



mmvllen

maribyrnong and moonee valley
local learning employment network

ANNUAL REPORT 2018

CREATING POSITIVE FUTURES
FOR YOUNG PEOPLE BY
BRINGING EDUCATION,
INDUSTRY AND THE
COMMUNITY TOGETHER

MMVLLEN'S PURPOSE

The predominant purpose and object of the Association is to improve education, training and employment outcomes for young people with a priority of those experiencing disadvantage, discrimination, social isolation and from low socio-economic backgrounds in the Maribyrnong and Moonee Valley Region.

We do this by:

- Brokering and facilitating strategic partnerships and programs to support sustainable outcomes and addressing gaps in our community.
- Developing and facilitating collaborative approaches towards planned improvement and provision of education, training and employment.
- Engaging with appropriate stakeholders from education, training, business and industry, community and cultural organisations, government bodies and commissions, to achieve our vision across the community.

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CHAIR'S REPORT

It has been a significant year of accomplishments for the Maribyrnong and Moonee Valley LLEN in 2018 with major achievements in education, industry and youth engagement strategies during a period of significant change with a new Chairperson and CEO in the middle of the year.

MMVLLEN continued to deliver on key strategic goals of building the capacity of school and young people to ensure their future success with careers and work. We excelled in the delivery of our Structured Workplace Learning program, World of Work workshops including two new piloted programs as well as connections to employment via our Youth Internship Initiative.

Two highlights for this year were: the award received from the African Media Association for an organisation supporting African Australians for our Youth Internship Initiative; and the development of a new strategy, pathways to employment, an industry school engagement forum which received over 150 pledges of support.

I would like to thank Diana McGowan the previous Chairperson who had provided excellent leadership over the past two years and all the board members for their contribution this year, especially the executive.

This year we saw a change in CEO, I would like to thank Veronica Snook for her efforts over the previous three years and welcome our new CEO Boyd Maplestone. Boyd's previous experience as a LLEN CEO for five years as well as leadership roles in government and community places the organisation on a good footing for future years.

Finally I would like to thank all the staff for their dedication and passion for the work of the MMVLLEN and all the stakeholders that have contributed to improving the lives of local young people.

Peter Harrison
Chairperson

CEO'S REPORT

It has been a year of great achievements and transition for the Maribyrnong and Moonee Valley LLEN in 2018 with a change in Chief Executive Officer in July and new Chair in May. I would like to thank Veronica Snook for her dedication and commitment in leading the great work of MMVLLEN over the previous three years (2015-2018).

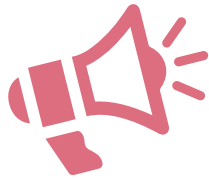
We have achieved a lot in 2018 including delivering world of work workshops to over 700 students, piloting new tailored world of work programs for students with additional needs and those that are newly arrived to Australia. We delivered our ninth annual try a trade hosting 448 young people. We created a new strategy – pathways to employment – which is increasing the connection between local schools and employers and was launched by a breakfast between schools and employers that cultivated 151 pledges and expressions of interest. We increased the engagement with employers and schools to deliver more structured work placement opportunities than ever before and created workplace and mentoring experiences for a diverse range of young people through our Youth Internship Initiative.

Our team of skilled and experienced staff are committed to positive outcomes for local young people and the investment by local education, industry and community stakeholders working in partnership with MMVLLEN has delivered a variety of partnerships which has increased young people's awareness and experience of careers, pathways and employment options.

Boyd Maplestone
CEO

OUR HIGHLIGHTS

PROMOTING YOUNG PEOPLE



2,000+ users of our MMVLLEN website
500+ followers of our Facebook pages

BUILDING YOUNG PEOPLE'S CAPACITY



783 young people engaged in the World of Work
936 members of our Jobcraft website
448 students attended Try A Trade
54 young people were supported by On Track:
45 who completed Year 12
9 who left school before Year 12
16 Youth Internship Initiative graduates
17 mentors trained and matched with interns for a minimum of 9 months
20 young people undertaking skill development through YII program

SUPPORTING SCHOOLS TO MOTIVATE AND ENGAGE STUDENTS



8 schools engaged with the World of Work
11 schools continue to be supported on the SWL portal
110 local students consumed placement opportunities
6 meetings of the VET Coordinators Network

CONNECTING EMPLOYERS AND YOUNG PEOPLE



263 placement opportunities created on the SWL portal
69 employers offering placements and internship opportunities
58 businesses offered SWL placements
11 employers hosted 16 interns across the year

INSPIRING INNOVATION AND CONNECTION



Pathways to Employment launch outcomes
90 opportunities to engage/employ students offered by 36 employers
61 expressions from 12 schools in business-school activities

A POSITIVE NARRATIVE ABOUT YOUNG PEOPLE

A key goal in our strategic plan is promoting young people's strengths, capabilities and showcasing their value. When opportunities become available, when young people are encouraged and supported, many step up and thrive.

Here are some examples of how MMVLLEN has played a role in supporting the journey for three local young people.

NEHA ORANIUK

Neha's story with MMVLLEN commenced in early 2018. Neha attends Footscray City College and was participating in the schools mock interview program, which MMVLLEN staff member Lisa Price was a guest interviewer. Lisa was impressed with Neha's preparation and performance in the interview, she was by far the stand out for the day!

Fast forward five months and Lisa met Neha for a second time in the Career Hub at the school when she was looking for support locating a structured workplace learning (SWL) placement. In this encounter Neha seemed like a different person and was not feeling engaged with school.

After a brief chat with Neha and Juli Black the Careers and Pathway Coordinator, it was identified that Neha was disconnecting a little from school since entering the VCAL program. The three decided that some extra support for Neha would be worthwhile and she was referred to the MMVLLEN **Youth Internship initiative**, where she could gain the necessary work experience in an industry she was interested in, as well as being matched to a volunteer mentor for additional support with her education and employment goals.

Neha was interested in gaining new skills in film and media, so we established a partnership with Youthworx – a youth media social enterprise, to support as a host employer and provide an internship opportunity.

The Youthworx internship allowed Neha to develop her skills in media, filming, editing, interviewing and voice overs. She even created her own mini digital film about her incredible life story.

Over the year Neha grew more confident and excited about her VCAL studies and more optimistic about her future pathways.



Neha Oraniuk



Tim Buloan with intern, Farida Macha

TIM BULAON

Tim's story with MMVLLEN commenced in April 2018. Tim was undertaking a University placement at Maribyrnong City Council's Phoenix Youth Hub as part of the second year of his youth work degree at Victoria University. Tim was assisting with career workshops for newly arrived students and after speaking with Council youth worker Kaled Abdulwahad asked if he would be interested in volunteering for an upcoming event called Try a Trade.

Tim impressed the Try a Trade team with his work ethic and ability. Anna Lemcke, co-organiser and Partnership Broker at MMVLLEN, approached Tim about a casual position with the MMVLLEN coordinating the On Track program. In July 2018, Tim accepted the position.

In addition to On Track, Tim also contributed to the supported pathways program and world of work program for newly arrived students. Tim flourished and loved the MMVLLEN programs and the opportunities they were offering young people.

He was then introduced to the world of work and structured workplace learning programs. An opportunity became available when a Project Officer left, Tim put himself forward, the team recognised Tim's ability, conscientiousness and willingness to learn.

Tim is now the Project Officer delivering structured workplace learning training to teachers and students and world of work workshops to a diverse range of students. This is a fantastic achievement in less than 6 months!

BEZA BAYEW

Beza's story with MMVLLEN commenced when the team decided to employ a part-time Administrative Assistant to support the Youth Internship Initiative during 2018. Beza was successful in gaining the role which began her journey in developing skills in project management, data collection, evaluation, reporting, assisting with mentor recruitment and training.

Beza says the experience was great: "I feel very lucky to be part of the MMVLLEN team, which gave me an insight into the workforce, I learned lots of skills that are applicable across workplaces and boosted my confidence."

Since working at MMVLLEN, Beza has completed a Bachelor of Arts degree in Psychology and is interested in gaining new skills and experience working in a community setting. Beza is now studying a Master of Social Work and aspires to work in the child protection field and hopes to find employment in her new home in Adelaide.

Beza was a wonderful addition to our team and we wish her all the best for her future.



Beza Bayew, with Youth Internship Initiative Coordinator, Laura Buerckner

AFRICAN MEDIA AUSTRALIA AWARDS

MMVLLEN was very proud to receive an award at the African Media Australia's Afroshine awards, for an organisation supporting Africans.

This was the result of our achievements in delivering the youth internship initiative which supports young people aged 16-24 years to undertake volunteer internships, mentoring and employment opportunities.

The Afroshine awards are in their fifth year and are an excellent opportunity to celebrate the achievements of so many African Australians.



MMVLLEN CEO, Boyd Maplestone, accepting the award with Beza Bayew

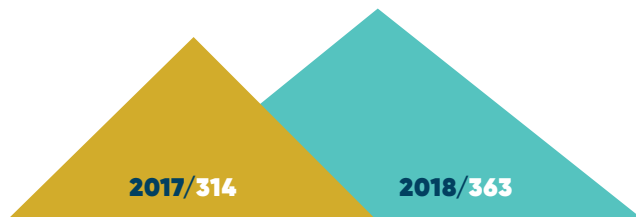
GROWING OUR PRESENCE ONLINE



MMVLLEN website visits per month



Jobcraft members



MMVLLEN Facebook 'Likes'



Jobcraft Facebook followers

YOUNG PEOPLE ON A PATHWAY FROM EDUCATION TO WORK

MMVLLEN strives to ensure our local young people are supported in making decisions about their pathways into work and a career and that marginalised young people have equal opportunity to enter the workforce.

We have successfully created a number of programs to support young people with their pathway journey including Try a Trade expo, World of Work workshops which has three versions (general, disability and newly arrived), On Track short term 1:1 pathways assistance and finally our Youth Internship and Mentoring Initiative.

TRY A TRADE 2018

Try a Trade is a free annual event which offers a fun and interactive way for secondary school students who are interested in pursuing a trade or including Vocational Education and Training in their studies. MMVLLEN partnered with Maribyrnong Youth Services nine years ago to share the planning and delivery of the event.

Senior secondary school students will be making many decisions including certificate choice (Victorian Certificate of Education or Victorian Certificate of Applied Learning) and subject choice including Vocational Education and Training in school (VETis). To assist students to make an informed decision MMVLLEN created the Try a Trade expo, a hands on learning environment to test and trial different vocational and career options.

Nineteen exhibitors (TAFEs and reputable training organisations) offer a range of relevant activities which give school students a taste of what is involved in that particular trade or job – changing a nappy, potting a seedling, cementing a brick or managing the sound by DJ'ing. We catered for all students' interests and provided careers development

opportunities, while ensuring students had fun and learned new insights into the world of trades.

Young people also have the opportunity to talk with different exhibitors about the pathways into their industry and the career options available.

In 2018 we had 448 students from 18 local secondary schools engaged in hands-on activities to learn about the world of trades.





We also partnered with Victoria University's and Victoria Polytechnic's Youth Work students to support the delivery of the event. They served as a peer-support-team to help to engage and usher students experiencing additional barriers such as intellectual disabilities, mental health and language barriers, which also provided work experience for tertiary students.

Students were given practical questions they could ask exhibitors on the day such as 'what task do you do on a daily basis in a job' or 'tell me about your career journey and how you got here' are questions young people could apply in an everyday setting.

We organised the event into job clusters based on the research by Foundation for Young Australians (FYA) *The New Work Mindset – 7 new job clusters to help young people navigate the new work order*. Each of the exhibitors was allocated one or more job clusters that related to the profession they exhibited on the day to give students the opportunity to engage with one way of career development.

MMVLLEN hosted a career-dress-up photo booth and used job clusters in a youth-friendly manner. At the photo booths students were able to explore the job clusters and match them with their career aspirations or pre-existing skills and passion with the help of our team. Overall the event was another huge success and plans are already underway to make next year even better.

WORLD OF WORK

MMVLLEN has cultivated a number of careers and pathways workshops using the latest research and feedback from students and career professionals to create the World of Work program.

The workshops have several components that can be tailored to the audience and the preferences of schools' staff. We have committed to delivering workshops to 450 students in 2018 and we delivered to 708 students, 157% above our target.

In late 2017 students with additional learning needs or disabilities in a mainstream setting and also students that were newly arrived were identified requiring specific world of work programs to reflect the needs of each cohort. MMVLLEN set about creating two new pilot programs to support these vulnerable cohorts and created the supported pathways (world of work) program and the newly arrived (world of work) program.

SUPPORTED PATHWAYS PROGRAM

MMVLLEN partnered with Mt Alexander Secondary College to develop and deliver a pilot pathway program that supported students with additional needs.

The aim of the program is to provide a variety of activities to build the capacity of students for work and expand their knowledge of the workplace with hands on activities, including an individual work placement.

A diverse program was created utilising the support of a number of partner organisations, one day a week for six weeks, culminating in a day of work experience, which most students had not undertaken before. The program was aimed at year 10 students and a group of eight participated in the pilot program.

The feedback from the school indicated that the overall program was an enjoyable and worthwhile experience for the students. In particular, the access to employers and the opportunity for a safe and supported work experience demonstrated a most positive impact on students' development.

The students found it valuable themselves and self-reported a 42% increase in their understanding of employer expectations. As an improvement to the program for next year students have suggested extra time in the workplace.

Another highlight for the students was the Amazing Race Day, which students undertook travel to the Melbourne CBD as a group on public transport, traversed different buildings across the city including Wear for Success that gave students an opportunity to prepare appropriate outfits for jobs and interviews. 73% of the students highly recommended the amazing race day, which was fun, interactive and improved students' capability of navigating public transport.

MMVLLEN created, facilitated and coordinated the supported pathways program and in so doing partnered with the following organisations to deliver the program: The Huddle/North Melbourne Football Club, Bendigo Community Bank Flemington, National Disability Coordinators Officer (Western Melbourne Region), The Young Workers Centre, Moonee Valley City Council, Wear for Success, Metro Tunnel HQ, The Sun Theatre, RecWest Braybrook, Team Ellis Gym, Football Federation Victoria, Visual Production Agency and MJL Superior Plumbing.

"The students were able to develop a greater understanding of career options. One example was the day of work experience that students conducted as part of the program. This provided each student with 'hands on' experience in the World of Work. Learning from this event demonstrated the requirements that were needed to be successful in the workplace." (Jens Boernemeyer, Careers and Pathways Coordinator). The Student Wellbeing Coordinator Carmel Nielsen, provided feedback that "for some of the students to attend a day of work experience was a great personal achievement".

NEWLY ARRIVED PATHWAYS PROGRAM

MMVLLEN partnered with the Western English Language School (WELS) in Braybrook to deliver a tailored world of work program to newly arrived 15–18 year old students to increase their understanding of workplace opportunities and pathways to employment. Despite this the students are very motivated to learn more.

As all the students have recently arrived in Australia they are often unfamiliar with many aspects of the work environment and the pathways to many different careers. In addition, students that attend WELS for six to twelve months then transition to a mainstream school often miss work experience programs.

After identifying these two challenges, MMVLLEN tailored a new program that was adapted from our current pathway planning and world of work programs to suit the cohort of participants and included workplace experience for one week.

The program was delivered one session per week for seven weeks. It was continually adapted each week to suit the student's development, building on the skills and capacity of each student and aligned with their interests in preparation for their one week work placement.



NAPP student, Ghirmay

ON TRACK CONNECT

On Track is a Victorian Department of Education and Training (DET) funded initiative that surveys school leavers to determine their pathways to further education, training or employment. School leavers are contacted within six months of leaving school and helped to obtain the necessary support and assistance to reach their education and/or employment goals.

In 2018, MMVLLEN engaged forty-five young people, who had completed year twelve in 2017 and nine early school leavers. MMVLLEN contacted 94% of young people referred to us and we assisted twenty-five young people with information and referrals and intensively supported seven young people to make a successful transition into education, training or employment. In addition, twenty-nine young people we contacted had already found suitable employment or further education/training options.

We were able to use a number of new techniques to increase the contact made by young people including making contact in the evening between 5–7pm, using text as well as phone and also having a young professional manage the program with the support of experienced staff.

Feedback from young people in the last two years has emphasised the lack of information and practice around preparing for work, especially interview skills. This is informing our practice in future years with plans for a regional mock interview program in 2019.

Eight students that participated in the pilot Newly arrived pathways program rated sessions either 4 or 5 out of 5 for enjoyment and skills development.

YOUTH INTERNSHIP INITIATIVE

The Youth Internship Initiative is dedicated to creating opportunities for young members of the local community to gain real on-the-job experience and the ability to develop new transferable skills that are suitable for many positions available in today's job market, increasing their chances at gaining paid employment.

MMVLLEN brokers relationships between young people, who are considered to be marginalised, and employers within the local community. It creates benefits for both parties bridging the gap between youth and employers to provide opportunities to develop professional networks, new skills and hands on experience to help young members of the community with their future careers and potential paid job opportunities.

The Youth Internship Initiative brings together three communities: host employers, mentors of professional backgrounds and young people, who experience some level of marginalisation.

In 2018 we provided sixteen young people with internship opportunities (1 day per week over 10 weeks) matched with host employers from a variety of industries. Interns gained skills in administrative duties, customer service, data collection, community engagement, networking, working in office environments, marketing, project management and communicating with people from culturally and linguistically diverse backgrounds.

A key component to the success of our Youth Internship Initiative is the mentoring program. Mentors support young people for a minimum of nine months by providing professional support and guidance for gaining and maintaining employment or further education. In 2018, we matched 17 young people with mentors which resulted in 88% of young people gaining employment or commencing education after completing the program.

The program would also not be possible without the generous support of our host employers who provide valuable learning opportunities in the workplace, which has led to a number of cultural and professional barriers being broken down, especially through local Victoria Police stations.

The outcomes from the program in 2018 include:

- 88% young people gained employment or commenced education upon completion
- 54% gained (or sustained) employment upon completion of the program

We would like to thank the following employers for their support in providing internship opportunities in 2018:

- Braybrook Library
- Maribyrnong City Council - Community Centre
- Maribyrnong City Council - Diversity Department*
- Maribyrnong & Moonee Valley Local Learning and Employment Network
- The Westsider Newspaper*
- Victoria Police at Footscray*
- Victoria Police Moonee Ponds
- Victoria Police Melbourne North
- Wingate Avenue Community Centre*
- Yarraville Community Centre - Francis Street*
- Yarraville Community Centre - Victoria Street
- Youthworx.

*multiple internships

CASE STUDIES

TSOMO NGAWANG

Tsomo was born in Tibet and then lived in India before she came to Australia as a refugee in 2016 with her family. Tsomo was interested in the Internship Initiative program because it would give her the opportunity “to gain more experience and engage with my community. Youth work, community development and social work are areas of work that I am interested in”.

Tsomo was really enthusiastic about finding an opportunity where she could connect and speak with other members of the community, to practice her English and build up her confidence in communicating with people from diverse backgrounds.

Tsomo is studying Nursing. To assist her to gain experience in communication with a variety of people she undertook a placement, at Wingate Avenue Community Centre, where she completed a number of roles to further her skills, including working on reception and group programs with diverse community members.

Tsomo was also matched with a volunteer mentor for support with her education and employment goals, whether practicing English, preparing for job interviews or applying for jobs.



Tsomo working at Wingate Avenue Community Centre, and with her supervisor, Stephanie

Tsomo and her mentor Bec worked really well together and have continued to stay in touch after the nine months program ended.

As a result of the program
Tsomo has successfully gained
part time employment.



MOHAMED SEMRA

Mohamed successfully completed an internship with Melbourne North Police station in mid 2018.

He said:

"It was an amazing opportunity as it gave me an insight into the work and complexity that goes into being a police officer. I made new friends and interacted with police at a level I usually would never get a chance to, which is really important as it allows us to understand one another. Overall, it was an awesome experience which helped me create new friendships while breaking down some stereotypical beliefs."

Mohamed is now studying a double degree in Bachelor of Commerce/International Relations at Latrobe University and is starting up a not-for-profit organisation that works with young African Australians to develop their leadership and mentoring skills.

Mohamed outside Melbourne North Police Station with Senior Sergeant John Mason



CAPACITY BUILDING, CONNECTION AND INNOVATION

There are a number of young people in Maribyrnong and Moonee Valley who are marginalised because of low levels of education, barriers to gaining employment, and/or limited community networks resulting in areas of high unemployment.

The MMVLLEN is committed to connecting our young people with local employers who can assist with valuable work experience, internships and apprenticeships.

These opportunities help young people with their decisions about future pathways into employment or further study.

SUPPORTING SCHOOLS

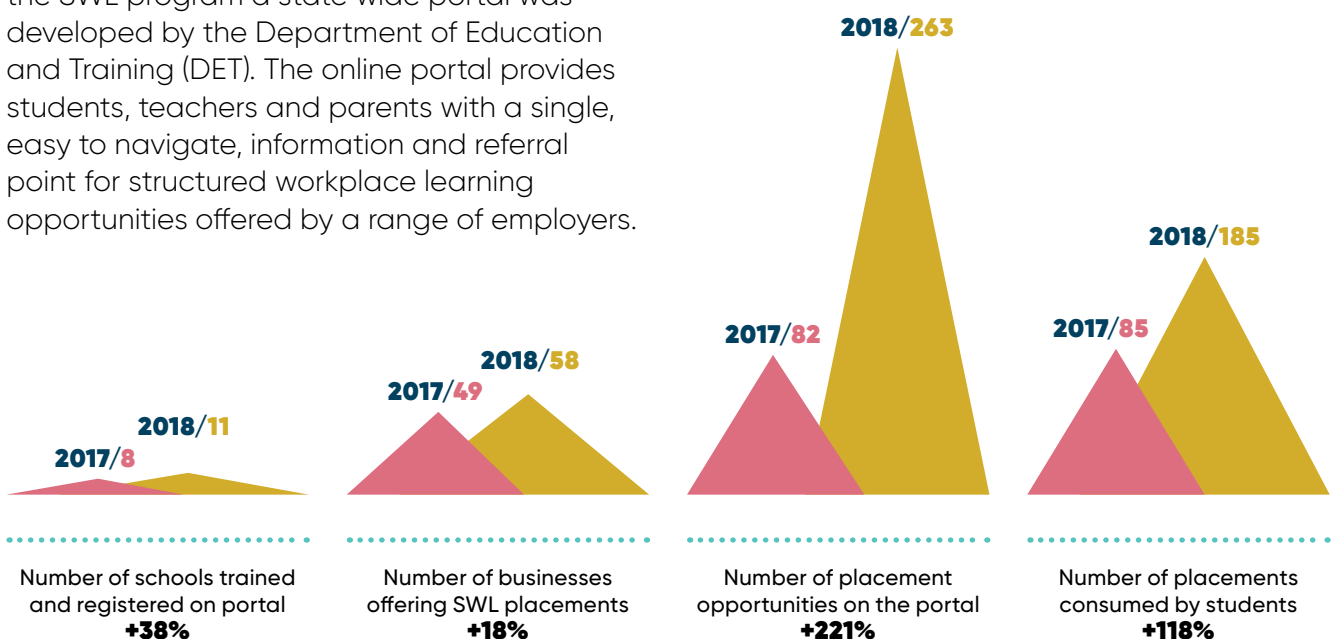
STRUCTURED WORKPLACE LEARNING

Victorian LLENs have been delivering the Structured Workplace Learning (SWL) program since 2016. Students undertake Structured Workplace Learning through a work placement when studying the Victorian Certificate of Applied Learning (VCAL) or undertaking a Vocational Education and Training in schools (VETis) subject. To support the SWL program a state wide portal was developed by the Department of Education and Training (DET). The online portal provides students, teachers and parents with a single, easy to navigate, information and referral point for structured workplace learning opportunities offered by a range of employers.

MMVLLEN supports secondary schools in our region by identifying employers who are willing to offer students relevant and quality placements as well as training workshops for teachers and students on how to navigate and maximise the opportunities on the portal.

Employers increasingly expect young people to have some experience for entry level jobs. SWL offers students the opportunity to enhance and develop their skills, understand what is expected in a workplace and prepare them for employment.

In 2018, MMVLLEN had an excellent year with a significant increase in SWL placements created, 221% and consumed, 118%.



SWL OPPORTUNITIES

The 263 placement opportunities created by MMVLLEN are represented by the following industry areas:



82 Construction



39 Retail/Personal Services



31 Business Services



27 Sports & Recreation



22 Horticulture & Animals



21 Automotive



13 Information Technology/
Telecommunications



10 Creative Arts & Culture



8 Hospitality



6 Community Services



4 Other

VET COORDINATORS NETWORK

MMVLLEN facilitates and coordinates the VET coordinators network across Maribyrnong and Moonee Valley schools. The aim of this network is to share expertise in the coordination of VETis programs and to ultimately improve the quality of VET within schools and the related industry engagement opportunities. Each year five meetings are held which has resulted in very high engagement with 14 out of 15 schools delivering VET in school participating in meetings.

The Maribyrnong and Moonee Valley VET Coordinators network encourage collaboration amongst schools which has resulted in resources and processes shared regularly and also allowed schools to partner together with VET offerings, broadening the opportunities for students across schools.

MMVLLEN facilitated a number of key stakeholder meetings including Metro Tunnel on careers in rail industry, Department of Economic Development, Jobs, Transport and Resources, for discussions around VET, SBATs and pathways into the Public Transport.

We also set up a VASS support register for Coordinators new to VET and VASS - those with experience to support new coordinators, via phone or email.

The network has also increased engagement with the SWL program. Specifically, sharing feedback from local businesses to schools on how they could improve student preparedness for the workplace and also feedback from schools on the capability of students to manage employer expectations.

TRAUMA INFORMED TRAINING

MMVLLEN working with Debney Meadows Primary School and MacKillop Family Services identified the need for training of education staff to support many students that had suffered trauma. The training delivered by MacKillop Family Services and facilitated by MMVLLEN was offered to schools across the region and delivered in September 2018.

The day was sold out with twenty-five education staff attending across five schools. This valuable training for local support staff included sessions such as trauma informed relationships at school, reframing behaviour and classroom strategies. 100% of participants recommended the training with feedback including:

"All ES and Teachers should be exposed to this training, Trauma is more complex than I thought."

"It gave me the knowledge on how to deal with supporting kids that I work with."

"I have learned how to read and understand triggers, responses and behaviours due to trauma."

"I feel that I have new skills to take into situations that make me more confident to deal with whatever comes up."

ENGAGING BUSINESSES

PATHWAYS TO EMPLOYMENT

MMVLLEN launched a new strategy to increase career and employment opportunities for young people across Maribyrnong and Moonee Valley on December 5, 2018 at an industry – school breakfast.

The Pathways to Employment strategy has created new opportunities for local students to engage with industry by creating multiple partnership connections between local schools and employers.

Eighty people attended the launch event from schools and business and produced 90 careers and employment pledges from employers and all 12 schools in attendance expressed their interest in partnering with local businesses. This was a fantastic endorsement of the new strategy and will result in five major partnerships being delivered in 2019.



PATHWAYS TO EMPLOYMENT LAUNCH OUTCOMES

36 EMPLOYERS PLEDGED THESE OPPORTUNITIES

-  **19** Be a speaker at school
-  **18** Speaker on site & industry tour
-  **16** Offering mock interviews
-  **7** Offering mentors
-  **11** Structured Workplace Learning
-  **11** Youth Internship Initiative

Employment opportunities

-  **2** Part time positions
-  **3** School Based Apprenticeship/Training
-  **3** Apprenticeship/Traineeship

 **90** Total Opportunities

12 SCHOOLS EXPRESSED INTEREST IN THE FOLLOWING ACTIVITIES

-  **12** Industry speakers at school
-  **7** Industry visit
-  **9** Structured Workplace Learning placement
-  **5** Youth Internship Initiative
-  **11** Mock interviews
-  **7** Mentors
-  **6** Enterprise Program
-  **4** School Based Apprenticeship/Training

 **61** Total Expressions of Interest

CELEBRATING OUR EMPLOYERS

In 2018, sixty-nine employers offered students workplace opportunities by hosting Structured Workplace Learning and Youth Internship Initiative – internships, as well as work experience for the supported pathways and newly arrived world of work programs. We received excellent support in 2018 from a wonderful group of small and large employers.

This year we piloted the supported pathways program with students requiring additional support to undertake work experience, many for the first time. We appreciate the time and effort employers provided in meeting these often complex needs of the young people in the program.

Students that undertake workplace experiences are more likely to have a greater understanding of the skills and expectations required in a workplace which can inform their career and employment prospects.

To celebrate the variety and generosity of employers providing workplace experiences through MMVLLLEN programs we have created a short description of some of the wide range of supportive employers.



MJL SUPERIOR PLUMBING EAST KEILOR

Matt from MJL Superior Plumbing was the first business to provide SWL in 2017, he continued to partner with the MMVLLLEN's SWL program in 2018, offering SWL placements and also be part of the Supported Pathways program.

"My first student gained an apprenticeship as a result of his SWL placement that is so rewarding to me, to be able to give a young person a head start"



SABS AUTO'S MARIBYRNONG

Sab from Sab's Auto's was one of the first employers to commit to the MMVLLLEN in 2016 and has continued to host students since that time.

"Everyone needs an opportunity, I was given one when I was young"



BUNNINGS

MARIBYRNONG, WEST FOOTSCRAY,
TAYLORS LAKES, SUNBURY

We are extremely fortunate to have strong connections with Bunnings Warehouse sites in the north-west metropolitan region. With students coming to our schools from all areas, we have established a very supportive network to create placement opportunities for many students. In 2018 we have had many placements across 4 sites.

"We are proud to be able to support young people on their journey"



CAFÉ 53

AIRPORT WEST

Rino operates this busy café in Airport West and offered to become a Host Employer after overhearing a conversation with another employer.

"We have been here for years, we see so many families and their young people growing up, we love being able to help these young people on their journey in life"



BIG FISH

MARIBYRNONG

Renata has been a willing host to young people, providing a nurturing and supportive environment to students she has taken on.

"Our work is specialised metal fabrication. When we have the ability to provide an opportunity through working with the MMVLLN and Footscray City College, we know we are contributing to a young person's life"



MOONEE VALLEY CITY COUNCIL

FLEET AND STORES

We appreciate the support Moonee Valley City Council has provided across a number of departments. Their hosting of student placements and connecting us up with their contractors has resulted in many Structured Workplace Learning placement opportunities being offered.

"We feel it is very important for Council to play a lead role in providing opportunities for its young people. It allows us to encourage our contractor network to also be part of this valuable pathways to employment program"



ALERT ELECTRICAL AIRPORT WEST

Alert Electrical were referred to us by Moonee Valley City Council as a contractor for Council and have remained with the Structured Workplace Learning program ever since.

"We heard about the SWL program through Moonee Valley City Council and were very keen to help students. If they get the right workplace early in their study we know they will do well in industry"



DIMMEYS CENTRAL WEST BRAYBROOK

The Dimmeyes store in Central West Braybrook has been one of our cornerstone host employers. The team have provided many placement opportunities to students in both the Structured Workplace Learning Program and the Newly Arrived Pathways Program.

"It's so important that young people get practical workplace experience, those who do well often find employment opportunities with us or other retail stores because of their placement"



MST PROPERTY MAINTENANCE GISBORNE

MST Property Maintenance deliver jobs in Moonee Valley and was referred to us by MVCC. The team deliver services across the region which has supported students residing in a number of locations.

"We provide property and facility maintenance for Moonee Valley City Council and through that connection we heard of the SWL program and decided we'd love to help local young people build their skills, knowledge and experience"



MARIBYRNONG CITY COUNCIL OPERATIONS AND MAINTENANCE

Our strong partnership with Maribyrnong City Council is recognised through hosting Structured Workplace Learning, Youth Internship and Newly Arrived pathways program students and is a credit to the responsiveness of Council.

"Our staff really enjoy being able to support and connect with a young person whilst they are on placement. They see it as being important to the student's education and preparing them for the workplace"

OUR ORGANISATION

COMMITTEE OF MANAGEMENT MEMBERS IN 2018

CATEGORY	REPRESENTATIVE	ORGANISATION
Schools	Yolette De Zilwa	Western English Language School
	Judy Ring (Deputy Chair)	Travancore School
	Jens Boernemeyer	Mount Alexander College
TAFE	Jennifer Lees (Treasurer)	Victoria Polytechnic
	Michael Ball	Bendigo Kangan Institute
ACE	Peter Harrison (Chair)	AMES
Other Education & Training	Mary Stojanovska (Executive)	WCIG
	Colleen Turner	VICSEG
Local Government	Vicki Cooper	Maribyrnong City Council
Community Agencies	Adrian Healy (Executive)	VicPol, Footscray
	Nuran Umit	Bendigo Community Bank (resigned)
	Christine Njoroge	Melbourne Employment Forum (resigned)
Community	Grant Duthie	Community (resigned)
	Diana McGowan	Community

STAFF MEMBERS IN 2018

Chief Executive Officer	Boyd Maplestone (commenced July)
	Veronica Snook (resigned July)
Business Manager	Mary Buttigieg
Program Manager and Partnership Broker	Anna Lemcke (leave from November)
Employer Relationship Manager	Stuart Gillespie
Project officer – Lead School Liaison	Lisa Price
Project officer – SWL & Jobcraft	Ross O'Rourke (resigned November)
Senior Partnership Broker	Karen Dynon (commenced November)
Youth Internship Initiative Coordinator	Laura Buerckner
Project Officer – SWL & World of Work	Tim Bulaon (commenced November)

FINANCIAL POSITION

FINANCIAL STATEMENT BY EXECUTIVE COMMITTEE

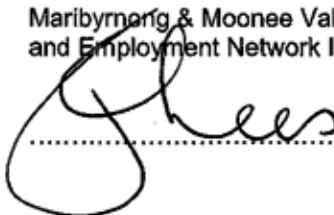
MARIBYRNONG & MOONEE VALLEY LOCAL LEARNING
AND EMPLOYMENT NETWORK INC.

In the opinion of the Executive Committee of the Maribyrnong & Moonee Valley Local Learning and Employment Network Inc.:

- (a) the accompanying statement of comprehensive income and cash flow statement are drawn up so as to give a true and fair view of the result and cash flows of Maribyrnong & Moonee Valley Local Learning and Employment Network Inc. for the year ended 31 December 2018;
- (b) the accompanying statement of financial position and statement of changes in equity are drawn up so as to give a true and fair view of the state of affairs of Maribyrnong & Moonee Valley Local Learning and Employment Network Inc. as at the end of the financial year; and
- (c) at the date of this statement there are reasonable grounds to believe that Maribyrnong & Moonee Valley Local Learning and Employment Network Inc. Association is able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of the Executive Committee.

Jennifer Lees
Treasurer
Maribyrnong & Moonee Valley Local Learning
and Employment Network Inc.



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Boyd Maplestone
Chief Executive Officer
Maribyrnong & Moonee Valley Local Learning
and Employment Network Inc.



.....

Dated: 14 February 2019

STATEMENT OF FINANCIAL POSITION

MARIBYRNONG & MOONEE VALLEY LOCAL LEARNING
AND EMPLOYMENT NETWORK INC.

As at 31 December 2018

	2018	2017
ASSETS		
Current Assets		
Cash and cash equivalents	304,510	324,139
Trade and other receivables	127,890	121,301
Other assets	2,388	5,572
Total current assets	434,788	451,012
Non-Current Assets		
Plant and equipment	14,167	18,235
Intangible assets	894	3,700
Total non-current assets	15,061	21,935
Total Assets	449,849	472,947
LIABILITIES		
Current Liabilities		
Trade and other payables	43,572	44,565
Other liabilities	173,533	206,971
Employee entitlements	12,425	21,213
Total current liabilities	229,530	272,749
Non-Current Liabilities		
Employee entitlements	25,085	25,085
Total non-current liabilities	25,085	25,085
Total Liabilities	254,615	297,834
Net Assets	195,234	175,113
Equity		
Retained earnings	195,234	175,113
Total Equity	195,234	175,113

AUDITOR'S REPORT



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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF MARIBYRNONG & MOONEE VALLEY LOCAL LEARNING AND EMPLOYMENT NETWORK INC

Opinion

We have audited the special purpose financial report of Maribyrnong & Moonee Valley Local Learning and Employment Network Inc. (the Association) which comprises the statement of financial position as at 31 December 2018, the statement of profit and loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the declaration by those charged with governance.

In our opinion, the accompanying financial report of Moonee Valley Local Learning and Employment Network Inc., is in accordance with the *Australian Charities and Not-for-profit Commission Act 2012*, including:

- (a) gives a true and fair view of the financial position of the Association as at 31 December 2018, and of its financial performance and its cash flows for the year then ended; and
- (b) complying with Australian Accounting Standards to the extent as described in Note 1 to the financial statements.

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 *Australian Charities and Not-for-profits Commission Act 2012* and the ethical requirements of the Accounting Professional and Ethical Standards Board's *APES 110 Code of Ethics for Professional Accountants* 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.

Basis of Accounting and Restriction on Distribution and Use

We draw attention to Note 1 to the financial statements, which describes the basis of accounting. The financial report has been prepared to assist the Association to meet the requirements of the *Australian Charities and Not-for-profit Commission Act 2012*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

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

Management is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards, and for such internal control as management determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the 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 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 the financial report.

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

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

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

DFK Kidsons Partnership

DFK Kidsons Partnership

Robert Wernli

Robert Wernli
Partner

14 February 2019
Melbourne



mmvllen

maribyrnong and moonee valley
local learning employment network

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