you - Helen Tomlinson Dale, Amanda Rickard, Michelle Weatherall, Trish Lake, Rhonda Gray and Paul Crozier. We all came a long way in 2011.

Jacqui Bramwell
Chief Executive Officer



2011 Environmental Scan - summary of critical issues

Education & Training

- A number of young people failing to have successful transition to education, training or employment.
- Low levels of indigenous engagement with post-compulsory levels of school or training.
- Reducing number of university enrolments; increasing number of deferrals.
- Managing the impact of reducing enrolments as the population aged 15-19 decreases.
- Ensuring sufficient post-compulsory options for education and training; particularly for young people with special needs.

Business & Industry

- Aligning the needs of industry with the delivery in schools, TAFE, RTOs etc.
- Maximising the opportunities for young people to take advantage for growth in industry areas; and areas which have skills or labour shortages both currently and in the future.

Parents & Families

- The higher incidence of young mothers in this region indicates a need to provide opportunities for these young women to return to education or training in a flexible, accommodating and understanding environment.
- Low completions of Year 12 amongst the total population impacts on career and transition choices for young people and may impact on aspirations for young people.

Community Groups

- Indigenous communities – the region has 6 indigenous communities, located in Sale, Bairnsdale, Lakes Entrance, Lake Tyers, Orbost and Cann River. Challenge is to engage the indigenous community to work together to improve outcomes for indigenous young people.
- Transport – there is little public transport across the region. A range of key stakeholders have been working over the past few years with the Transport Connections Project to improve access to transport and ensure that young people can access education and training opportunities.
- Increasing collaboration to reduce duplication of effort in the career and transition environment.



Gippsland East LLEN Strategic Goals 2010 – 2013

2011 Major Strategic Partnerships

Goal 1: Increase numbers of young people making successful post school transitions into employment in skill shortage areas

1.1 Broker partnership to use School-Industry Gateway to broaden awareness and understanding of Principals, VET/VCAL, Careers teachers, school counsellors, students), of local pathways choices for employment and training, especially in skill shortage areas; food processing, civil engineering & Construction, transport & logistics, building & construction and health & community services

1.2 Broker partnership to explore best practice models for increasing options and reducing barriers into post-school pathways

1.3 Broker partnership to plan, resource & implement “Inspiring Young People” suite of events

Goal 2. Increase alignment between VET provision and local industry need

2.1 Implement the Workplace Learning coordinator Program using SIG (School Industry Gateway) model as framework for engaging with industry

2.2 Broker partnership between education and training providers and industry to establish, map and promote an integrated vertical training pathway within the region in each skill shortage area

2.3 Broker partnership between all schools in each LGA cluster to develop and Area Provision Plan which offers increased alignment of VETiS provision and skill shortage areas and identifies the agreed vision of the Trade Training Centre

Goal 3. Improve transition (employment, training and further education) outcomes for indigenous people, especially in local skill shortage areas

3.1 Through the Gippsland Youth Commitment Koorie Focus Group, broker a partnership to improve integrated approaches between education providers and community agencies to develop a single support plan for each young Koorie person

3.2 Broker partnership to plan, resource and implement “Inspiring Young Koorie People” events which bring together mainstream employers with indigenous young people and result in follow up workplacement opportunities

Gippsland East LLEN Strategic Goals 2010 – 2013

2011 Major Strategic Partnerships

Goal 4. Improve capacity of parents to assist their children in career planning

4.1 Broker partnership to support parents, careers and mentors of young people ;at risk of early leaving to develop skills to assist in their career and pathways planning by offering training and inviting them to participate in the Career Expo

4.2 Broker partnership to support parents and KESOs of indigenous young people to develop skills to assist them in their career and pathways planning

4.3 Broker partnership to support parents and carers of young people with a disability to develop skill to assist them in their career and pathways planning

Goal 5. Increase access to education, training and employment opportunities and transition support for young people from rural areas.

5.1 Contribute to the Transport Connections partnership by advocating for the access needs of young people in order for them to participate in education , training and employment

5.2 Contribute to existing partnerships which facilitate integrated transition support and mentoring for young people at risk of early leaving or who have disengaged.



Participants of mentoring program pictured with Coordinator Rhonda Gray



2011 Networks, Partnerships & Working Groups

Education & Training

Cadetship Working Reference Group
Trade Training Center East Gippsland & Wellington
Suite of Inspiring Events
East Gippsland Career Cluster Network
Wellington Career Cluster Network
Career Expo Working Group
Wellington Students At Risk Support Group
Bairnsdale Education Hub
GYC - Higher Education Focus Group
GYC - Koori Focus Group
GYC - Maths & Science Focus Group
GYC -Skills focus Group

Community

Mentoring of At Risk of Early Leaving Students
Wellington & East Gippsland Regional Youth Affairs Network
East Gippsland Youth Strategy Steering Committee
Wellington Community Business Partnership
Let's GET Connected

Parents & Families

PACTs for Mentors
Bairnsdale Secondary College Koorie Parents Engagement Working Group

Business & Industry

School Industry Gateways- Food Sector, Transport & Logistics, Building & Construction
Civil Construction, Energy, Information & Technology and Health

Case Study- Traineeships improve transitions in the food sector in East Gippsland

A critical issue for Gippsland East is the lack of interest from young people to take up pathways into the emerging food processing sector. This sector has existing and projected skill shortages in the region. Anecdotal evidence shows inaccurate perceptions by the community (including careers practitioners, teachers, parents, students) of the food processing sector. These include the perception that the sector offers only unskilled casual work with limited career development potential. Local food processing companies are perceived as employers of last choice.

In August 2011, East Gippsland Food Cluster Inc. funded research into young people and the food industry in the region. Five focus groups were conducted – reaching 43 young people. The sample, whilst small, does provide some indications of perception of the food industry amongst young people, and the sorts of aspects that could attract them to the food industry as a career pathway.

These recommendations were considered by the Food Cluster Inc. workforce capability working group, with the LLEN as an invited guest. An outcome of this meeting was the proposal that the sector offer traineeships which would offer young people placements within range member businesses throughout the traineeship and provide them with a breadth of experience in the food sector.

The LLEN identified and brought together the key stakeholders needed to bring the proposed traineeships to fruition. This included the RTO (Advance TAFE), a group training organisation (Link Employment), school representatives, the Workplace Learning coordinator and the executive officer from the Food Cluster. Through this partnership a traineeships model was developed.

Six young people (*pictured with Andrew Bulmer from Bulmer's Farm, Lindenow*) have now commenced the

first batch of collaborative traineeships within the food sector. These traineeships offer young people a taste of diversity of work across the sector with a range of employers, whilst meeting the requirements for Certificate 111 in Food Processing with the flexibility to individually customise the content. This positive transition outcome for a cohort may provide a transferrable model to other industry sectors in our region which also struggle to attract young people; for example civil construction and engineering, transport and logistics; health, allied health and community services. Promoting this model will be a next step for the partnership broker.

The partners have worked through some initial difficulties including gaining employer commitment to rotation of students as part of the shared approach, and increased flexibility from the RTO to customise learning pathways for individual students. This model has enabled us to look at innovative ways of successfully increasing the number of young people making a transition to further education, training and employment in an identified skill shortage area.



Workplace Learning Coordinator (WLC) Program – some 2011 Outcomes

Workplace Learning Placements for Koorie Young People

- **The Koorie Parents' Engagement Model** pilot project came out of a partnership brokered by the Gippsland East LLEN between WLC Program, The Smith Family and the Bairnsdale Secondary College. This Engagement Model has broken down barriers between senior school staff and parents – enabling parents of Koorie students to be more comfortable to engage with Career Practitioners and VCAL Coordinators, which in turn has led to students and parents having a better understanding of the work placement concept.

Progress will be monitored internally by the school through the Bairnsdale Secondary College Coordinated Outcomes for Koorie Students' network of which the WLC coordinator is a part.

- **Inspiring Young Koorie People** program, 2011 has seen a change of focus to include non-Indigenous employers as guests – this strategy has proven successful on a number of levels. The feedback from the students and industry representatives was very positive with a number of links already being formed between students and employers leading to work placement opportunities.
- **'Closing the Gap'** and work placements for Indigenous students with Regional Hospitals has seen a series of conversations between the Gippsland East LLEN, the WLC Program, The Smith Family and the Bairnsdale Regional Health Service (BRHS) and the Bairnsdale Secondary College. This group will work together to enable work placements for Indigenous students to form part of the 'Closing the Gap' employment strategy for the four major regional hospitals in Gippsland.
2012 will see this strategy 'rolled out' in BRHS with opportunities for Indigenous students across all divisions within a hospital setting.
- **Supporting Koorie students during placement** brought together a number of key personnel, including Clontarf Sporting Academy and The Smith Family (in one school) along with career practitioners and VCAL Coordinators. The WLC Program will be developing processes for a coordinated approach to more adequately support students while on placement.



Pictured: Dot Moffatt and Cadesia Egan at the Inspiring Young Koorie Women

Workplace Learning Coordinator (WLC) Program – some 2011 Outcomes

Alignment between VET provision and local Industry needs

- Through local industry consultation lead by the Trade Training Centre; Civil Construction and Food processing have now been offered as a Cert II through local training providers.
- Career Pathways maps for 24 job roles with a local skill shortage focus distributed through school clusters networks, to parents at parent interview evenings and to students participating in Industry Orientation programs
- Careers Expo- 600 students and 20 employers attended the EXPO - relationships developed, placements offered and taken up
- Increase in Vet subjects offered: VETiS Civil Construction was offered in 2011 with no take up; this course will be offered again in 2012. Cert II was offered in Food Processing but with little interest from students. One of our schools is now offering Engineering to allow students to take up the Victorian Energy Education & Training (VEET) program and placement opportunities with a regional energy provider.



Pictured: Caleb Waites, Shawn Daniell, Kevin Giblin (DSE), Nick Mills and Chris Camm



Workplace Learning Coordinator (WLC) Program – Case Study

WLC opening Industry doors for Indigenous students

The following case study looks at how an existing partnership - *The Inspiring Young Indigenous People Events* was enriched by extending its membership to include the Workplace Learning Coordination program, with its focus on quality work placement opportunities for Koorie secondary school students.

The *Inspiring Young Indigenous People Events*, which form part of a suite of inspirational experiences, historically have focused on bringing together Indigenous students, school staff and Indigenous employees and employers within the local community to talk about career pathways, the world of work and their journey from school to work.

This new relationship now has the ability to 'value add', to an already successful program for improving outcomes for young indigenous students, by utilising these events for procuring ongoing commitments with employers in the form of work placement opportunities.

The *Inspiring Young Indigenous People Events* is not a new partnership, but one that was brokered by the Gippsland East LLEN four years ago and came out of a need identified by schools regarding the lack of opportunities that students had to interact with the world of work outside of their immediate family/community.

The key partners within this partnership brokered by the Gippsland east LLEN are – The Smith Family, Gippsland East & Gippsland Aboriginal Cooperative, Clontarf Sporting Academy, three local Secondary Colleges, and more recently the Workplace Learning Coordinator Program. Each of these partners has brought particular skills and resources to the table:

Workplace Learning Coordinator Program has the key responsibility of bringing inspiring employees and employers to the table and obtaining work placements for student attendees

The Smith Family has strong relationships with Koorie students and their families through a number of their programs including their scholarship program

Gippsland East & Gippsland Aboriginal Coop (GECAC) provided funding and Key note speakers for these events

Clontarf Sporting Academy work and support Indigenous male students to stay engaged and re engaged in education and is located at one of the larger secondary colleges within the area

Secondary Colleges identified, coordinated and supported students

Gippsland East LLEN continued to brokered the partnership

Workplace Learning Coordinator (WLC) Program – Case Study

WLC opening Industry doors for Indigenous students - cont.

The *Inspiring Young Indigenous People Events* focused on providing a forum for interaction between and students with minimal follow up and no future commitment from employers to offer opportunities for Indigenous students.

A key component of the previous *Inspiring Young Indigenous People Events* was that all invited employers were Indigenous, thus limiting the opportunities for students to engage with a larger diversity of guests from a broader variety of industries.

In most instances guests did not have the authority to make the decision around offering work placement opportunities to students; this was also raised by the Workplace Learning Coordination as an issue that needed to be addressed so that the best possible outcomes were obtained for these students.

With the introduction of the Workplace Learning Coordination program to this partnership the program was evaluated and new strategies introduced. A percentage of the guests will be targeted to commit not only to being involved in

Inspiring Young Indigenous People Events but also offer students work placements opportunities within their organisation. The partnership was well aware that there would be a balancing act regarding this new direction.

Considerations that would need to be taken in to account were:

- The careers where students displayed interest not aligning with the organisations that were willing to offer quality workplacements
- The low number of Indigenous students in year levels being available to take up work placement offers
- Employers that are willing, to not only work with the schools around the needs of the students but have a workplace environment that culturally sensitive to indigenous people.

Pictured below are participates in the 2011 Inspiring Young Indigenous People Events



2011 Financial Statements



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INDEPENDENT AUDITOR'S REPORT

To The Members of Gippsland East Local Learning & Employment Network Inc.

We have audited the accompanying financial report, being a special purpose financial report, of Gippsland East Local Learning & Employment Network Inc. which comprises the statement of financial position as at 31 December 2011, the statement of comprehensive income, and statement of cash flows for the year ended on that date, a summary of significant accounting policies and other explanatory notes and the statement by members of the committee of management.

Committee's Responsibility for the Financial Report

The committee of the association is responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies described in Note 1 to the financial statements, which form part of the financial report, are consistent with the financial reporting requirements of the Associations Incorporation Act 1981 (Victoria) and are appropriate to meet the needs of the members. The committee's responsibilities also include establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

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

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

The financial report has been prepared for distribution to members for the purpose of fulfilling the committee's financial reporting under the Associations Incorporation Act 1981 (Victoria). We disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any other purpose other than that for which it was prepared.

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

Independence

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



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Audit Opinion

In our opinion, the financial report of Gippsland East Local Learning & Employment Network Inc, presents a true and fair view of the Association's financial position as at 31 December 2011 and of its performance and cash flows for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements.

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 under the Associations Incorporation Act 1981 (Victoria). As a result, the financial report may not be suitable for another purpose.

WHK Audit (Vic)

WHK Audit (Vic)

Rochelle Wrigglesworth
Partner
Date: 13 March 2012

GIPPSLAND EAST LOCAL LEARNING EMPLOYMENT NETWORK INC.
STATEMENT OF MEMBERS OF THE COMMITTEE OF MANAGEMENT

The Committee of Management 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 outlined in Note 1 to the financial statements.

In the opinion of the Committee of Management the financial report:

1. Presents fairly the financial position of Gippsland East Local Learning Employment Network Inc. as at 31 December 2011 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that Gippsland East Local Learning Employment Network 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 of Management and is signed for and on behalf of the Committee of Management by:

Chairperson:

Pam Waters



Dated this 6th day of March 2012

GIPPSLAND EAST LOCAL LEARNING EMPLOYMENT NETWORK INC.
ABN: 84 623 588 389

STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2011

	Note	2011 \$	2010 \$
CURRENT ASSETS			
Cash at Bank - LLEN		338,592	446,971
Cash at Bank - LCP		-	8,020
Cash at Bank - KIKASS		(28)	914
Cash Maximiser Account		59,435	-
Term Deposit		103,518	-
Accrued Interest Income		477	-
Bond		1,517	1,517
Debtors		55,884	59,436
Petty Cash		200	200
		<u>559,594</u>	<u>517,057</u>
NON-CURRENT ASSETS			
Equipment, Furniture & Motor Vehicles	2	<u>56,621</u>	<u>54,517</u>
TOTAL ASSETS		<u>616,215</u>	<u>571,574</u>
CURRENT LIABILITIES			
Accounts Payable		4,265	3,342
Accrued Expenses		-	8,516
Employee Provisions	4	38,518	27,024
Grants Received in Advance	5	296,209	293,377
GST Payable		27,913	34,338
Monies Held in Trust		30,125	-
Provision for Superannuation		6,728	6,265
PAYG Payable		5,498	4,364
		<u>409,256</u>	<u>377,226</u>
NON-CURRENT LIABILITIES			
		-	-
TOTAL LIABILITIES		<u>409,256</u>	<u>377,226</u>
NET ASSETS		<u>206,958</u>	<u>194,348</u>
EQUITY			
Accumulated Surplus		<u>206,958</u>	<u>194,348</u>
TOTAL EQUITY		<u>206,958</u>	<u>194,348</u>

GIPPSLAND EAST LOCAL LEARNING EMPLOYMENT NETWORK INC.
ABN: 84 623 588 389

STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2011

	Note	2011 \$	2010 \$
Revenue			
Grants		575,838	606,227
Rental Income		15,894	14,359
Other income		13,847	37,576
Reimbursements		2,933	16,272
Interest income		8,430	1
		<u>616,941</u>	<u>674,435</u>
Expenses			
Accommodation & travel		8,587	4,878
Accounting & bookkeeping		6,216	25,335
Advertising		9,115	7,820
Audit Fees		6,450	4,888
Bank charges		325	342
Cleaning		3,077	3,881
Computer costs		31,485	6,597
Conferences		11,692	11,276
Contract support		9,897	46,279
Depreciation	2	18,840	17,401
Discounts		-	1,312
Electricity		4,933	4,422
Equipment Rental		2,071	2,162
Fringe Benefits Tax		2,610	1,619
Insurances		1,742	4,082
Interest		-	276
Lease Payments		-	2,115
Loss on sale of non-current assets	2	3,220	13,990
Meeting expenses		9,076	5,062
Motor vehicle expenses		10,626	10,830
Office expenses		2,894	2,214
Office refurbishment		-	8,945
Office rental		19,307	22,795
Penalties - ATO		-	660
Postage		1,674	1,448
Program Support		2,010	2,623
Rates and taxes		2,491	236
Repairs/Maintenance		3,733	2,889
Seminars & Training		6,726	9,846
Salaries and oncosts		364,359	271,185
Stationery		8,982	7,088
Subscriptions		697	1,269
Superannuation		31,955	22,336
Telephone		16,031	12,727
Workcover		3,529	2,040
		<u>604,331</u>	<u>542,868</u>
Profit from continuing operations		12,610	131,567
Other Comprehensive Income		-	-
Total Comprehensive Income for the year		<u>12,610</u>	<u>131,567</u>

GIPPSLAND EAST LOCAL LEARNING EMPLOYMENT NETWORK INC.
ABN: 84 623 588 389

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2011**

	Retained Earnings \$	Total \$
Balance at 1 January 2010	62,781	62,781
Total Comprehensive Income for the year	<u>131,567</u>	<u>131,567</u>
Balance 31 December 2010	194,348	194,348
Total Comprehensive Income for the year	<u>12,610</u>	<u>12,610</u>
Balance at 31 December 2011	<u>206,958</u>	<u>206,958</u>

GIPPSLAND EAST LOCAL LEARNING EMPLOYMENT NETWORK INC.

ABN: 84 623 588 389

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2011**

	Note	2011 \$	2010 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Grants Received		582,222	632,946
Interest Received		7,953	1
Other Income		32,673	68,207
GST Net Collected/(Paid)		(8,516)	(5,765)
Payments to suppliers and employees		<u>(574,682)</u>	<u>(499,137)</u>
Net cash inflow from operating activities	3	<u>39,650</u>	<u>196,252</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Plant & Equipment Purchases		(61,882)	(64,886)
Proceeds on sale of Plant & Equipment		37,718	35,450
Purchase of Investments - Term Deposit		<u>(103,518)</u>	<u>-</u>
Net cash outflow/(inflow)from investing activities		<u>(127,682)</u>	<u>(29,436)</u>
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of hire purchase agreement		<u>-</u>	<u>(39,897)</u>
Net cash outflow from financing activities		<u>-</u>	<u>(39,897)</u>
Net increase/(decrease) in cash held		(88,031)	126,919
Cash at the beginning of the year	3	<u>456,105</u>	<u>329,185</u>
Cash at the end of the year	3	<u>368,074</u>	<u>456,105</u>

Gippsland East LLEN 2010 Staff



From left to right

- | | |
|------------------------------|--|
| Jacqui Bramwell | Chief Executive officer |
| Patricia Lake | Partnership Broker
<i>Key Focus Area - Indigenous, Cadetships, Building & Construction, Health and other work for Workplace Learning Coordinator Program</i> |
| Amanda Rickard | Administration Officer
<i>Key Focus Area - Administration and Finance</i> |
| Rhonda Gray | Partnership Broker & Plan It Youth Coordinator until December 2011
<i>Key Focus Area - Mentoring</i> |
| Helen Tomlinson Dale | Business Manager/Deputy Executive Officer
<i>Key Focus Area - Business Management & Finance</i> |
| Michelle Weatherall | Partnership Broker
<i>Key Focus Area - Food Sector, Civil Construction, Energy, Disability and Workplace Learning Coordinator Program</i> |
| Paul Crozier (absent) | Partnership Broker |



Gippsland East LLEN

“Brokers of strategic partnerships that improve learning and transition outcomes for young people”



PARTNERSHIP BROKERS
SCHOOL ♦ BUSINESS ♦ COMMUNITY

