



IELLEN

2015 Annual Report



The Inner Eastern LLEN

Committee of Management



Sam Joukadjian, Bronwen Thompson, Ross Digby, Angela Stathopoulos, Marisa Uwarow



Geri Charles, Jessica Lawrence, Holly Carpenter, Gary Buckeridge

Name	Organisation	Position
Angela Stathopoulos	Prahran Community Learning Centre	Chairperson
Bronwen Thompson	Community Member	Deputy Chairperson
Gary Buckeridge	TDT Training Australia	Secretary
Sam Joukadjian	IMG Norway	Treasurer
Brenda Mainland	Survey Matters	CoM Member
Marisa Uwarow	City of Port Phillip Youth Services	CoM Member
Geri Charles	Montague Continuing Education Centre	CoM Member
Ross Digby	Holmesglen Institute	CoM Member
Holly Carpenter	City of Stonnington Youth Services	CoM Member
Jessica Lawrence	Education Engagement Partnership, Cities of Stonnington and Port Phillip	CoM Member

The Inner Eastern LLEN

Chairperson's Report

The IELLEN has a great network of committee members, a dedicated staff team, where every one is greatly valued and their support is appreciated. We would not be able to fulfil our aims and objectives without this joint effort. Thank you to our outgoing CEO, Gill Meek, who after many years, moved onto a new position within the sector. Congratulations are to be extended to Andrew Neophytou, who as the new CEO, has already made a positive impact, and begun to move the IELLEN into its new direction, including establishing our newly offered SWL Program contract.

I'm very impressed by the amount of partnerships and projects undertaken by the IELLEN during 2015. One initiative I would like to reflect on is the 'Back to Front' project. Last year TaskForce Community Agency, in partnership with PCLC, IELLEN and Phoenix Park Community Centre, secured an ACFE grant to implement or trial ways to consolidate back-of-house functions cross the four partners.

The partners met throughout the year to consider ways to help one another, eg by making better use of resources, including sharing of specialist skills, resources, knowledge, and systems. The aim of the project is to also develop and embed protocols and procedures to ensure compliance around areas including Finance, Governance, and Human Resources. There have already been some tangible benefits to IELLEN via this project, and we would like to express our gratitude to Taskforce as project lead. The IELLEN looks forward to continuing project work during 2016.

When reflecting on the previous years' work, I often ask myself what is the point of difference that we are making? Why our work - and partnership brokers - matters? An estimated 10,000 Victorian students in Years 9 and 10 disengage from the education system every year - and this figure does not include those disengaging earlier. 25% of young Australians do not attain a Year 12 or Certificate III equivalent by age 19. And a 2015 national survey of young people aged 15 to 19, reported that coping with stress and

school/study problems are top issues of concern. More than half of them believe there are barriers that will prevent them reaching their goals when they leave school.

These issues were highlighted and explored in the IELLEN's e2e Paper of last year, which also contained numerous recommendations for government and stakeholders. As we know now, young people who do not finish school are far more likely to be unemployed into their twenties and beyond than their contemporaries - risking lifetime social and economic disadvantage. Successful completion of school significantly improves the life chances of young people. For these reasons alone the work of the IELLEN - and all LLENs - must continue in order to positively influence the data as reported and that young people continue to have the opportunities provided to them.

Thank you all for your support over the past year. It has been busy, exciting, fun, inspiring and sometimes even frustrating. It's clear that there is still much to be done.

Angela Stathopoulos



The Inner Eastern LLEN

CEO's Report

2015 might be considered a transitional period for LLENs. All 31 organisations operated with just a twelve month contract, reduced funding, and revised guidelines. By year's end however, our shared fate looked clearer and brighter. The Victorian Government offered LLENs more certainty about ongoing core funding, and in addition, a separate contract for the new Structured Workplace Learning (SWL) Program. 2016 ushered in more flexible guidelines too.

Reflecting on last year, I'm pleased to report that the IELLEN achieved a great deal. Despite operating with just two Partnership Broker staff, the IELLEN fulfilled its funding requirements, meeting Work Plan KPIs, and other contractual obligations. Of particular note was that we facilitated, or led, 10 partnerships, networks and projects (all with a broad range of stakeholders) and actively supported 8 other networks, management or advisory committees and groups. Many of these are written about in this Report.

So what impact did we have? Through engagement with stakeholders, and these 18 partnerships, networks or groups, the IELLEN shared ideas, information, knowledge, resources, and expertise. We also facilitated access to people, organisations, and services, both within and across sectors. Perhaps a few numbers can be highlighted?

- 30 young people gained work experience placements or participated in workplace visits as a result of our efforts
- 55 young people who left school were followed-up via "On Track" surveys and 100% of young people (who requested it) were provided study/career related information
- 70 young people and families received free career information packs from our Stonnington VIVA Youth Festival marquee
- 75 small business traders were surveyed for our Trader Engagement Project
- 80 secondary students attended our "Careers in Law Forum", run with the City LLEN
- 200 secondary students benefited from a workshop we delivered with young STEM professionals

- 432 stakeholders were reached (via email or social media), with our guide on career opportunities on growth industries
- 2,500 viewed our e2e Discussion Paper on youth disengagement at "Australian Policy Online", making it one of the top 10 most viewed education publications on apo.org.au last year, and
- 10,500 was our total reach through IELLEN social media platforms.

For these and other results I'd like to firstly acknowledge our staff: Ed Dunstan who joined the team midway through the year, and Sheena John who continued to provide executive / administrative support. Their work has been admirable, always professional, and often outstanding.

As Angela suggests the IELLEN team extends to our Committee of Management, and I'd like to also acknowledge their active efforts and input. Thank you especially to Angela as Chairperson, and to the Committee's Executive. Indeed, to all stakeholders with whom we worked – schools, community organisations, and industry – your commitment to young people is exemplary. I can write with some confidence that the IELLEN, in partnership with you, helped to (directly or indirectly) educate or support many hundreds, if not thousands, of young people. I'm confident that these results can continue, if not extend during 2016 and beyond.

Andrew Neophytou



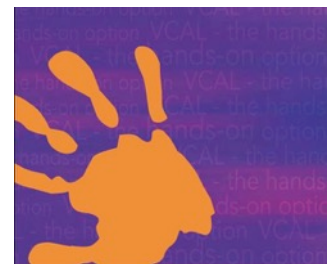
Partnerships, networks and projects

Applied Learning (VCAL) Network

The IELLEN facilitated an Applied Learning Network during 2015, to support broadened opportunities for applied learning, support educators and industry to link more effectively with each other, and also to help identify effective applied learning opportunities for students. Aimed at VCAL Co-ordinators / teachers, this Network met each term, sharing resources, supports and strategies, as well as enabling members to identify challenges, and to share insights, information and contacts.

The Network held its four meetings at differing locations, with tours and presentations at CBC St Kilda; PCW, Windsor; and also the Victorian College for the Deaf / Trade Block Café (the latter of which is staffed by students of the College's VCAL Program). The Term 4 meeting was held at Prahran Community Learning Centre (within the Grattan Gardens Community Centre) which also included a tour. Rotating the meeting locations were well received, allowing members, often for the first time, to inspect other facilities.

Standing meeting Agenda items included VCAA (VCAL Unit) Manager updates, discussion on program challenges, and industry partnerships. With regards the latter we were delighted to hear about IMVC's new "YouthPoint", a free employment initiative which provides young people access to jobs.



'Get Connected' Boroondara On-line

Following meetings held in early 2015, a secondary school in our catchment area (Swinburne Senior Secondary College) agreed to being involved in the IELLEN-led partnership to establish an on-line IT initiative which became known as "Get Connected!" It was agreed that up to twenty (Year 11) students would participate, developing websites for up to four businesses. With the active support of the City of Boroondara's Economic Development Unit (which helped promote the program) the IELLEN was successful in securing the number of clients for the project: two small businesses and two not for profit organisations. During Term 3 the initiative was

successfully completed, with four clients of students at the Secondary College benefitting from the designing and building of websites. This project initiative was a great example of an industry / schools / community partnership with real results and benefits to all stakeholders involved.



e2e

In March 2015 the IELLEN established a region-wide network known as Education to Employment (e2e), quickly attracting a membership of 12 stakeholders, including community and Learn Local organisations, LGA, Victoria Police, and TAFE Institute representation. After a Terms of Reference was developed, the Network developed a Discussion and Recommendations Paper, specifically on issues related to young people's engagement in education, pathways and transitions (including school-industry engagement). The IELLEN coordinated this project, writing the drafts. By the end of July this paper was completed and launched. A comprehensive document, *'Who pays for youth disengagement and unemployment? A case for smarter thinking and for investment'* addresses eleven themes.

More importantly, it contains sixty recommendations for government and other stakeholders. The Paper was submitted to the Education State Consultation

Team, and also, in an edited form, to the Victorian Government in response to input for a new State Youth Policy. Of particular note was our uploading the paper to the 'Australian Policy Online' website, from where it's been viewed 2,568 times and downloaded 300 times. It became one of the top 10 viewed education publications on apo.org.au for 2015. e2e partners are now undertaking further work to build on this great foundation.



Pathway forums and events

The IELLEN worked with stakeholders to collaboratively develop and host Pathway/Career Forums, and to identify career pathways in growth industries, disseminating collated information, informing students about career pathways (including growth industries) and also providing schools with relevant data and/or resources

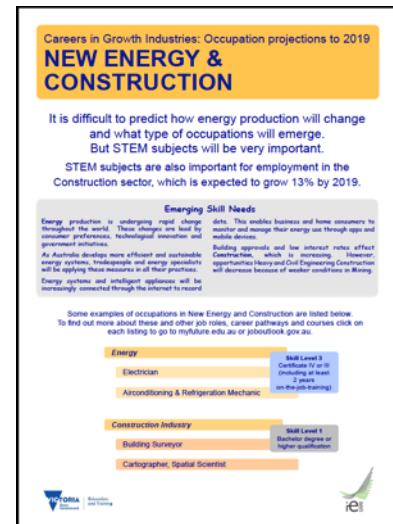
Accordingly the IELLEN developed a number of initiatives, and among those (not already profiled in this Report), were:

The IELLEN led Pop Up Career Expo, held at the Stonnington Youth Festival, a partnership with the City of Stonnington and four other stakeholders (including PCLC), involved us distributing pathway and career information packs. About seventy young people or their families received free packs on the day.

A law careers forum, which was a collaboration with Capital City LLEN and law firm Clayton Utz. With 6 speakers representing various fields and aspects of legal practice, this successful forum attracted eighty students from more than a dozen schools.



To complement these activities, the IELLEN (in consultation with Industry Skills Councils and with reference to various Environmental Scans), also prepared a succinct, easy to use guide during 2015. The career guide highlighted pathways in five identified growth industry areas: Health Care and Social Assistance; Transport, Warehousing, Logistics; Professional, Scientific, and Technical Services; Agriculture and Food; and New Energy and Construction Technologies. The completed guide was disseminated to schools and other education providers, and also to providers of services to young people, as well as being uploaded onto our website.



Stonnington Indigenous Curriculum Project

In October 2015 staff of the IELLEN attended the Council's launch of the Stonnington Indigenous Curriculum Project. This Project provides primary school teachers and students a starting point to explore local indigenous history, with resources guides and materials aligning with the overarching principles of the Australian Curriculum and the E5 instructional model, and approved by Elders from the Boon Wurrung and Wurundjeri Traditional Owner groups.

While the project is aimed at students in years 4 – 6, they can be easily adapted to all year levels. Project materials and guides were developed in partnership with the IELLEN, Stonnington Citizens for Reconciliation, and others. As a key Project partner, IELLEN staff were delighted to be present at the

launch, and to have the IELLEN publicly acknowledged by then Mayor Cr Melina Sehr.

“This project represents a significant milestone for learning curriculum. It was developed for local teachers and students, with content tailored to our local history,” she said at the launch.



Disability Pathways Partnership

The IELLEN again facilitated a Disability Pathways Partnership (DPP) during 2015. Overall DPP membership increased with representation from Disability Employment Service providers, schools, community groups, and LGAs. Under the IELLEN's facilitation, the Partnership continued its work on promoting employment and pathways for young people with a disability, as well as providing an opportunity for networking among stakeholders and interested parties.



Among key achievements and partnerships under the DPP were:

- the Summer in the City Work Experience Project at the City of Port Phillip, which involved four students with disabilities, and took place across the 2015/2016 summer;
- Work Taster Visits to businesses; and
- presentations to trader associations across the IELLEN catchment, on the need to give young people with a disability employment opportunities.

The Work Taster visits included one to a furniture warehouse, IMG Norway, which was arranged for a group of students from Montague CEC. Students heard from two reps (Manager and Supervisor) about work in the warehouse and participated in several work-based activities.

A Work Taster visit to Long Street Coffee, for eight students from Montague Continuing Education Centre and Rossbourne School, also occurred. Students gave positive feedback in their evaluation forms, and one of them even gained an ongoing training position at the café.

The DPP is continuing to promote its work and value across the community in 2016, looking in particular to include employers and more mainstream schools.



Trader Engagement Project

From mid-2015 to the end of the year, a Trader Engagement Project was developed by the IELLEN. The project's aim were to better understand the views of local trader towards work experience, youth unemployment, and career pathway options for young people. The project was also intended to build relationships within the business community through face to face engagement with business owners in our catchment area.

Some key results of the research / the Project included:

- 39% of businesses said that they do or have offered work experience to young people
- 86% of respondents agreed or strongly agreed that youth employment is one of the most important issues in the local community
- 62% said they had little or no awareness of the formal process for setting up work experience or other placements (another 23% were unsure)
- The main difficulties identified in taking on young people or giving them work experience were lack of time and lack of knowledge regarding processes for setting it up.

The findings of the research suggested that there are indeed many opportunities for further involvement and engagement with employers, especially small to medium sized businesses. Findings from the completed report is helping to inform IELLEN work for 2016 and beyond, including data and information relevant for the implementation and development of the Structured Workplace Learning (SWL) Program contract.



Careers in STEM Partnership

As part of our endeavours to support schools with careers-related strategies, and to generally raise awareness and knowledge of career opportunities in growth industries, the IELLEN developed a pilot initiative during the second half of 2015. During Term 4 the IELLEN led a partnership with a group of young STEM (Science, Technology, Engineering and Maths) professionals (associated with on-line magazine “Lateral”), together with a secondary school (Camberwell High), facilitating delivery of a career info session to students. Two hundred Year 9 students at Camberwell High School heard from four young professionals working in various STEM fields on how they got to where they are now, and how STEM is influencing a variety of industries.

A Camberwell High Careers Teacher praised the initiative, noting how the presentation “... would have inspired some of the students to pursue a career in science. The young presenters were all magnificent and seemed to be able to really engage the Year 9 audience.” Thanks to the success of this pilot, further STEM career presentations are being planned for 2016.



Ready Set Work Partnership

During Term 3 the IELLEN brought together Inner Melbourne VET Cluster (IMVC) and Boroondara Youth Services (BYS) for the purpose of running a pathways / careers program for young people aged 15 and over. This program, known as “Ready Set Work!”, focused on promoting work readiness skills in young people, providing them with tips and advice on how to go about obtaining and sustaining paid employment.

The IELLEN’s role in the partnership was to promote the program to schools / providers of services to young people, as well as to organise an industry visit (in this case with “Grill’d” Hawthorn). The program was a great success, with 10 young people benefitting from the program in their search for employment.

One of the schools (who had several students in attendance) gave this feedback, saying “*the program was very beneficial. The students thoroughly enjoyed learning in an adult environment and gained a great deal from the practical sessions, the group work and the workplace visit*”.

IMVC



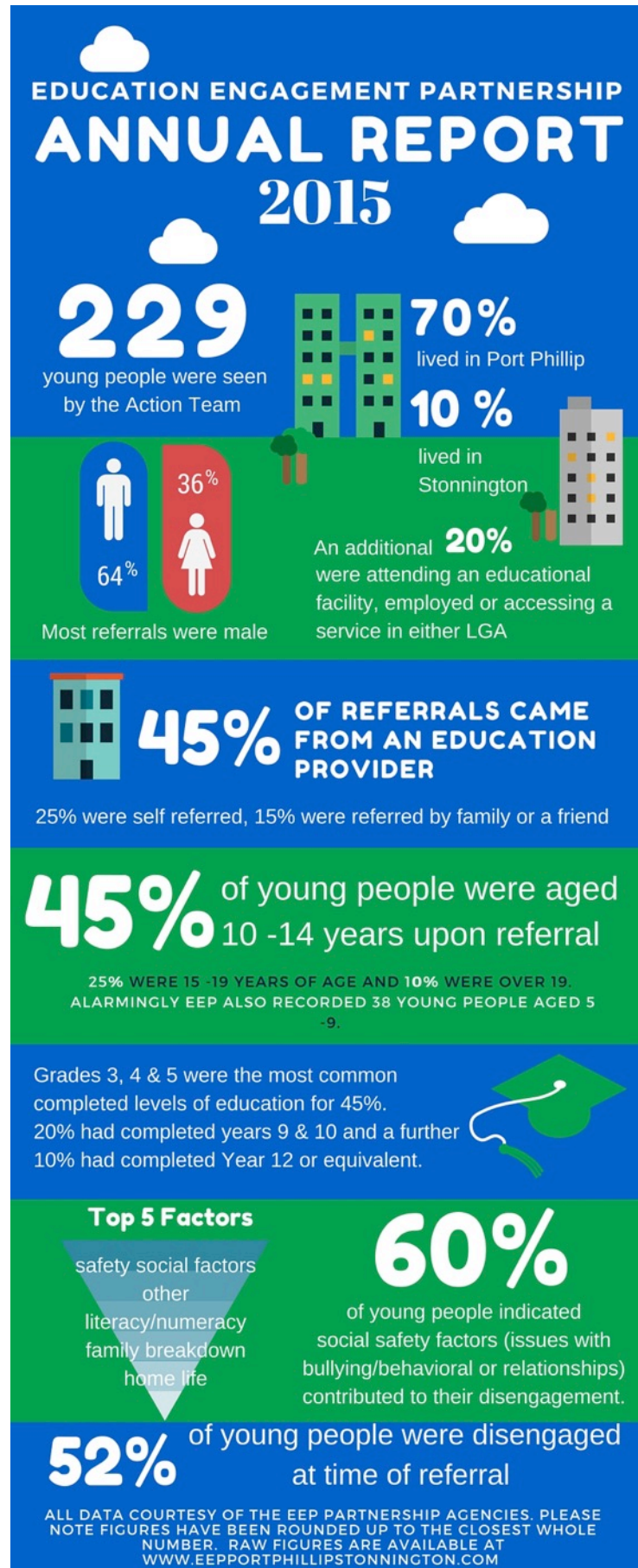
Other 2015 highlights and activities

As in past years, the IELLEN was active in our support of and involvement with other groups and partnerships, and for 2015 this totalled 8 in number. For example we have an ongoing membership and participation in the Education Engagement Partnership (EEP), where we are represented on both the Steering Committee and Data Analysis Working Group. The IELLEN believes that this Partnership has added real value to education and youth services across the Cities of Stonnington and Port Phillip. Through data collection and evidence based responses, EEP has continued to play a key role across the two municipalities. We are proud to be associated with it, and to continue to give it our active support.

Likewise, we're delighted to have continued maintaining an active presence on the School Focused Youth Services (YEEHAW) Steering Group; the Youth Affairs Council of Victoria's Policy Advisory Group (PAG); and the Committee of Management of Prahran Community Learning Centre. Angela (in her Chairperson's Report) has also highlighted the new "Back to Front" Project, another key partnership to which we contributed last year.

During 2015 IELLEN staff also attended or contributed to various groups and forums, among them the Inner Metro Youth & Community Partnership (IMYCP); the Boorondara Young Peoples Strategic Advisory Committee; and all three LGA Youth Services Networks.

Aside from all of this, the IELLEN endorsed other partnership / project initiatives, for example through providing letters of support for funding applications. Indeed, the IELLEN was also named as a partner in a philanthropic trust application which was submitted by a local not for profit. Subsequently approved for the amount sought, we were very pleased with this outcome, as we were with an application we prepared, with stakeholder support, for a 2016 "Youth Week" grant. This was also approved. All in all, 2015 proved to be a significant year for our leading, as well as supporting, a range of partnerships, networks and projects.



2014 IELLEN AGM and Education, Business & Community Awards

Fifty members and stakeholders attended the 2014 IELLEN Annual General Meeting on Wednesday, 5 May 2015. As part of the AGM, the IELLEN also hosted the second annual Education, Business & Community Awards, which celebrate the achievements of local young people, education providers, businesses and community organisations in Boroondara, Port Phillip and Stonnington. IMG Norway was the major Awards sponsor.

Following the AGM formalities, Sam Joukadjian, Director of IMG Norway, presented the awards. There were nine award recipients:



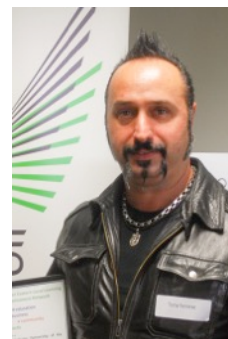
Local Business of the Year: **Choice Catering and Hire**

School-based Apprenticeship/Traineeship (SBAT)
Student of the Year:

Antoinette (Toni) Pezzimenti (Montague Continuing Education Centre)

Victorian Certificate of Applied Learning (VCAL)
Student of the Year:

Jackson Gordon (St Kilda Youth Services)
and
Anthony Sarzor (Melbourne City Mission)



Victorian Certificate of Applied Learning (VCAL)
Program of the Year:
VCAL Online (St Kilda Youth Services)



Vocational Education and Training (VET) Student of the Year:
Kyle Williams (St Kilda Youth Services)

School-Industry Partnership of the Year:
**Swinburne Senior Secondary College -
Traders Online Project**
and

**Prahran Community Learning Centre -
Anzac Day Poppy Project**



Special Award – “2014 Excellence Award”: **Georgia Papadopoulos**, teacher at Sacre Coeur School, for her commitment to and expertise in educating students in mathematics.



The IELLEN would also like to thank MC and guest speaker Howard Kelly, as well as staff at Prahran Mission (where the Awards/AGM event was held) for their contribution towards the success of the event.

2015 Financial Report

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INDEPENDENT AUDIT REPORT TO THE MEMBERS OF INNER EASTERN LOCAL LEARNING & EMPLOYMENT NETWORK INCORPORATED

Scope

The financial report and committee members' responsibility

The financial report comprises the statement of financial position, statement of financial performance, statement of cash flows, accompanying notes to the financial statements, and the committee members' declaration for Inner Eastern Local Learning & Employment Network Incorporated, for the year ended 31 December 2015.

The committee of the association is responsible for the preparation and true and fair presentation of the financial report and has determined that the accounting policies used and described in Note 1 to the financial statements which form part of the financial report are appropriate to meet the needs of the members. This includes responsibility for the maintenance of adequate accounting records and internal controls that are designed to prevent and detect fraud and error, and for the accounting policies and accounting estimates inherent in the financial report.

The financial report has been prepared for distribution to members for the purpose of fulfilling the committee members' financial reporting requirements under the Associations Incorporation Reform Act 2012 [Victoria]. We disclaim any assumptions 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 purpose other than that for which it was prepared.

Audit approach

We conducted an independent audit in order to express an opinion to the members of the association. Our audit was conducted in accordance with Australian Auditing Standards, in order to provide reasonable assurance as to whether the financial report is free of material misstatement. The nature of an audit is influenced by factors such as the use of professional judgment, selective testing, the inherent limitations of internal control, and the availability of persuasive rather than conclusive evidence. Therefore, an audit cannot guarantee that all material misstatements have been detected.

We performed procedures to assess whether in all material respects the financial report is presented fairly in accordance with the accounting policies described in Note 1, so as to present a view which is consistent with our understanding of the association's financial position, and of its performance as represented by the results of its operations and cash flows. These policies do not require the application of all Accounting Standards and other mandatory professional reporting requirements in Australia. No opinion is expressed as to whether the accounting policies used and described in Note 1, are appropriate to the needs of the members.

We formed our audit opinion on the basis of these procedures, which included:

- examining, on a test basis, information to provide evidence supporting the amounts



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- and disclosures in the financial report; and
- assessing reasonableness of significant accounting estimates made by the directors.

While we considered the effectiveness of management's internal controls over financial reporting when determining the nature and extent of our procedures, our audit was not designed to provide assurance on internal controls.

Independence

In conducting our audit, we followed applicable independence requirements of Australian professional accounting bodies.

Audit Opinion

In our opinion, the financial report presents a true and fair view in accordance with the accounting policies described in Note 1 to the financial statements the financial position of Inner Eastern Local Learning & Employment Network Incorporated as at 31 December 2015 and the results of its operations for the year then ended.



BPR Audit Pty Ltd
Authorised Audit Company



Bernard P Rohan
Director

Dated: *28th January 2016*

INNER EASTERN LOCAL LEARNING & EMPLOYMENT NETWORK INC

OPERATING STATEMENT FOR THE REPORTING PERIOD 1 JANUARY TO 31 DECEMBER 2015

	Note	2015 \$	2014 \$
Income			
Government Grants		248,925	429,066
Surplus Carried Forward		93,962	89,260
Other Income		6,052	4,448
Interest Income		3,683	4,812
Total Income		352,622	527,586
Less Expenditure			
Salaries and Allowances		185,887	277,562
Superannuation		17,008	27,447
Other Salary Related Costs		4,651	10,521
Contract consultancy		416	7,500
Audit		5,000	7,250
Communication Expenses		5,800	7,761
Equipment		3,182	0
Fees & Charges		418	617
Insurance		1,463	1,427
Promotional Expenses		829	552
Project Expenses		6,782	29,466
Rent/Leasing Charges		15,111	32,129
Repairs & Maintenance		2,180	1,958
Staff Development		0	4,415
Travel		2,125	3,309
Utilities		1,654	2,702
Other Expenses		11,212	19,008
Total Expenditure		263,718	433,624
Operating Surplus		88,904	93,962
Non Operating Items		Nil	Nil
Total Surplus(Deficit)		88,904	93,962

INNER EASTERN LOCAL LEARNING & EMPLOYMENT NETWORK INC

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2015

	Note	2015 \$	2014 \$
Accumulated Funds			
Net Surplus	2	88,904	93,962
Total Accumulated Funds		88,904	93,962
Represented by:			
Current Assets			
Cash	4	73,248	269,545
Debtors & Prepayments	3	26,603	31,386
		99,851	300,931
Less Current Liabilities			
Payables	6	1,383	1,533
Taxation Liabilities	7	1,778	28,176
Employee Benefits	8	7,786	27,905
Prepaid Revenue	5	0	149,355
		10,947	206,969
Total Net Assets		88,904	93,962

INNER EASTERN LOCAL LEARNING & EMPLOYMENT NETWORK INC

STATEMENT OF CASH FLOWS FOR PERIOD 1 JANUARY TO 31 DECEMBER 2015

	Note	2015 \$	2014 \$
Cash Flows From Operating Activities			
Government Grants		114,791	597,112
Other Income		10,340	9,705
Payments to Employees		-223,868	-324,911
Payments to Suppliers		-97,560	-153,098
Net Cash Generated by Operating Activities		-196,297	128,808
Net Cash Provided (Used) by Investing Activities		Nil	Nil
Net Increase (Decrease) in Cash Held		-196,297	128,808
Cash at the Beginning of the Financial Year		269,545	140,737
Cash at the End of the Financial Year	4	73,248	269,545