



2019 ANNUAL REPORT





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About NMMLLEN

Background

Northern Mallee Local Learning and Employment Network (NMMLLEN) is one of 31 LLENs across Victoria which were established in 2001 arising from recommendations of the Kirby Report- Ministerial Review of Post Compulsory Education and Training Pathways in Victoria. LLENs were established as non-for-profit, community based incorporated associations to identify gaps in education and training, provide advice on local and State-wide policy issues and broker cross-sector partnerships.

NMMLLEN is a membership based organisation that brokers partnerships to provide better pathways and support for young people in the Northern Mallee Region. NMMLLEN's region covers the Mildura Rural City Council LGA (including the towns of Mildura, Merbein, Irymple, Red Cliffs, Ouyen, Werrimull and Murrayville) and Robinvale (part of Swan Hill Rural City Council LGA).

In 2019, Northern Mallee LLEN was funded by the Victorian Department of Education and Training for the LLEN contract, Structured Workplace Learning (SWL) contract, On Track Connect contract and Navigator-Mallee contract.

Mission Statement

Brokering strategic partnerships with stakeholder groups resulting in better outcomes in education, training and employment for young people.

Role

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

Vision

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

CHAIR'S REPORT

Anne Mansell

Northern Mallee LLEN continued to focus on brokering partnerships to ensure our community's most vulnerable young people are actively engaged in education, training or employment.

The commitment of educators, employers and the community sector to join with Northern Mallee LLEN in the pursuit of innovative and creative ventures is making a difference.

Much remains to be done however, if we are to realise our aspiration for as many young people as possible in our community to be involved in education, training or employment. This can only be achieved by strong partnerships between schools, industry, community-based organisations, government and community.

It gives me great pride to outline my first report as Chair, the work undertaken and the partnerships formed to realise the vision of Northern Mallee Local Learning and Employment Network.

Acknowledgement

I wish to also acknowledge the valuable contribution of two long standing Board members Fiona Harley OAM and Chris Hobart.

Fiona brought a passion to improve opportunities for young people as well as her dedication to providing leadership for the NMMLLEN Board, Executive Officer and staff over the 13 years of involvement on the NMMLLEN Board. Fiona joined the Board in 2006 and held the position of Treasurer from 2006 to 2009 when she became Chair, a position she held until the AGM in March 2019.

Chris joined the NMMLLEN Board in 2012 and held the position of Secretary until early 2019 and played a vital role on the Board and Executive.

Strengthen Education, Vocational and Training Pathways leading to employment for young people

Our major partnership with the Office of the Victorian Skills Commissioner, continued in 2019 building on the projects initiated in 2017 in the 'Skills Demand Profile-Mallee'.

Victoria's Skills Commissioner Neil Coulson, undertook a major consultation in 2017 with industry and employers across the Mallee to identify future skills needs and employment opportunities. He did this through the Mallee Regional Skills Taskforce, which comprised many key industry leaders and employers from the Mildura and Robinvale regions. To support our future growth and to replace the anticipated retirements, the Taskforce projected a future workforce demand of between 2,900 and 4,400 new workers from 2017 to 2020.

If our region is to grasp these opportunities, it is vital that young people and their parents are made aware of these opportunities. Awareness will help them identify and navigate the pathways through school, training and educational experiences to gain the skills and knowledge that will prepare them for these jobs.

Northern Mallee LLEN continues to play a key role in partnerships with industry, TAFE/RTOs and schools in providing information, industry visits, work placements, workshops and strategic planning to connect young people with pathways to their future individual opportunities with employment.

Northern Mallee LLEN has continued its role on the Mildura Region Trade Training Centre (MRTTC) Committee of Management which provides input and guidance on the future directions of the Deakin and Riverside Trade Training Centres (based at Mildura Senior College and St. Joseph's College respectively).



The Taskforce projected a future demand of 2900- 4400 new workers



I would especially like to acknowledge the valuable work of our Treasurer Peter Devilee in his role as Chair of the MRTTC Committee of Management over this last year.

An important and valuable contribution to strengthening VET for Secondary School students is the **Structured Work Place Learning (SWL) Program**. Northern Mallee LLEN is one of the 31 LLENs across the State funded by DET to support the creation of Structured Work Placements for students. There are significant benefits for students in undertaking an SWL where they have an opportunity to apply their classroom learning in a real industry setting as well as gaining valuable insights into the field of employment they are pursuing. Employers support this program as it gives them an opportunity to identify potential future employees as well as pass on their industry knowledge and experience to students.

The Board thanks Rod Martin in his role as Northern Mallee LLEN SWL Coordinator. Through Rod's efforts, Northern Mallee LLEN arranged 217 SWL local opportunities loaded onto the Statewide SWL Portal with 91 of these being 'consumed' by students. These outcomes far exceeded the 2019 KPIs in the NMLLEN contract with DET. Across the State, the LLEN network arranged 10,746 opportunities for students with 5,416 being taken up by students which exceeded the State-wide KPIs targets set by DET.

In 2020 Northern Mallee LLEN will continue to work with schools to encourage more VET students to undertake an SWL placement as it is not compulsory for the vast majority of VET courses.

Building on our links with local employers, NMLLEN conducted industry visits for school students to raise their

awareness of future employment opportunities and to assist them in identifying vocational and training pathways. NMLLEN also thanks CEAV for conducting their Industry Immersion Experience Program in partnership with NMLLEN in October. In 2019, NMLLEN conducted industry visits involving 314 students across Years 8-12:

- Zilzie Wines, Trentham Estate Wines, Buronga Hill Winery (Food Processing)
- Peter Kittle Automotive Group (Toyota, Mazda, BMW) (Automotive)
- CPM Building Contractors (Building & Construction)
- Nutrano Produce Group (Horticulture & Food Processing)
- Mildura Airport (Aviation and Administration)
- GTS Freight Management; Seaway Intermodal (Transport and Logistics)
- Olam International Processing Plant (Food Processing)
- Mildura Base Hospital, Mildura Private Hospital & Sunraysia Community Health Services (Health & Allied Health)
- Haeuslers & LEDA Ag (Agriculture & Horticulture)
- Mc Donalds Restaurant (Food & Hospitality)
- Analytical Laboratories and Technical Services Australia (AL TSA) (Technology Services)

NMLLEN Project Officer Amanda Smith developed and delivered a highly successful program aimed at developing student's skills to secure employment when they finish their



*During 2019, 217 positions
were placed on the SWL Portal*

schooling. **Nail that Job** is a workshop based program that provides students with the hands on skills to search for a job, prepare a resumé and job application, learn appropriate workplace behaviours and participate in a practice interview (involving NMMLLEN industry panel members). During 2019, 131 students from across seven schools participated in 'Nail that Job'.

A further Northern Mallee LLEN action to support pathways to education, training and employment is the Local Learning and Employment Opportunities (LLEO) website. The LLEO website was created by NMMLLEN in 2014 in response to a need identified by the Sunraysia Careers Network for a resource that enabled students, parents, careers advisors and youth workers to search all the training and post-secondary courses available in the district on one website. I wish to thank Alison Greenway for her work in liaising with education and training providers to keep the LLEO website up to date throughout 2019.

Strengthen support for disengaging and disengaged youth.

A major Northern Mallee LLEN project is the Navigator (Mallee) Program. In partnership with Murray Mallee LLEN, Mildura Rural City Council and FLO Connect, the Navigator program provides intensive case management support for young people in schools aged 12-17 whose attendance at school is less than 30%. Schools refer students to the DET Mallee Area Office Navigator Coordinator who refers eligible students to NMMLLEN/MRCC and MMMLLEN for intensive case management support by their respective case workers.

The aim of the program is to re-engage young people back into school when ready to do so. In some cases they re-engage into a TAFE program or a local Flexible Learning Option (FLO) program. Since the Mallee Navigator program commenced in September 2016 the outcomes have been:





- Number of referrals referred to the program so far: 344
- Number of young people who received case management support: 251
- Number of young people who successfully exited to a school: 29 (26 weeks at 70% or more attendance)
- Number of young people who have exited to another positive outcome: 60

There are many challenges in re-engaging young people back into education and we are working closely with schools, DET Mallee Area Office and local agencies to achieve the objective of getting young people re-engaged back into education with sustained attendance.

The Board wishes to thank our partners, schools, DET Mallee Area Office and agencies that assist in this valuable program. A special thank you to the Navigator case workers for their commitment and passion to assist young people to reconnect with education.

Further key partnerships undertaken in 2019 included:

STEM in Schools Project

Science, Technology, Engineering and Mathematics (STEM) is a key priority of the Victorian and Australian Governments. STEM covers a wide range of disciplines and skills, which are increasingly in demand in our rapidly changing world. STEM skills and knowledge are important for all stages of our learning, jobs and everyday lives.

In partnership with SuniTAFE and local secondary schools, Northern Mallee LLEN conducted the **STEM4Sunraysia 2019** two day event in October.

Held at the Mildura Campus of SuniTAFE, the event involved 80 Year 9 students engaging in a Tech School type activity learning about the world of work tomorrow; tour of local industry; identification of a 'technology' problem faced by local industry; working collaboratively in small groups to develop innovative solutions and 'pitching' these solutions to industry.

Both the 2018 and 2019 STEM4Sunraysia events have been a resounding success with students

actively engaging in the Tech School model of exploration, investigation, collaboration and problem solving.

Northern Mallee LLEN thanks Irymple S.C., Red Cliffs S.C., Chaffey S.C., Merbein P-10, St. Joseph's College and Trinity Lutheran College for their assistance in making this a success. We also thank Zilzie Wines, Haeulsers, ALTA, Mildura Private Hospital, SuniTAFE SMART Farm/ Mildura Regional Development and for their participation and support of this program and especially our project partner SuniTAFE.

NMLLEN and SuniTAFE have continued to advocate for a Tech School for the Mildura region. Tech Schools are an initiative of the Victorian Government that provides access for school students to a high tech hub to enhance and support their STEM knowledge and skills and their application in industry. Our region's enrolment of 4,300 Y7-Y12 students would greatly benefit from the establishment of a Tech School in Mildura. It would also contribute to addressing the disadvantage that rural and regional students experience as identified by the Government Expert Advisory Panel's recent report. Our partnership with local schools, Industry, Universities (La Trobe and Melbourne), Mildura Regional Development, Mildura Rural City Council and the Mallee Regional Innovation Centre have highlighted to DET our readiness, capacity, experience and commitment that would ensure a Tech School in Mildura would be a success.

The Mallee Regional Partnership has included a Tech School for Mildura as one of its key priorities for the Mallee region in its report to the Victorian Government.

On Track Connect 2019

In 2019 Northern Mallee LLEN again secured the contract with the Department of Education and Training to conduct On Track Connect.

Under this program Year 12 completers and early school leavers from 2018 who have been unsuccessful in securing a place in higher education, training or employment, are referred to their local LLEN.

Northern Mallee LLEN provides advice and support, as well as linking the young people to agencies and



providers who are able to assist them in pursuing their education, training or employment pathway.

During June and July, 16 young people were referred to Northern Mallee LLEN for assistance. Across the state, over 1,500 young people were referred to LLENs for assistance.

Learn Local Partnership

DET funding has enabled NMLLEN to create a partnership with district Learn Local organisations (MADEC, Sunraysia Mallee Ethnic Communities Council, Zoe Support, Red Cliffs Community Resource Centre and East End Community House) to jointly promote, develop and deliver a range of Pre- Accredited courses that provides entry pathways to training and employment.

The Learn Locals have developed a 2020 Course brochure as well as collaborative projects that combines the expertise of each of the organisations.

NMLLEN thanks the Learn Locals and Amanda Smith (NMLLEN Project Officer) for their efforts during 2019.

Sunraysia Careers Network - VET Delivered to Secondary Students Excellence Awards

NMLLEN continued its support and sponsorship for these annual Awards which recognises the achievements of students undertaking vocational studies.

In 2019 NMLLEN was the Silver sponsor (Runner Up Student of the Year) as was well sponsoring the School Based Apprentice/Trainee (SBAT) of the Year and the VET Employer of the Year.

NMLLEN congratulates Kate Whyte as the Runner Up Student the Year; Mitchell Lambert as the SBAT of the year and Bunnings Mildura as the VET Employer of the Year.

NMLLEN also thanks staff members Rod Martin and Amanda Smith and our industry partners for their efforts in organising and conducting the interviews for all the nominees for the 2019 Awards.

Community Networks

Northern Mallee LLEN has continued its involvement and support for a wide range of community networks. These include:

- Sunraysia Careers Network
- Northern Mallee Community Partnership and its major collective impact project 'Hands Up Mallee'
- Headspace Mildura
- Mildura Regional Development
- Mallee Regional Partnership
- Sunraysia Mallee Ethnic Communities Council
- JVEN Mildura

Conclusion

The Board continues to monitor the progress of the organisation against our 2017-19 Strategic Plan.

The Board has developed a new Strategic Plan for 2020-2023 which reflects the current and future opportunities to create partnerships that will have an impact on pathways for young people in our region.

NMLLEN is very grateful for the co-operation and assistance of all our industry, schools, TAFE/RTOs and community partners in creating opportunities for young people across our region.

I wish to thank the members of the NMLLEN Board for their support throughout the past year.

My sincere thanks to members of the Executive who meet monthly to provide support to the Executive Officer and oversee the operations of Northern Mallee LLEN. They, along with the Executive Officer and staff, are the engine room for the organisation.

My sincere thanks and appreciation to Ron for his leadership and dedication to the work of Northern Mallee LLEN. My thanks also to the staff for their commitment and efforts throughout 2019.

We can all be very proud of what has been achieved.

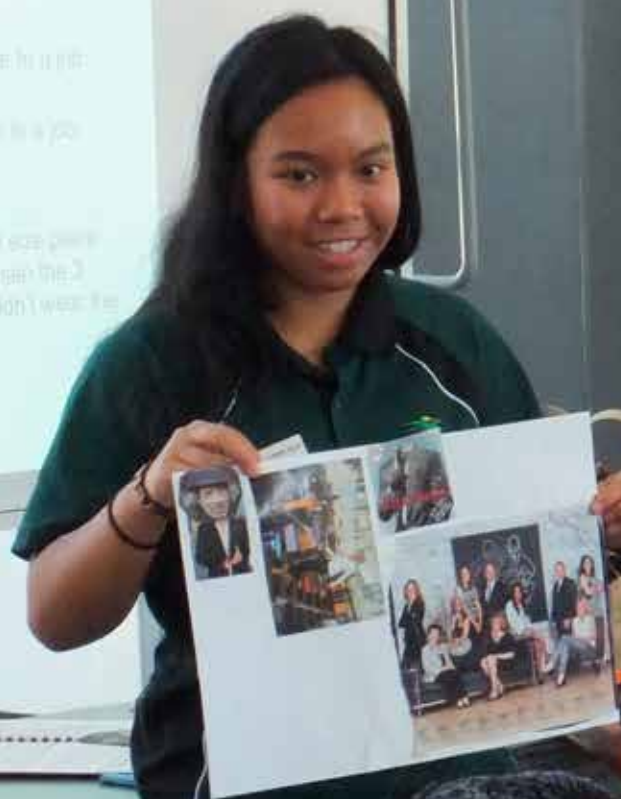
Anne Mansell

Chair



Interview

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What is a job?
in A2 size paper
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the words I want to



NMLLEN STAFF



RON BROADHEAD Executive Officer

Ron joined NMLLEN in August 2008 as the Executive Officer.

Ron has had over 30 years experience in education and training which has included teaching and lecturing; senior management roles at Sunraysia Institute of TAFE and Box Hill TAFE; and as Campus Director of the Mildura Campus of La Trobe University. His tertiary qualifications include economics, education and management.

Ron's role as Executive Officer includes stakeholder management and community engagement; strategic planning and implementation; board management; financial management; operational management; governance, reporting and accountability; project and contract management.



ROD MARTIN Structured Workplace Learning Coordinator

Rod commenced as the Structured Workplace Learning Coordinator in February 2018. He has extensive experience in the vocational training sector having worked at SMGT for 14 years.

The SWL Coordinator's role is to source Structured Workplace Learning opportunities with local businesses and upload these opportunities onto the online Portal. The SWL Coordinator also works closely with schools and local industries to develop programs that will increase awareness for workplace learning.



AMANDA SMITH Project Officer

Amanda joined NMLLEN in June 2018 as the Project Officer. She has extensive experience in the Vocational Training sector which involved working with local industry and those undertaking a trainee-ship, specifically in business with Sunraysia Skills Centre and SMGT.

Amanda's role is to work closely with the NMLLEN team, local secondary schools and industry to ensure the success of the project at hand.



PETA MAAS (PART TIME) Administration Officer

Peta joined NMLLEN in December 2018 as the Administration Officer. Peta has an extensive background in administration and management gained via her lengthy service in the Royal Australian Navy and other administrative roles.

Peta's role is to maintain the day to day operations of NMLLEN and provide support to the Executive Officer and Board.



HILARY THIELE (PART TIME) Project Officer

Hilary joined NMLLEN in June 2013 as a Project Officer. Hilary comes to us with a diverse experience as an educator in the Mallee region. This includes six years as Principal of Murrayville Community College and a leading teacher at Mildura Senior College.

Hilary's role is to investigate options to facilitate vocational pathways for students in Robinvale. She is assisting Robinvale P-12 College to build community links in this field.



DALE HARVEY (PART TIME) Structured Workplace Learning Program Project Officer

Dale joined NMLLEN in April 2018 as the Structured Workplace Learning Program Project Officer. He has extensive experience across Education and Employment Services Sector including as an Employment Consultant, School Based Training Coordinator and Business Development Officer.

Dale's role is to assist the SWL Coordinator in all facets of managing the program.



ALISON GREENWAY (PART TIME) Project Officer

Alison began at NMLLEN in 2013 with experience in careers counselling and welfare roles.

Alison maintains the Local Learning & Employment (LLEO) Website to ensure the latest information is available for young people making the transition from school to further education, training or employment.

2019 COMMITTEE

of Management



Category 10

Anne Mansell (*Chair*)

CEO,
Dried Fruits Australia



Category 2

Geoff Dea (*Deputy Chair*)

CEO,
Sunraysia Institute of TAFE



Category 6

Peter Devilee (*Treasurer*)

Managing Director,
Devilee's Air Conditioning & Refrigeration



Category 6

Melissa Wade (*Secretary*)

Executive Manager,
Sunraysia Community Health Services



Category 1

Graeme Forrester

Executive Principal,
Chaffey Secondary College



Category 1

Jo McQuinn

Principal,
Irymple Secondary College



Category 1

Greg Kluske

Deputy Principal,
St Joseph's College Mildura



Category 3

Karen Levey

Site Manager Mildura,
Madec Australia



Category 4

Jeremy Seward

La Trobe Business School, Academic
Coordinator, Bachelor of Business - Program





GOVERNANCE

Committee of Management

Committee of Management is drawn from 11 membership categories

Membership Category		Number of Committee Members
1	Schools: Government and non-government	3
2	TAFE Institutes or Universities with TAFE Sectors	1
3	Adult Community Education organisations	1
4	Other education and training organisations including private registered training organisations, universities and Group Training Companies	1
5	Trade Unions	
6	Employers, Peak employment organisations, Regional employer organisations and employment agencies	4
7	Local Government	
8	Other community agencies and organisations, Commonwealth and State government departments, Parent Organisations, School Focussed Youth Service, Adult Community and Further education Regional Councils, Regional Youth Councils, Regional Development Australia	2
9	Koorie Organisations, Peak Koorie agencies and Regional Koorie organisations	
10	Community Members	1
11	Co-opted member appointed by the Committee of Management as a community member or a person associated with an organisational member	-



Committee of Management member changes

In 2019 the following changes to the Committee of Management occurred:

New Members were: Jo Mc Quinn, Graeme Forrester (Category 1), Jeremy Seward (Category 4), Janet Hicks (Category 6), Trudie Chant, Dean Wickham (Category 8), Anne Mansell (Category 10).

Members retiring were: Graeme Cupper, Belinda Hudak (Category 1), Dr. Deb Neal (Category 4), Josh Cole, Ofa Hakalo (Category 8).

Members who resigned: Chris Hobart (Category 5), Avinish Kumar (Category 6), Cr. Simon Clemence (Category 7)

Northern Mallee LLEN thanks all new, retiring and continuing Committee of Management members for their contributions in 2019.

Executive Sub Committee

The role of the Executive Sub Committee is to ensure the efficient operation of Northern Mallee LLEN through receiving reports, monitoring financial reports and make recommendations to the Committee of Management for consideration and approval.

The Executive Sub Committee meets monthly.

Chair:	Anne Mansell (Chair)
Members:	Geoff Dea (Deputy Chair)
	Peter Devilee (Treasurer)
	Melissa Wade (Secretary)
	Ron Broadhead (Executive Officer)

Governance Sub Committee

The role of the Governance Sub Committee is to establish and maintain a governance framework for the Northern Mallee LLEN Committee of Management which includes development of policies and procedures in line with the funding body's framework. It also monitors the performance of the organisation.

The Governance Sub Committee meets as required.

Chair:	Anne Mansell (Chair)
Members:	Melissa Wade (Secretary)
	Geoff Dea (Committee Member)
	Peter O' Donnell (Committee Member)
	Ron Broadhead (Executive Officer)

