



NE Tracks LLEN
Local Learning and Employment Network
ANNUAL REPORT
2018



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LLEN'S IN VICTORIA

In 2002, the Victorian State Government established and funded 31 LLEN network organisations across the state. The network is divided along Local Government boundaries.

Our focus group is youth aged between 10 and 19 at risk of disengaging from learning. LLEN's aim is to create and foster strategic and productive networks to support this group of young people; re-engaging them in relevant education & training opportunities and accordingly enhance their future chances of meaningful employment.

LLEN organisations identify and bring together community groups that can directly help and support this group.

LLEN's connect the state government with local communities, local government, schools, training organisations, employment groups and employers.

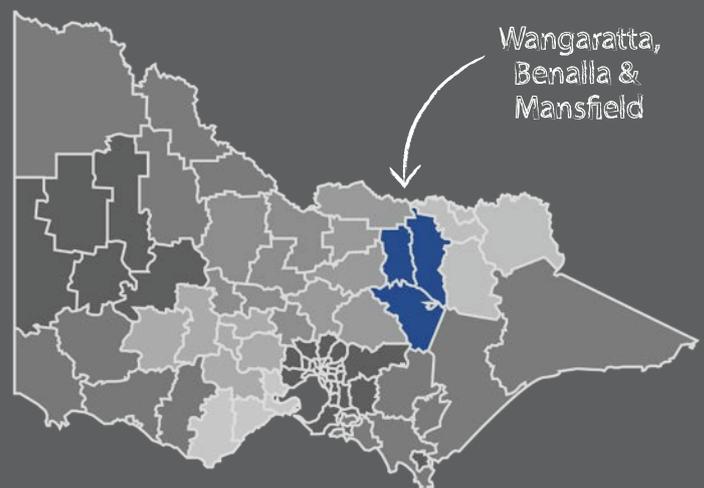


NE TRACKS LLEN

NE Tracks LLEN covers the municipalities of Benalla, Mansfield and Wangaratta. In recognition that each community functions in its own unique way, has different labour markets, different access to a range of schools etc., for the most part NE Tracks' fundamental method of operating is a "place based" approach.

We have representation in all three municipalities. Some partnerships or initiatives however do cover all three communities and on occasion overlap with neighbouring LLEN networks.

This model of working will be further demonstrated in the "operations" section of this report.



Governance 2018

COMMITTEE OF MANAGEMENT

MEMBERS

Adrian Farrer

Albert Freijah

Barbara Alexander

Ben Watts

Darren Moffitt

Denis O'Callaghan - *Treasurer*

Felicity Williams

Joanne Rock

Joanne Ryan

Louise Pearce - *Chairperson*

Margaret Attley - *Deputy Chairperson*

Sally Matheson

ORGANISATION

Cathedral College

Dept. of Education & Training

Benalla Rural City

Sarina Russo Apprenticeships

North East Victorian Koorie Organisations

Gordon Legal

The Centre

FCJ College

Merriwa Industries

GOTAFE

Mansfield Shire Council

Tomorrow Today Foundation



Chairperson's Report for 2018

2018 was the second last year of NE Tracks' Committee of Management (COM) Strategic Plan (2016-19). The plan broadly directs the organisation's focus. Two of the four strategic directions are:

1. Raise aspirations in education and careers and;
2. Increase career pathways information, access and awareness.

Our strategic plan priorities align with ample research around student needs and pathways, none more than that undertaken by the Foundation for Young Australian (FYA).

FYA does, amongst other things, outstanding research on the connectivity between young people and the current and future world of work.

Their most recent body of research called "The New Work Reality" followed the journey of 14,000 young people over a ten year period from ages 15 to 25; this research identified four significant perceived barriers for young people obtaining full time work:

1. Not enough work experience;
2. Lack of appropriate education;
3. Lack of career management skills;
4. Not enough jobs.

At a local level, there is ample evidence that despite young people's general perception that there are not enough jobs, there are many entry level job vacancies that are proving difficult to fill. Therefore, the other three factors

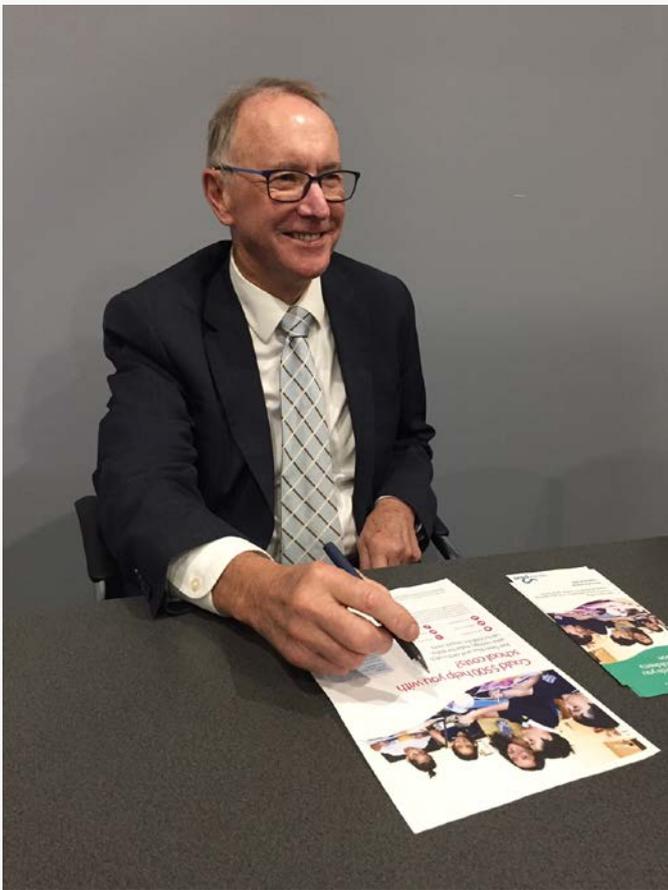
come into sharp focus and I am proud to say on behalf of the NE Tracks COM that our operational team, together with our partners are working with the education system to provide opportunities for young people to:

- Maximize the number of work experience placements, by working closely with business and other employers;
- Support schools to deliver alternative learning models, such as Hands on Learning, VCAL and VET;
- Introduce young people to the world of work and careers by providing hands on and real life exposure to real work;
- Co-ordinate professional development for educators and career advisors by re-energizing the NE Careers network;
- Expose students to a range of digital technology options and to the development of enterprise skills.

Examples of some of this work are provided in the report and I commend the FYA report to you.

In closing I would like to thank our very supportive and committed committee of management, the particularly capable and enthusiastic operational staff led by Danny O'Donoghue and our many diverse partners, who have all combined to achieve another year of strong positives.

Louise Pearce
COMMITTEE OF MANAGEMENT -
Chairperson



Executive Officer's Report for 2018

The 31 Local Learning and Employment Networks (LLEN's) across Victoria, generally and NE Tracks LLEN specifically, are unique organisations and incomparable to any others. This is because the majority of our funding from the Victorian Government is not to deliver services, but to form, support, foster, promote, underpin, nourish and advocate for businesses, education and community partnerships. Partnerships that support young people to maximize their ability to complete the journey through school and pathway into further education, training and quality jobs. However, the challenge is not a small one, and everybody working in education will attest to that.

The challenges for young people at school are not restricted to educational issues such as different learning styles, rather factors beyond the school gate which impact on a young person's ability to attend and remain at school, which may include but are not limited to:

- Family, social and financial matters;

- Health – specifically mental health issues;
- Bullying;
- The changing world of work – leading to confusion about career choices;
- Transportation in Regional Victoria and;
- Meeting employer expectations.

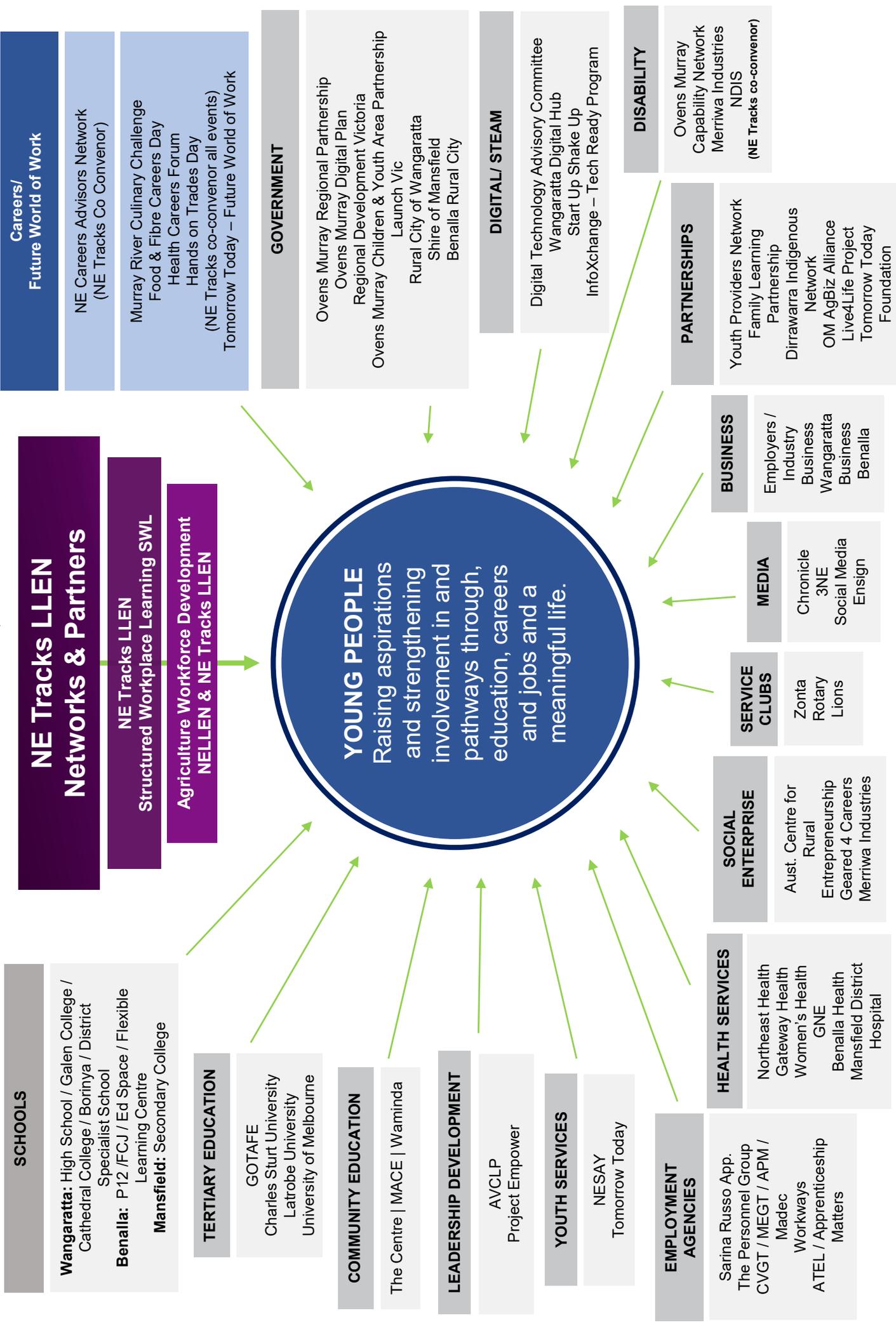
It is in these areas that NE Tracks partners with schools, parents, business and other Youth Community Service providers, to help minimize the impact of negative influences external to education and make a difference to individual and collective students' lives.

This report provides examples of the partnerships and initiatives that NE Tracks was involved in during 2018, as well as some data indicating success in various areas.

In closing I would like to acknowledge and thank the following:

- The Committee of Management's Louise Pearce (Chairperson) and Marg Attley (Deputy Chairperson), for their sound governance, guidance and support during the year;
- Louise Pearce, Denis O'Callaghan and Joanne Ryan that make up the Administration Working Party for their support, financial guidance and advice on other key administrative matters;
- The Committee Members who have made themselves available to assist and provide a positive contribution to the effectiveness of the organisation;
- And finally our hardworking, loyal and committed staff members in Wangaratta, Anne Shaw and Shane Crispin, in Mansfield Jackie Cesnik, Administration Officer Sarah Ryan and Finance Officer John Blanchard.

Danny O'Donoghue
EXECUTIVE OFFICER



FOUNDATION FOR YOUNG AUSTRALIANS

- “The New Work Reality” REPORT

SNAPSHOT

This report followed 14,000 young people's journey over a decade (15 to 25 years old) and found...



**Note: Respondents were asked at 18 years old whether they were happy with their career prospects at 16.

Source: Census table number 2009, 2011, 2016; AgeWorks analysis, LSAY 2006 cohort; AgeWorks analysis, Australian Bureau of Statistics (1992-2013), Australian Labour Market, cat. No. 6105.0; Australian Bureau of Statistics (1995-2018), Labour Force, cat. no. 6204.0; Foundation for Young Australians (2016), 'The New Work Reality'.

01

LLEN OPERATIONS 2018

NE TRACKS ACROSS THREE MUNICIPALITIES

Structured Workplace Learning Program (SWL)

One of the more credible organisations undertaking research on young Australians has recently released a report called “*A New Work Reality*”. The report is based on research by “The Foundation for Young Australians” and followed 14,000 young people’s journeys (15-25 years) over a decade and identified four barriers to employment:

1. Not enough work experience;
2. Lack of appropriate education;
3. Lack of career management skills to help with barrier 1 and;
4. Not enough jobs.

Focusing on barrier 1., the Victorian Government funds LLEN’s to work as a liaison between business and schools to secure quality work experience placements for the students at school undertaking VCAL or a vocational education subject. NE Tracks SWL coordinator, Shane Crispin has achieved outstanding results in that sphere and he is recognised as one of the best operators in Victoria for his achievements.

Quality structured workplace learning includes School Based Apprenticeships or Traineeships as well as students undertaking a real life industry immersion.

An excellent example of the latter is the Murray River Culinary Challenge, in which students become involved in a regional culinary competition based world skills standards. The activity is a joint initiative by LLENS located along the Murray River from Wodonga to Swan Hill, including Shepparton and Wangaratta. The 2018 competition winners were the students from Wangaratta High School.



FOOD & FIBRE CAREERS DAY

NE Tracks LLEN, in collaboration with Goulburn-Murray LLEN and Campaspe-Cohuna LLEN, partner with University of Melbourne, Charles Sturt University, GOTAFE, AgSkills Victoria, Rural City of Wangaratta, City of Greater Shepparton and Careers Day Out to promote the diverse range of career options in the food and fibre sectors.

In May 2018, over 160 Year 9-12 students from 16 secondary and alternate setting schools from across the North East and Goulburn regions attended this showcase of careers and pathways into 21st century agriculture at the University of Melbourne Dookie campus.

Hands-on workshops included the traditional themes of beef, dairy, sheep, conservation horticulture, animal and plant lab sciences, genetics and veterinary technology. Additions to the 2018 program included Bees, Drones, Agribusiness Careers Panel and the very successful Young Farmers Challenge held during the lunch break.



160 +
ATTENDANCE



YEAR 9-12
STUDENTS



MULTITUDE OF ACTIVITIES
FOR ALL TO ENJOY



HEALTH CAREERS FORUM

The annual Health Careers Forum was attended by 140 students from 11 regional secondary schools. Students were able to select from a range of 34 interactive workshops showcasing opportunities and career options available in the health sector. New workshop themes for 2018 included Disability Services, OT & Robotics and Health Promotion.

The Health Careers Forum is delivered by a partnership between NE Tracks LLEN, CSU, Northeast Health Wangaratta, GOTAFE, Department of Health & Human Services and Rural City of Wangaratta. The Health Careers Forum is an established event on the regional careers calendar.

34

INTERACTIVE WORKSHOPS

11

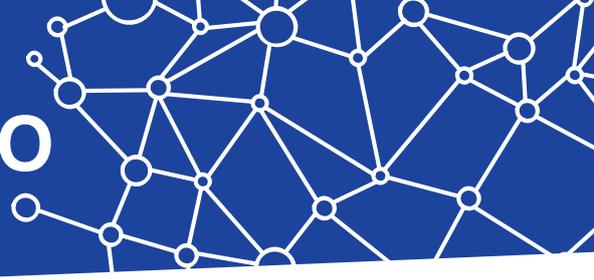
REGIONAL SECONDARY SCHOOLS

140

STUDENTS ATTENDED



HANDS ON TRADES EXPO



To assist students understand the real world of work, NE Tracks LLEN and partners organised a one day event at Winton Raceway for business and industry to showcase their respective careers by allowing students to become “hands on” in a simulated workplace. This was the second year it was run, proving even bigger and better in 2018.

2017

the event attracted:

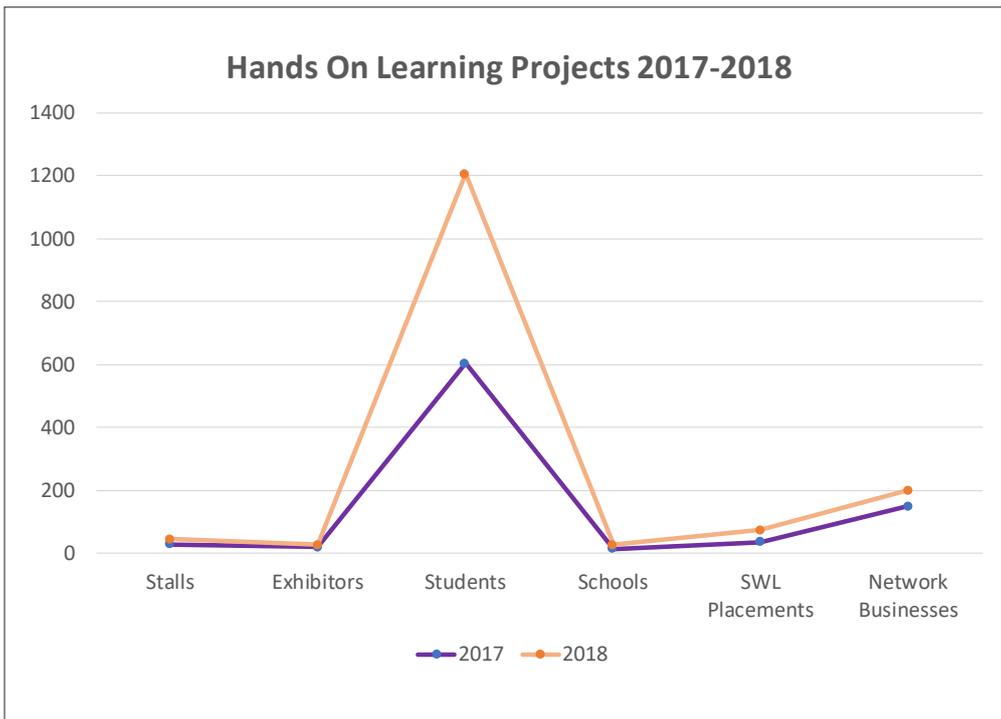
- 29 stalls from 19 Exhibitors
- 604 students attended from 14 schools
- 35 SWL Student placements and
- 150 at the business networking lunch

2018

the day attracted:

- 44 stalls from 27 Exhibitors
- 1206 students from 26 schools
- 74 SWL student placements and
- 200 at the business network lunch

The day enabled students to do a diverse range of activities such as changing tyres, cutting hair, graphic design, barista skills, flying a drone, welding and 3 D printing. Overall, it was exciting to see so many students assisted under the SWL program to experience real experiential workplace learning to strengthen their skills and pathways to future learning and or work aligned to industry needs.



NORTH EAST CAREERS NETWORK

NE Tracks LLEN, in collaboration with Charles Sturt University, facilitates a regional network for career practitioners to support teachers and career advisors from secondary schools in Wangaratta, Benalla, Bright, Myrtleford, Beechworth, Rutherglen and Mansfield.

Members of the network also include tertiary education providers and job service providers. The NE Careers Network meets 8 times a year and shares information and resources promoting pathways and career options for students.

2018 Initiatives

NE Tracks LLEN and CSU jointly hosted a professional development session for Careers practitioners in Wangaratta in conjunction with Careers Education Association of Victoria.

Statewide LLEN's and NE Careers Network provided input to the Victorian Government 'Inquiry into Career Advice Activities in Victorian Schools'

Several members of NE Careers Network undertaking Graduate Diploma Career Development Practice

GENERATION Z

or better yet GENZ

WHAT GENERATION ARE WE HELPING & WHO ARE THEY?

The generation born completely within the technological age, war on terror, and multiculturalism. This generation is the first true global culture as their characteristics and trend is more uniform across the globe as they become the most open minded generation to date.

Generation Z born from 1995 to 2009, were shaped in the era that society started looking at screens more than at faces.

Therefore, many of the names given to this generation highlight the impact of the digital era on their formative years: the net generation; screenagers, click n go kids, the igen, the Ygen, generation connected, Google generation, the digital natives, the dot.com kids.

Not only is technology globally ubiquitous, but we as humans are significantly outnumbered by technologies.

Today there are almost 50 billion connected devices on the planet – that is seven times larger than the number of people!

This generation of children and teenagers will comprise almost one third of the entire workforce within a decade.



GENERATION Z: LIFE AT 17

The Longitudinal Surveys of Australian Youth (LSAY) follows young Australians from their mid-teens to their mid-twenties as they move from school to further study, work and into adulthood. LSAY's newest survey group commenced the program in 2015 when they were about 15-years-old. Using the latest findings from their 2017 LSAY interviews, we look at the activities of Australia's Gen Z when they were 17-years-old, as they acquire the skills and experience needed to meet the challenges of a rapidly changing world.

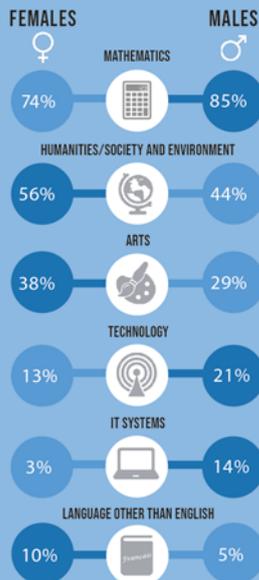
EDUCATION

AT SCHOOL

81%
were still at school at age 17



SCHOOL SUBJECTS TAKEN IN YEARS 11 & 12



VET SUBJECTS AT SCHOOL

30%
of Year 11 and 12 students did a vocational education and training (VET) subject while at school*



*Includes any VET subjects done at school, TAFE or another training organisation as part of a senior secondary certificate.

WORKING WHILE AT SCHOOL

HAD A JOB

60% had a job while at school

Working around five hours per week has a positive impact on post-school full-time employment, compared with not working at all.⁽¹⁾



SALES WORKERS

31%
Including sales assistants (general), checkout operators and office cashiers, and pharmacy sales assistants.



LABOURERS

28%
Including fast food cooks, kitchenhands, shelf fillers, farm workers and cleaners.



COMMUNITY & PERSONAL SERVICE WORKERS

25%
Including waiters, sports coaches, instructors, officials, cafe workers, bar attendants, baristas and child carers.

GIG WORK

'Gig work' is a type of job where workers don't have set hours, and they get paid per task or assignment rather than receiving an hourly or weekly wage.

8%
of 17-year-olds had gig work while at school

THE TOP GIGS WERE:



Performing online tasks



Babysitting



Cleaning



Gardening/landscaping



Being a musician



Umpiring/coaching

PERCEPTIONS OF SOFT SKILLS



TEAMWORK

83% agree they stay focused on their task when working in teams



CREATIVITY

81% agree they are good at coming up with new ideas



PROBLEM SOLVING

74% agree they see problems as challenges to overcome



ORAL COMMUNICATION

67% agree they are good at presenting a talk to a group of acquaintances

WHAT ARE

SOFT SKILLS?

Soft skills are personal traits, communication abilities and social skills. They are important for success in the workplace and are not specific to any one job or career.

THE IMPORTANCE OF SOFT SKILLS FOR THE FUTURE

While some technical skills are becoming obsolete in a changing job market impacted by automation and innovation, soft skills are increasingly required of employees⁽²⁾. In the last 25 years, Australia has seen a decline in jobs requiring manual or repetitive tasks but an increase in jobs that are people-focused or require problem solving and creative thinking⁽³⁾.

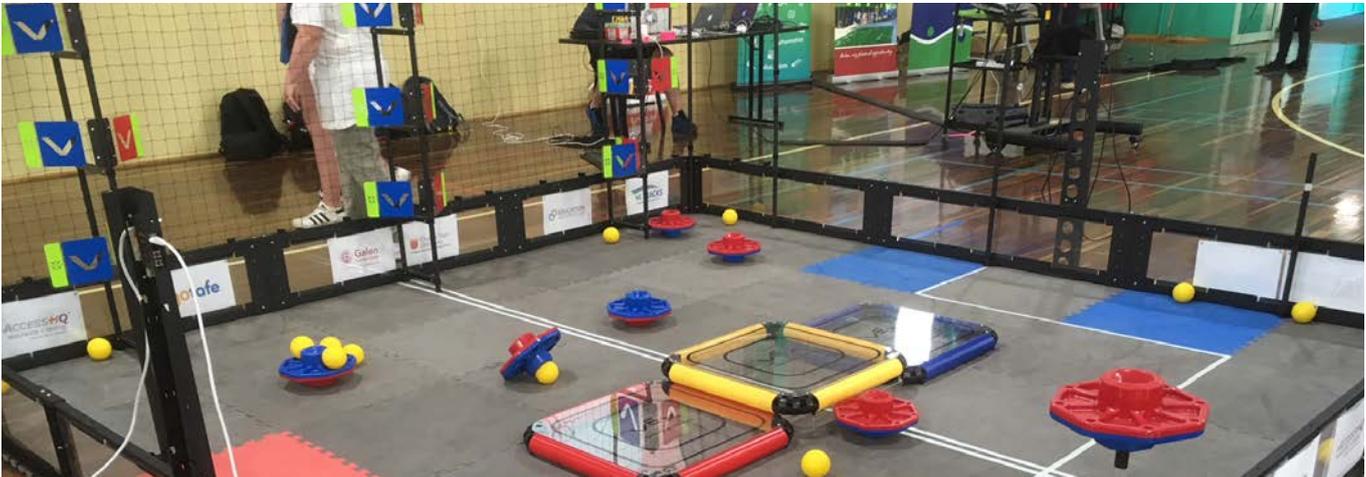
A teenager today will likely have 17 different employers and five different careers in their lifetime⁽⁴⁾ and will require a set of transferable skills that can be used across a range of jobs⁽⁵⁾.



02 LLEN OPERATIONS 2018

Local Initiatives / Partnerships

Below are some examples of projects that were developed to provide a solution to the needs and challenges faced by young people in each of our major communities.



WANGARATTA

Digital Technology

A partnership was formed in 2016 between NE Tracks LLEN, Charles Sturt University, Galen College and GoTAFE to assist schools to raise the digital aspirations and skills of young people in and around Wangaratta.

This group transformed into a semi-formal structure called the “Digital Technology Advisory Group (DTAC)”. The goal of the group is to promote Science, Technology, Engineering, Art and Mathematics (STEAM) to students, and foster their development and talent in these critical core skills.

Some of the highlights of the opportunities and support presented for students in 2018 include: STEAM Expo – 300 students from 7 schools attended;

- Coding Workshops – 2 holiday programs were offered, where 49 students from 7 schools attended;
- Girls in STEM events – 2 student mentor events;
- National VEX Championships – Galen Junior Team were winners. They will go onto represent Australia at the world championships to be hosted by USA in 2019;

- Digital Innovation Festival;
- Tech Diversity Awards – Wangaratta DTAC – awarded Victorian Innovation Ministers Diversity Award for 2018;
- National Youth Science Forum;
- In 2 Science Program;
- DigiCon event in Melbourne hosted by Victoria’s leading Scientists.



VEX Robotics Team - 2018 Regional Championships



BENALLA

Benalla Mental Health Education For Young People

The Benalla based Live4Life program is designed to increase mental health awareness and knowledge in local secondary schools and in the community more broadly.

Live4Life Benalla builds community resilience by providing youth mental health first aid training to parents, students, teachers and others who work with young people.

Partners in this project are: NE Tracks LLEN, Benalla Rural City, P-12 College, FCJ College, Flexible Learning Centre, Tomorrow Today Foundation, Victoria Police, Central Hume Primary Health Care, NECAMHS and the Murray Primary Health Network.

Achievements in 2018 include:

- Creation by young participants of a 2018 theme which was “it ain’t too weak to speak”;
- Delivery of mental first aid training to all local students’ years 8 and 11 which saw the participation of 98 students;
- Delivery of mental health first aid training to

teachers, parents, carers and community members resulting in 48 becoming fully trained.



YEAR 8-11
STUDENTS



98 STUDENT
PARTICIPANTS



48 FULLY TRAINED
IN FIRST AID



MANSFIELD

Innovative Education Program for Vulnerable Young People

During 2018 a representative from the Hands On Learning Program (HOL) attended one of the LLEN organised Mansfield Reference groups to speak about the program. They spoke on how it has had excellent success in schools across Australia in increasing school participation by young people and improving their connectedness to education.

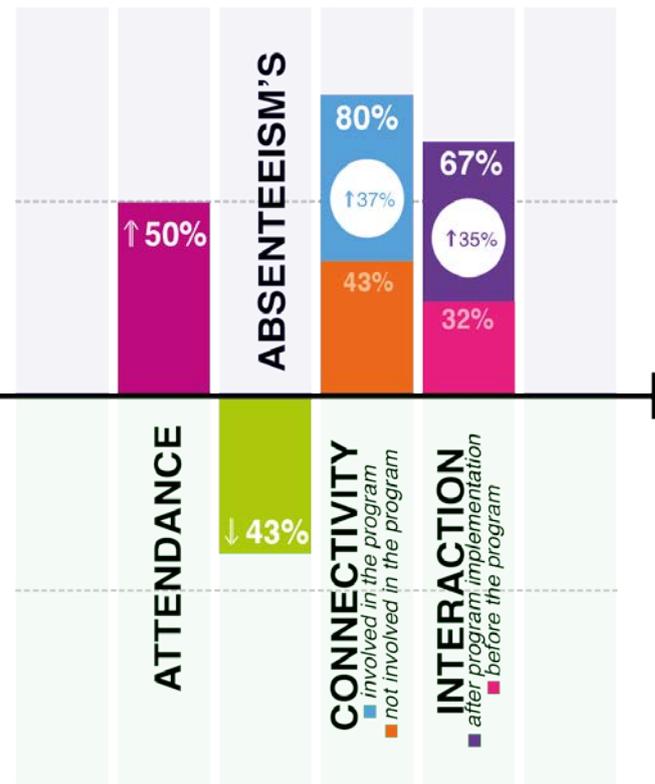
The Hands ON Learning Program philosophy is underpinned by the notion that young people learn in different ways and a “one size fits all” approach to school curriculum leads to a percentage of young people disengaging and dropping out of school.

The Principal of Mansfield College, Tim Hall was present at the meeting and was attracted

to the concept and ultimately his school now deliver a Hands On Learning Program.

Data gathered over time and from schools across Australia shows that:

- HOL has helped schools increase attendance by over 50%;
- A drop in unexplained absenteeism’s in schools dropped by 54%;
- More than 80% of HOL students reported feeling connected and having a sense of belonging compared to those not involved in the program registering connectivity at 43%;
- Teachers report that 67% of their students were able to follow instructions without argument, compared to reporting only 32% before implementing the program.



FINANCIAL REPORTS

2018

STATEMENT OF FINANCIAL POSITION

As at 31st DECEMBER 2018

	2018	2017
Members Funds		
Accumulated Funds	\$39,665	\$62,352
Represented By		
Current Assets		
Cash Assets	\$177,057	\$171,107
Receivables	\$102,996	\$137,921
Other		
Non Current Assets		
Furniture, Equipment & Motor Vehicle	\$23,903	\$8,424
Total Assets	\$303,926	\$317,452
Current Liabilities		
Accounts Payable	\$240,049	\$233,404
Employee Leave Entitlements	\$13,123	\$11,038
Non Current Liabilities		
Employee Leave Entitlements	\$11,089	\$10,657
Total Liabilities	\$264,261	\$255,099
Net Assets	\$39,665	\$62,353

STATEMENT OF FINANCIAL PERFORMANCE

As at 31st DECEMBER 2018

	2018	2017
Revenue from rendered services	\$384,762	\$519,758
Other revenues from ordinary activities	\$46,404	\$47,507
Total Revenue	\$431,166	\$567,265
Expenditure from ordinary activities		
Employment Expenses		
Salaries and Oncosts	\$297,484	\$251,970
Depreciation Expenses	\$8,008	\$11,149
Borrowing Costs		
Other expenses from ordinary activities		
Consulting and Projects	\$61,463	\$222,002
Administration and Operating Expenses	\$56,923	\$50,288
Vehicle Expenses	\$25,934	\$27,966
Professional Development	\$4,041	\$3,972
Total Expenses	\$453,853	\$567,347
Operating Surplus (Deficit) for the Year	-\$22,687	-\$82

A full suite of financial reports including the Statement of Cash Flows and Notes to the Financial Statement are available upon request to the Executive Officer.

NE TRACKS Local Learning and Employment Network Inc.

ABN 18 598 926 337

NE TRACKS LLEN

ABN: 18 598 926 337

**AUDITOR'S INDEPENDENCE DECLARATION UNDER SECTION S 60-40 OF ACNC ACT
2012**

TO THE COMMITTEE OF MANAGEMENT OF NE TRACKS LLEN

I declare that, to the best of my knowledge and belief, during the year ended 31 December 2018,

- there have been no contraventions of any applicable code of professional conduct in respect of the audit, or
- the only contraventions of any applicable code of professional conduct in respect of the audit are those detailed in the declaration.



MATTHEW O'BRYAN

CPA 2220466

Dated: 13th March, 2019

MEMBER STATEMENT

NE TRACKS LOCAL LEARNING AND EMPLOYMENT NETWORK INCORPORATED
ABN: 18 598 926 337



COMMITTEE REPORT

Your committee members present this report on the association for the financial year ended 31st December 2018.

The names of each person who has been a committee member during the year are:

- Louise Pearce **Chair**
- Margaret Attley **Deputy Chair**
- Denis O'Callaghan **Treasurer**
- Joanne Ryan
- Adrian Farrer
- Albert Freija
- Sally Matheson
- Darren Moffitt
- Barbara Alexander
- Joanne Rock
- Jane Branigan
- Ben Watts
- Felicity Williams
- Paul Challis **Retired**

Operating Result

The net financial result for the financial year was a loss of \$22,687.00. 2017 a loss of \$82.00.

Principal Activities

The principal activities of the association during the financial year were to develop and maintain community partnerships for the purpose of supporting young people with learning and employment opportunities.

After Balance Date Events

At the date of this report no matters have arisen since 31 December 2018 that have or may significantly affect:

1. The operations of the association;
2. The result of those operations; or
3. The state of affairs of the association in the financial year subsequent to the 31 December 2018.

Future Developments

There are no likely developments that will significantly affect the operations of the association in the coming year.

Indemnities

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of the association.

No person has applied for leave of Court to bring proceedings on behalf of the association or intervene in proceedings to which the association is a party for the purpose of taking responsibility on behalf of the association for all or any part of those proceedings. The association was not a part of any such proceedings during the year. Signed on behalf of committee members of the association.

Louise Pearce – Chair

Denis O'Callaghan - Treasurer



CONTACT DETAILS

NE Tracks LLEN
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85 Nunn Street BENALLA 3672

Email Office: admin@netracksllen.org.au
Email Executive Officer: eo@netracksllen.org.au

NE Tracks LLEN would like to acknowledge the following organisations for data used in this report.
Foundation for Young Australians (FYA) and Longitudinal Surveys of Australian Youth (LSAY)