

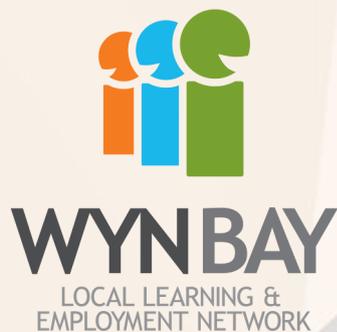


**WYNBAY**  
LOCAL LEARNING &  
EMPLOYMENT NETWORK

## 2020 Annual Report

### Local Partnership Solutions

Connecting | Networking | Facilitating  
School + Business + Community



This annual report provides information about WynBay LLEN and the financial and non-financial performance for 2020. The financial statements are special purpose financial statements prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Reform Act 2012.

The report records the significant achievements against the strategies detailed in WynBay LLEN's Strategic Plan. This report has been prepared to meet the needs of stakeholders including Education and Training Providers, Employers and Community Organisations.

Building C5, Level 1,  
2 Main Street, Point Cook  
[www.wynbayllen.org.au](http://www.wynbayllen.org.au)

#### Acknowledgements

WynBay LLEN acknowledges the Wathaurong, Woiwurrung and Boonwurrung peoples of the Kulin Nation as the Traditional Owners of the lands across Wyndham and the people of Yalukit Wilum of the Boon Wurrung Country that makes up the Greater Kulin Nation, as the Traditional Owners of lands across Hobsons Bay where we conduct our business. We share a commitment to nurturing future generations of Elders in Aboriginal and Torres Strait Islander communities.

# CONTENTS

Our Timeline .....	page 4
Our Organisation .....	page 6
Committee Members .....	page 7
Our Strategic Goals & Targets .....	page 10
Vision, Mission & Role .....	page 11
Our Work Plan: 2020-2021 .....	page 12
Chair’s Report .....	page 14
CEO’s Report .....	page 16
Treasurer’s Report .....	page 18
Financial Statements .....	page 19
City of Wyndham Overview .....	page 24
City of Hobsons Bay Overview .....	page 26
Strategic Planning .....	page 28
Our Partners and Achievements .....	page 30
Partnership Engagement Activities .....	page 32
VETiS Partnerships .....	page 36
Wyndham VETiS Cluster .....	page 37
Hobsons Bay VETiS Cluster .....	page 42
Structured Workplace Learning .....	page 46
School Employer Engagement Activities .....	page 48
Acknowledgement of Participation - SWL Hosts .....	page 52
SWL Case Study .....	page 58
On Track Connect .....	page 60
Special Thanks .....	page 66

# OUR TIMELINE

## 2001

The establishment of 31 Local Learning and Employment Networks (LLEN) in response to the recommendation of the hallmark Kirby Report into post compulsory training and education outcomes in Victoria. 15 LLENs became operational during 2001 and 16 LLENs became operational during the first part of 2002. WynBay LLEN was established on 1st June 2001.

During that period LLENs have undertaken local research and developed strategic and action plans focused on improving education and training outcomes for young people.

## 2002-2005

The 31 LLENs in the early years were contracted by the Victorian Learning and Employment Skills Commission (VLESC) and have played a role in supporting other state-wide initiatives, including the piloting of the VCAL in their areas. In 2005, the LLENs brokered partnerships and initiatives to improve the education, training and employment outcomes of 24,300 young people.

## 2006-2008

The Victorian Learning and Employment Skills Commission (VLESC) entered into new performance and funding agreements with the 31 LLENs for the period 2006 to 2008. In partnership with the LLENs, the VLESC has embarked on a range of LLEN improvement strategies including sharing of good practice and improved stakeholder feedback. During 2008, WynBay LLEN re-established the Wyndham VETiS Cluster.

## 2009

The State Labour Government extended the LLEN commitment by a further 12 months. In 2009, the Victorian Government negotiated with the Commonwealth Government to have the LLEN-inspired School Business Community Partnership Brokers National (SBCPB) program built into the work of the 31 LLENs. WynBay LLEN re-established the Hobsons Bay VETiS Cluster and in 2010 provided joint administration and coordination of both VET Clusters.

## 2010-2014

LLENs delivered the SBCPB program over a three-year period from 2010 - 2013. This became the Enhanced Contract for 2014 and broadened the work of the LLENs by making the focus age for the LLEN 10-19 years of age instead of 15 to 19. The Commonwealth Government extended the Partnership Broker funding for 12 months with also a "Deed of Variation" signed with the State Government for 2014. WynBay LLEN brokered and facilitated the consortium application for the TTC, which was submitted to DEEWR in June 2010. The application was successful and \$9.42 million in funding was announced for the TTC in November 2010. 8 TTC hubs were built in Wyndham and Hobson Bay.

## 2016-2019

Structured Workplace Learning (SWL) funding was provided to 31 LLENs across Victoria to increase access to appropriate SWL placements for students undertaking VET as part of their senior secondary certificates. The SWL State-wide portal was launched in May 2016 by the Victorian State Minister for Education The Hon. James Merino MP, aimed to increase student access to local and state-wide work placements. The 2016 -2017 period brought a significant shift in our contract focus with movement from Skills & Higher Education into Department of Education and Training-Vulnerable Children Unit. In December 2019, the LLENs received a new contract with a funding commitment to the end of 2023.

## 2020-2021

From 2020, the Department has funded the Local Learning and Employer Network (LLEN) to source additional school-employer engagement activities for school students. These activities include: placement opportunities including work experience, structured workplace learning and school community work; school-based apprenticeships and traineeships; guest speakers and presenters from industry workplace visits and industry tours; mock interviews and work-readiness preparation. This initiative builds on the LLEN relationships with local communities and employers, and supports schools to make quality connections for their students to the world of work.

## 2015

Funding for School Business Community Partnership Brokers ended in December 2015. During 2015 the State Labour Government extended the LLEN commitment by a further 12 months. Also in late 2015, the State Government announced that the State-wide LLEN Network was awarded the "Structured Workplace Learning" contract. For the first time in the history of the WynBay LLEN moved into the service delivery field.



# OUR ORGANISATION

The Wyndham and Hobsons Bay Local Learning and Employment Network (WynBay LLEN) is one of 31 LLENs covering all of Victoria. The LLEN Network was established in 2001/2002 by the State Government following recommendations made in the Kirby Report - Ministerial Review of Post Compulsory Education and Training Pathways in Victoria.

The WynBay LLEN was incorporated in June 2001 to deliver services within Wyndham and Hobsons Bay LGA. Each LLEN is an incorporated association run by an elected Board or Committee of Management. As a not for profit incorporated association we represent our members from the education, training, community, government, business and employment sectors to improve the outcomes of young people.

WynBay LLEN brokers strategic partnerships which address gaps and needs in the youth and education space. Partnerships are focused on youth, improving retention and attainment at schools and increasing pathway opportunities to further education, training and employment. We are a small organisation seeking to continually improve and look for innovative ways to solve problems that reflect the

changing nature of the education and employment sectors facing young people today. The goal of each LLEN is to support all secondary school students within its geographical boundaries, by developing partnerships which result in an increase in the number and range of school-employer engagement activities.

LLEN's organise networks and bring people together, we act as the honest broker and support our partners in supporting our young people and work to help meet the gaps in service delivery where we can. Our organization is currently working alongside the Education Department to assist Year 11 and 12 Students from various schools within the Wyndham and Hobsons Bay Regions with Structured Workplace Learning.

The WynBay LLEN develops annual work and strategic plans (that reflect government contract requirements) that inform the brokage of partnerships that address government policy goals and local needs. We work with schools, community organisations, business and industry and all levels of government to identify the needs and issues impacting at risk young people to devise and deliver initiatives that improve the opportunities for our young people.

# COMMITTEE MEMBERS

## Andrew Harnett

Bayside P-12 College  
Membership Category 1. Schools

## Barry Harvey (Chair)

Aeramix Pty Ltd  
Membership category 6. Employers/Peak

## Keelie Hamilton

The Gordon TAFE  
Membership category 2. TAFE Institutes

## Ian Keeling (Treasurer )

Hopper Motor Group  
Membership category 6. Employers/Peak

## Jennie Barrera (Deputy Chair )

Wyndham Community & Education Centre  
Membership category 3. Adult Community  
Education Organisations.

## Daryl Wilson

Wyndham City Council  
Membership category 7. Local Government

## Ron Miers

Westgate Community Initiatives Group Inc  
Mary Jankulovski (nee: Stojanovska) - proxy  
Membership category 4. Other Education and  
Training Organisations

## David Smillie

The Grange P-12 College  
Membership category 10. Community  
Members

## Liam O'Hearn

CFMEU  
Membership category: 5. Trade Unions

## Dallian D'Cruz (Secretary )

WynBay LLEN  
Membership category: 12. Nominated by the  
Committee

# OUR STAFF

## Dallian D'Cruz

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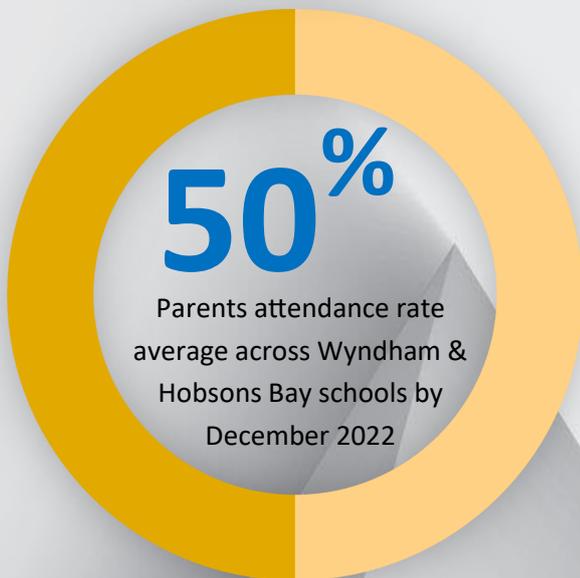
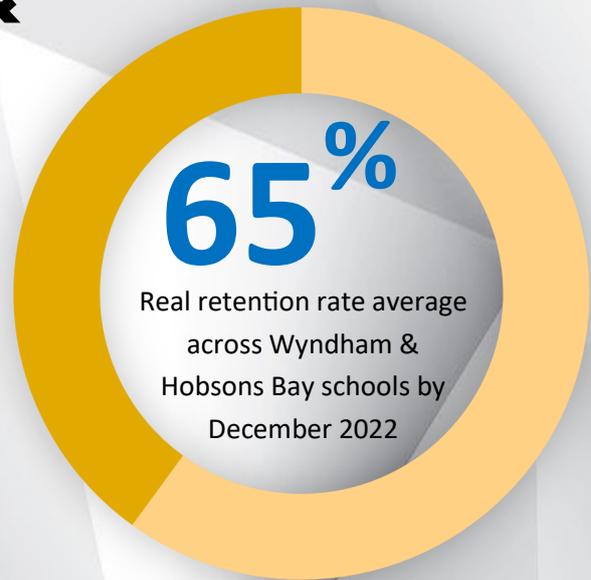
# OUR OBJECTIVE

WynBay LLEN's core objective is to improve participation, engagement, attainment and transition outcomes for young people aged 10-19 years within Wyndham and Hobsons Bay.



“Partnerships for outcomes is our motto. Our partnerships are not simply an academic exercise to test some theory or evaluation tool. We strive to make a tangible real difference to the development of young people”.

# OUR TARGETS & STRATEGIC GOALS



## VISION

To be a key contributor towards increasing the number of young people successfully completing Year 12 or equivalent in the WynBay LLEN region.

## MISSION

Brokering strategic partnerships with stakeholder groups resulting in better outcomes in education, training and employment for young people aged 10-19 years.

## ROLE

WynBay LLEN brokers strategic and sustainable community partnerships aimed at improving education and transition outcomes for young people, including increasing Year 12 or equivalent attainment rates.

## MOTTO

Partnerships for successful outcomes.

### GOAL 1:



Increase the numbers of young people that achieve desirable transitions outcomes (Desirable outcomes are defined as full time education, training or employment).

### GOAL 2:



Increase the numbers of young people engaged or re-engaged in full time education or training.

### GOAL 3:



Increase the numbers of young people engaged in employment or work related activity.

### GOAL 4:



Improve the learning outcomes of young people aged 14 – 19 years.

### GOAL 5:



Increase the proportion of parents from vulnerable and disadvantaged groups in the community to engage in their child's education.

**INNOVATION  
THROUGH  
COLLABORATION  
2020-2021**

**STRATEGIC  
PARTNERSHIPS  
+ YEARS OF  
EXISTENCE &  
STRATEGIES**



Wyndham Learning Cluster & Future Focussed Learning (Hobsons Bay) - Promotes and facilitates the provision of a wide variety of local, affordable and quality VET courses in schools and partnerships with Learn Local organizations

- Innovate new and improved partnership management systems and process to improve quality of training delivery and reporting attendance
- Negotiate changes to partners approach to service delivery and/or collaboration with partner organisations to improve outcomes
- Build capacity of schools to better manage their VET cohort
- Innovate by brokering partnerships aligned with local skill shortages
- Expand the number of schools and number of students participating in 2020-2021.



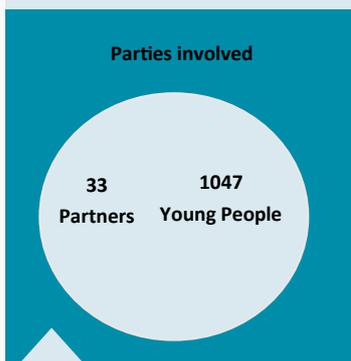
Increases access to appropriate SWL placements for students undertaking VET as part of their senior secondary certificate

- Facilitate access to appropriate SWL placements for students undertaking VET as part of their VCE, VCAL and SBATs
- Facilitate engagement between schools and employers, and support schools to work directly with employers to place students into SWL placements
- Identify local needs and industry priorities for appropriate SWL placements and source local SWL placements for difficult to place students



Facilitates the connection of young people to the appropriate local programs and services who had requested re-engagement assistance after initial contact from OnTrack.

- Liaise with key agencies to set up appropriate referral arrangements to provide advice to young people requesting further assistance about options for re-engagement with education, training or employment
- Assist young people to connect to education, training and employment services by contacting them to find out what help they may need





Facilitates the provision of CVCAL, general education, literacy and numeracy programs in flexible Learn Local settings for disengaged young people in WynBay region

- Identify organisations who have expertise in service delivery to the identified cohorts
- Broker partnerships with organisations that can come together to provide a solution.
- Co-design and develop an implementation plan with the ultimate objective of re-engaging the cohort back into education
- Develop a reporting and evaluation tool to track progress made with the young people



Support the implementation of the Wyndham Tech School by contributing knowledge and expertise through the governance committee and promoting the concept to business and industry partners

- Develop a Strategy for the promotion of STEM career pathways consistent with the FISO and CCF (Careers Curriculum Framework)
- Promote it to WynBay LLEN’s Business Industry Group



Facilitates the creation of entry level positions across a wide spectrum of roles within local government, allied health, health services and disability sectors for local disadvantaged young people

- Identify local employer champions – Local Governments and Hospitals who have the need (skill shortages) and capacity to benefit from such a partnership
- Negotiate changes to partners approach to recruitment or training and/collaboration with partner organisations to improve outcomes
- Reach an agreement/MOU with partners to embed in organization



Create a capability and service cluster recognising State Government’s major investment pipeline, local industries capability to participate and the contract requirements for local employment

- Engage with targeted businesses in the West of Melbourne to unify industry capability cadetships and apprenticeships opportunities
- Create an understanding and collaboration agreement between Business, Schools, Tertiary Education Institutions and the Community
- Create a culture of positive vocation awareness in the Civil Construction, Engineering, Electro-technology, Project Management and other Science Technology Engineering and Mathematics (STEM) related industries

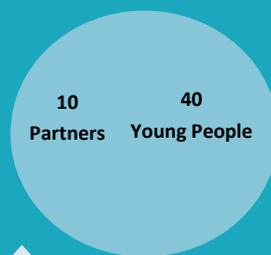
**Parties involved**



**Parties involved**



**Parties involved**



**Parties involved**



# CHAIR'S REPORT



Barry Harvey AM  
Chairman, WynBay LLEN Inc.

*“From job loses to mental health issues, 2020 has been particularly brutal for our young people. We couldn't do what we do without the continued support of our amazing partners.*

*We have done an excellent job in brokering partnerships and continuing to support the youth who are most vulnerable and in need, especially in this COVID Pandemic”.*

2020-21 will always be remembered as the year of the 2019-2020 pandemic. No state in Australia suffered more and with the most loss of life than Victoria. Sadly, no city in Victoria was more impacted than Wyndham.

Wyndham had more school closures and the most number of cases and impact on a single school compared to the rest of Melbourne or Victoria. Every young person and family was affected and suffered from its impact. The necessary disruption to education, loss of employment, general fear and anxiety felt by so many of our young people and families was real. Covid19-2020/21 has seen the largest increase in youth unemployment, general unemployment and youth disengagement in any given 12 month period in the 20 years since our LLEN was established. Our local business who support our youth and their families were also heavily impacted.

Our Wyndham and Hobsons Bay communities demonstrated their resilience. WynBay LLEN also demonstrated its resilience and supported our schools, young people and all members through what our Prime Minister rightly called "The toughest year of our lives". Despite the massive disruption to our office and operations, our LLEN was able to pull together and work diligently to support our communities. Here, I especially acknowledge our CEO and Secretary Dallian D'Cruz and his staff for the extraordinary work in managing the crises. I also note and thank John Dainutis, Area Executive Director, Western Melbourne of the Department of Education and Megan Fitzgerald Service Support Manager for his continued strong support of our LLEN.

I would like to thank my other fellow board members Ron Miers, Keelie Hamilton, Andrew Harnett, David Smilie, Liam O'Hearn, Daryl Wilson and extend a special thanks to all our office bearers: Deputy Chair - Jennie Barrera and Treasurer - Ian Keeling for their support during the pandemic.

I want to thank and acknowledge the Commonwealth, State and Local governments. Programs like Jobseeker, Jobkeeper, business grants and tax credits immensely helped out our local community and business but also our LLEN. Wyndham in particular had one of the state's highest uptake of these assistance. As always as in previous years, I want to acknowledge Maree Haynes, Manager, Secondary Reform, Transitions and Priority Cohorts.



Barry Harvey AM  
Chairman, WynBay LLEN Inc.

# CEO'S REPORT



Dallian D'Cruz  
Secretary/CEO, WynBay LLEN Inc.

*“Our partnerships continue to make a real difference for our young people. Our work with the VET in school clusters and Structured Workplace Program is part of this strategy.*”

*WynBay LLEN demonstrated its vital local role in assisting local students, schools and business during the 2020 Covid Pandemic”.*



I am happy to report to all our members and partners that this 2020/21 report is our proudest. In this the 20th report to our members, we celebrate 20 years of WynBay LLEN. The focus of our efforts in 2020 was as in previous years improving educational attainment through student retention and engagement of vulnerable young people in education. WynBay LLEN despite Covid19-2020/21, executed the basic SWL contract for the Department of Education and Training and also its variation, accounting for the challenges caused by the pandemic. WynBay LLEN delivered two contracts simultaneously without any increase in funding or general revenues. WynBay LLEN was one of few LLEN's in the state of Victoria that met its targets under our 2020 DET contract deliverables. This is even more impressive considering that Wyndham had more school closures and the most number of cases and impact on a single school compared the rest of Melbourne or Victoria. Covid19-2020/21 caused the greatest challenge to our members and partners in the community. Wyndham also experienced the largest increase in unemployment of any city in Victoria. This was even more significant as the LLEN carries out its mission with their support and participation.

2020 also resulted in the greatest disruption and posed the biggest challenge to our operations in the 20 years of WynBay LLEN. There was no greater "stress test" for the organization and its members. So the 2020 results reported here to members reveal the resilience and commitment of our team and strength of our systems, partnerships and process. It validated our wisdom in investing and implementing cloud based remote server access IT systems, JobReady, BiGroup among many others. Our team and people despite considerable personal losses and difficulties went over and above the call of duty to achieve these results. I want to acknowledge and thank the team at WynBay LLEN. Our Office Systems Manager Gabrijela Tasevska, Sher Stowe-Winder – Business Industry Lead, Karen Kennedy – VETIS Partnerships Manager and Aaron Keeling. WynBay LLEN helped our local business members and partners with

information and access to government assistance or programs. WynBay LLEN assisted our 23 schools in both Wyndham and Hobsons Bay transition to remote on-line learning. As a result, disengagement from education and training was minimized as compared to a normal year. Again I want to thank the Victorian government's various initiative such as free TAFE and JobsFund.

In 2020 the WynBay LLEN has achieved both direct impacts on the lives of 1647 local young people and families. 1549 people participated in programs facilitated through our partnerships such as our Future Focussed Pathways Clusters in Wyndham and Hobsons Bay, Structured Workplace Learning, On-Track Connect service and others. 2019 also brought to a close our SMART-BETS project.

WynBay LLEN continued to be committed to important local initiatives such as the Wyndham Council's Social Inclusion and Economic Participation Project, Werribee Open Range Zoo Expansion, Wyndham Learning Strategy, Hobsons Bay Communities That Care, Regional Partnerships – Western Melbourne and Wyndham Tech School. We also continued our support for our funding body, the Department of Education and Training in aligned services of theirs such as Lookout, School Focussed Youth Services , Navigator

I would like to thank and acknowledge all our WynBay LLEN Committee of Management for their support. As always special thanks to our Chair, Barry Harvey AM, Deputy Chair Jennie Barrera and Treasurer Ian Keeling.



Dallian D'Cruz  
Secretary/CEO, WynBay LLEN Inc.

# TREASURER'S REPORT



Ian Keeling  
Treasurer, WynBay LLEN Inc.

December 2020 marked the first year of the combined SWL/LLEN Common Funding Agreement. The WynBay LLEN Banking & Financial statements were audited by Jeffrey Thomas & Partners, independent auditors appointed for 2020.

As their audited statements show, the financial position of the WynBay LLEN is healthy and stable. All payroll, financial and tax obligations were met. Staff entitlements and benefits are secured. WynBay LLEN will be able to meet all of its obligations to staff and deliverables under its Common Funding Agreement with the Department of Education and Training. Revenues for 2020 were \$ 731,478. This resulted in a net surplus of \$ 171,311. WynBay LLEN grant funding for the 2020 reporting period was \$ 324,627.

The committee is responsible for governance as well as finance. WynBay LLEN accountants – Negotiis who continue to work productively with the committee to provide statements on financial cash flows, banking and other relevant information. Once again, I thank them for their dedication and thoroughness.

I would also like to thank our staff and members of the executive for their participation in the meetings and contributions throughout the year. You will also find included a summary copy of the independent, audit report provided by Jeffrey Thomas & Partners in this annual report which has been conducted in accordance with Australian auditing standards.

I recommend the appointment of Jeffrey Thomas & Partners as Auditor for 2021.

# STATEMENT OF PROFIT OR LOSS

## FOR THE YEAR ENDED 31 DECEMBER 2020

	2020	2019
	\$	\$
<b>Revenue</b>	<b>731,478</b>	<b>614,943</b>
<b>Expenditure</b>		
Employee Benefit Expenses	409,200	443,055
Operating Lease Expense	30,010	47,843
Depreciation Expense	6,065	8,032
Other Expense	114,892	209,870
Net Surplus/(Deficit) before income taxes	171,311	(93,857)
Income Tax Expense	-	-
Net Surplus/(Deficit) after income taxes	<b>171,311</b>	<b>(93,857)</b>

# STATEMENT OF CHANGES IN EQUITY

## FOR THE YEAR ENDED 31 DECEMBER 2020

	Retained Earnings	Total
	\$	\$
<b>2020</b>		
Balance at 1 January 2020	103,604	103,604
Net Surplus/(Deficit) for the year	171,311	171,311
Balance at 31 December 2020	<b>274,915</b>	274,915
<b>2019</b>		
Balance at 1 January 2019	197,461	197,461
Net Surplus/(Deficit) for the year	(93,857)	(93,857)
Balance at 31 December 2019	<b>103,604</b>	103,604

# STATEMENT OF FINANCIAL POSITION

## AS AT 31 DECEMBER 2020

	2020 \$	2019 \$
<b>CURRENT ASSETS</b>		
Cash and Cash Equivalents	381,042	505,392
Trade and Other Receivables	378,350	56,199
<b>TOTAL CURRENT ASSETS</b>	<b>759,392</b>	<b>561,591</b>
<b>NON-CURRENT ASSETS</b>		
Property, Plant and Equipment	29,753	35,818
<b>TOTAL NON-CURRENT ASSETS</b>	<b>29,753</b>	<b>35,818</b>
<b>TOTAL ASSETS</b>	<b>789,145</b>	<b>597,409</b>
<b>LIABILITES</b>		
<b>CURRENT LIABILITIES</b>		
Trade & Other Payables	56,563	62,249
Provisions	115,153	95,884
Unearned Revenue	337,822	331,198
<b>TOTAL CURRENT LIABILITIES</b>	<b>509,538</b>	<b>489,331</b>
<b>NON-CURRENT LIABILITIES</b>		
Provisions	4,692	4,474
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>4,692</b>	<b>4,474</b>
<b>TOTAL LIABILITIES</b>	<b>514,230</b>	<b>493,805</b>
<b>NET ASSETS</b>	<b>274,915</b>	<b>103,604</b>
<b>MEMBERS' FUNDS</b>		
Net Surplus/(Deficit) for the year	171,311	(93,857)
Retained Earnings	103,604	197,461
<b>TOTAL MEMBERS' FUNDS</b>	<b>274,915</b>	<b>103,604</b>

# STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2020

	2020	2019
	\$	\$
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>		
Grant Funding	324,627	930,519
Interest Received	428	1,584
Payment to Suppliers and Employees	(540,301)	(694,853)
ATO Covid-19 assistance	90,896	-
Net Cash provided by/(used in) operating activities	<b>(124,350)</b>	<b>237,250</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>		
Purchase of Plant and Equipment	-	(22,500)
Net cash provided by/(used in) investing activities	-	(22,500)
<b>CASH FLOWS FROM FINANCING ACTIVITIES:</b>		
Net cash provided by/(used in) financing activities	-	-
Net increase/(decrease) in cash and cash equivalents held	<b>(124,350)</b>	<b>214,750</b>
Cash and cash equivalents at beginning of year	<b>505,392</b>	<b>290,642</b>
Cash and cash equivalents at end of financial year	<b>381,042</b>	<b>505,392</b>



JTP ASSURANCE

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**WYN BAY LLEN INC**  
**ABN 36 006 648 731**

**Independent Audit Report to the members of WYN BAY LLEN INC**

**Report on the Audit of the Financial Report**

**Opinion**

We have audited the accompanying financial report, being a special purpose financial report of Wyn Bay LLEN Inc (the Association), which comprises the statement of financial position as at 31 December 2020, the statement of profit or loss, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the statement by members of the committee.

In our opinion, the accompanying financial report of the Association for the year ended 31 December 2020 is prepared, in all material respects, in accordance with the Associations Incorporation Reform Act 2012 (Vic) and division 60 of the Australian Charities and Not-for-profits Commission Act 2012.

**Basis for Opinion**

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Association in accordance with the auditor independence requirements of 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 also 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**

We draw attention to Note 1 of the financial report, which describes the basis of accounting. The financial report is prepared to assist the Association in meeting the requirements of *Associations Incorporation Reform Act 2012* (Vic) and division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*. As a result, the financial report may not be suitable for another purpose. Our report is intended solely for the Association and should not be distributed to or used by parties other than the Association. Our opinion is not modified in respect of this matter.





**Responsibilities of Management and Those Charged with Governance**

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

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

Those charged with governance are responsible for overseeing the Association'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 the 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.

**JTP Assurance**  
**Chartered Accountants**

**GUS SVENSON**  
**Partner**

Signed at Melbourne this 3<sup>rd</sup> day of May 2021





# CITY OF WYNDHAM

**Wyndham is the one of the fastest growing municipalities in Australia.**

Located on the western edge of Melbourne, Wyndham City covers an area of 542 square kilometres and currently has a population forecast of 288,212 people in 2020. The principal areas of population are Werribee, Point Cook, Hoppers Crossing and Tarneit, with substantial residential growth occurring in Truganina and Wyndham Vale, and continuing in Point Cook and Werribee.

Wyndham is a designated growth area of Melbourne, currently ranked as the third fastest growing local government area in Victoria. Wyndham has a growing and diverse population and growth has been rapid and forecasts indicate the population will be in excess of 330,000 by 2031.

Wyndham City has an ageing population, with increases in most age groups 50 years and over. Close to 17 per cent of the Wyndham City's population is aged between 50 and 69 years of age. At the same time, there is forecast to be a large increase of school aged children (approximately 40,000 by 2040). Millennials and younger generations dominate the Wyndham population 58% of residents are 35 years or below.

Wyndham City is characterised by excellent logistic connections to air and sea ports. Wyndham City also offers extensive agriculture at Werribee South with over 3,000 hectares of cultivated land, major retail precincts and the Werribee Park tourism precinct - one of the largest and most frequently visited tourism destinations in metropolitan Melbourne.

Wyndham City also has a major industrial area at Laverton North and Truganina and the key industries are manufacturing and logistics. The professional and commercial sector includes Victoria University, CSIRO Food Innovation Centre and the University of Melbourne Veterinary Clinic and Hospital.

The city features major tourism attractions including the Werribee Park and Mansion, State Rose Garden, Werribee Open Range Zoo, Equestrian Centre, Harbour Marina, Point Cook Coastal Park and RAAF museum; and the Western Treatment Plant. It is home to major recreation and leisure facilities including AquaPulse and Eagle Stadium.

# LOCAL SCAN

## Population

**288,212**

The population of Wyndham is forecast to reach

**302,650** by 2021, and is forecast to grow to

**512,591** by 2041

## Land area

**542** square kms

**27.4** kms of coastline

## Local Businesses

**22,207**

## Local Jobs

**86,640**

## Largest industry

Transport, Postal and Warehousing (12,863 people or 14.8%)

Retail Trade (11,489 people or 13.3%)

Health Care and Social Assistance (9,336 people or 10.8%)



## Name origin

The City of Wyndham is named after Sir Henry Wyndham, a soldier who had distinguished himself at Waterloo.

## Traditional owners

The original inhabitants of the City of Wyndham were the Wathaurong, Woiwurrung and Boonwurrung Aboriginal people.

- Educational facilities are provided at Victoria University (Werribee Campus), Wyndham Tech School, The Gordon TAFE, Deakin University and Faculty of Veterinary and Agricultural Sciences - University of Melbourne, community centres and numerous public, catholic and private schools.
- Wyndham City is striving to be a major education hub by 2040 to ensure we provide education opportunities to every new member of our growing population. Percentage of people currently attending TAFE or University: 6% and Bachelor Degree or higher: 24.4%
- In the 2020 September quarter, the unemployment rate in the City of Wyndham was 7.4%.



# CITY OF HOBSONS BAY

## Hobsons Bay's rich natural environment is one of its greatest assets.

Hobsons Bay is located at the northern end of Port Phillip Bay and is home to the suburbs of Altona, Altona Meadows, Altona North, Brooklyn, Laverton, Newport, Seabrook, Seaholme, South Kingsville, Spotswood, Williamstown and Williamstown North. Each of these suburbs has its own unique character from the historic seaport of Williamstown, with its range of heritage buildings, to the more recently developed residential areas of Altona Meadows and Seabrook.

Hobsons Bay's rich natural environment is one of its greatest assets. The area boasts over 20 kilometres of beaches and foreshore areas and is home to significant coastal wetlands, five creek systems, remnant native grasslands and important flora and fauna habitats.

In 2019, Hobsons Bay had an estimated resident population of 97,751 people, an increase of 1,399 persons over the previous year. The population grew by eight per cent over the last five years. The population of Hobsons Bay is forecast to reach 100,000 by 2021 and increase further to 114,426 in 2030. This represents an annual average growth rate of 1 per cent. This is considered relatively stable

growth for an inner metropolitan Melbourne municipality.

Hobsons Bay has an ageing population, as shown by the increase in the number and proportion of the population in older age groups. The number of school aged children and young adults decreased between 2011 and 2016. However, regeneration is occurring with an increase in the number of adults in the 25 to 39 year age bracket, as well as the number of young children (zero to four years) age bracket, as well as the number of young children.

Hobsons Bay also has a range of major industrial complexes which contribute significantly to the economy of Victoria. Major features of Hobsons Bay City include Scienceworks, the Williamstown Business District, the Pier Street shopping strip in Altona, Williamstown port and marina areas, Newport Power Station, Newport Rail Workshops, Hobsons Bay Coastal Park, Cheetham Wetlands, Jawbone Flora and Fauna Reserve, Newport Lakes Park, Williamstown Botanic Gardens, Point Gellibrand Coastal Heritage Park, Altona Miniature Railway, Seaworks Maritime Precinct, Cherry Lake and several beaches.

# LOCAL SCAN

## Population

**97,751**

The population of Hobsons Bay is forecast to reach

**100,359** by 2021, and is forecast to grow to **126,177** by 2041.

## Land area

**64** square kms

**20** kms of coastline

## Local Businesses

**8,150**

## Local Jobs

**43,050**

## Largest industry

Transport, Postal and Warehousing (7,164 people or 16.6%)

Manufacturing (6,359 people or 14.8%)

Construction (6,323 people or 14.7%)



## Name origin

Hobsons Bay City is named after William Hobson, Commander of HMAS Rattlesnake, who also surveyed Port Phillip and Hobsons Bays.

## Traditional owners

The original inhabitants of Hobsons Bay City were the Yalukit-William Aboriginal people.

- Educational facilities are provided at Victoria University (Werribee Campus), Wyndham Tech School, The Gordon TAFE, Deakin University and Faculty of Veterinary and Agricultural Sciences - University of Melbourne, community centres and numerous public, catholic and private schools.
- Education levels are slightly below the metropolitan Melbourne average, including for Year 12 completion rates, participation in tertiary education and people with degrees. Hobsons Bay is ranked fourth in terms of disengagement of 20 to 24 year olds against other metropolitan councils, with the rate three per cent higher than the Metropolitan Melbourne average.
- In the 2020 September quarter, the unemployment rate in Hobsons Bay City was 5.5%

# STRATEGIC PLANNING

## Strategic Planning

WynBay LLEN creates strategic, sustainable partnerships and initiatives that improves education and transition outcomes for young people, including increasing Year 12 or equivalent attainment rates.

We are proud to work closely with outstanding colleagues and stakeholders from local and state governments, leading educational institutions, professional organisations, training organisations, communities and peak bodies of businesses in Victoria.

Our aim is to deliver mutual benefits that make the relationship viable in the long term, build capacity in the community and support children and young people aged 10 – 19 years to reach their potential and make a successful transition through school to further education, training and/or employment.

## Strategic Planning Process

WynBay LLEN's strategic plans are developed in consultation with stakeholders over a four year period. They are developed using evidence-based planning and implementation strategies, environmental scans in addition to wide consultation with stakeholders.

The strategic planning process involves mapping out the following:

- Setting overarching goals (e.g. Increase the proportion of young people that achieve desirable transitions outcomes);
- Identifying Baseline and Targets;
- Identifying Data to Measure Progress against Targets;
- Nominating Indicator/s to Assess LLEN Brokering/ Partnership role; and
- Outlining Major Partnership Strategies (Initiatives) to achieve the overarching goals.
- Progress reports against outcome targets are made to DET annually and case studies from important initiatives are also prepared.

The overall aim is to improve the education and employment outcomes for young people aged 10 - 19 years of age through improved transitions and pathways. The LLENs role is to develop cross sectoral strategies, provide better planning and coordination and improved access to education pathways, such as vocational education, and workplace learning.



### The Good Practice Framework

The Good Practice Framework was jointly developed by LLENs and the Victorian Skills Commission (VSC) and it is used to inform LLEN strategic planning and operational management. LLEN partners are engaged in a process of continuous quality improvement as initiatives are taken through the process of planning, implementation, monitoring, feedback and evaluation.

### Assessing Effectiveness

WynBay LLEN uses a variety of methods to assess the effectiveness of our strategic plan:

- Strategic planning sessions with stakeholders and community partners;
- Annual environmental scans and data review Satisfaction surveys;
- External evaluations and reviews; and
- Post project evaluations of partnerships with partner organisations.

If the assessment process highlights and an adjustment is required to the strategy, then this is taken to the Committee of Management meetings and changes are made.

“

*The number one priority across the region is to improve educational outcomes, with a view in generating a greater number of higher-skilled jobs. This will lead to better incomes, better health and a better social environment”.*

# OUR PARTNERS

We are proud to work closely with outstanding colleagues and stakeholders from local and state governments, leading educational institutions, professional organisations, training organisations, communities and peak bodies of businesses in Victoria.



# OUR PARTNERSHIP ACHIEVEMENTS

WynBay LLEN creates strategic, sustainable partnerships and initiatives that improve education and transition outcomes for young people, including increasing Year 12 or equivalent attainment rates.

Our aim is to deliver mutual benefits that make the relationship viable in the long term, build capacity in the community and support children and young people aged 15 – 19 years to reach their potential and make a successful transition through school to further education, training and/or employment.

WynBay LLEN worked closely with key stakeholders, was a partner and contributed to:

1. Wyndham Community Revitalization Project
2. Wyndham Learning Strategy
3. Wyndham Social Inclusion and Economic Participation Initiative
4. Metro Partnerships Victoria – Western Melbourne Region
5. Victoria State LLENs Network
6. WRICA - Wyndham Hobsons Bay Region Incorporated Careers Association
7. Committee for Wyndham
8. Hobsons Bay Communities that Care
9. Wyndham Biznet
10. Wyndham Senior Alliance
11. Hobsons Bay Interagency Network
12. Wyndham Humanitarian Network



# PARTNERSHIP ENGAGEMENT ACTIVITIES

## Wyndham Tech School

Wyndham Tech School (WTS) is hosted by Victoria University and run by its Polytechnic, providing STEM education to 34 secondary schools in Wyndham and Hobsons Bay. WynBay LLEN has worked closely with the Department of Education and Training in supporting the development of the Wyndham Tech School and we have continued to be a proud partner and supporter of this initiative in Wyndham.

The WTS complements and extends the curriculum of the local / partner schools. It acts as a hub to engage students and the community in project-based activities using technology and processes inspired by our local industry, including Health, Transport and Logistics, Professional Services, Agriculture, Building and Construction.

Wyndham Tech School offers a high-tech, dynamic and inspiring learning environment. Their spaces are modern and future-focused with technology that is leading-edge, mimic a workplace and provides students with an opportunity to learn skills that will prepare them for the digital economy.

WTS programs are designed by industry specialists in consultation with teachers, researchers and businesses to connect students to their future through the use of advanced robotics and automation processes, CAD/CAM & 3D printing, 2D & 3D software, game engines and experiences in AR and VR. These programs give students a unique educational experience in emerging careers and skillsets that are being predicted to shape the future of work.

2020 has been a reset for the Wyndham Tech School, as they have appointed Gail Bray as their new Director of Innovation and Technology, with a key responsibility of partnering with secondary schools in Wyndham and Hobsons Bay.

The impact of the COVID-19 and with the uncertainty around restrictions, the 2020 presented many challenges for the Tech School as it did for all the partner schools such as technical issues, managing the end-user hardware, software and multiple virtual classroom platforms. In the term one break the team quickly adapted their face-to-face programs for remote delivery and worked closely with teachers to align to the new way of teaching and found quickly where they could add value. WTS has offered a blend of remote

and face-to-face delivery in terms three and four. Students and teachers returned to the Tech School in week four of term four, with planning sessions undertaken with partner schools and students attending their VCAL and Tech Taster programs.

With advanced programs already being developed, in 2020 a significant amount of collaboration has been undertaken with their partner schools which has seen the co-design of new programs and the refresh of existing programs. These programs were:

- Digital Storytelling
- Emerging Game Technologies
- Cybersecurity, Humanoid Robots in Industry (Health)
- Textiles and Technologies
- STEM Elective
- Infinity Art
- Construction Robotics (EV3)
- Emergency Response using Drone Technology
- VCAL (Master Class) Introduction to Rapid Prototyping
- VCAL (Specialist)
- Industry Tech Taster
  - The Future of Work
  - Cyber Awareness
  - Australian Game Industry
  - Robotics (various)
  - Teachable Machines (AI)
  - Future Planes
  - Industry Showcase (CWW)
  - Industry Presentations.

Overall, their programs and events were well received with 10,837 students, teachers and community participating. Industry connections continued to grow through the creation of Gaming Week and Open Day. WTS has connected with 45 Industries, 5 Industry Bodies and 4 Community areas of Wyndham in Term 4, 2020. In addition to the programs, the Tech School team has been working in partnership with the schools and industry on the programs for 2021.



Werribee Secondary College & Velisha Farms Pitch



Committee for Wyndham Business Leaders



Student Leadership Program

## **Social and Economic Inclusion in Wyndham / WynBay LLEN and Wyndham: COVID Response.**

WynBay LLEN has partnered with Wyndham City Council on its Brighter Futures initiative which falls under the broad work of the Social and Economic Inclusion Department. This is an integral part of how WynBay LLEN and Council work together to support our young community to build confidence, advance their chosen careers and develop our future career leaders.

2020 was a difficult year for most of the students in our area and the importance of work experience and structured workplace learning came into focus. The inability to take students for practical placements at Wyndham City Council's many services necessitated a new way of learning in a crisis. This evolved to deliver a program to Year 11 and 12 Structured Workplace Learning students. The collaboration between the Council's Employment Pathways Team and WynBay LLEN made it possible to present a successful learning experience to the students of Werribee, Al Taqwa and Point Cook Secondary Colleges.

The program consisted of a message from the Mayor reinforcing the council's commitment to the young people of the region. The students then had the opportunity to hear from Council Officers from OH&S and Risk, Sports & Recreation, Social and Economic Inclusion and People and Capability departments about their journey as students, their areas of work and strategies adopted during COVID. WynBay LLEN in facilitating this successful program highlighted the ability to combine expertise and shared vision to deliver a successful program to over 100 of our local students in exceptional circumstances.



## **Werribee Open Range Zoo Expansion**

WynBay LLEN is supporting Zoo's Victoria Werribee Open Range Zoo expansion and working to support the employment workforce development strategy which will provide a significant boost for the local economy including the creation of 350 jobs, including 90 direct jobs.

Werribee Open Range Zoo (WORZ) is located in the City of Wyndham, Victoria's fastest growing municipality. WORZ has experienced visitor growth of approximately 46 per cent over the past five years, from 399,000 visitors in 2011-12 to 501,000 visitors in 2017-20. Over the next five years, visitation, coupled with the growth in the West, is projected to grow by 28 per cent without investment in this project. As a result of the substantial pressures on spatial capacity and on the zoo's aging infrastructure, the quality of the visitor experience will be negatively impacted.

The proposed Werribee Open Range Zoo Expansion (the 'Expansion') involves a total investment of \$85.4m over a five-year period, with the goal of creating Australia's premier open range zoo leisure experience and helping to reshape the existing experience. The project is due for completion in December 2023.

The staged development of the WORZ Expansion will include:

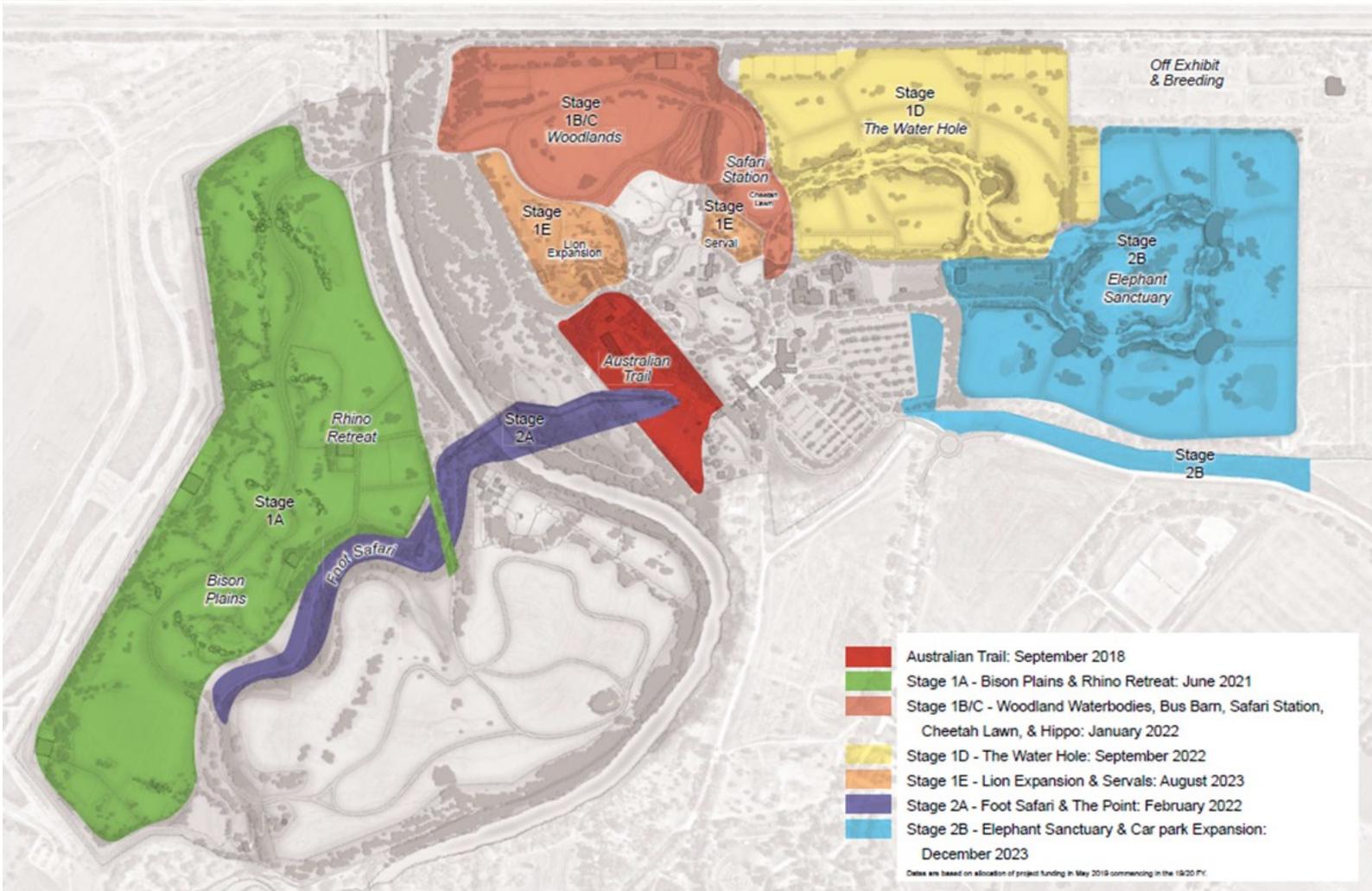
Development of four new additional 40-minute visitor experiences including:

- Bison Plains and Rhino Retreat
- The Water Hole
- Foot Safari and The Point
- Elephant Sanctuary (relocate Asian Elephants from Melbourne Zoo).





Werribee Open Range Zoo Redevelopment: ARM and landscape architects TCL are designing and project managing



**Werribee Open Range Zoo Master Plan : Transforming from Two to Six Experiences**

- Capable of engaging 1,500,000 visitors per year
- Mixture of vehicle and walking safaris – new dimensions of experience and

engagement with wildlife, including new home for Melbourne Zoo’s elephant herd  
 → Tourism outcomes greatly enhanced  
 → \$2 million already received from State Govt – Est Project Value: \$86 mill



# VETiS PARTNERSHIPS

WynBay LLEN is the broker and facilitator of the Wyndham VETiS and Hobsons Bay VETiS partnerships. The Wyndam VETiS cluster and its sister Hobsons Bay VETiS cluster are two separate partnerships that have been in existence now for 12 years. The partnership is between 21 secondary schools in the Hobsons Bay and Wyndham regions including The Gordon and other TAFE's and RTOs. The two partnerships brings together government, independent and catholic schools as well as respected and well known Learn Local providers, TAFE and private RTO's. The strategic aim of the two partnerships is to provide local, affordable and an accessible range of courses in schools. Our strategic objective with these partnerships is retention and vocational pathways for students.

For both Wyndham and the Hobsons Bay Cluster 2020, there is no doubt 2020 has been the most challenging and rewarding year to date. When we started our VET classes in February 2020 and a month later COVID-19 started to take form and we were in lockdowns for a total of 10 weeks in our VET teaching period. All students were then required to participate in online learning for their course, all RTO's and schools were outstanding in adapting to delivering online learning to their students.

We also added more classes at the end of the year so students had every opportunity to pass and learn more practical aspects of their course. By the second week in November all students who engaged and submitted work had successfully passed their VET course which was an amazing achievement considering the many hurdles and challenges the students faced on a daily basis.

WynBay LLEN assisted schools in the application process on the WynBay LLEN website. A group session of all VET Coordinators took place to approve all applications on JobReady – it was a very streamlined process. JobReady training sessions were held to assist new staff and additional refresher training for existing staff.

It's a delight to work with such likeminded people who believe the value of VET, Pathways and most importantly they are teaching students the skills and tools for future employment. We have shown that we can be flexible and innovative by adjusting our delivery methods to include remote learning and using technology in a virtual set up. We will continue our ongoing commitment to our clusters and we thank everyone for their continued flexibility and willingness to adapt to the changing needs and circumstances.

# WYNDHAM VETiS CLUSTER

The Wyndham VET Cluster is a partnership between WynBay LLEN, 15 RTOs and 14 senior secondary education providers:

- Al-Taqwa College
- Good News Lutheran College
- Heathdale Christian College
- Hoppers Crossing Secondary College
- Jennings Street School
- Manor Lakes P-12 College
- MacKillop College Werribee
- Mount St. Joseph Girls' College
- Tarneit Secondary College
- The Grange P-12 College
- Thomas Carr College
- Warringa Park School
- Werribee Secondary College
- Wyndham Central College

In 2020 the WynBay LLEN worked to expand the Wyndham VETiS Partnership membership. Warringa Park School and Jennings Street Schools contracts were exchanged at the end of 2019 and they joined the Wyndham Cluster in 2020.

Continuing our vision for the future – With the inclusion of our special needs schools of Warringa Park and Jennings St in 2020 we were able to deliver many “Supported Programs” to the Wyndham and Hobsons Bay Cluster. These Supported Programs assisted greatly students also in mainstream schools reach their full potential while studying a course they love which could be modified to their needs.

We continued to engage with Victoria University and The Gordon in 2020 so we could deliver the “Supported Programs” courses of IMDT (IT) and Hospitality, Kitchen Operations, Auto and the new course for 2021 which is Transition Education, this course is very unique for a VET in schools course because its teaches student’s life skills and has never been taught in Victorian schools before.

WynBay LLEN is focused and committed on making our Cluster totally inclusive, we are here to support all students by tapping in to their full potential through learning outcomes. Every student should have the same opportunities to excel and experience a variety of career options.

All schools are active participants in the delivery of VET in their schools. Students travelled to the Delivery School using the Wyndham VET bus. Four buses run different routes on a Wednesday afternoon.

In 2020, 610 students accessed the VET programs within the Wyndham VET cluster. The programs offered within the cluster were:

- Certificate II in Small Business at Al Taqwa College;
- Certificate II in Kitchen Operations at Heathdale Christian College;
- Certificate II in Dance and Certificate III in Sport & Recreation Year 2 at Hoppers Crossing Secondary College;
- Certificate III in Beauty Services, Certificate II in Engineering Studies at MacKillop College Werribee;
- Certificate II in Animal Studies, Certificate III in Music Industry (Performance), Certificate III in Screen And Media and Certificate II in Visual Arts at Manor Lakes P-12 College;

- Certificate II in Automotive Vocational Preparation and Certificate III in Make-Up at The Grange P-12 College;
- Certificate II in Applied Fashion Design & Technology , Certificate II in Building & Construction (Bricklaying Pre-apprenticeship), Certificate II in Building & Construction (Carpentry Pre-apprenticeship), Certificate II in Furniture Making and Certificate III in Music Industry (Sound Production) at Thomas Carr College;
- Certificate II in Business (Partial Cert III), Certificate II in Electrotechnology Studies, Certificate II in Plumbing (Pre-apprenticeship) Year 1, Certificate III in Information, Digital Media & Technology and Certificate III in Sport & Recreation Year 1 at Wyndham Central College;
- Certificate III in Screen and Media and Certificate II in Community Services at Werribee Secondary College;

Programs were also offered outside of the Wyndham Cluster: Certificate III in Allied Health Assistance (Partial Completion) and Certificate II in Plumbing (Pre-apprenticeship) Year 2 at the Gordon TAFE; Certificate II in Horticulture at Werribee Park and Certificate III in Early Childhood Education & Care at Wyndham Community and Education Centre.



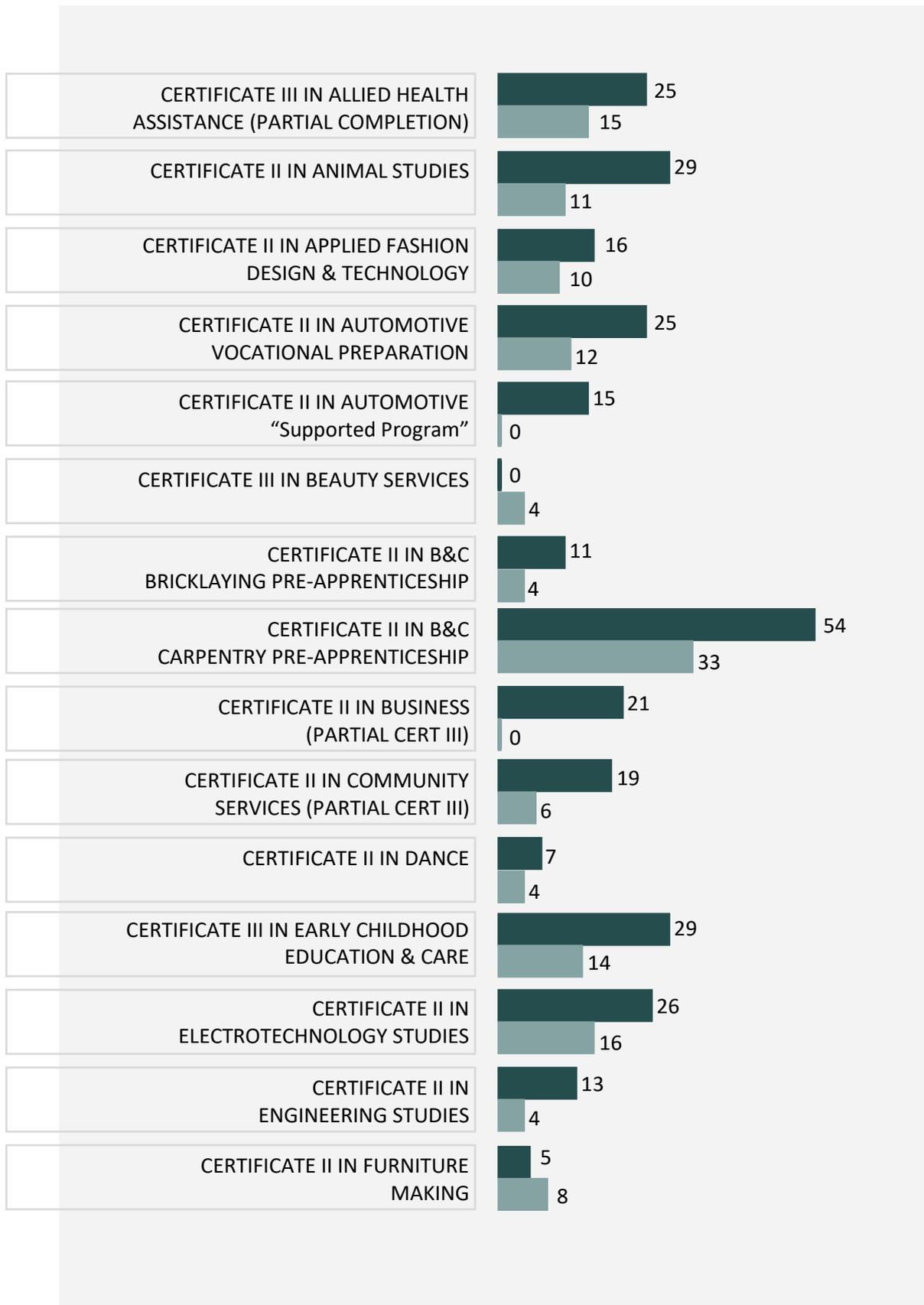


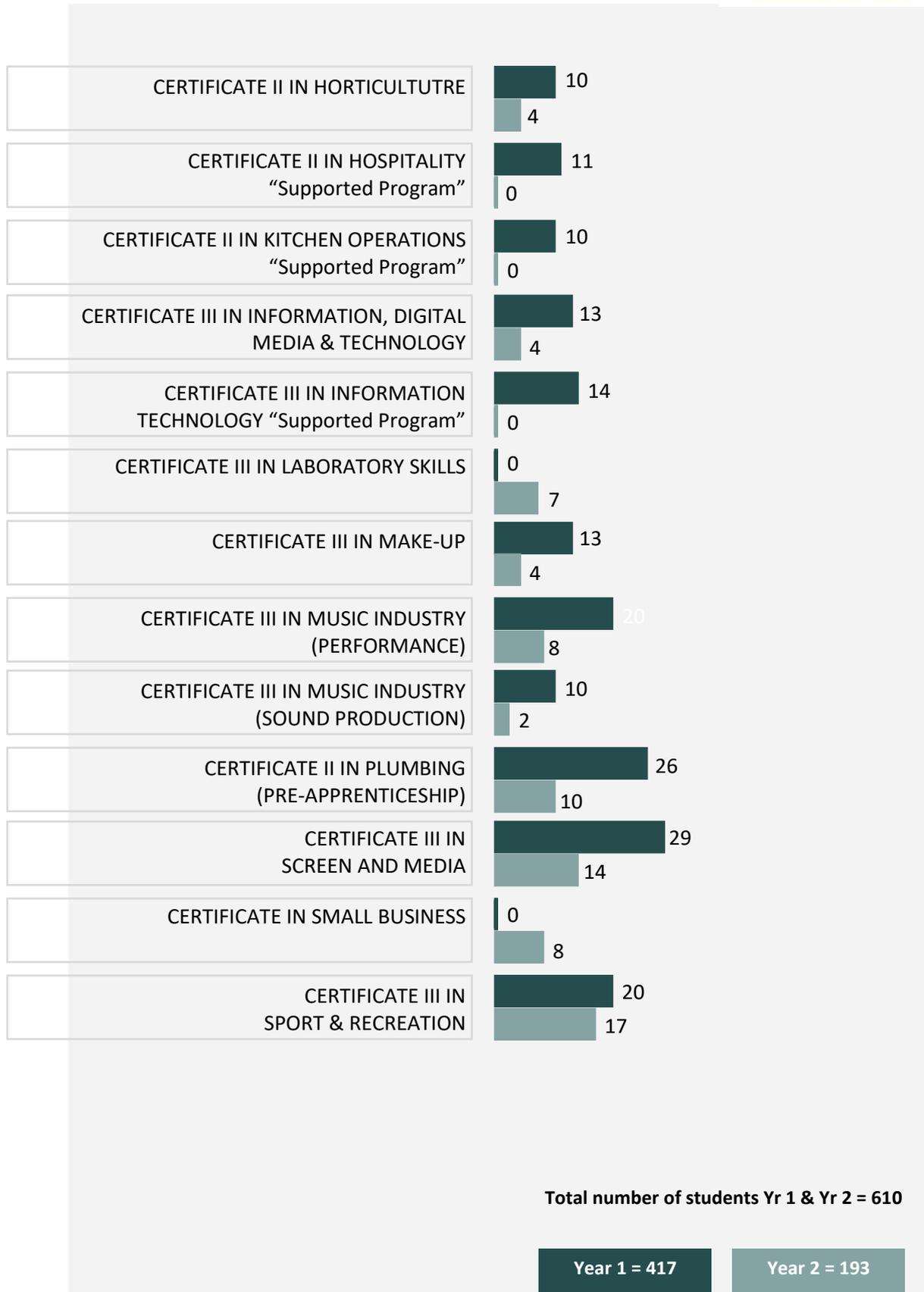
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*“With the inclusion of the new members the Wyndham Cluster has developed into a dynamic and collegiate team. They work beautifully together to ensure their course selection to students inspires and always stays progressive. The Wyndham Cluster certainly deserves congratulations for their awesome student engagement and commitment”.*

*Karen Kennedy, Partnership Manager*

## SUMMARY OF VETIS CLUSTER NUMBERS FOR 2020





# HOBSONS BAY VETiS CLUSTER

The Hobsons Bay VET Cluster is a partnership between WynBay LLEN, 12 RTOs and 7 senior secondary education providers:

- Altona College
- Bayside P-12 College
- Emmanuel College
- Homestead Senior Secondary College
- Laverton P-12 College
- Point Cook Senior Secondary College
- Williamstown High School

In 2020 we welcomed the Homestead Senior College at Point Cook as a new cluster member, we exchanged contacts at the end of 2019. WynBay LLEN along with the Gordon TAFE engaged and supported Point Cook Senior College by developing a high-quality program of the Certificate II Civil Construction which will be delivered in 2021. Contracts between Point Cook SC and The Gordon were exchanged and signed off.

All schools actively participated in the delivery of VET to students from all schools on Wednesday and Thursday. Students travelled to the Delivery Schools using the Hobsons Bay VET bus network.

New updated contracts to schools were signed off by Principals in keeping with the new VCAA/DET requirements and which included the Child Safe Act, this enabled our Cluster to be compliant with government legislation. Another activity which took place in 2019 was a group session for all VET Coordinators to approve applications in JobReady and JobReady training sessions was also delivered in 2020 several times during the year. These training sessions assist new staff as well as continuing staff consolidated their training in JobReady.

In 2020 the programs delivered within the cluster were:

- Certificate II in Automotive Vocational Preparation [Light], Certificate II in Building & Construction – Carpentry, Certificate II in Community Services (Partial Cert III), Certificate III in Information, Digital Media & Technology (Partial Completion), Certificate III in Screen and Media and Certificate III in Sport & Recreation at Bayside P-12 College;
- Certificate II in Applied Fashion Design & Technology, Certificate II in Automotive Vocational Preparation [Heavy] and Certificate III in Beauty Services at Point Cook Senior Secondary College;
- Certificate III in Early Childhood Education & Care, Certificate II in Electrotechnology Studies and Certificate II in Plumbing (Pre-Apprenticeship) at Emmanuel College (Notre Dame Campus);
- Certificate II in Engineering Studies, Certificate II in Hospitality & Certificate II in Kitchen Operations at Laverton P-12 College;
- Certificate III in Music Industry (Sound Production) at Williamstown High School;

In 2020, 437 students accessed the VET programs within the Hobsons Bay VET cluster.

Programs were also offered outside of the Wyndham and Hobsons Bay cluster: Certificate III in Allied Health Assistance (Partial Completion) at the Gordon; Horticulture/Parks & Gardens at Werribee Park.

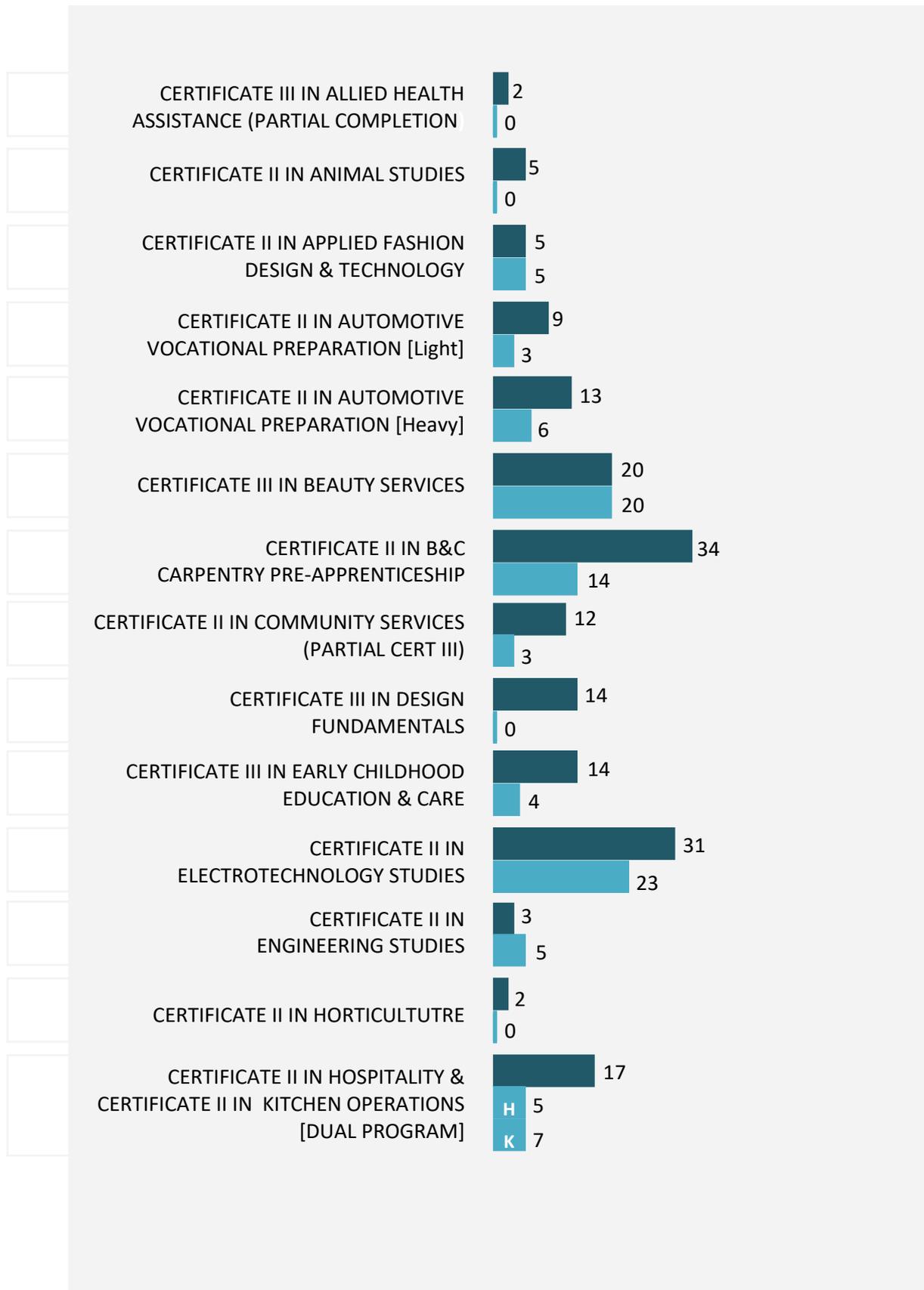


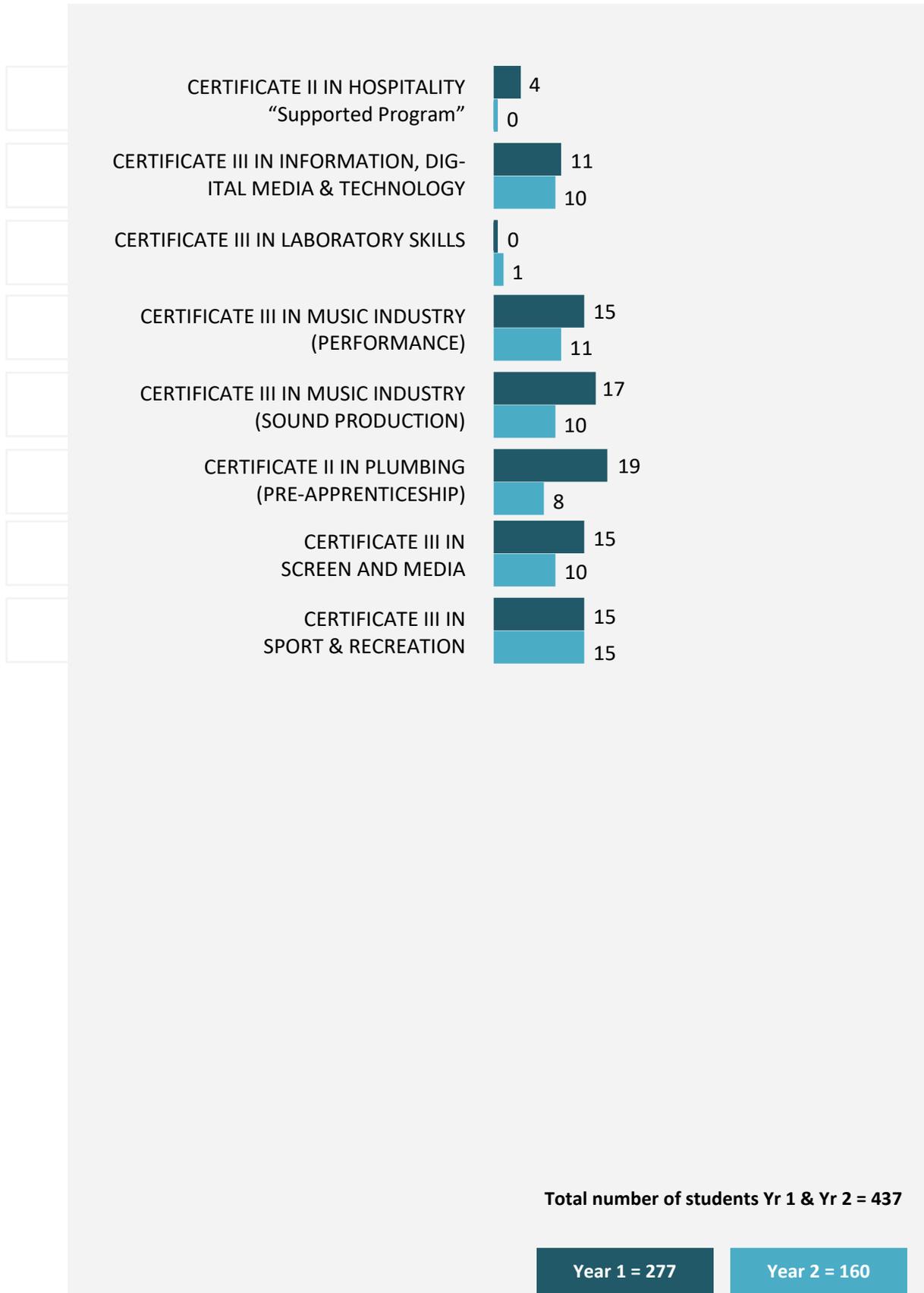
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*“The Hobsons Bay Cluster members are a fantastic group of educators, their tireless commitment and dedication to their students speaks volumes about their passion to educate”.*

*Karen Kennedy, Partnership Manager*

## SUMMARY OF VETIS CLUSTER NUMBERS FOR 2020







# STRUCTURED WORKPLACE LEARNING

At WynBay LLEN we are proud that 2020 marked the fourth full year delivering the government Structured Workplace Learning program and by supporting schools in the provision of relevant and meaningful placement opportunities for senior secondary school students undertaking Vocational Education and Training in Schools (VETiS).

The past year has been particularly challenging for everyone. Like many businesses, we had to adapt to the rapidly changing environment as a result of COVID-19. 70% of our employers needed to suspend all SWL placements in term 2 and differed to term 3. This was a massive disappointment for everyone especially for the students that were hoping to start their placements. Also due to the restrictions students have had minimal opportunity to gain the valuable industry experience required for various VET placements.

Despite the uncertainties, we constantly developed new ways to bring real time industry experiences to the students. We worked closely with our SWL partners to offer a broad range of opportunities to help young people in the Wyndham and Hobsons Bay regions. To ensure

businesses felt supported we used a range of strategies to build student interest and awareness in vocational pathways including school presentations and information sessions .

Although it has been a difficult time for many of our HOST Employers who were significantly impacted by the COVID, we received an incredible response with their ongoing participation in the program.

**Our 2020 SWL achievements:**

- Liaised with employers and maintained information on the online portal to ensure it is current and meaningful. Contacting employers every 3 months allowed us to not only offer constant support to the employers but also to gauge how placements and placement opportunities were developing during to ever changing environment of 2020. Constantly changed and adapted traditional programs and timelines to secure the best possible outcomes for all students during 2020 across all sectors.
- Consulted all participating schools and employers to ensure we understand their current needs and to offer them additional opportunities and to support career development for students in our community.
- Co-developed with business - offering SBATS and Traineeships and promoted these to schools and through the careers network. Guest speakers from these organisations were invited to speak at careers networking meetings.
- Presented to 8 secondary schools about the benefits of participating in SWL and students were guided on how to seek out SWL placements and how to use the public portal, what training and documentation will need to be completed before SWL is commenced and learn about future pathways they could consider to continue to develop their employability skills.
- Assisted all senior secondary schools in our LLEN area to identify the SWL and mandatory workplace assessments needed for students to complete their qualification. Worked closely with SWL Coordinators to ensure flexibility in placement release hours to achieve mandatory requirements.
- Worked with childcare centres to secure the minimum number of required for face to face hours for students in Year 2 to complete their units. Continuous updates with childcare centres re: open for face to face placements. Created timetables with placement availabilities and communicated with schools regarding these timetables.
- Assisted Mambourin Enterprises in organising their online Virtual Tour regarding their programs for students and their families, which will help them have an idea of how they safely operate and of their COVID 19 Safety procedure to our schools in Wyndham and Hobsons Bay.
- In partnership with the Wyndham City Council we developed a new initiative in place of practical placements to showcase the various services within Council. This gave students an opportunity to request for a Virtual Chat with one of Council officers in the interested Department.

**SWL SNAPSHOT:****157**

Businesses listed as hosts in 2020 on the SWL portal for the WynBay LLEN region.

**214**

Opportunities offered to VETiS and VCAL students in our region. Industries with large numbers of opportunities were construction, retail and community services.

**194**

Positions consumed on the SWL Portal

**168**

Students trained on how to use the SWL student portal

**27**

Hosted 8 face to face and 19 virtual school-employer engagement events

**554**

Students participated in our school-employer engagement activities.





# SCHOOL-EMPLOYER ENGAGEMENT ACTIVITIES

In 2020, the Department funded the Local Learning and Employer Network (LLEN) to source additional school-employer engagement activities for school students. In addition to placement opportunities including work experience, structured workplace learning and school-based apprenticeships and traineeships, our role is to assist our schools and businesses in developing and delivering career information to students such as guest speakers and presenters from industry; workplace visits and industry tours; and mock interviews and work-readiness preparation.

This initiative builds on the LLEN relationships with local communities and employers, and supports schools to make quality connections for their students to the world of work. Partnerships between industry and schools have demonstrated they are effective mechanisms for engaging students at risk of leaving school early, through generating and promoting social cohesion. These partnerships can build relationships between the school, the employer and local community, maximise available resources and provide role models to students. Some of the benefits we saw are:

- Improved Industry commitment to young people through – SWL, SBATs, Work Experience, Industry Visits and Tours;
- Greater activity in partnership between young people & industry (quality and quantity);
- Students listened from people employed in various industries or can make a visit to the business when there are sufficient numbers;
- Improved ‘work readiness’ of young people by schools, RTOs, Employers;
- Broadened VCAL and VET, SBATs opportunities for WynBay youth;
- Securing of positive pathways to employment for our local youth in small/medium businesses;
- Opportunity to have a mock job interview with a businessperson from the local community. The student received feedback to improve their job application skills and understand the recruitment standards.

## WIN-IT Workshop

WynBay LLEN conducted series of interactive SWL workshops across Wyndham and Hobsons Bay during February and March 2020 for years 10, 11 and 12 VCAL / SWL students . **168 students attended** the SWL workshops from the following schools: Altona College, Laverton P-12 College, Emmanuel College, Point Cook Senior Secondary College, Williamstown High School and Wyndham Central College. These engaging workshops were delivered in two sessions and we gave an update to students and teachers about the Structured Workplace Learning program, SWL placement Portal and SWL recognition towards the VCAL. Topics covered through presentations and participant activities included:

### Workshop - Session 1: **168 students in total in 2020 learned about**

- *Benefits of SWL program*
- *Etiquette on approaching employers through your own contacts*
- *How to prepare for SWL Placement*
- *Pre placements, during and after placement procedures*
- *2019 Success Stories*
- *Introduction to Arrangement forms*
- *Safety and the Workplace Learning environment*
- *Student check list and tips.*

### Workshop - Session 2:

- *The SWL Portal*
- *How to use the SWL portal to locate placements*
- *Gained an understanding of the process and necessary paperwork.*

## Wyndham Works

In partnership with the Wyndham City Council, WynBay LLEN facilitated an online program called Wyndham Works for Years 11 & 12 Structured Workplace Learning (SWL) Placements at Al-Taqwa College, Werribee Secondary College and Point Cook Senior Secondary College. COVID-19 had impacted the way Wyndham City facilitates its employment pathway programs and practical placements for local students.

Wyndham City Council is one of the largest

employers in the region and is also one of the largest providers of work placement/learning opportunities. Work Experience and career pathways are an integral part of council support for our young community and their advancement towards their chosen careers. Due to the COVID-19 and social distancing requirements, the Wyndham City Council had to pause all practical placements in 2020.

The Wyndham Works program was designed as an alternative to practical placements to introduce our students to the World of Wyndham and provide a snapshot of the varied services delivered by council, highlight the adaptability during this pandemic along with some of the OH&S and emergency management strategies that have had to be implemented due Covid-19.

We presented a series of videos developed by the Wyndham City Council covering OH&S and Risk, Environmental Health, IT, Community Services to **130 students** Years 11 and 12. Students learned about all the changes Council had to implement because of COVID-19 and the different businesses within council and employee roles and responsibilities. This enabled students to think more broadly about for their future in employment.

## Mambourin Enterprises Virtual Tour and Information Session

Given the pandemic has restricted everyone from going out and making face to face contacts, Mambourin Enterprises in partnership with WynBay LLEN hosted a parent/student online information for all secondary schools in Wyndham and Hobsons on 8th September 2020.

School representatives were also invited to attend the briefing and provided attendees with relevant information about Mambourin's school based traineeship programs. The students and parents had the opportunity to join the live Q & A Session and learned more about the pathways opportunities available at Mambourin's Enterprises and how they safely operate and apply their COVID 19 Safety procedures.



Susan Travers (Head Nurse) with a Nurse from Wyndham Veterinary Clinic and Sarah Downing (a former student from the Grange P-12 College).

**Wyndham Veterinary Clinic  
SWL Placements - Animal studies Online  
information session**

WynBay LLEN in partnership with the Wyndham Veterinary Clinic developed a VET Animal Studies program due to the high demand for quality and practical structured work placements in animal studies. This was an amazing opportunity for Year 11 and 12 students studying Animal Studies or seriously looking at going into this industry to gain the valuable practical skills required to successfully complete their course and start a career in the animal care industry.

The program was launched in 2018 and we worked collaboratively with the Wyndham Veterinary Clinic to ensure we supported them in developing a successful model for recognising quality internship candidates. Due to COVID-19 and social distancing requirements, the 2020 Information Session and all work placements were paused at the Wyndham Veterinary Clinic.

In September, we approached the Program Manager at the Gordon TAFE and we were introduced and worked closely with the Trainers to organise an online industry event for students completing VET Animal Studies. The aim of this interactive session was to

present detailed information to students about the Wyndham Veterinary Clinic and gain an understanding about the SWL work placement process and how they use this process to select students for one-week placement and identify their internship candidates each year.

We hosted 3 online sessions for years 11 and 12 students (total 46 students) in their VET classes. We also presented our video developed in partnership with the Wyndham Veterinary Clinic showcasing the welcoming environment of the clinic including their hospital facilities, featuring their caring staff, nurses and students and the activities undertaken during their one-week SWL placement.

During 2018 and 2019, 10 students have completed their structured workplace learning placement and 2 students had successfully taken up internships with Wyndham Veterinary Clinic. Given the outstanding success of this program, WynBay LLEN will be facilitating this program again in 2021.



Cat McCarthy from McCarthy Plumbing Group interviewing Indygo Cowton from Werribee Secondary College

### Virtual Mock Job Interviews Program

Due to the severe lack of opportunities schools have had to engage with industry and employers because of COVID-19 we offered to support schools with online mock job interviews. The response from schools and network of employers to support this program was overwhelming.

The partnership WynBay LLEN developed with The Huddle, for the mock job interviews was invaluable. The Huddle was extremely professional, willing, supportive and reliable in every step of the process. They offered an immense amount of support and made a large contribution to the success of the program in Wyndham. The program spanned across 10 schools in Wyndham and Hobsons Bay and 210 Year 12 students and 50 employers participated in the program.

The Mock Job Interview program gave students an opportunity to practice undertaking an interview for a position and provide real-life experiences. Feedback from students and teachers was very positive and the interviewers were delighted to be involved and were inspired by many of the students they have interviewed.

Year 12 graduate, Indygo Cowton from Werribee Secondary College, who has already gained a traineeship with Aqua Tap Plumbing said the experience she gained through the program meant she was able to confidently enter her job interview. She said: "It was a

really good opportunity to take part in the interviews as many Year 12's this year haven't had the opportunity to gain relevant work experience due to COVID-19. I was able to meet real employers and practice questions and also get feedback on how I could improve which is really valuable in the current job climate".

The mock interviews would not have been made possible without the contribution of several local businesses such as David McCarthy Plumbing and Gas taking the time to support young people develop the skills needed to achieve their career goals. David McCarthy Plumbing and Gas people development manager, Cat McCarthy, said the mock interviews provided an alternate way to continue to support young people professional growth and development when work experience was no longer an option. "This year has been unprecedented and so we haven't been able to provide students and young people with work experience," McCarthy said.

We would like to thank our schools in Wyndham and Hobsons Bay in this valuable process as well as all employers/interviewers who were recruited to assist schools with our mock job interviews and who have dedicated their time to serve the community. Their commitment and support of our program was invaluable to our students and assisted them in making positive career and transition choices for the future.

# Acknowledgement of Participation - SWL Hosts

1. A & M Lettieri
2. Admire Carpentry Pty Ltd
3. Aegis Plumbing
4. AKL Electrical Contracting
5. Alex Rendering
6. All The Way Carpentry
7. Allstate Electrical
8. Alma Organics
9. Amiga Montessori Wyndham Vale
10. Anytime Fitness Werribee
11. Aquatap plumbing
12. Around the Trapes plumbing
13. Aus Lock and Safe Company Pty Ltd
14. Aussie Kindies Early Learning Werribee
15. AVA Services Group Pty Ltd
16. Azzbright Electrical
17. B P C Plumbing
18. Baptcare Wyndham Lodge Community
19. Benton's Plumbing Supplies
20. Best & Less Altona Gate
21. Best Friends Pet Care SuperCentre Point Cook
22. Big on Painting
23. Big W Altona
24. Big W Werribee
25. Casabene Group
26. CDC Melbourne Wyndham Depot
27. Century 21 Hulstaert Estate Agents
28. Class Plastic
29. Coles Central Square Altona Meadows
30. Coles Hoppers Crossing
31. Coles Sanctuary Lakes
32. Coles Wyndham Village
33. Collinder Electrics Pty Ltd
34. Concert Audio Visual Pty Ltd
35. Corpoate Energy Services
36. Cummins Laverton
37. David McCarthy Plumbing Pty Ltd
38. De Group Entertainment Pty Ltd T/A Sanctuary Lakes Hotel
39. Diamond Optics
40. DiCaprio Family Restaurant
41. DMCT constructions
42. DP Carpentry
43. E3 Constructions
44. Early Learners Altona North



Education  
and Training

- |  |   |
|--|---|
| 45. Earth Aspects Pty Ltd                          | 66. Homestead Financial Group Pty Ltd<br>Werribee |
| 46. Ecosmart Plumbing and Drainage                 | 67. Hopper Motor Group                            |
| 47. Eco-Tech Electrical Pty Ltd                    | 68. Hoppers Crossing Kitchens Pty Ltd             |
| 48. Elevate Homes                                  | 69. Hrastov Plumbing Services                     |
| 49. Entire Cabinets & Joinery                      | 70. Infrasec                                      |
| 50. Estia Health Werribee                          | 71. Jamaica Blue Pacific Werribee                 |
| 51. Explorers Early Learning Point Cook            | 72. Jeffrey Thomas & Partners Pty Ltd             |
| 52. Flash fabrications Pty Ltd                     | 73. Joncol  |
| 53. Franky's A1 Car Sales                          | 74. Kahma 24/7 gym                                |
| 54. FTW Group                                      | 75. Kids World Early Learning Centre              |
| 55. Glen Stevenson Carpentry                       | 76. L & C Harding Plumbing                        |
| 56. Good Start Early Learning Heaths Rd            | 77. La Rock Auto Electrical                       |
| 57. Goodlife Hoppers Crossing                      | 78. Lakes Beauty Sanctuary/4REVER Hair<br>Studio  |
| 58. Goodlife Point Cook                            | 79. Laverton Community Integrated<br>Services Inc |
| 59. Goodstart Early Learning Hoppers<br>Crossing   | 80. LC Electrical                                 |
| 60. Goodstart Early Learning Point Cook            | 81. Leisure Employment Australia Pty Ltd          |
| 61. Gordon McKay Pty Ltd                           | 82. Little Blossoms Child Care Centre             |
| 62. Guardian Early Learning Centre – Point<br>Cook | 83. Louis Joel Arts and Community Centre          |
| 63. Hair News Pty Ltd                              | 84. M.C.G Cranes                                  |
| 64. Hairhouse Warehouse                            | 85. Mainstream Aquaculture Pty Ltd                |
| 65. Hasna Construction Pty Ltd                     |   |

# Acknowledgement of Participation - SWL Hosts

86. Mambourin Enterprise
87. Manor Court Werribee Aged Care
88. Mercy Place Wyndham
89. Metro drain
90. Middy's Data and Electrical  
Williamstown
91. Milestones Early Learning Point Cook
92. MKE Electrical Pty Ltd
93. MLB Bricklaying
94. Modern Built Constructions
95. Muffin Break Point Cook
96. Music Workshop
97. Mutts HQ
98. MYER Werribee
99. Nino Early Learning Adventures PC
100. One Tree Defence Childcare Unit
101. Outdoorescapes
102. Parks Victoria Werribee Park
103. Peak Power Electrical
104. Peter Jager
105. Plumbertime Plumbing Solutions
106. Point Cook Service Centre
107. Powerlite Commercial
108. Procoat Kitchens
109. Rabarl Farms Pty Ltd
110. Raffael's Cafe
111. RDM Electrical
112. REBEL Werribee
113. Reserve Cars
114. Run with me / Quick fit
115. Rylea Engineering Pty Ltd
116. San Churro Werribee
117. Sanctuary Lakes Club
118. Schnitz Werribee
119. Skyrise Electrical
120. Smooth Curves Williamstown
121. Sparrow Early Learning Saltwater
122. St George Aged Care Home
123. Stepnout Performing Arts
124. Tabone Carpentry & Building Services
125. Tamarua Beauty Academy
126. Target Point Cook
127. Target Werribee Plaza
128. Taylor Irrigation Pty Ltd PLUMBING
129. The Cheesecake Shop - Hoppers  
Crossing



Education  
and Training

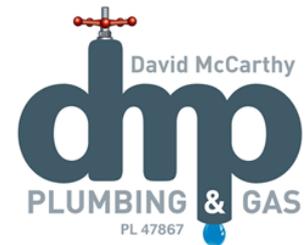
130. The Flower Point
131. The Salvation Army Wyndham City Corps - Werribee
132. Three Hungry Birds
133. TM's Hair and Beauty Salon
134. Total Tools - Hoppers Crossing
135. Tricep Bricklaying
136. Ultra Tune
137. WADE Builders
138. WAG Werribee MG/Haval/GreatWall/SsangYong
139. WAG Werribee Mitsubishi
140. WAG Werribee Nissan
141. WAG Western Highway Honda
142. WAG Western Nissan
143. Warringa Park School
144. Waterlife Aquarium
145. Werribee Bricklaying
146. Werribee Football Club
147. Werribee Racing Club
148. Werribee Racing Club / Werribee Function Centre
149. Western Truck Repairs
150. Woodville Cutting Edge
151. WYNBAY LLEN
152. WynCity Bowl and Entertainment
153. Wyndham Boarding Kennel and Cattery
154. Wyndham City Council
155. Wyndham Veterinary Clinic Pty Ltd
156. Xpressimages - Point Cook
157. YMTech Aust Pty Ltd
158. YPA - Werribee



## CASE STUDY



+



Why SWL is a  
**win-win**  
scenario for small  
businesses working  
with the LLEN

## Background

WynBay LLEN and David and Cat McCarthy, Directors of McCarthy Plumbing Group, have developed a strong partnership to support initiatives to benefit both student pathways and successful apprenticeship recruitment programs since early 2018. This has huge benefits for both VET Plumbing students and McCarthy Plumbing Group in 2 key areas in particular, identifying quality apprentices and staff development. WynBay LLEN assists McCarthy Plumbing Group with their intake program.

David McCarthy Plumbing is a family owned and managed plumbing business based in Wyndham, Victoria. With over 16 years National and International plumbing experience in domestic, commercial and industrial plumbing and gas fitting. McCarthy Plumbing Group have a local team of highly qualified licensed and insured plumbers, as well as other trades, who can assist with all plumbing maintenance, renovation and new build needs. Their vision is to be known as the most trusted residential and commercial plumbing company in Melbourne and be recognised for commitment to customer service, high quality workmanship and innovation throughout the Victorian plumbing industry.

David and Cat have always given back to the community in multiple ways which makes their work truly meaningful and has enabled them to grow. They have sponsored a number of local sporting clubs and players, various charities and structured work placements opportunities and have been involved in our school engagement activities such as mock job interviews and program promotions.

One of McCarthy Plumbing Group's values is to 'pursue learning and growth' and they are proud to host structured work placement students throughout the year from local secondary schools in partnership with WynBay LLEN. They have also employed many structured work placement students as School Based and First Year Apprentices and will continue to welcome the Plumbers of the future to their business for experience in the trade.

In its first five years of operation, David McCarthy Plumbing has won various awards including the Wyndham council 2016 New and Emerging Business Award. In 2020, Cat McCarthy has been named as a finalist in the annual AusMumpreneur Awards, in the category of Service Business - presented by The Women's Business School, recognise mothers in areas such as business excellence, product development and customer service.

*"Customer service, customer satisfaction and communication are our priorities and we instil these in our employers and our apprentices". - Cat McCarthy.*

### **Cat McCarthy describes structured work placements as a win-win for businesses**

In the trade industry, completing structured work placement is like a 'try before you buy' approach to an Apprenticeship, without having to complete a 12 week pre-Apprenticeship in a field you may not actually enjoy working in. Structured work placement students get to learn new skills, including the basics of the trade and even more importantly transferable skills such, as how to communicate with a team, time management skills and customer service. It's their opportunity to get valuable constructive feedback from their potential future Employers and Supervisors, and possibly even a foot in the door of the workplace they were able to get experience, (if they left a good impression).

*"I believe however that structured work placements, when managed correctly and valued with importance, can be extremely beneficial to the host business. Firstly, the most basic benefit is that it is a low-cost extra pair of hands. I say low cost because in Victoria you need to pay a minimum \$5 per day to a work structured placement student (although we choose to pay 10x this much as we believe our structured work placement students tend to give it their all, if they feel they are being appreciated)". - Cat McCarthy.*



Cat McCarthy takes care when matching students with members of her team to ensure the young person gets the most out of the placement and that her team are well prepared. Cat believes that structured work placements are also a really good way to train employees in leadership skills. At David McCarthy Plumbing, they often pair their younger Plumbers and Apprentices with work experience students as it's a great way for them to gain leadership and management skills they may not normally get the opportunity to get for a long time.

*“The most advantageous reason for taking on a structured work placement student, and what we feel is a win-win for both parties, is that it can be a recruiting strategy and a way of tapping into young talent. By investing in our future workforce, by giving them a ‘go’, we are often forming the foundations of a future apprenticeship”. - McCarthy said.*

### **Outcome**

David McCarthy Plumbing currently employ two Apprentices and a part time Warehouse Assistant, with all three of these positions filled by previous structured work placement students. Structured work placement often provides a ‘trial period’ for both the employer and future employee, to see if they are a good fit for the company.

The best advice they can give as a structured work placement friendly workplace is “really value the placement”. Make sure the student receives a suitable induction, both for OHS and for them to feel like this is an investment in time for both parties. They’ve even created a work placement checklist for their students in order for them to get the most out of their placement (encouraging them to ask questions, volunteer for jobs instead of waiting to be asked, stay off their phones and smile!). Finally, they choose to pay well above the recommended amount per day.



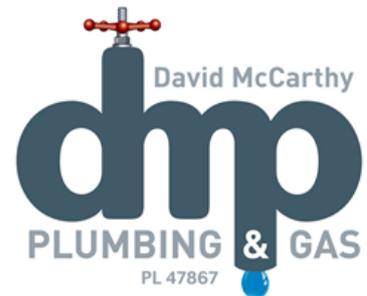
**SWL**  
Structured Workplace Learning

*“What you give is what you get, and we really believe our work placement students value their placement when they feel valued also”.*

*- Cat McCarthy.*

As a result of their ongoing excellence and commitment to the program the schools are often seeking structured work placement opportunities with this employer. Their dedication in providing a positive and realistic program for VET (Vocational Education and Training) students has given us a benchmark in supporting and encouraging other businesses.

Local business involvement in this program that covers the communities of Hobsons Bay and Wyndham has a huge impact in young people’s lives. We look forward to continuing to work with your business to improve the education, training and employment outcomes for the young people of Wyndham and Hobsons Bay.



**WYNBAY**  
LOCAL LEARNING &  
EMPLOYMENT NETWORK



# ON TRACK CONNECT

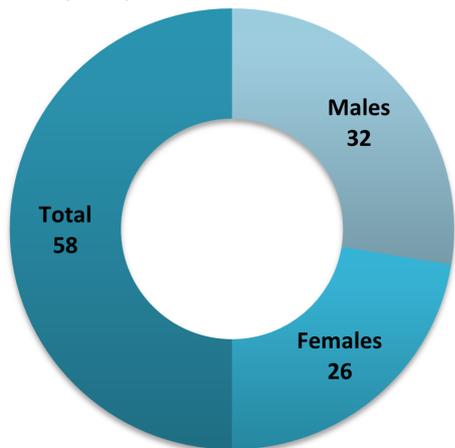
On Track is a Victorian Government initiative, which is designed to ensure that young people are on a pathway to further education, training or employment after leaving school. In 2020 the LLENs continued to deliver the OnTrack Connect Program.

Each year during April-May, On Track surveys young people who left schools or other training organisations from Years 10-12 in the preceding year. The survey is designed to provide information on post-school destinations, and to identify young people not in education, training or full-time employment.

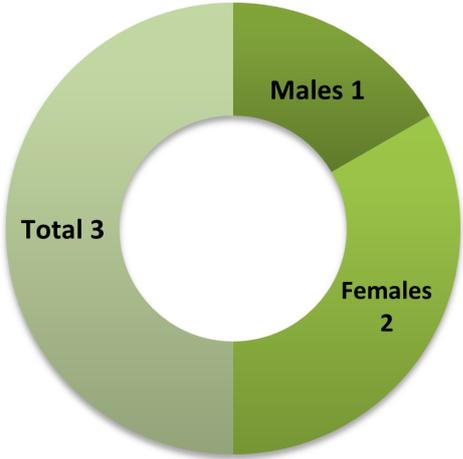
This data provides a better understanding of outcomes from education as well as assisting the government to improve pathways planning both centrally and at the local level. Data on destinations is also published annually on a school by school basis.

On Track Connect, as part of On Track, aims to assist those young people who have left school and at the time of the survey are not studying or in full time work. From 2015 to 2020, LLENs were contracted by the Department of Education and Training to manage the implementation of On Track Connect and to deliver the follow-up activities within the LLEN area. The role of WynBay LLEN in Wyndham and Hobsons Bay was to set up appropriate referral arrangements to provide advice to young people requesting further assistance in regards to re-engagement with education, training or employment.

Number of Year 12 Completers referred by On Track and contacted by WynBay LLEN

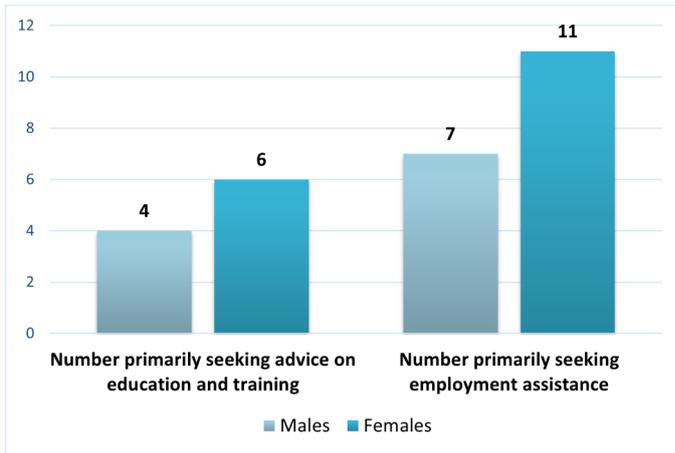


Number of Year 12 Non - Completers referred by On Track and contacted by WynBay LLEN

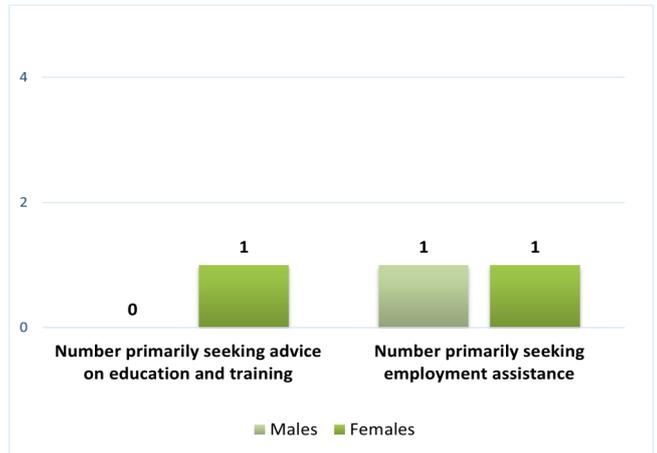




**Year 12 completers summary in WynBay area**

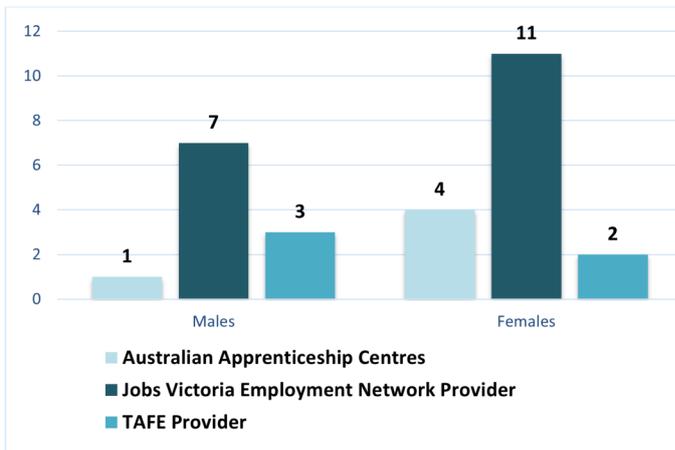


**Year 12 non-completers summary in WynBay area**



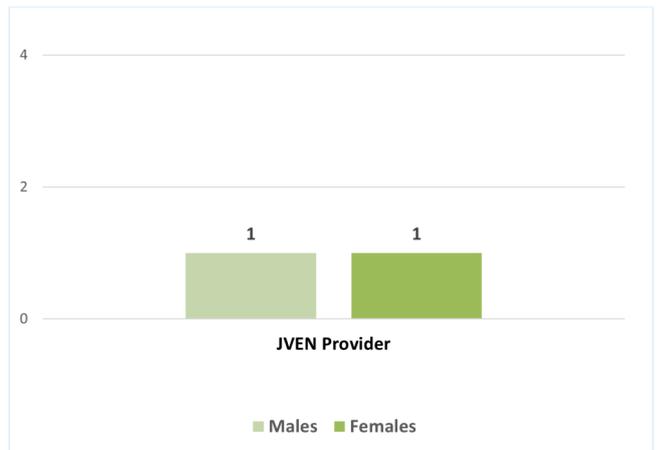
**Referral Details**

Young person referred to:

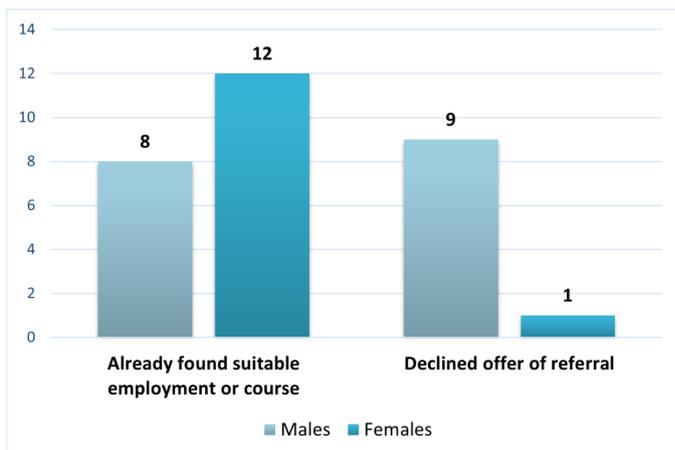


**Referral Details**

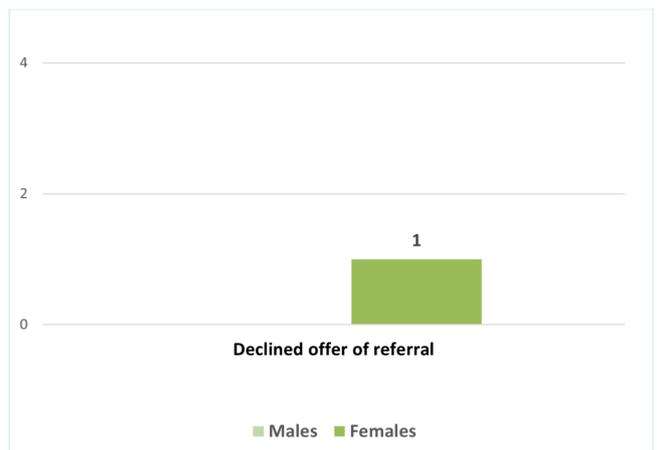
Young person referred to:



Reason for not referring on:



Reason for not referring on:



<sup>1</sup>Formerly referred to as early leavers.

# ON TRACK SURVEY

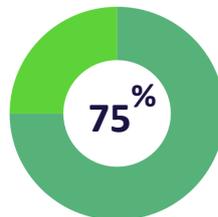
## KEY FINDINGS

### Destinations of Victorian School Leavers across Victoria

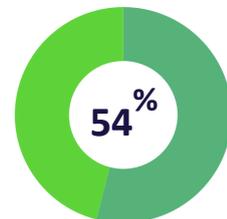
Between April and July 2019, the Department surveyed 26,851 students who completed Year 12 (46 per cent of the Year 12 cohort) and 2,130 students who had left school in Years 10, 11 or 12 (13 per cent of the non-completer cohort). This included 15,285 female, 13,674 male and 22 gender X (undefined) respondents. Gender X respondents' data are included in the analysis below.

Destination patterns still hold in the outcomes for young people after school based on whether or not they completed Year 12. Differences in post-school destinations also hold true when looking at different student demographics, for example gender, residential location and school sector.

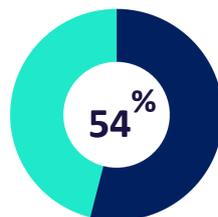
Young people who complete Year 12 are significantly more likely to continue their education and training journey than seek employment in the workplace



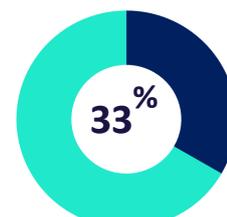
*A large majority enrol in a Bachelor degree at university*



Differences in the destinations of young people who do not complete Year 12 are not as stark, with a smaller majority continuing on to education and training



*Many of these young people choose to take up an apprenticeship or traineeship*



Students from the non-government sector continue to complete their schooling and pursue a Bachelor degree at greater proportions than students from Victoria's government schools. Subsequently, students from the government sector are more likely to undertake a Certificate/Diploma, apprenticeship or traineeship, or be employed six months after leaving school.

2019 On Track results show that close to two-thirds of students who left a non-government school after completing Year 12 went on to study a Bachelor degree, compared to just under one-half of students from the government sector. The proportion of students from government schools in a Bachelor degree six months after school's end is also under the Victorian average (54 per cent).

### Key findings over time:

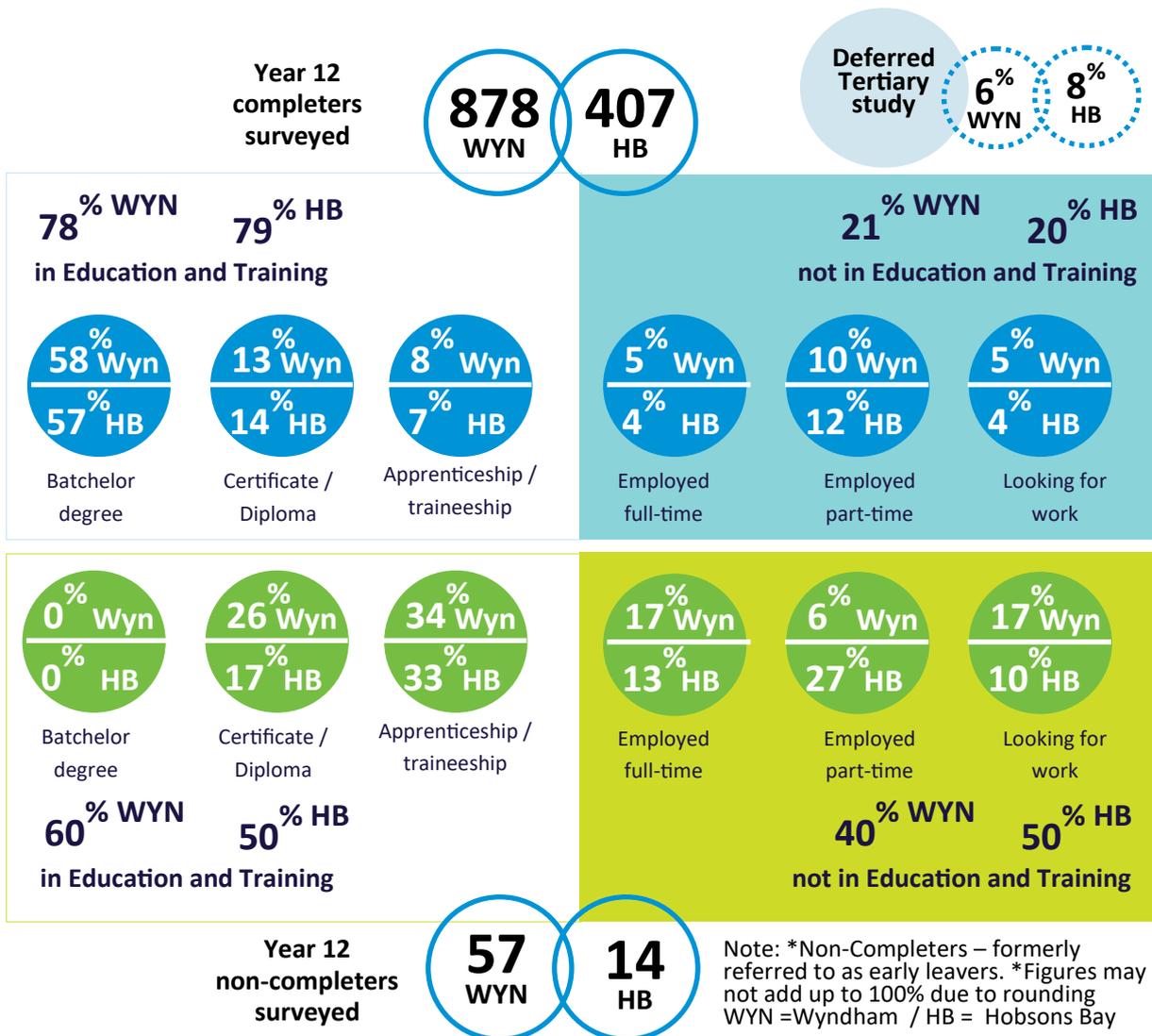
- There has been a consistent decline in government school students continuing on into education and training after completing Year 12 (decreasing from 78 per cent in 2018 to 71 per cent in 2019), compared to rates for non-government school students remaining stable (81 per cent in 2018 and 80 per cent in 2019).
- While there are declining Bachelor degree enrolments across all sectors, this is particularly so for students from government schools (from 55 per cent in 2018 to 46 per cent in 2019).
- From 2018 to 2019 there was a substantial increase across all sectors in students going straight into employment after Year 12.
- We have seen increases in the number of both government and non-government school students looking for work.

**Destination patterns of Year 12 completers and non-completers differ in Wyndham and Hobsons Bay**

Despite minor fluctuations across years, young people who complete Year 12 continue to pursue further education or training opportunities at greater proportions than those students who leave school prior to Year 12 completion. In 2019, 79% Year 12 completers in Hobsons Bay and 78 % Year 12 completers in Wyndham were enrolled in education or training six months after finishing school, compared with just over half of those who left school early.

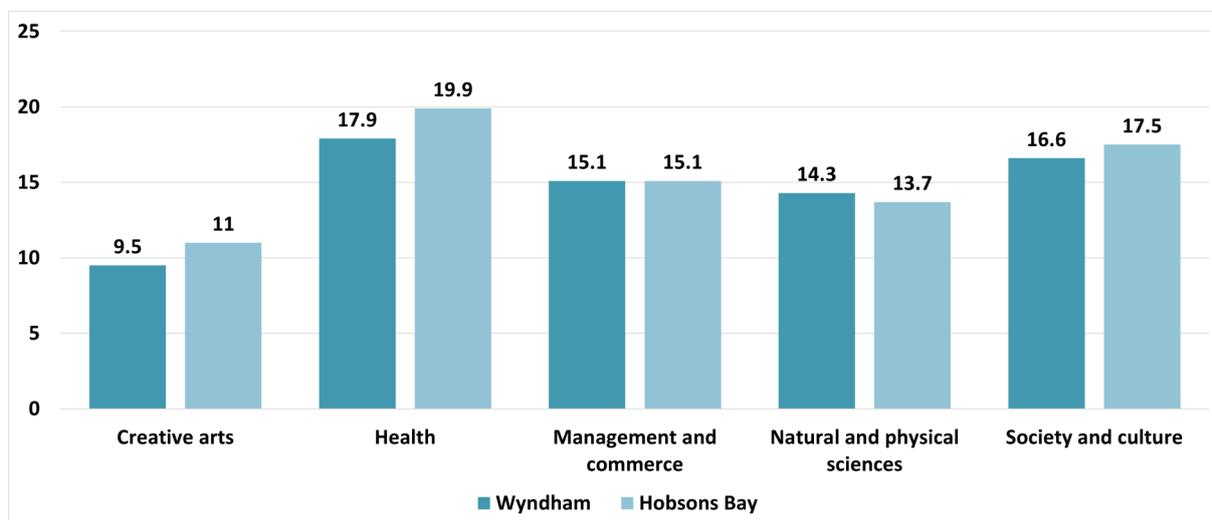
At just under 60 percent in 2019, Bachelor degrees are most popular among Year 12 completers, while Year 12 non-completers are more likely to commence a certificate or diploma course or an apprenticeship or traineeship, this figure has remained stable for the last five years.

One-half of Year 12 non-completers undertake an apprenticeship or traineeship in the year after they leave school. The proportion of non-completers in employment has decreased substantially by ten percentage points in Wyndham and nine percentage points in Hobsons Bay over the last two years. In Wyndham, those undertaking Certificate/ Diploma has increased by 9 percentage points while in Hobsons Bay, the proportion of students not completing Year 12 and going on to an apprenticeship or traineeship continued to increase by 7 percentage point over the past five years, with an associated drop in the proportion of those undertaking a Certificate/Diploma.



### What are our young people in Wyndham and Hobsons Bay choosing to study?

Health remains the most popular field of study for Year 12 completers, 17.9 percentage in Wyndham and 19.9 percentage in Hobsons Bay undertaking health related studies as part of a Bachelor degree, Certificate or Diploma course at a University or TAFE. There have been some slight decreases in the proportion of Year 12 completers studying Management and Commerce or the Creative Arts when compared to figures for 2015.



### Occupation groups of Year 12 or equivalent completers in an apprenticeship or traineeship in 2019, Wyndham and Hobsons Bay

Occupation group	Wyndham	Hobsons Bay
Building & construction	23%	40%
Electrical & electronics trades	12%	20%
Food, hospitality & tourism	17%	10%
Health, fitness, hair & beauty	10%	10%
Motor vehicle service & repair	9%	9%

### Why do students not complete Year 12?

Commonly cited reasons from students who do not complete Year 12 include ‘a feeling that school wasn’t good for them’, ‘they didn’t like school’ or that ‘they found it too hard’. Results for the 2019 cohort show slight differences in the most common ‘push’ factors for students not completing Year 12 when compared to 2018. ‘Work or career reasons’ remain the most common ‘pull’ factor for leaving school without completing Year 12, with 11 per cent of non-completers reporting this as the reason they left school. The second most commonly reported ‘pull’ factor was to study elsewhere, at TAFE, or a different course (7per cent).

Reasons given by Yr 12 non-completers for leaving school from Wyndham and Hobsons Bay

#### Push Factors

**18%** Did not like school/teachers/ not interested in going

**16%** Not coping well at school/failed/ failing subjects/too hard

**11%** School was not for me/school was not a good environment/I was not learning

#### Pull Factors

**11%** Work reasons/ career reasons

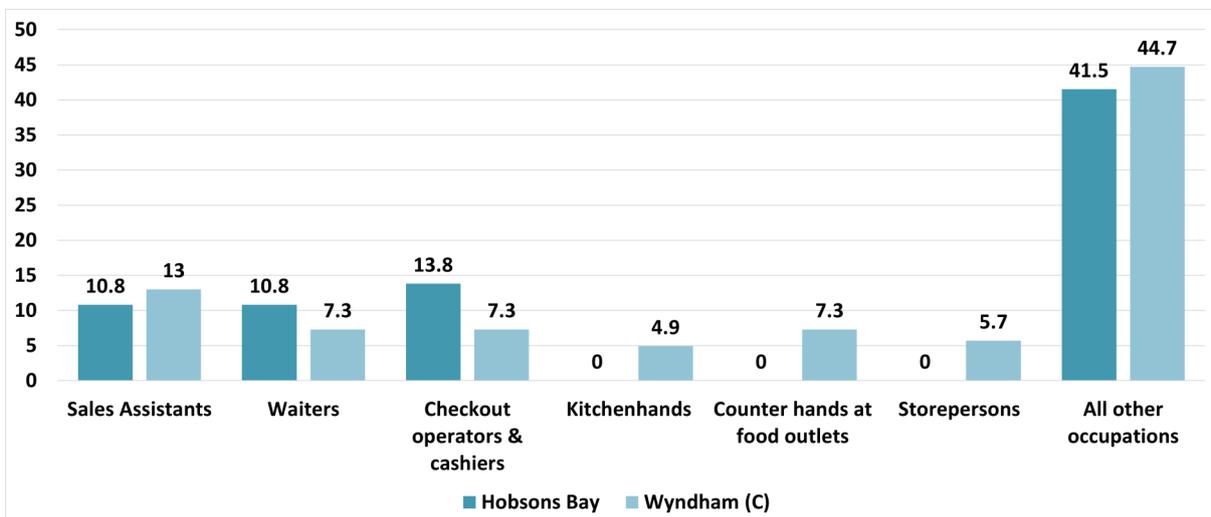
**7%** Study elsewhere/ TAFE/different course

**5%** Going off to do something else

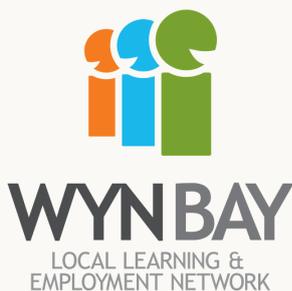
### Where are young people seeking employment?

The three most popular employment destinations were the same for both Year 12 completers and Year 12 non-completers not continuing in education or training. Young people not continuing in education or training are likely to enter employment in retail, food, hospitality and tourism or as labourers regardless of whether or not they completed Year 12. At the time of the 2019 On Track survey, 197 young people (132 from Wyndham and 65 from Hobsons Bay) were in part-time (86 from Wyndham and 47 from Hobsons Bay) or full-time (46 from Wyndham and 17 from Hobsons Bay) employment, and 65 young people (47 from Wyndham and 17 from Hobsons Bay) were looking for work. Of those, 66.2 % young people in Wyndham and 58.3 % young people in Hobsons Bay preferred to be working full-time. Food, Hospitality and Tourism’ and ‘Sales/Store person’ remain the two most popular employment fields among young people in Wyndham and Hobsons Bay.

Top occupations in Wyndham and Hobsons Bay of Year 12 or equivalent completers who were employed at the time of the On Track survey



**SPECIAL THANKS  
TO ALL 2020  
EMPLOYERS  
FOR YOUR  
CONTRIBUTIONS TO  
OUR MOCK JOB  
INTERVIEWS  
PROGRAM.**



- Alvin Gopal Rabarl Farms Pty Ltd
- Anna De Dios Mambourin Enterprises
- Anthony Rebesco Ecosmart Plumbing
- Antionette Fava AVA Electerical Services
- Antoinette Ioannou Wyndham City Council
- Bernadette Innes The Proven Group
- Brad Merryweather Aqua Tap Plumbing
- Brad Regan Real Edge in Business
- Brendan Murphy Reclink Australia
- Caroline Duffield The Huddle Wyndham
- Cat McCarthy David McCarthy Plumbing
- Catherine Chrystie Wyndham City Council
- Chelsea Heath One Tree Williams DCU
- Claire Sutton Goodstart Early Learning Point Cook
- Clarissa Do Nascimento Wyndham City Council
- Dan Gallagher Cummins
- Daniel Carapellotti Class Plastics
- Daniel Kade Wyndham City Council
- Deonie Papapostolou Leisure Employment
- Emily Buysen The Huddle Wyndham
- Emma Kearney The Huddle Wyndham
- Evette Christofides Leisure Employment
- Genevieve Coyte The Cushman & Wakefield-HR Services
- Gerda Probst PROfound Leadership
- Ian Keeling Hoppers Motor Group
- Jake Blowes Bentons
- John King The Huddle Wyndham
- Kevin Dent (Bluey) Jobco
- Kim Carter WBTA
- Lee-Anne Briggs Encompass Community Services
- Lilly Skacej The Huddle Wyndham
- Linda Naylor Goodstart Early Learning
- Lisa Field Werribee River Association
- Maggie Tamarua Tamarua Beauty Academy
- Mark Pellington Cummins Laverton
- Marnie Smith Mainstream Aquaculture Group Pty Ltd
- Matt Luddington The Cushman & Wakefield Senior HR Business Partner
- Mick Martin MCG cranes
- Nasteha Mohamud The Huddle Wyndham
- Nick Devereux The Huddle Wyndham
- Nikala Seiver Leisure Employment
- Paula Hearnden Wyndham City Council
- Phil Morley Reclink Australia
- Robert Palmaricciotti Western United FC
- Ruth Game The Huddle Wyndham
- Wendy Jordan Jordan Consulting Services



**WYNBAY**

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