

BAW BAW LATROBE



# ANNUAL REPORT | 2010-2011



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EDUCATION TRAINING  
PARTNERSHIP**  
Major Partner, SPAusNet

Front Page: VEET participants visit to Loy Yang Power  
Back Page: VETiS Automotive students visit to RTL Yallourn

# CONTENTS

<b>Chair's Report</b>	<b>2</b>
<b>Vision, Mission &amp; Values</b>	<b>2</b>
<b>Executive Officer's Report</b>	<b>4</b>
<b>Key Strategic Initiatives</b>	<b>5</b>
<b>Gippsland Youth Commitment</b>	<b>6</b>
<b>Workplace Learning Coordinator Program</b>	<b>7</b>
<b>The SPAusNet Young Achiever Award 2011</b>	<b>8</b>
<b>Journey To Work For Your Future</b>	<b>9</b>
<b>Inspiring Young People</b>	<b>10</b>
<b>Mentoring</b>	<b>12</b>
<b>Victorian Energy Education and Training (VEET) Program</b>	<b>14</b>
<b>Vocational Education and Training in Schools (VETiS)</b>	<b>16</b>
<b>Engineer your Future</b>	<b>18</b>
<b>Keys to your Future</b>	<b>19</b>
<b>Building Careers</b>	<b>20</b>
<b>Career Pathways into Equine</b>	<b>21</b>
<b>Caring For Other People by Youth, Careers and Pathways</b>	<b>22</b>
<b>Girls Make It Go!</b>	<b>23</b>
<b>Industry Links</b>	<b>24</b>
<b>Civil Construction Taster Program</b>	<b>24</b>
<b>Naval Gazing - HMAS Cerberus</b>	<b>25</b>
<b>JobSkills Expo</b>	<b>26</b>
<b>Future Options Expo</b>	<b>27</b>
<b>GippsWebs for Business</b>	<b>28</b>
<b>On Track 2011</b>	<b>29</b>
<b>People at the LLEN</b>	<b>30</b>
<b>Financials</b>	<b>31</b>
<b>Board of Management 2010/11</b>	<b>33</b>

## CHAIR'S REPORT



Another year has past and this report reflects the increasing number of activities the LLEN is associated with through the wide range of partnerships our CEO and staff have nurtured and supported.

The core role of the LLENs, or Schools Business Community Partnership as the Federal Government program is known, is the creation and development of sustainable relationships and partnerships; the brokering of initiatives between local education providers, industry and community, to improve the education, training and employment outcomes of young people, particularly those most at risk.

The Gippsland Youth Commitment encompasses these ideas and during 2011, GYC continued to grow and influence collaborative practices between key stakeholders leading to improved pathways for young people. The release of the 2011 GYC Report to Community reflected this improvement. The launch of the GYC Strategic Directions for 2011-2015 by the Minister for Higher Education and Skills, Peter Hall has set the pathway for the future. The launch itself, utilising a video link between three venues in Latrobe, East and South Gippsland, demonstrated how new technology can be used to assist with education provision. The GYC is a reflection of the excellent relationship between the three Gippsland LLENs, the leadership of the DEECD at a regional level, the commitment of the Regional Management Forum and the ready support of the wider Gippsland community to embrace the concept.

As Chair, I have had the opportunity to witness many examples of the practical outcomes of the LLEN's work, much of which are highlighted later in this report. Each of these activities has a place in our efforts to achieve the key initiatives of the LLEN Strategic Plan.

In events such as the graduation function for the YEA program in Warragul, it was pleasing to see the enthusiasm of the staff from the partners in this program and hear the young people's stories of hope and re-engagement. I have witnessed the practical outcomes of the LLEN's work through observing the wonderful work of the students in the GippsWebs for Business program, the engagement of young people at Job Skills events and the SP AusNet Baw Baw Business Excellence Awards, Young Achiever Award nominee's function held recently.

The Young Achiever Awards are one of many practical examples where the LLEN has brokered partnerships with a variety of stakeholders including local government, employers and education and training providers to provide more extensive support to young people in our region. There are many other fine examples reported in the following pages and the Job Skills Expo that attracted more than 2500 students accessing information from over 100 exhibitors, would be the most ambitious. The Expo is another excellent example of the work of the LLEN in brokering common arrangements with a variety of stakeholders such as the Youth Connections providers, other LLEN's, schools, further education and training providers and employers, to provide more extensive support to young people in our region.

The LLEN also holds a contract with Office for Youth to strengthen the work of mentoring programs across Gippsland, this work like any other the Board approves, is designed to complement and value add to the core business of the LLEN and again Baw Baw Latrobe LLEN can be seen taking a key leadership role with Gippsland Mentoring Alliance and the Victorian Youth Mentoring Alliance.

This report provides details of the many positive projects for young people that develop from the partnerships that the LLEN has assisted and nurtured. These result from the quality leadership, vision and energy of our Chief Executive Officer, Mick Murphy and the other LLEN staff who are a very professional team. They bring not only their skills and knowledge to their roles but a commitment to listen and think imaginatively as they seek opportunities to further strengthen transition pathways for young people. I know that they provide a quality service to our partners as I am being constantly reminded of it and I thank them for their commitment to our vision. I also thank the many partners of the LLEN for their contribution and support, including material support, which has enhanced the work of the LLEN and these projects.

The LLEN initiative was first established in 2001. It was commenced in two phases with Baw Baw Latrobe LLEN being first constituted in late 2001 and operational by the beginning of 2002. So by the end of this year, Baw Baw Latrobe LLEN will be 10 years old. In that time, a significant number of people have contributed to the work of the LLEN including over 60 who have been members of the Board of Management.

I am pleased to be Chair the Board of Management of Baw Baw Latrobe LLEN and acknowledge the commitment of all Board members and thank them for their input into our strategies. I would particularly thank those who take on the additional responsibility of the Board Executive, for their dedicated work for our region. The Board consists of volunteers, with wide expertise and dedication to improving the educational, transition, training and employment outcomes for the young people of our region, who give their time to deal with the governance, policy and planning issues of the LLEN. Thanks to those Board members who step down this year for their contributions, in particular Graham Vohmann, who has represented the non-government schools sector for five years. I thank Mick for his support to me, in my role as Chair and to the Board. His planning and attention to detail have been most appreciated.

Read on to see the many and varied ways in which the LLEN has contributed to its core role.

**Howard Williams**

# VISION, MISSION & VALUES

## VISION

**Baw Baw Latrobe LLEN is an integrated, effective education training and employment network, meeting the learning needs of young people in Baw Baw Shire and Latrobe City.**

## MISSION

The LLEN will foster post-compulsory education and training within the community and better adapt post-compulsory education and training to community and industry needs through the ongoing broad functions of:

- Influencing planning to enhance the provision of post-compulsory education, training and employment with particular emphasis on meeting the needs of young people in the region.
- Building connections between post-compulsory education and training with regional industry and economic development.
- Developing pathways for young people and monitoring their level of participation, completion and outcomes.

## VALUES

The operation and interactions of the Baw Baw Latrobe LLEN will be consistent with the following values:

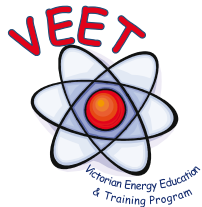
- Always represent the interest and needs of young people and the region.
- Share information and encourage stakeholder participation in decisions.
- Take a positive and constructive approach in our interactions.
- Be supportive of the membership and accept the different roles of member categories and partners.
- Continually seek to build partnerships and relationships.
- Act showing trust, cooperation and integrity.
- Acceptance of accountabilities and delivering on what we promise.
- Find and promote ideas that will progress regional economic development and employment.
- Seek to understand and be responsive to the community, industry, our members and particularly young people.

# EXECUTIVE OFFICER'S REPORT



The partnering work of Baw Baw Latrobe LLEN again this year has been dependent on the willingness and the capacity of a broad range of diverse partners to work together collaboratively to improve the futures of young

people and to address the community and business needs in relation to skills development. Contained in this report are detailed descriptions of many such partnerships which have contributed to improved outcomes for young people.



The **Victorian Energy Education and Training (VEET)** partnership was initially developed in 2004 to address the ongoing skills needs of the power industry. VEET has grown significantly with the continued support of the program's major partner **SP AusNet**. Again this year, young people from the Baw Baw Latrobe region, other areas of Gippsland and the outer eastern region of Melbourne, have successfully participated in this program with some great successes. Nicole Skinner has been able to successfully coordinate this program across these regions. I would refer the reader to both the front cover and the body of this report for further details.



**Equipsuper** has supported the **Inspiring Young People (IYP)** program for a number of years. Many young people across all Gippsland areas have benefitted from this program which provides links with volunteers in the community to increase the awareness of young people of local career pathways and job roles in their communities.

The IYP program could not have been so successful without the generous and committed support of Equipsuper. Equipsuper have actively supported and participated in this program from the early days in Morwell and Warragul.

IYP now includes:

- Inspiring Young Women
- Inspiring Young Koorie Women
- Inspiring Young Koorie Men and
- *Straighttalk*

*Straighttalk* is conducted in partnership with The Smith Family. The continued support and encouragement of Equipsuper is very much appreciated.

**gippsland youth commitment** The **Gippsland Youth Commitment (GYC)** continues to be the underpinning framework of the many partnerships and efforts of our community in addressing the needs of young people. Initially launched in 2008, GYC continues to develop strategies to improve outcomes for young people in our region.

This year the GYC project group launched the strategic direction for 2011 -2015 with the goals being:

- All young people have the skills, capacity and confidence to reach their full potential and be valued members of community.
- Communities, Businesses and Education Providers working together to support young people to reach their full potential.

Many organisations have now recommitted to young people in our region, with a substantial number of commitments to action for that period.

Earlier this year it was announced that the **West Gippsland Trade Training Alliance** application to the Commonwealth had been given provisional approval with the potential expenditure of over \$12M to develop trade training facilities in Building and Construction, Production Horticulture and Agriculture, Commercial Cookery and Automotive. The initiative will also provide video conferencing linkages between all schools and major RTO's and mobile linkages to businesses.

The project management group, chaired by Helen Antsis, CEO of Baw Baw Shire, continues to fine tune the arrangements. It is anticipated that infrastructure installation is likely to commence later this year.

The **Workplace Learning Coordinator (WLC) program**, awarded to Baw Baw Latrobe LLEN, continues to support schools and business in improving the quality and quantity of workplacements for young people in our region. Both Mike Jungwirth and Craig Hardy have been developing good initiatives in relation to the use of the work place. Details are also listed in this report.



The **Gippsland Mentoring Alliance**, auspiced through Baw Baw Latrobe LLEN, has supported youth mentoring programs in Gippsland through the Regional Coordination Program funded by the Office for Youth. While the funding for this program will cease at the end of 2011, GMA will continue as an alliance of mentoring programs to share practices and experiences. Kate Boyer in particular, and Kylie Downey, have been able to provide great support to over 25 youth mentoring programs in the Gippsland region.

### Summary

The ongoing willingness and support of an extensive number of individuals and businesses in our region has been a terrific expression of the community commitment to young people.

The LLEN, while a small entity in terms of direct staff, in fact has a large and diverse influence as a result of an extensive list of partner organisations at many levels, covering a broad cross-section of the community. The support of and partnership with these organisations, all working towards better outcomes for young people in our regions, makes the task achievable. Again, I particularly value the positive working relationship between the LLEN and DEECD Regional Office.

The LLEN staff are very well supported, encouraged and governed by a committed Board of Management. I am thankful for that commitment and in particular, the extensive role of Howard Williams as chair of the Board of Management and the other executive members.

The LLEN staff is made up of dedicated, enthusiastic and capable professionals. I am proud of this group and thankful for the very professional and enthusiastic manner in which they complete their role. It is the staff that makes the LLEN effective and a bright, cheerful and productive organisation. I would acknowledge the great work done by Kate, Nicole, Lisa (maternity leave), Kylie, Mike, Craig, Jill, Deb, Suze and Gemma and congratulate them on their efforts

**Mick Murphy**

## KEY STRATEGIC INITIATIVES

### STRATEGIC GOAL : 1

Through increasing participation in VET/VETiS/VCAL, increase retention to Year 12 or equivalent.

**Primary Stakeholder Group:**

Education and Training Providers

### STRATEGIC GOAL : 2

Increase the percentage of young people accessing higher education.

**Primary Stakeholder Group:**

Education and Training Providers

### STRATEGIC GOAL : 3

Increase percentage of early school leavers making post-school transitions to positive destinations.

**Primary Stakeholder Group:**

Community groups

### STRATEGIC GOAL : 4

Increase the employment of young people in local businesses/industries.

**Primary Stakeholder Group:**

Business and Industry

### STRATEGIC GOAL : 5

Improve the capacity of parents and carers to successfully assist young people to improve transition from primary through to secondary schools and into post school pathways.

**Primary Stakeholder Group:**

Parents and families

### STRATEGIC GOAL : 6

Improve participation in education, training and employment for Koorie young people in the region.

**Primary Stakeholder Group:**

Community groups

# GIPPSLAND YOUTH COMMITMENT



In 2010-2011, the Gippsland Youth Commitment (GYC) through the on-going support of GYC partners has further established the strong foundation set up over the past few years by which it can continue to improve education and training opportunities for young Gippsland people.

How we guarantee that every young person is provided with the same education and training opportunities, regardless of their background, where they live, or what school they attend, will remain a priority for the GYC as it moves into its next phase with the endorsement by the Regional Management Forum (RMF), our peak regional body through 2011-2015.

We will do this by ensuring that the GYC has:

**Goals** that continue to have the young person at the centre of all decisions.

**Objectives** that will drive strategy in the five focus areas identified as most critical to improving the education, training and employment outcomes for young people:

- Koorie Focus Area
- Transition and Re-engagement Focus Area
- Skills Focus Area
- Tertiary Education Focus Area
- Maths Science Focus Area

**Key Principles** that provide guidelines for GYC partners:

- Leadership, innovation and strategic planning
- Mutual respect, privacy and confidentiality
- Collaboration
- Personalised learning
- Building organisational capacity to support young people
- Continual improvement

**Pillars** that remind us of the different ways we need to support young people to develop and achieve their aspirations:

- Working together
- Meaningful experiences
- Supporting achievement
- Connecting to opportunity

**Governance** that will provide a collaborative framework and ensure there is accountability to the community and young people.

The GYC recently launched the Future Directions Strategy 2011-15 for the GYC. Peter Hall, Minister for Higher Education and Skills speaking at the launch said that the strategy is "part blueprint and part pact" and maps out "what we need to do to improve access to opportunity in Gippsland".

The need for business and community to get behind the strategy was highlighted by the minister. "This would support young people to meet their potential but at the same time support Gippsland's future prosperity and regional development. By joining up to this commitment, industry can more easily influence what the future work force will look like."

Also at the launch, acting Regional Director of Education and Early Childhood Development, Karen Cain, noted that over 2,500 young people have already been supported by partners involved with the GYC. "The Gippsland Youth Commitment is now well established and provides a collaborative framework to provide better coordinated planning and delivery of programs." Karen Cain added, "There are signs in recent data that outcomes are improving but that there is still a great more to do".

The GYC has already signed up over 40 partners and is aiming for 200 partners by the end of 2011.

# WORKPLACE LEARNING COORDINATOR PROGRAM

My first year in the role of Workplace Learning Coordinator has been filled with many interesting challenges but more importantly, some positive progress towards meeting the objectives of the Workplace Learning Coordinators Program (WLCP) within the Baw Baw Latrobe region.

Such progress would not have been possible without the support of a growing network of employers, the cooperation of representatives from schools and training organisations, employment services and a host of business and industry organisations that have readily endorsed the WLCP initiative and been willing to become actively engaged in the various work placement programs and options presented to them.

The constructive feedback received following a comprehensive midyear reporting and review process undertaken by the Youth Transitions Unit of the DEECD, provided validation of the strategies that have been used to firstly promote the role of WLCP and secondly, tackle the task of identifying and creating new workplace learning placements for young people within the region.

Since January, more than 80 new employers have committed to providing work placements for young people, with many of those employers agreeing to provide multiple placements on an on-going basis.

I am pleased to report that the Program is currently on track to achieve the targets set by the DEECD in regards to the number of Structured Workplace Learning placements and School based Apprenticeship and Traineeship arrangements in this region, however rest assured that this will not be cause for resting upon one's laurels.

Several of the more exciting arrangements that have been negotiated include the engagement of organisations such as Middy's Data and Electricals, Employment Innovations Victoria and MECU. These organisations have all agreed to offer multiple SBAT or full time traineeship opportunities for young people in the region and are in the process of considering how they might extend their involvement to

the provision of workplace learning opportunities in other branches located across the state.

The fact that these organisations have been able to see the advantage of including workplace learning and training pathways into their corporate and HR structures, provides a very strong endorsement of the merits of the WLCP initiative.

A particularly pleasing outcome of the past year's work has been the improved numbers of Koorie students engaged in Workplace Learning placements and importantly in school based apprenticeship and traineeship arrangements. Similarly, the program has had success in identifying opportunities for a greater number of young people 'At Risk' and from 'Newly Arrived' or 'Refugee' backgrounds.

The Baw Baw Latrobe WLCP would like to acknowledge the invaluable collaborative support provided by the Baw Baw Latrobe LLEN team. The WLCP has been able to work with the LLEN to target interested and committed students to participate in a range of industry-focused programs that have lead to meaningful workplace learning placements that are promising genuine vocational outcomes.

Other programs that highlight the breadth of the WLCP's endeavours to increase the workplace learning opportunities in the region include working with Transfield Services to organise the Students@Work program at Loy Yang, our regional representation on the WLC Statewide Advisory Group and continuing participation in local careers and VET cluster groups.

As the Program Coordinator, I would also like to acknowledge the work undertaken by Craig Hardy, who commenced in the position of Industry Liaison Officer in January 2011. Craig's contribution has been extremely important, for it has added greatly to the capacity of the WLCP to promote the benefits of workplace learning and training to a greater cross section of local business and industry. Craig has been a driving force in building the profile of the Gippsland Youth Commitment (GYC) and his efforts to highlight and promote the WLCP



*MECU's Anita Stothard with School Based Trainees, Caitlin and Levi Morris.*

as one of the key initiatives through which employers can actively and practically support the GYC, has been significant.

I have also been delighted to once again be actively involved in encouraging employers and training organisations to nominate young apprentices and trainees for the SP AusNet Baw Baw Shire Business Excellence Young Achiever Award. Eleven outstanding young people were nominated this year and the glowing testimonies provided by their employers and trainers, is proof that there are many talented young people who are already taking full advantage of the workplace learning opportunities they have been given.

In looking ahead, there are obviously continuing challenges. The shift towards a low carbon future will change the employment dynamics within our region and young people will need to be better prepared to deal with those changes and more willing to consider a wider range of career options. With that in mind, the WLCP will be looking to identify and engage new and emerging industries and to work closely with training organisations to ensure that consideration is given to the development of relevant training courses and meaningful career pathways.

# THE SP AUSNET YOUNG ACHIEVER AWARD 2011



Emily Hodge, Business School Based Trainee, with Sally J Real Estate



Thomas Jenner, Horticulture Apprenticeship with Drouin Golf Club



Matt Azzopardi, Caravan Park Operations Traineeship with Glen Cromie Caravan Park

The Baw Baw Latrobe LLEN recognises the importance of training young people to meet the future needs of business. We proudly sponsor the SP AusNet 2011 Baw Baw Business Excellence Young Achiever Award which is open to all apprentices, school-based apprentices and trainees aged 15-21.

The nominees will have also undertaken some aspect of training or skill development, as part of their employment with a local business over the past 12 months.

Each of the 11 nominees was required to submit a portfolio of information which included details of their pathway through school, their achievements and future career goals.

The nominees were also visited and interviewed at their workplace prior to attending a formal Presentation Evening which was held at the Wattleseed Restaurant, Warragul, on Wednesday 21st September.

Each of the nominees were presented with a certificate after which the three finalists were announced. They subsequently attended the Awards Gala Dinner at Lardner Park Convention Centre on October 14th.

The Baw Baw LLEN would like to thank co-sponsors Apprenticeships Group Australia, Community College Gippsland, Warragul Campus, MEGT, GippsTAFE, Warragul Campus, National Centre for Dairy Education, Australia and Print Solutions at Work, Warragul, who have been supportive partners to this important award.



**Baw Baw Latrobe**



# JOURNEY TO WORK FOR YOUR FUTURE

The 'Journey to Work for your Future' program assists new arrival students in the Latrobe Valley, gain a greater understanding of a variety of career pathways in the area.

The program has been developed by the Baw Baw Latrobe LLEN in partnership with Lavalla Catholic College, Latrobe Community Health Service and Latrobe City. The focus of the program is to give new arrival teenagers an understanding of Australian work practices.

The three elements of the program were parent and student information sessions, individualised career counselling and industry site visits. Involving the students' parents added value to their experiences, as well as supporting those parents who would like to develop their own knowledge of the Australian education system, career and training pathways.

Local organisations welcomed migrant students into the workplace and enabled them to develop a basic understanding of the Australian work culture. These experiences and continued career counselling will make the transition from school to work, training or further education, more likely to be successful.

39 students from three secondary Colleges have explored a range of industries including Retail, Hospitality, Building and Construction, Power industry, Aeronautics, Hair and Beauty, Local Government, Automotive and Victorian Police. Students commented some of the highlights were exploring behind the scenes at Safeway in Morwell, with many not realising the extent of operations and employment opportunities. Climbing to the 19th floor of Loy Yang Power Station was unsettling for some; however

the rare opportunity to walk around the Station gave students a firsthand look of the power industry.

"The Journey to Work for your Future program has been an invaluable opportunity for our new arrival students to explore the Australian world of work. It has provided the students with a foundation to build individual career pathway plans for their future training and employment," stated Anne English from Lavalla Catholic College.

The LLEN will continue to promote an inclusive culture within local industry and organisations and enhance work experience opportunities for new arrival students through the introduction of the Journey to Work for your Future Program at other secondary Schools in the Latrobe region.



# INSPIRING YOUNG PEOPLE



**Inspiring**  
Young People

Inspiring Young People encapsulates the four different Inspiring Programs facilitated by the Baw Baw Latrobe LLEN in partnership with **equisuper**. In 2010 / 2011 these programs include Inspiring Young Women, Inspiring Young Koorie People, Inspiring Koorie Parents and *Straighttalk*.

The programs are information and knowledge sharing events, connecting young people to experienced people from the local community, encouraging them to think about their future pathways and inspiring them to achieve.

## INSPIRING YOUNG WOMEN



"Strive to achieve, in all you do" was the key message delivered to young women from Baw Baw and Latrobe Secondary schools and experienced women from the community at the

Inspiring Young Women evenings, held separately in Baw Baw and Latrobe.

The events linked successful women from the community with students and provided them with the opportunity to share information about career pathways, aspirations and their personal journeys. The objectives of the events are to motivate young women to strive towards their ambitions in life and give them an indication of the many opportunities available to them.

At the Latrobe event, Guest speakers were Phoebe Trinidad, Nursing student, Debra DeCarli, Occupational Health and Safety Manager from Loy Yang Power and Nerida Hamilton, Sales and Administration Manager from Neilson Builders.

Megan Harris from 3GG MC'd the Baw Baw event; she brought the room to life and set the scene for the event. Guest speaker Phoebe Trinidad, spoke about her adventures overseas as a volunteer in Uganda and career pathway into nursing. Another guest speaker, Gail Baker told of her vast career journey, highlighting the variety of opportunities which present themselves along the way.

The events motivated young women to strive towards their aspirations in life and gave them an insight to the many opportunities available to them. Young ladies who attended the evening commented "It was exciting to speak with new and experienced people. The women have inspired me to work hard and to believe in myself" and "A fantastic evening! Every young woman in the Latrobe Valley should be given the opportunity to attend this event."



## STRAIGHTTALK



*straighttalk*



everyone's family

Make the most of your opportunities has been a recurring theme throughout the *Straighttalk* events during the past year. Guest speakers and experienced guests alike have encouraged the participating year eight students to set goals, listen to their teachers and strive to do their best.

During the year, more than 230 male Year 8 students from schools in Baw Baw and Latrobe will have attended a *Straighttalk* event.

Over lunch, the students meet and discuss with 14 experienced guests from the local community about careers, pathways and what its like to be in Year 8. Conversations range from the current occupations of the men, their pay packet, to what they do on the weekends. The students have the opportunity during the lunch to meet with 8 – 10 of the men present, as experienced guests move tables every 25 minutes.

Another key element of the *Straighttalk* event is the guest speaker. During the past year students have heard from a range of speakers, including an AFL Umpire – who grew up locally and still lives in Baw Baw Shire, local business owners – who attended secondary schools in the Latrobe Valley and Local Government employees and Councillors who are very active in the local community.

# INSPIRING YOUNG PEOPLE CONTINUED

Each guest speaker tells a different story of their pathway through school into training, employment and quite often further training. However, each has sent a similar message to the students, find your passion and it will be easier to follow your dreams.

Students have thoroughly enjoyed the events, commenting "The food was amazing! A very good day and great to talk about their jobs," and "I enjoyed the *Straighttalk* because now I know that some of these guys struggled and didn't know what they wanted to do at my age, which takes a lot of pressure off me."

Experienced guests are equally impressed with the event "The speakers are an important part of *Straighttalk*, sharing their experiences about career pathways. It shows the boys they need to have an open mind and keep options open," and "I enjoy talking with the students and sharing my pathway from being a Year 8 student."

## INSPIRING KOORIE PARENTS



Inspiring  
Young Koorie  
People

Inspiring Koorie Parents is a precursor to the Inspiring Young Koorie People events. It aims to engage Koorie parents with their schools, staff and support workers,

including Koorie Education Support Officers. The sessions are also focused on showcasing the opportunities within schools, both those that are curriculum based and the additional programs, such as camps and sporting activities. Through this introduction to their students school, the curriculum and programs, parents will have a greater knowledge and will be better able to support attendance and involvement in education.

The first of these events was held at Drouin Secondary College, in partnership with the local KESO, Terry Marks. Parents, school welfare and administration staff, as well

representatives from the Catholic Education Officer were in attendance to discuss the opportunities for local Koorie students. The session also included a tour of the school, highlighting many of the renovations that have been made over the years and assisted the parents to feel welcome within the school, both now and into the future.

Feedback from those involved has been highly positive, noting that parental engagement has increased since the session.

Warragul Regional College Career staff, in partnership with local KESO, Ryan Djukich, hosted the second Inspiring Koorie Parent session. Also involved were staff from Advanced Personal Management and student well-being staff. Parents commented on their increased understanding of the differences and benefits of VCAL and VCE. They have since made further contact with the school to discuss options for their students for the future.

Following these Inspiring Koorie Parent events is Inspiring Young Koorie People. Koorie students will have the opportunity to meet and hear from experienced indigenous and non-indigenous guests from the local area. Students will listen to a panel of speakers on a range of topics, including training and employment pathways, apprenticeships and traineeships and further education. Inspiring Young Koorie People will be a lunchtime event, similar in style to *Straighttalk*.



quietly outperforming.  
equipsuper,

gippsland  
youth  
commitment 11

# MENTORING

More than 25 programs have been supported by Gippsland Mentoring Alliance during the past 12 months. Some are new programs starting up, such as the South Gippsland L2P Program which was launched late in 2010 or the Warragul Regional College Transition Buddies program, which has recently started. Sadly though, a few programs have closed during the past year, mainly as a result of pilot funding finishing.



Highlights from the year have been the many visits across Gippsland to programs, specifically to Gippsland East, where coordinators met to further discuss the Engaging with Business tools introduced at the Gippsland Wide workshop and conducted mentor engagement sessions. Time and effort has also been spent with the L2P Programs in Gippsland, focusing on improving communication and relationship building between mentors and learner drivers.

Youth Mentoring Week was again celebrated in partnership with Victoria Zoos. More than 100 young people and mentors from Gippsland braved the wet weather and visited one of the three sites open to matches during the week. Kate and Kylie also travelled across Gippsland and celebrated the achievements of mentors and young people during the week.

The Bass Coast YMCA hosted a fundraiser for their Youth Mentoring program by holding a charity golf afternoon. Local business were approached to sponsor holes, provide raffle prizes and compete in the nine hole competition. Attracting more than 32 players, the event was a success, raising more than \$1500 for match activities.

Stan Alves returned to Gippsland early in 2011 to speak at the South Gippsland network lunch. Sharing a different story from his previous visits, he highlighted his involvement in Youth Mentoring and urged those in attendance to answer the call to arms and become involved in programs in their community.



Mick with Wendy Major, South Gippsland Bass Coast LLEN and Stan Alves.

## TRANSITION BUDDIES



Transition Buddies has continued in 2011, with two Secondary schools now running the Transition Support Mentoring Program. Initially piloted by Lowanna College in 2010, with three feeder Primary schools, the program is also operating at Warragul Regional College, with three feeder Primary schools.

Transition Buddies is a school based mentoring program that provides additional support to primary school students in preparation for their transition to secondary school. The program complements the work already done by both the feeder primary schools and secondary school in preparing students for transition.

Transition Buddies is based on a friendship, aimed at encouraging and supporting grade six students, from local primary schools and the development of a one to one relationship with a more experienced person, a VCAL student, to achieve a smooth transition to secondary school.



## MENTORING CONTINUED

This year Lowanna College have twelve VCAL students in the program, supporting Grade 6 students at Newborough Primary School, Newborough East Primary School and Albert Street Primary School. The students are keen to build upon the program from last year and are already planning the activities based at Lowanna College, including the Amazing Lowanna Race, where the Primary students race around Lowanna College, visiting important places such as; the canteen, sick bay and Library. At each place they collect an item or complete a task.

Warragul Regional College have six VCAL students in the program, supporting Grade 6 students at Yarragon Primary School, Nilma Primary School and Darnum Primary School. The students are meeting with their primary buddies once a week for the next seven weeks at the primary schools. The primary students will then travel by school bus to Warragul Regional once a week for the following three weeks, as they learn first hand about secondary school.

All the VCAL Buddies came together for training, sharing their transition stories and learning more about the role of being a Buddy. The training will continue during VCAL Personal Development, with students maintaining a learning journal and planning their sessions.

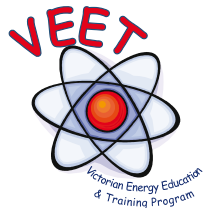
VCAL Buddies will have the opportunity to offer their primary Buddies extra support next year, as they transition into Year 7. VCAL Buddies have an invitation to attend Year 7 Camp and will arrange casual events for their Year 7 Buddies.



*VCAL Buddies talk about the school map and timetable with their Grade 6 Buddies.*



# VICTORIAN ENERGY EDUCATION AND TRAINING PROGRAM



2011 has been another successful year for the Victorian Energy Education and Training (VEET) Program with 31 Gippsland and 11 Outer Eastern LLEN students participating in the program.

The VEET program, which is now in its eighth year, is designed to educate students about the energy industry and the careers available within it. The program includes visits to Power Works in Morwell, GippsTAFE's Energy Training Centre (ETC) in Chadstone and SP AusNet's Rowville Terminal Station. Students also complete their

Construction Induction Card training and a three day work placement with SP AusNet.

The VEET program had an overwhelming amount of applications this year, showing that schools and students recognise the program as a valuable addition to their learning. All of the applicants, who are studying an electrical or engineering Vocational Education and Training in Schools (VETiS) program, showed a real enthusiasm to learn about the energy industry.

The first activity was to Power Works in Morwell where students learnt about the generation of power and had the opportunity to visit Loy Yang Power Station.

Jim Haylock, SP AusNet's East Regional Manager, was present at the Power Works field visit. He addressed the students, urging them to "make the most of this chance to

participate in the VEET program. So many young people apply for apprenticeships each year so any extra knowledge and contacts that you have will give you an edge when applying for jobs."

Paul Fogarty, Careers Teacher at Lowanna Secondary College has several students participating in the VEET program. He commented that "Visiting Power Works and the Loy Yang Power Station and Mine is a great opportunity for students. Students will often speak of working within a power station and this gives them a real feel for the types of environments they can expect to work in."

The second activity was a visit to GippsTAFE's Energy Training Centre (ETC) in Chadstone to learn about the distribution and transmission of electricity and gas, and the training required to enter the field.

## VICTORIAN ENERGY EDUCATION AND TRAINING PROGRAM CONTINUED

Staff, apprentices and trainees at ETC took time out to talk to the students about their career and educational pathways. A highlight was sharing lunch and having informal conversations about what their jobs involve on a daily basis.

Kirsty Dougall, Skilling for the Future Consultant at SP AusNet, gave an overview of the distribution and transmission of energy in Victoria before Brendon and Sam, trainers at ETC, discussed the specific roles in the industry as well as the skills, attitudes and training required to work in the field.

The students were offered the unique opportunity to ride in the cherry picker and get a feel for the type of environment that they would work in should they become a lines worker.

The third activity in the VEET Program was held at SP AusNet in Rowville. Gippsland and Outer Eastern Melbourne students joined for the final visit.

Students had a tour of the whole Rowville facility. It was a great experience for the students to see where the power lines from the Latrobe Valley go. It made the connection between power generation, distribution and transmission clearer. The students really enjoyed seeing the enormity of the infrastructure at the site.

The students also heard from electrical fitter apprentices. Matthew Commons, a previous VEET student who is now an electrical fitter apprentice with SP AusNet, commended the students on participating in the VEET program. He said "If you want to get into the energy industry you're taking the right steps. You get to see things while in VEET that you can't otherwise."

The day finished with Kirsty Dougall, holding a session for covering job seeking skills and tips. Tonya Bermingham, VETiS Coordinator at Traralgon College said "Kirsty talked about the application process from resume writing to interviewing. The students hung on every word that she said. Getting advice from an actual employer means so much more to the students than being told by a school teacher"

The visit to Rowville was the final field visit for the 2011 VEET students. The other element was a three day work placement with SP AusNet. Students had the opportunity to network with current SP AusNet staff while observing them working in the field.

The VEET program is a partnership with SP AusNet, the Baw Baw Latrobe, Gippsland East and Outer Eastern Local Learning and Employment Networks and local secondary schools.



## VOCATIONAL EDUCATION AND TRAINING IN SCHOOLS

The participation by young people in Vocational Education and Training in Schools (VETiS) programs in Baw Baw and Latrobe continues to remain at high levels while the offerings by schools and Registered Training Organisations (RTOs) in the region is quite diverse.

Across Baw Baw and Latrobe there are approximately 40 VETiS courses offered to students. VETiS enrolments for 2011 were 982 first year and 509 second year students.

The Baw Baw Latrobe LLEN has compiled data which shows the steady increase in VETiS participation since 2006:

Students studying VETiS were able to choose from an extensive list of courses delivered by several RTOs. The majority of the courses offered are Certificate II level with a few Certificate III level courses.

The most popular courses remain the traditional trades such as building and construction, engineering, hairdressing and hospitality, with other less traditional courses gaining numbers.

The Baw Baw Latrobe LLEN continues to promote industry programs which are experiencing skills shortages to young people, whilst also encouraging training organisations to offer new and interesting courses.

The Baw Baw Latrobe LLEN has developed partnerships between organisations, RTOs and schools to provide opportunities for young people to visit work places. As well as allowing the students to network with professionals, the field visits show young people the types of tasks and environments they will work in, should they pursue a career in that industry.

In some instances the field visits add value to the VETiS programs that students are studying. This is particularly useful in areas where work experience is difficult to obtain due to the high demand on employers for placements. In other cases, it is to promote VETiS as an option for young people, giving them an insight into the jobs and pathways available.

The Baw Baw Latrobe LLEN assists the Baw Baw and Latrobe VETiS clusters with planning for VETiS through the facilitation of a combined meeting each year. RTOs and Schools meet to discuss course options and the administration of VETiS. As part of this planning, a VETiS Orientation Day is held annually for students to get a feel for the training organisation and courses that they are enrolled in.



Below is a list of the courses and RTOs offered to first and second year students in 2011:

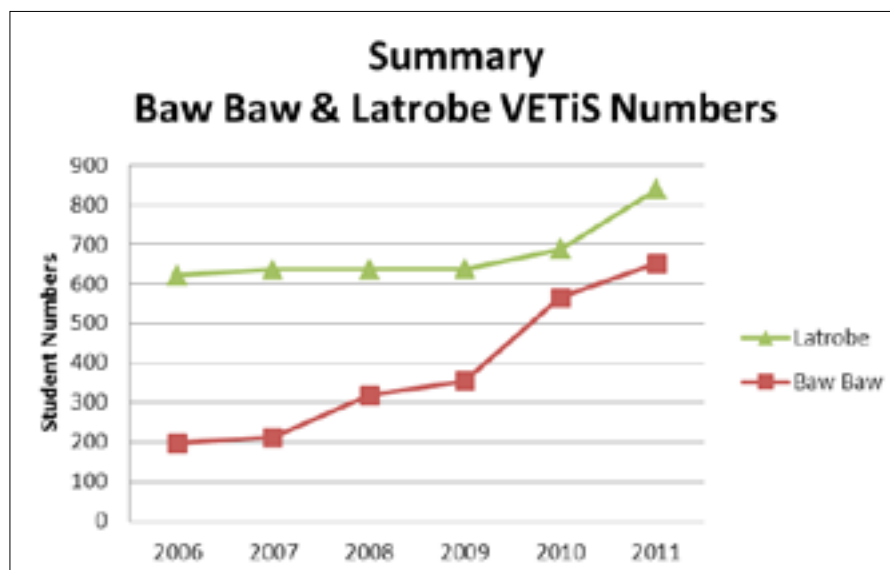
### Courses

- Aeroskills
- Agriculture
- Allied Health
- Animal Studies
- Applied Fashion Design & Technology
- Applied Languages (Marist Sion)
- Automotive Technology Studies
- B & C - Bricklaying
- B & C - Carpentry
- B & C - Painting & Decorating
- Business Administration
- CISCO
- Community Services - Certificate III
- Community Services - Aged & Disability
- Community Services - Children Services
- Conservation & Land
- Dance
- Electro-technology
- Engineering Studies
- Equine Studies
- Floristry
- Furnishing (Cabinetmaking)
- Hairdressing
- Horticulture (Parks & Gardens)

- Hospitality
- Information Technology
- Interior Decoration
- Justice Services
- Laboratory Skills
- Massage
- Media (Multimedia)
- Meetings & Events (Tourism)
- Music Industry
- Music Performance
- Outdoor Recreation
- Photography
- Plumbing
- Public Services – Fire Fighting & Emergency Operations
- Retail Cosmetic Services (Beauty)
- Sport & Recreation

### RTOs (excluding Schools)

- Apprenticeships Group Australia - Morwell
- Apprenticeships Group Australia – Gippsland Education Precinct
- East Gippsland TAFE
- Community College Gippsland – Traralgon
- Community College Gippsland - McMillian
- Community College Gippsland - Warragul
- GippsTAFE - Morwell
- GippsTAFE - Warragul
- GippsTAFE - Gippsland Education Precinct
- GippsTAFE - Yallourn
- Kangan Batman TAFE
- National Centre for Equine Education
- Chisholm - Dandenong
- National Centre of Dairy Education Australia



## ENGINEER YOUR FUTURE

“Engineer your Future – Design, Create, Build your career” program provided students from across Baw Baw and Latrobe with the opportunity to explore career pathways through industry tours in a variety of engineering fields.

This partnership between Baw Baw Latrobe LLEN, GippsAero and Australian Paper, gave students the rare opportunity to visit local organisations and gain knowledge about career pathways and local employment opportunities.

Paul Formica from Australian Paper said “Australian Paper are pleased to showcase opportunities in the paper industry to local students, as it is important to give young people exposure to various aspects of the industry.”

“Industry tours are an excellent opportunity for local organisations to become involved with young people, encourage them to explore career pathways and provide future employment gateways to help retain young people in the local region,” stated Prue Morgan from GippsAero.

The Industry tours informed students about the vocational and university career pathways in the engineering industry and provided them with the opportunity to speak with employees about their roles, training and career.

Students expressed, “The day offered me the opportunity to learn about career pathways that I didn’t previously know about” and “I talked to the employees at Australian Paper about university pathways and what path I should undertake if I wished to be employed in the industry.”



# KEYS TO YOUR FUTURE

## AUTOMOTIVE



This year we conducted two automotive field visits for VETiS students from across Baw Baw and Latrobe.

The industry visits were coordinated by Baw Baw Latrobe LLEN, in partnership with the Careers in Manufacturing Program (CIM), as well as Warragul Mitsubishi Nissan, Roache Theiss Linfox (RTL) Yallourn Workshops and Traralgon Accident Repair Centre.

Students from Traralgon College who are studying Automotive Vocational Education and Training in Schools (VETiS) travelled to AutoHorizon, Fox Car Collection and Automotive Centre of Excellence at Docklands and learnt more about the engineering, automotive and manufacturing industries.

While students who are studying an Automotive VETiS program with Warragul Regional College visited Roche Theiss Linfox (RTL) Yallourn Workshops; Traralgon Accident Repair Centre and Warragul Mitsubishi Nissan. This industry visit illustrated the diversity in both light and heavy vehicle equipment and workshops.

Response from the field visits was positive, with students describing the tour as “it was exciting learning about different cars and the manufacturing industry. There are so many different career paths available, that I didn’t

previously know about before” and “the welding simulator was an amazing experience ... I learnt about career pathways that I have honestly not considered before.”

Throughout the visits students were addressed by employees and informed about the workplace, training required and daily operations. Students were able to view the equipment and gained an understanding of some of the daily duties.



## PARTNERSHIP BROKERS SCHOOL + BUSINESS + COMMUNITY



## BUILDING CAREERS



Grocon opened its doors to secondary students again in 2011, inviting them to visit two of their Melbourne sites. The students, from Baw Baw and Latrobe training in Building and Construction through GippsTAFE and Lavalla Catholic College, were exposed to the vast array of careers available within the industry.

Of the two sites students toured, one was nearing completion and the other just beginning. Grocon staff inducted students to the site before giving them a tour, explaining the different stages of development and the roles that take place.

Safety was paramount on both sites and all participants wore the appropriate safety gear including safety vests supplied by Gippsland Trades and Labour Council.

The first site was the Melbourne Emporium which is partly heritage protected. Students were amazed to see the amount of effort and cost expended to protect the site while in the demolition stages.

The second site visited is to be the new home of five Government Departments in Dandenong. This six storey building was close to completion and students were able to see the 'fit out' stage, as well as the complex air-conditioning, plumbing and electrical systems.

Liam O'Hearn from the Construction, Forestry, Mining and Energy Union (CFMEU) spoke to the students about apprenticeships. He highlighted the difference between domestic and commercial buildings. His most important message was that of safety, advising students to speak up if they ever felt unsafe or unsure.

Overall, the students gained a lot out of the visits. One student commented that "The site managers explained everything in great detail and made it apparent that they enjoy their work".

Kirway Constructions also partnered in the Baw Baw Latrobe LLEN Building Careers Program. Drouin Secondary College students studying Building and Construction VETIS, were given the unique opportunity to tour three Kirway Constructions building sites.

The site tours showcased careers in the building and construction industry that students would not see during a structured workplacement. Students thoroughly enjoyed the tours some of their comments were, "The highlight of my day was finding out about all the different skills and requirements you need for different positions in the industry" and "I enjoyed looking through the domestic construction sites and seeing how all of the tradesmen work."

Mick Langstaff, Project Manager from Kirway Constructions said, "Kirway are pleased to showcase opportunities in the building construction industry to local students, as it is important to give young people exposure to various aspects of the industry."



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# CAREER PATHWAYS INTO EQUINE

Starting work at 6.30am on a cold frosty morning was a bit of a shock to the system for some local secondary students on Tuesday 30th August. The Career Pathways into Equine is a great opportunity for young people to view training and career options available and encourage them to start investigating their pathway. It also provides industry with a greater understanding of the aspirations of young people.

The day began with track work at the Moe Race Course with prominent Moe Trainer, Peter Gelagotis. Peter spoke about his pathway into training, what skills trainers look for in employees and gave students some tips about getting into the industry. "It's great to speak to young people who have a genuine interest in the equine industry, it's important for us to give something back and help young people get involved" Peter commented.

The next stop was Mick Templeton's stables, where Mick chatted to the group about his training style, what a typical day's work is for him and gave a tour of his stables. Mick demonstrated one of his horses being swum and explained the theory of using swimming as a training aid. "The benefits of training in Gippsland are being noticed by many Melbourne owners, there's a lot of career opportunities there, in Melbourne and around the world" Mick said.

Gippsland Harness Racing Training Centre also hosted the group. Wendy Davies and her team guided the students around the facilities and highlighted the differences between Harness Racing and Thoroughbred Racing. Students from the Centre spoke to the group about their experiences and the training course they are undertaking.

Finally the group was addressed by Leah Hyland from Racing Victoria. Leah informed the students of the diverse

range of career opportunities for people of any age and background racing has to offer.

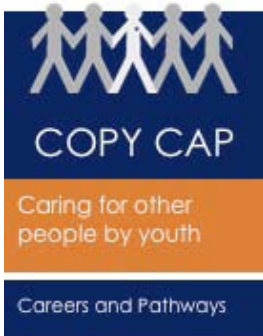
Sarah, a local student said "Today gave me a great outlook on the racing industry and has helped me understand the different jobs in the industry and the training pathways".



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**gippsland**  
**youth**  
commitment

## CARING FOR OTHER PEOPLE BY YOUTH, CAREERS AND PATHWAYS



Caring for Other People by Youth, Careers and Pathways (COPY CAP) is a program facilitated by LLEN and includes several health and community services organisations operating in the Latrobe Valley.

The COPY CAP program, which is now in its fifth year, aims to

showcase the community services and health industry and encourage young people to consider it as a positive career option. Given the steady increase in demand for health and community services, it is one of Australia's largest employer groups, making it a great career option for young people.

In 2011, twelve Year 10 students participated in the two day program. The first day of the program was held at Latrobe Community Health Services and included speakers from a range of professions talking about their occupation, training, skills, likes and dislikes of their job. Monash University Gippsland and GippsTAFE also spoke to the students about the educational pathways into the occupations.

Tonya, a Year 10 student from Traralgon College said "I enjoyed the advice given by all the people I met because it has helped me understand more about career pathways".

Rochelle, another participant said "My favourite part was having people come in and tell us how to approach getting into university and a little bit more about how university and TAFE works, giving us a better perspective for the future."

The second day of the program included field visits to "Yallabee" Traralgon's Village for the Aged, Latrobe Regional Hospital, Monash University Gippsland's School of Nursing and Midwifery and Latrobe Community Health Services' Dental Clinic. The students were able to participate in activities and get a real feel for the work environments and people.

"Going on the field visits was my favourite part of COPY CAP because we were able to see what took place in the actual job" said Natalie, a participant in the program.

In total, there were over 15 professionals from 9 organisations available to talk to students about their occupation and workplace. This variety provided a well-rounded and thorough insight into the industry.

"I liked everything. It was really interesting and it was great trying to find out what I want to be. COPY CAP has helped me choose" commented Samantha, another participant of the program.

Organisations represented were:

- Monash University
- GippsTAFE
- Latrobe Community Health Services
- Latrobe Regional Hospital
- Berry Street
- Victorian Centres Against Sexual Assault (CASA)
- Department of Education, Early Childhood Development - Speech Pathology
- Latrobe Sepcial Development School
- Yallabee, Traralgon's Village for the Aged



# GIRLS MAKE IT GO!

Female students from Baw Baw and Latrobe secondary schools enjoyed a day of 'hands on' activities when they attended the **Girls Make It Go!** Program at GippsTAFE recently.

The **Girls Make It Go!** Program, is a partnership between GippsTAFE, the Baw Baw Latrobe Local Learning and Employment Network (LLEN) and the Manufacturing Skills Advisory Board's Careers in Manufacturing (CIM) Program.

The program is designed to give female, Year 10 students, who are interested in pursuing a career in non-traditionally female trades, the opportunity to try trades in a comfortable training environment.

Melinda Roberts, Administrator VETiS Programs and Skills Development at GippsTAFE said "**Girls Make It Go!** is a fantastic day for the students. Often the girls are severely outnumbered by the males in these trade areas, **Girls Make**

**It Go!** allows the students to participate freely, without distractions or feeling intimidated".

After completing an occupational health and safety presentation, the students participated in workshops in engineering, building and construction, painting and decorating and electrical departments.

Each of the departments arranged small projects that the students could complete in a short amount of time that they were able to take away with them. "It was fun to have a go at welding" said Eilish from Trafalgar High School.

Ken Allen, an Electrical Instructor at GippsTAFE was impressed with the students' enthusiasm and skill. "The girls listened and picked up on the tasks really well. Some showed a real talent when it came to the intricate tasks."

Over lunch time, Perdita Dickson a CIM Young Industry Ambassador who works at BlueScope Steel Australia,

spoke to the students about her role as a Safety Specialist - Occupational Hygiene. She described her role, including the challenges she has to face. She talked about the importance of having good communication in the workplace.

Feedback from the students was positive, with one student saying that "It was the best day I've ever had at school" and another stating that she now wants to pursue a career in painting and decorating.



**GIRLS  
MAKE  
IT GO!**  
GREAT CAREERS  
IN MANUFACTURING  
& TECHNOLOGY ♀



## INDUSTRY LINKS

Year 9 Hands on Learning students from Drouin Secondary College had the opportunity to see local workplaces up close through an Industry Links program. The one day program gave students a brief overview of six local businesses, as well as a tour of the facilities and first hand knowledge of how to pursue a career in the industry.

The day started with a tour of DCP Group – Drouin Commercial Printers – where students learnt about the printing process from the initial design stage through to the final collating and stapling.

The next stop was to CTE, Custom Transport Equipment. Rated one of the highlights of the day, at CTE, students were able to see how custom trailer bodies were designed and created. Students also commented on the different machines used in the factory and asked many questions about apprenticeships and further training in the body building industry.

Students also visited Warragul Mitsubishi Nissan, highlighting the auto-mechanic industry and Warragul Woolworths, with students receiving information on all departments within the store.

Another highlight noted by students was the visit to Rubbertough Industries in Warragul. Brett Evans, owner and manager, showed the students various designs and products made from recycled tyres as well as non-slip mats patented by the business and sold world-wide. Students also observed how the rubber is mixed and baked following a specific recipe and the finished product.

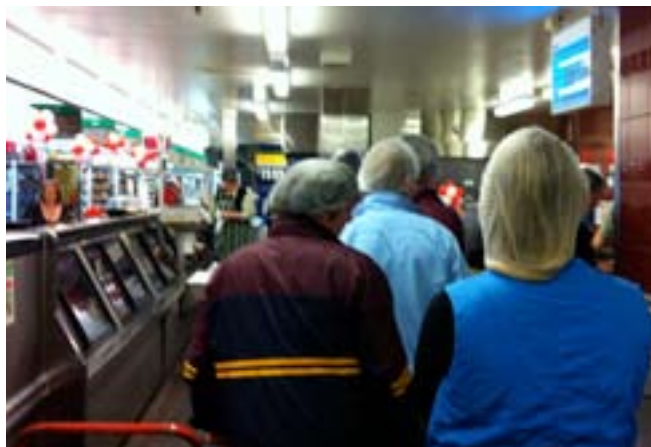
The final stop for the day was Dahlsens. Students were introduced to the various departments in the store and finished with a brief discussion on career and pathways, within the organisation.



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Overall, students thoroughly enjoyed the day, and are already beginning to think about their work experience placements for next year and where they would like to go. A few are also considering applying for casual or part-time employment with some of the contacts they made on the day.



## CIVIL CONSTRUCTION TASTER PROGRAM

Baw Baw students interested in a career in the Civil Construction Industry participated in the Civil Contractors Federation Taster Program. This program is conducted in partnership with the LLEN, Civil Contractors Federation and GippsTAFE.

The aim of the program is to provide students with an insight into the Civil Construction industry and related career opportunities. It also provides students with valuable industry knowledge and work experience skills.

The Civil Contractors Federation's Taster Program ran for 4 days and covered the following:

- Construction Induction Card
- Occupational health and safety
- Traffic management
- Use of construction tools
- Plan reading
- Surveying
- Measurements and calculations for construction

On completion of the 4 days of training, students completed one week of work experience with a civil contractor.

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# NAVAL GAZING - HMAS CERBERUS

Honour, Honesty, Courage, Integrity and Loyalty were the key messages delivered to students as they experienced life as a recruit at HMAS Cerberus. The one day tour of the Naval base focused on the different areas sailor recruits study during their eleven week recruit course.

The day kicked off with the Navy rock band playing a selection of songs from the 70's, as well as recent hits. The group were then welcomed formally by the Commanding Officer of HMAS Cerberus.

New recruits marched around the parade ground in unison as the students viewed their living quarters, recreation area and the small space that is their home during their initial eleven weeks. Some of the more experienced recruits took the students to lunch in the Junior Mess Hall, where it was discovered that Navy food is very appetising.

The next stop was the Boatswains Faculty where students had the opportunity to see different weapons used in the Navy, as well as view some of the boat to boat training exercises that take place.

During the course of the afternoon students were also shown through the engineering facility and safety area. They were able to view recruits participating in simulation activities on fixing leaks and fire safety.

After a brief presentation on "Life in the Navy", it was time for students to participate in an interactive weapons simulation. Definitely a highlight for the students, they were able to shoot at a target via a computer simulator, an activity which all new recruits complete.

"It was a great opportunity, I am really interested in joining the Defence Forces now", commented one student. "I didn't realise the food would be so good, I'd definitely be interested in a career with the Navy", said another.

The tour was a great experience for students; they were able to see firsthand what it would be like to join the Defence Forces. As well as the initial recruit training, students learnt more about the diverse roles within the Forces.

At the conclusion of the Naval Gazing experience, students were encouraged to apply for positions at the annual Navy Boot Camp. Boot Camp enables 30 students from across Victoria a 'try before you buy' taste of the training sailors in the Royal Australian Navy must complete. These positions are offered to students in Year 10 – 12 and are extremely sort after, with over 100 applicants each year. Six local students who attended the Naval Gazing experience successfully gained a place on the Camp.

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# JOB SKILLS EXPO



2500 students from all secondary schools across the Latrobe, Baw Baw, South Gippsland and Bass Coast Shires attended the biggest JobSkills Expo ever staged in the region.

More than 100 exhibitors provided a showcase of careers at Warragul's Lardner Park with hands on activities in areas such as bricklaying, carpentry, hospitality, horticulture and more.

The JobSkills Expo was organised by Baw Baw Latrobe LLEN in partnership with South Gippsland Bass Coast LLEN and the Central Gippsland Career Advisory Group. Financial sponsorship came from 15 organisations including Local Government, EIV, GippsTAFE, AGA, Monash University, Lowanna College, West Gippsland Catchment Management Authority, Sure Constructions, Stable Roads, Murray Goulburn and MEGT. Their support greatly contributed to the day, enabling provision for free transport for every student to and from the Expo. This significantly increased student participation and removed any barriers students faced because of distance.

Other attractions of the event included Gippsland Flight Centre who brought along a flight simulator for students to trial their skills at flying an aeroplane, SP AusNet with a remote controlled helicopter which had a camera attached, allowing students view live footage on a laptop computer.

Class Harvest Centre Gippsland displayed a variety of farm machinery for students to gain a better understanding of the many skills needed to build, operate and maintain them. GippsTAFE had their music student bands entertain everyone throughout the day and showcased some amazing up and coming local talent, they added a real party atmosphere to the day.

Eleven industry based topics were presented over 24 seminars throughout the day. Guest speakers from each industry covered career pathways, training and job opportunities. The Conference facility at Lardner Park was the ideal location for the seminars. Guest speakers included Shaun Johnson, GippsTAFE Automotive; Laura Carson, CCG Hair & Beauty; Chris Senini, NCDEA Ag/Dairy/Hort and Greg Huckstepp from the Defence Force Recruiting team, highlighting the many career opportunities available to students.



# FUTURE OPTIONS EXPO

The Future Options Expo, attended by more than 150 local students, school staff and parents, as well as 24 local organisations, showcased pathways and further training options for young people needing additional support during transition.

Supported by the Baw Baw Latrobe LLEN in partnership with GippsTAFE Employment and Transitional Training (GETT) Centre the Future Options Expo provided Year 9 – 12 students from secondary schools as well as young people from training and community organisations, their parents and school staff in Latrobe and Baw Baw with information and advice on the pathways available upon completion of school.

At the Expo parents, students and school staff had the opportunity to:

- Speak with organisations that assist to gain skills and employment post school
- Gather information regarding education, training and employment pathways
- Talk with providers of specialist services about their programs
- Gather information to assist students to make informed decisions about post school options

A highlight of the Expo was the Fitted for Work stall, displaying clothing, shoes and jewellery available for hire for use at job interviews. Students also played interactive sports and games provided by GippSport Access for All Abilities.

Staff and parents who attended the Expo were impressed, commenting “It was great to see the large array of information on careers and pathways, it really gave students an idea of what is available.”

Exhibitors were also pleased with the event, commenting, “The day was really enjoyable, meeting students and parents, we had so many enquiries about our service,” and “it was great to see so many schools supporting their students through transition, as well as networking with other organisations.”

Playing a large role on the day were GETT Centre students, who welcomed exhibitors, students, staff and parents, served tea and coffee and assisted students to access information and find their way around the Expo.



# GIPPSWEBS FOR BUSINESS



*The Magnificent Marvel Quintet, from Kurnai College and teacher Darren Hodgson.*

Businesses across Gippsland looking to develop their online presence were invited to take advantage of *GippsWebs for Business*, an innovative program that provides valuable IT experience for students and benefits for local business owners.

A joint partnership between Telstra Country Wide, Monash University Gippsland and Gippsland Local Learning & Employment Networks, *GippsWebs for Business* links IT students from local secondary schools with small businesses across Gippsland. Students spend time with small business owners, gathering information and learning about the daily operation of the business before using their skills in IT and web development to create a website that will help grow the business.

This year, 132 Information Technology students from 11 secondary schools across Gippsland were partnered with 35 local businesses. First place went to The Three Thirds from Gippsland Grammar, who created a website for Leaps and Bounds Dance Academy from Sale, second place went to sickladz from Bairnsdale Secondary College, with a website for Rhonda Gray Artwork and third place to The Magnificent

Marvel Quintet from Kurnai College – Precinct Campus, who created a website for The Gippsland Blackboard.

Students from The Magnificent Marvel Quintet enjoyed participating in the program commenting, “It was a great experience, we really put in the effort to make it the best website for our business. We would recommend the program to any students with an interest in IT, no matter what their skills and experiences.”

Darren Hodgson, IT Teacher from Kurnai College commented, “GippsWebs is a valuable experience for students. It provides real contact and work experience with a business, something which is hard for schools to offer in relation to IT.”

For the first time in *GippsWebs for Business* history, teams from Catholic College Sale created web sites not only for viewing on a desktop or laptop computer, they extended their sites to ensure they were viewable on hand held devices. Although not part of the official competition, in the future there will no doubt be more of this technology trialled through the *GippsWebs for Business* program.

The top Three Teams for Baw Baw were:

- Friendly Australians Make Awesome Slushies, Trafalgar High School – Full Body Auras
- True Blondes, Trafalgar High School – Indulge Yourself Beauty Therapy
- The Group Inc TM, Trafalgar High School – Jalaway Belted Galloways

The Top Three Teams for Latrobe were:

- NERDZ, Kurnai College Churchill – Wakanene Cheese
- Caution, Traralgon College – Rosedale Caravan Park
- The Magnificent Marvel Quintet, Kurnai College Precinct, The Gippsland Blackboard



*The Magnificent Marvel Quintet presenting their site.*



*Top place in Latrobe: The Magnificent Marvel Quintet's page for The Gippsland Blackboard*



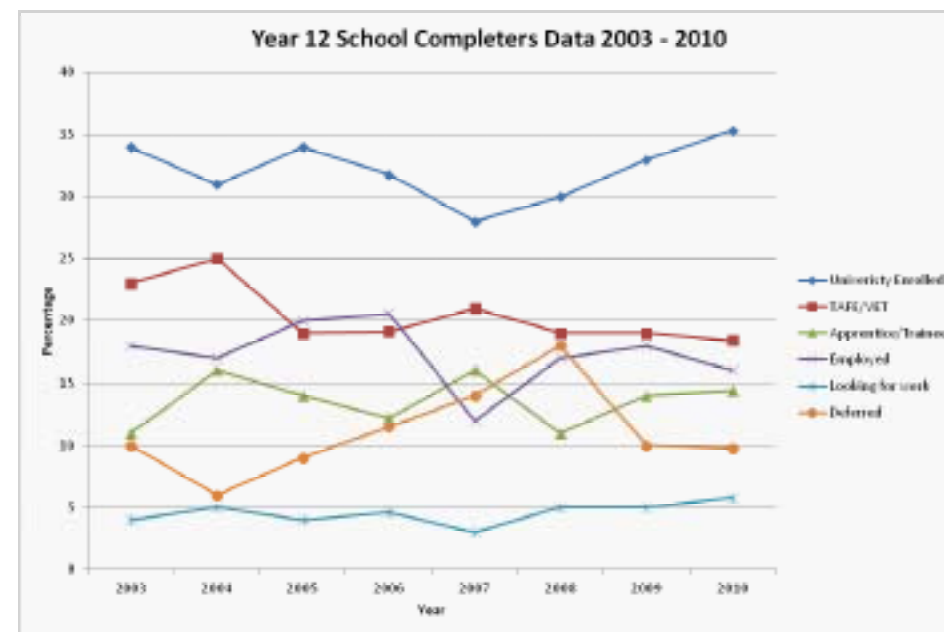
*Top place in Baw Baw: The Group TM Inc's page for Jalaway Belted Galloways.*

# ON TRACK 2011

On Track adds to the information previously available to parents and the Victorian public, by highlighting the diversity of pathways young people successfully pursue after leaving secondary school.

On Track Year 12 Completers tallies the pathways taken by Year 12 completers from each school.

The Baw Baw Latrobe LLEN has been compiling the On Track data since 2003. This longitudinal data demonstrates trends for the region over the past 8 years. The recent drop in deferment rates from 2008 continuing in 2010 can be attributed in part to the changes made to Youth Allowance during that time. The increase in that same time period of University enrolments is also in part attributed to the drop in deferment rates.



## Baw Baw Latrobe Year 12 Completers 2010

	VTAC DATA 2010/2011 <i>Including International Students</i>					ON TRACK SURVEY DATA 2011 <i>Not Including International students</i>					
	TERTIARY APPLICATIONS AND OFFERS					IN EDUCATION AND TRAINING - APRIL 2011			NOT IN EDUCATION AND TRAINING - APRIL 2011		
	Total Completed Year 12 (Actual No)	Tertiary applicants %	University offers (%)	TAFE/VET offers (%)	Any tertiary offer (%)	University enrolled (%)	TAFE/VET enrolled (%)	Apprentice/Trainee (%)	Employed (%)	Looking for work (%)	Deferred (%)
<b>LATROBE</b>											
Kurnai College	135	73	66	33	92	27	23	16	20	9	6
Lavalla Catholic College	152	99	73	23	93	43	19	16	10	2	10
Lowanna College	95	52	63	35	94	22	26	14	18	8	11
Traralgon College	86	39	77	18	95	30	19	9	25	9	7
<b>BAW BAW</b>											
Chairo Christian School	41	37	86	14	95	41	32	5	3	0	19
Drouin Secondary College	81	40	58	40	93	17	15	23	21	15	9
Marist-Sion Catholic College	108	79	76	20	96	40	12	19	12	2	13
Neerim District Secondary College	18	10	60	50	100	33	13	33	20	0	0
St Paul's Anglican Grammar School	106	99	88	11	99	65	9	7	1	1	17
Trafalgar High School	82	52	83	13	94	43	20	8	23	3	3
Warragul Regional College	22	17	88	18	100	42	5	11	16	11	16

29

# PEOPLE AT THE LLEN



**MICK MURPHY**  
Chief Executive Officer



**NICOLE SKINNER**  
Senior Partnership Broker



**GEMMA RICARDO**  
Administration Assistant



**KATE BOYER**  
Senior Partnership Broker



**SUZANNE BENSON**  
MIPS Support Officer



**KYLIE DOWNEY**  
Partnership Broker



**JILL JESSUP**  
Administration Assistant



**MIKE JUNQWIRTH**  
Workplace Learning Coordinator



**LISA TULLOCH-BRIGGS**  
Industry Liaison Officer  
*(at present on maternity leave)*



**CRAIG HARDY**  
Industry Liaison Officer



**DEBRA CARDUFF**  
Support Officer

## Co-located programs



**BETH SHEFFIELD**  
School Focused Youth Service  
Coordinator

School Focused Youth Service continues to work cooperatively with the LLEN in supporting young people at risk of disengaging from education. Creating community partnerships is a common goal of both programs and co-locating with the LLEN provides the opportunity to liaise regularly.


SFYS priorities over the past twelve months have included a focus on support for schools' welfare teams, as well as initiating innovative projects in schools. Working with YACVic, the peak body for youth agencies in Victoria has meant that through a recently funded Victorian Rural Youth Service there is a renewed focus on rural issues. These issues are shared at local networks as well as the Regional Youth Affairs Network, of which the LLEN is a key partner.

I greatly appreciate the professional and personal support that I receive from my colleagues at the LLEN and look forward to continuing the positive relationship into next year.



**STEPHEN WALSH**  
Wurreker Broker - VAEAI (until Dec 2010)  
Now working DEECD – Koorie Transition  
Officer

# FINANCIALS



**PBA**  
FINANCIAL GROUP  
Public Accountants

To the Members,

**Baw Baw Latrobe Local Learning & Employment Network Inc.**

*Scope*

I have audited the attached special purpose financial report of the Baw Baw Latrobe Local Learning & Employment Network Inc. for the period ended 30<sup>th</sup> June 2011, comprising of the Statement of Receipts and Payments and Balance Sheet. The committee is responsible for the preparation and presentation of the financial report and the information contained therein. I have conducted an independent audit of the financial report in order to express an opinion on it to the members.


My audit has been conducted in accordance with Australian Auditing Standards. My procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report, and the evaluation of significant accounting estimates. These procedures have been undertaken to form an opinion as to whether in all material respects, the financial report is presented fairly in accordance with the requirements of the financial statements. The audit opinion expressed in this report has been formed on the above basis.

*Audit Opinion*

In my opinion, the financial report of the Baw Baw Latrobe Local Learning & Employment Network Inc. is in accordance with:

- (a) the Associations Incorporation Act 1981 & Associations Incorporation Regulations 1998 & Associations Incorporation (Prescribed Particulars) Regulation 2001 including:
- (b) Giving a true and fair view of the association's financial position as at 30th June 2011 and of its performance; and
- (c) Complying with Accounting Standards, the Act, Regulations and other mandatory professional reporting requirements.

16 September 2011



Peter Blucher  
FIPA, AIMM

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Employment Network Inc.

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**BAW BAW LATROBE LOCAL LEARNING AND EMPLOYMENT NETWORK INC**

**STATEMENT BY BOARD OF MANAGEMENT**

In the opinion of the Committee of the Baw Baw Latrobe LLEN Inc that:-

1. The financial statement of the Baw Baw Latrobe Local Learning and Employment Network Inc have been prepared in accordance with the requirements of Australia Accounting Standards, mandatory professional reporting requirements and other Authoritative pronouncements of the Australian Accounting Standards.
2. The financial statements of the Baw Baw Latrobe Local Learning and Employment Network Inc have been prepared in accordance with the requirements of the Department of Education and Early Childhood Development so to fairly represent the organisations financial position and of its financial performance and cash flows for the 12 months ended at 30<sup>th</sup> June, 2011.
3. All government grants have been used solely for the purposes of the grants and have not been transferred to other funds or accounts for non-approved purchases.



Howard Williams  
Chair



Tony Flynn  
Treasurer

Working with the Victorian Skills Commission  
Serving the Baw Baw Shire and the Latrobe City

# FINANCIALS

## Baw Baw Latrobe Learning & Employment Network

### BALANCE SHEET AS AT 30TH JUNE 2011

	2011	2010
<b>ASSETS</b>		
<b>Current Assets</b>		
Chequing/Savings		
Bendigo Bank LCP Account	7	7
Bendigo Cheque	62,070	34,801
Bendigo Visa 1 EO	3,703	2,681
Bendigo Visa 2 Partnerships	331	595
Bendigo Visa 3 Industry	2,743	1,795
Sandhurst Trustees Investment A	579,139	489,004
<b>Total Current Assets</b>	<b>647,993</b>	<b>528,882</b>
<b>Fixed Assets</b>		
Office Equipment	770	3,464
Motor Vehicles	58,774	49,624
<b>Total Fixed Assets</b>	<b>59,544</b>	<b>53,088</b>
<b>TOTAL ASSETS</b>	<b>707,537</b>	<b>581,970</b>
<b>LIABILITIES</b>		
<b>Current Liabilities</b>		
<b>Other Current Liabilities</b>		
LLEN Grant in Advance	-	-
Other Grants in Advance	-	-
Payroll Liabilities	6,344	8,644
Prov for Staff Entitlements	55,861	43,500
Super Liabilities	5,714	4,447
Tax Payable	(404)	(1,297)
<b>Total Current Liabilities</b>	<b>67,515</b>	<b>55,294</b>
<b>TOTAL LIABILITIES</b>	<b>67,515</b>	<b>55,294</b>
<b>NET ASSETS</b>	<b>640,022</b>	<b>526,675</b>
<b>EQUITY</b>		
Adjustment to Equity During Year	72,856	50,266
Retained Earnings	476,410	559,826
Profit for Year	90,756	(83,417)
<b>TOTAL EQUITY</b>	<b>640,022</b>	<b>526,675</b>

## Baw Baw Latrobe Learning & Employment Network

### STATEMENT OF INCOME AND EXPENDITURE PERIOD ENDED 30TH JUNE 2011

	2011	2010
	\$	\$
<b>INCOME</b>		
Vic Skills Commission GRANT.	284	70,772
DEECD Grant	411,429	290,832
Colour Your Future Cont	-	-
DPCD Mentoring Grant	70,000	30,000
Careers In Manufacturing	1,420	
Drug Alcohol Project	1,553	1,550
Gippsweb AAS Cont	2,269	2,533
Girls Make it Go	1,098	
GYC Cont	5,016	3,438
Inspiring Young Persons	3,000	20,300
Job Skills Income	11,618	14,061
Post Compulsory Planning Inc	4,200	16,800
Seminar Sponsorship	-	-
SFYS Contributions	10,909	1,200
VALA contribution	2,600	
Trafalgar High School	3,978	
Upload Your Future	1,932	
Industry Strategy Inc (SP Sausnet)	-	62,999
Partnerships (Youth Kits)	29,125	3,256
Workplace Learning Income	230,279	4,667
Sundry Income	48,773	38,301
	<u>839,483</u>	<u>560,709</u>
<b>EXPENSES</b>		
Office Operation	83,072	70,228
Executive Office	133,681	165,487
Funded Projects	86,509	62,471
Partnerships	156,789	130,338
Mentoring	48,729	41,082
Industry Strategy Inc	114,783	95,614
DEEWR Programs		54,615
Workplace Learning Co-Ord	125,164	-
Mentoring for Students		24,291
	<u>748,727</u>	<u>644,126</u>
	<u>90,756</u>	<u>(83,417)</u>
<b>OTHER EXPENSES</b>		
Loss on Sale of MV		-
	<u>90,756</u>	<u>(83,417)</u>
<b>NET PROFIT/(LOSS)</b>	<b>90,756</b>	<b>(83,417)</b>

## Baw Baw Latrobe Learning & Employment Network

### STATEMENT OF CASHFLOWS AS AT 30TH JUNE 2011

	2011	2010
<b>OPERATING ACTIVITIES</b>		
Net Income	90,756	(83,417)
Adjustments to reconcile Net Income to net cash provided by operations:		
Office Equipment:	2,694	6,000
Provision for Staff Entitlements	12,361	
Payroll Liabilities	(2,300)	(10,126)
Super Liabilities	1,267	4,447
Tax Payable	560	(7,973)
<b>Net cash provided by Operating Activities</b>	<b>105,337</b>	<b>(91,068)</b>
<b>INVESTING ACTIVITIES</b>		
Motor Vehicles:EO Vehicle	-	(8,978)
Motor Vehicles:EO Vehicle Depreciation	7,344	
Motor Vehicles: Holden Cruze Motor Vehicle	(22,924)	
Motor Vehicles: Holden Cruze Depreciation	430	
Motor Vehicles:Partnerships Vehicle Expensed	6,000	11,680
<b>Net cash provided by Investing Activities</b>	<b>(9,150)</b>	<b>2,702</b>
<b>FINANCING ACTIVITIES</b>		
Adjustment to Equity During Year	(27,342)	16,810
Retained Earnings	50,266	
<b>Net cash provided by Financing Activities</b>	<b>22,924</b>	<b>2,702</b>
<b>Net cash increase for period</b>	<b>119,111</b>	<b>(85,665)</b>
Cash at beginning of period	528,882	600,439
<b>Cash at end of period</b>	<b>647,993</b>	<b>514,773</b>
<b>RECONCILIATION OF CASH</b>		
Cash At Bank	68,854	39,878
Investment Account	579,139	489,004
	<u>647,993</u>	<u>528,882</u>

# BOARD OF MANAGEMENT

NAME	ORGANISATION	CATEGORY	TERM EXPIRY
Howard Williams (Chair)	Gippsland Trades & Labour Council	5 – Trade Unions	2011
Jane Barr (Vice Chair)	Berry Street - Gippsland	8 – Other Community Agencies	2012
Tony Flynn (Treasurer)	Gippsland Employment Skills Training	3 – Adult Community Education	2012
Christine Holland (Executive)	Holland Career Services	10 – Community member	2012
Luke Prime (Executive)	National Centre for Dairy Education Australia	4 – Other Training Organisations	2012
Debbie Brown	Brown's Transport & Trading	6 – Employers	2011
John Ernst	Parent organisation	11 – Co-opted	2011
Sam Franzi	Catholic Education Office	10 – Community member	2012
Tim Granger	Monash University	4 – Other Training Organisations	2012
Pip Griffiths	GippsTAFE	2 – TAFE Institutes or Universities	2011
Matthew Jobling	Kurnai College	1 – Schools	2012
Peter Kulich	Baw Baw Shire	7 – Local Government	2011
Kurt Loeckenhoff	Quantum Support Services	8 – Other Community Agencies	2012
Lisa Price (Resigned July 2011)	Latrobe City	7 – Local Government	2011
Danny Smith	Apprenticeships Group Australia	6 – Employers	2012
Graham Vohmann (Resigned June 2011)	St Pauls Anglican Grammar School	1 – Schools	2011
David Welch	Department of Education and Early Childhood Development	11 – Co-opted	2011
Shane Wainwright	Drouin Secondary School	1 – Schools	2011



## BAW BAW LATROBE LLEN

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BAW BAW LATROBE

