



North Central LLEN

Creating opportunities for children & young people to thrive in education, work and life

ANNUAL REPORT

January - December 2020



2020 Report from the Chair...

The North Central LLEN developed a communications and engagement strategy in late 2019, with a number of actions to be implemented during 2020.

This included actions such as refreshing our branding and logo, consolidating our approach to marketing and communication and increasing our reach across all media platforms.

This was serendipitous, as it allowed us to not only maintain contact but to increase our interactions with new and current stakeholders across the region and the State during the tumultuous year that was 2020.

While we have often embraced disruptions in the North Central LLEN, the COVID-19 pandemic was an unexpected disruption that we had not considered as a risk to our work, our stakeholders and our communities.

However, it was very pleasing that every single staff member immediately adapted to working from home, engaging with young people across the region using multiple online platforms, effectively used social media to promote our work, and to achieve program outcomes.

I commend the professionalism with which every staff member continued their work and contributed to the goals of the North Central LLEN.

Our 2020 AGM and Board meetings were also held online, and while we would have preferred to be in person, I would like to thank my fellow Board members for their contribution to policy and strategy development while participating remotely.

One of the biggest projects we worked on during 2020 was the development of our new strategic plan with the main focus to support children and young people and their families, particularly those experiencing rural, social or economic disadvantage.

The plan was to consult widely using a combination of workshops, focus groups and individual consultations.

While the COVID restrictions prevented any in-person consultation, staff rose to the challenge and did an incredible job of engaging, consulting and developing the plan.

The Board are extremely pleased with the focus on Building Solid Foundations, Resilient Middle Years, and Strong Careers and Pathways.

Adding to that "Confident Youth Voice", and a "Dynamic Organisation", the new plan will take us into the future and will allow us to be proactive.

"Our new Strategic Plan will really take us into the future and will allow us to be proactive."



Young people are at the centre of the work that we do, and in 2020, we heard from young people through an innovative project "How Work Works", where young interns conducted research and delivered the outcomes to the Board and broader stakeholders.

This was a terrific project, and you can read more about it in this annual report. It created discussion at Board level that we rarely heard from the young people themselves, so a Youth Advisory Council has been established with young people from each of our communities participating in that group, and providing feedback and information to the Board regularly.

Thank you to the many stakeholders, funding bodies, collaborators, schools, young people, parents, businesses, local governments and many others for supporting the work of the North Central LLEN.

It is a pleasure to work along-side you towards our vision of all children and young people being confident, resilient, and able to thrive in education, work and life.

I commend this annual report to you.

Ellen White

Chair, North Central LLEN



(L-R) Kelvin Baird, Tony Driscoll, Bronwyn Simpson, Cheryl McKinnon, Ellen White, Paula Noble, Colleen Condliffe and Loretta Beattie.
Absent: Christine McKersie and Win Scott.

Report from the Executive Officer...

We know education has the power to transform and improve lives, communities and entire countries. This gives us hope and fuels our work.

All boats can rise on the tide in a caring, strong community. However, COVID-19 has further highlighted that not all children and young people are in the same boat.

Our challenge is to work together every day to ensure that education is indeed an equaliser- that a successful future will be equally on offer to both the luxury yacht and the wooden rowing boat.

Just as the events of 2020 have caused us to focus on the things that matter most to us personally, we have strived to use this time to slow down and do some deep thinking to bring that same focus to the North Central LLEN.

Together with our partners we are working towards breaking down silos and bringing everyone to the table to create innovative place-based responses. We could not do this without our valued investors, both government and philanthropic.

Thank you to all our partners for your commitment to working with us alongside our children and young people, to create partnerships that make a difference to their outcomes everyday.

Our Strategic Plan consultation consolidated our focus on working to provide a strong developmental foundation for all our north central children through our early years' initiatives.

In addition, we confirmed the need to extend this work to address a gap and facilitate critical connections that empower and support resilience in our young people from mid-childhood to mid-adolescence.

All of this builds and strengthens the core work of our Team over the past two decades, and we will continue to prioritise helping young people explore their careers and pathways and be empowered to make decisions regarding their future.

We remain focussed on working with our many cross-sectorial partners to develop and embed an eco-system of place-based approaches with smooth transitions, to support best outcomes for all our children from birth to 21 years.

Joining with like-minded organisations like YouThrive and their dedicated team of young people to deliver evidence based DreamSeeds programs to Grade Five and Six students across our region, is another example of this.

We are determined to create greater opportunities to hear and respond to the voice of our children, young people and families across our many and varied initiatives and more broadly.

"We are committed to providing a universal response proportionate to children and young people's level of disadvantage, where no one is left behind."



This goal has particularly been re-energised through our Youth Interns Project – 'How Work Works' and by the formation of our Youth Advisory Council.

I have been so proud to work alongside every member of our dedicated North Central LLEN Team during 2020. They accepted the daily challenge to navigate an unknown-and often virtual-route with respect, empathy and flexibility.

Sometimes that involved just turning up and being available to meet our children, young people and other partners where they were at, to strengthen capacity and collaborate for best outcomes.

I would also like to express my gratitude to the North Central LLEN Board who have provided the strong steady leadership that has enabled our team to respond to every challenge with innovation and confidence.

Together we have shared and learnt a lot over the past 12 months. We still believe, indeed more strongly than ever, in the power of partnerships across sectors to build a resilient sustainable future with our children and young people, and our communities.

We are committed to providing a universal response proportionate to children and young people's level of disadvantage, where no one is left behind.

Jane Hosking

Executive Officer, North Central LLEN



The NCLLEN team (L-R) Back: Peter Aurisch, Fiona Hall, Julie Roberts, Mary-Ann Sait, Abby Mulquiny, Sue Clay, Barb Bear, Tanya Watts, Angela Poxon. Front: Julie Slater, Jerri Nelson, Susie Hawke, Jane Hosking.

2020...At a Glance

OUR PROGRAMS & PEOPLE



**STRONG FAMILIES
STRONG CHILDREN**
BULOKE & LODDON

**Susie Hawke (Loddon)
Abby Mulquiny (Buloke)**



North Central LLEN

Jane Hosking • Executive Officer

Julie Roberts • Office Manager

**Julie Slater
Communications & Engagement**



**Comprehensive
Monitoring**

Strong Youth

STRONG COMMUNITIES

Jerri Nelson



**CAREERS
EDUCATION
PARTNERSHIP**

**Sue Clay (Wedderburn,
Donald, Charlton & St Arnaud)**

**Angela Poxon (Birchip,
Wycheproof, Boort & East
Loddon)**

Barb Bear (Pyramid Hill)



ENGAGE!

mates
mentor assist target engage skills

**Barb Bear
Mary-Ann Sait**



**Tanya Watts
Peter Aurisch
Fiona Hall**



Peter Aurisch



**North
Central
LLEN Industry Engagement**

SWL
Structured Workplace Learning

**Jerri Nelson
Mary-Ann Sait**



Julie Slater



565 children & young people



15 schools across the North Central region



80+ regional businesses



10 pre-schools & 12 playgroups



8 Local Government Councils



7 Health Care Groups



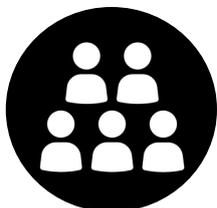
6 State Government departments across 3 regions



10 Maternal Child Health Centres



10 Neighbourhood Houses



47 Members



2 Philanthropic Organisations



30 other LLENS

OUR PARTNERSHIPS/ COLLABORATIONS

OUR OUTCOMES



73 young people supported in VET work placements and 80 industry professionals providing industry exposure for young people



103 young people involved in activities to improve employability skills



23 children & young adults participated in mentoring activities



193 young people participated in ENGAGE! activities



North Central LLEN



126 primary school students participated in Dream Seed workshops



10 young people re-connected to education through the North Central Flexible Learning Options (FLO) program

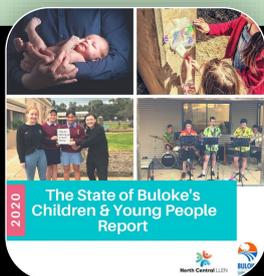


429 young people were assisted with individual Career Pathway Plans through our Careers Education Partnership



30 young people participated in the Buloke Loddon TAC L2P program

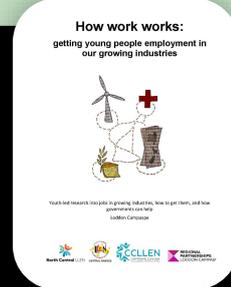
STAKEHOLDER ENGAGEMENT



State of Buloke's Children & Young People Launch - 37 people



North Central LLEN AGM - 67 people



How Work Works Report launch - 70 people

3 X Strong Families, Strong Children Forums
136 people

Strategic Plan Focus Groups - 101 people

Strong Youth, Strong Communities Briefing - 55 people



Our New Strategic Plan...

After 6 months of extensive consultation, planning and development, the North Central LLEN formally adopted a new Strategic Plan to guide the organisation over the next five years as we continue to create opportunities for children and young people to thrive in education, work and life.

To help inform the new Strategic Plan, we facilitated a series of eight focus groups with key stakeholder groups, two workshops each with Board Members and staff, and conducted an on-line survey to capture thoughts and ideas from stakeholders not able to attend one of the Focus Groups.

In total we spoke to 79 stakeholders, 9 Board Members, and 13 staff who shared their thoughts and ideas on priorities to support children and young people over the next 5 years. In addition we received 16 survey responses.

From this process, the Board and staff created a plan we are proud of, and which we believe consolidates the remit of the North Central LLEN to take a cradle to career approach to supporting and empowering children, young people and their families.

The NCLLEN remains committed to working in a place-based way with north central children and young people from birth through to twenty-one years and their families. We will take a whole of life-course approach to education and pathways where smooth, supported transitions are prioritised.

We will also continue to work with our valued partners to facilitate addressing inequity and vulnerability in its many forms so that all children and young people can be confident, resilient and thrive in education, work and life.

The plan acknowledges that it really does take a village to raise a child!





North Central LLEN est. 2002

OUR VISION:
All children and young people are confident, resilient, and thrive in education, work and life.

OUR MISSION:
To create opportunities for children and young people to be confident, resilient and thrive in education, work and life by:

- ensuring children, young people and their families get the support they need when they need it
- fostering quality partnerships and connections, and
- advocating for strong equitable communities.

OUR VALUES:

Integrity: We are knowledgeable, ethical, trusted, respected, accountable, and authentic

Equity: We operate in a transparent and respectful manner, we are inclusive, and have social justice at the heart of what we do

Collaboration: We form partnerships, develop networks, we are connected and connecting, and actively advocate for (and with) young people

Innovation: We are strategic, creative, curious, resourceful, dynamic, and effective in our work



WHERE:
The North Central LLEN works across the Shires of Loddon, Buloke, and the community of St Arnaud in the Northern Grampians Shire.

WHAT WE WILL DO:
Our priority is to support children and young people and their families, particularly those experiencing rural, social or economic disadvantage through programs and initiatives that build:

- Solid Foundations (0-8)**
- Resilient Middle Years (9-15)**
- Strong Careers and Pathways**
- Confident Youth Voice**

TO DO THIS, WE WILL FOCUS ON:

| | | | | |
|---|---|---|---|---|
| Amplifying Voices | Fostering Connections | Growing Capacity | Expanding Knowledge | Creating Solutions |
| Empowering children and young people to actively participate and be heard | Developing partnerships and networks that make a difference | Building on knowledge and expertise across the region | Engaging and supporting research to inform and advocate | Facilitating systems change and a culture of continuous improvement |

Measuring our Success:

| | |
|---|---|
| <p>Solid Foundations (0-8): We will invest in the earliest years of a child's life by building the capability of families, services and the community to ensure all children begin school ready to learn and actively participate in community life.</p> | <ul style="list-style-type: none"> <input type="checkbox"/> Maternal Child Health, Kindergarten, Playgroup and School attendance in the early years will improve <input type="checkbox"/> More children will be on track developmentally when they start school <input type="checkbox"/> More parents and carers will tell us they are feeling confident about knowing what is needed for their children and how to access or provide for this |
| <p>Resilient Middle Years (9-15): We will work with families, schools, and the community to support young people to feel safe, supported and empowered to learn, develop and maintain friendships, and make informed decisions regarding their future.</p> | <ul style="list-style-type: none"> <input type="checkbox"/> Young people report increased confidence and optimism <input type="checkbox"/> Young people are connected and active community participants <input type="checkbox"/> Young people actively explore careers & pathways to align with interests and aspirations |
| <p>Strong Careers & Pathways: We will support young people to explore their future, encouraging them to focus on career pathways that align with their interests, equipping them with a range of skills to help them navigate their way.</p> | <ul style="list-style-type: none"> <input type="checkbox"/> Increase in the number of students finishing school with Year 12 or equivalent <input type="checkbox"/> Increase in the number of school leavers who continue their studies in VET or University Courses <input type="checkbox"/> Increase the number of employed youth in our region |
| <p>Confident Youth Voices: We will provide opportunities for all children and young people to amplify their voice, participate and influence.</p> | <ul style="list-style-type: none"> <input type="checkbox"/> More skilled and supported young people willing to express their voice <input type="checkbox"/> Community groups including more young people in their organisations for mutual benefit <input type="checkbox"/> Young people have participated in local, regional, and statewide conversations and decisions on important issues |
| <p>A Dynamic Organisation: We will be relevant, proactive and effective: Strong governance will underpin a strategic, values-driven organisation working to achieve our vision.</p> | <ul style="list-style-type: none"> <input type="checkbox"/> Research and advocacy foundation for all work <input type="checkbox"/> High performing Board with a proactive risk appetite to explore opportunities <input type="checkbox"/> A well-resourced organisational structure of highly capable staff with a diverse range of skills and leadership abilities <input type="checkbox"/> A culture of innovation and continuous improvement |



North Central LLEN
Creating opportunities for all children and young people to be on their way to success in education, work and life.

**New Strategic Plan
Focus Groups & Survey**

What we heard...

From our stakeholders



Prepared September 2020
Julie Steer
Communications & Engagement
North Central LLEN



Above: Participants in our Youth Focus Group as part of the stakeholder engagement for the new North Central LLEN Strategic Plan.

OUTCOME:

New Strategic Plan to guide the work of the North Central LLEN over the next five years

Australian Early Development Census

The North Central LLEN began trialling a new early life monitoring system designed to follow the social and emotional development of children and young people to better understand how young Victorians think and feel about their lives during 2020.

The project will focus from early childhood (birth to 3 years), into middle childhood (6, 9 and 12 years), adolescence (15 and 18 years) and young adult life (18 to 21 years) and will be held across the Buloke and Loddon Shires, with the Young Adult Census as the first stage.

This is the first time a study of this magnitude has been undertaken in Australia, and the information will help inform the way we support children and young people in the future.

We know mental health and behaviour problems, including depression, anxiety, drug use and antisocial behaviour, are among the most debilitating and costly health problems facing families, communities and countries globally.

Most have their origins in the earlier experiences of childhood and adolescence, with almost all problems peaking in adulthood (18-24 years).

Despite this, we currently have no systematic way of identifying young people at risk and informing government where supports are most urgently needed in the early life course.

The project builds on decades of longitudinal research that has repeatedly shown that every age and stage of development matters in the trajectories that children and young people take. A life course approach to monitoring the social and emotional growth of children and young people is essential for strengthening population to successful psychosocial adjustment across the entire life course.

The project is being led by the Victorian Department of Education and Training (DET) as an extension of the Australian Early Development Census in Victoria, in collaboration with Centre for Social and Early Emotional Development at Deakin University, the Human Early Learning Partnership (University of British Columbia, Canada), and the Murdoch Children's Research Institute (Royal Children's Hospital Melbourne).

The North Central LLEN is proud to be able to partner on this important project which will continue in 2021.



Comprehensive Monitoring

How is your wellbeing?

- 1 Are you from **Loddon or Buloke**?
Are you aged between **18 and 21 years**?
Have you left school?
- 2 You can help us better understand young people.
- 3 Complete the young adult Comprehensive Monitoring survey.

Complete the survey online:
redcap.link/youngadult



Logos: Victorian Department of Education and Training, SEED, HUMAN EARLY LEARNING PARTNERSHIP, VICTORIA, DEAKIN UNIVERSITY, MURDOCH CHILDREN'S RESEARCH INSTITUTE

OUTCOME:

Comprehensive evidence-based data to inform the way we support children and young people in the future from cradle to career.



A Solid Foundation (0-8 years)...



We welcomed a new Early Years Facilitator for the Strong Families Strong Children (SFSC) Buloke project in July to focus on supporting children to have the best start in life.

The aim is to support families and children, strengthen the services available to support them, and build community capacity to ensure the benefits of the project are long lasting and sustainable.

Learnings from each child/family will be used to make the service system more responsive, to build local workforce capacity to better meet ALL children's needs, and to advocate to create system reform.

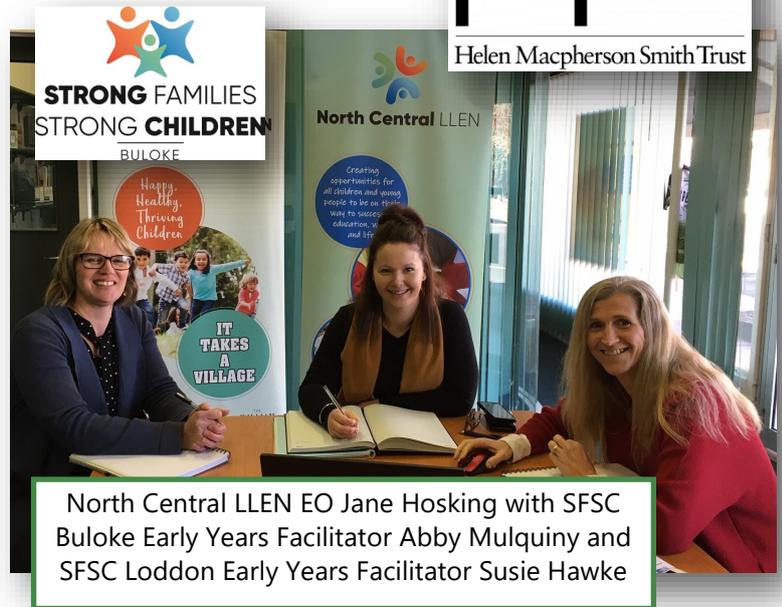
SFSC Buloke gives families and children a voice, and will ensure that families know about the range of support services available to assist them in their parenting role, as well as to listen to what is needed for them to feel empowered, connected and safe.

A priority of SFSC Buloke is to improve family knowledge and confidence to access the support they need - when they need it - and to know what services are available to them.

To help with this, a dedicated Facebook page has been established which families are being encouraged to follow – www.facebook.com/sfscbuloke.

SFSC Buloke partnership will be led by the North Central LLEN, Buloke Shire Council, and supported by a network of Buloke Early Years educators, health, education, and community sector representatives and is being funded through a grant from the Helen MacPherson Smith Trust.

With the launch of SFSC Buloke we are now able to utilise collective strengths across the two SFSC programs to achieve better outcomes.



North Central LLEN EO Jane Hosking with SFSC Buloke Early Years Facilitator Abby Mulquiny and SFSC Loddon Early Years Facilitator Susie Hawke

Brush, Book, Bed

Toward the end of the year, SFSC Buloke Facilitator Abby Mulquiny began travelling across the Shire, meeting with parents and children as part of the Brush, Book, Bed program which aims to encourage a bedtime routine of toothbrushing, reading together, and getting to bed at a regular time each night.

This was also an opportunity for Abby to meet with families and children to find out the best way to support them as part of the SFSC Buloke program over the next few years as their children move towards kindergarten and primary school.

OUTCOMES:

- New Early Years Facilitator to support children and families across the Buloke Shire over the next two years
- For all Buloke children arrive at school ready to learn





PRESENTATION

**STRONG FAMILIES
STRONG CHILDREN
BULOKE**

**The State of Buloke's Children
& Young People Report**

Monday 30 November 2020 - 4.00 pm to 5.00 pm via ZOOM

North Central LLEN

BULOKE SHIRE COUNCIL

The North Central LLEN, in partnership with Buloke Shire Council, presented the State of Buloke's Children and Young People Report (SOBCYP) to members of the Buloke Early Years Network and other key stakeholders as part of a special ZOOM presentation in November.

The development of the SOBCYP Report was a combined effort of the North Central LLEN and the Buloke Shire Council to gain a better understanding of where Buloke's children and young people (and their families) are faring well, what community strengths can be built on, and the areas that require improvement.

The report delivers in-depth and insightful information from a large variety of respected sources to assist everyone who supports and engages with children and young people in the Buloke Shire. It presents a broad range of data related to the key indicators of health, educational attainment and community wellbeing of Buloke children and young people (0-18 years).

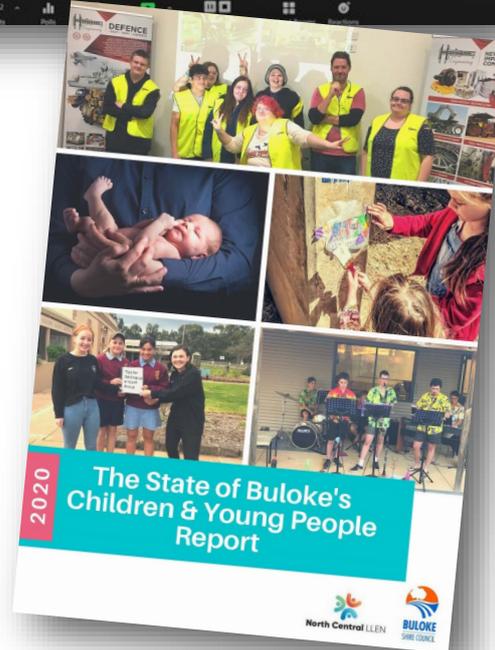
It is hoped that the State SOBCYP Report will widely inform resourcing, planning, data gaps and advocacy efforts to improve outcomes for children, young people and their families living in the Buloke Shire.

The Report highlights both the areas in which Buloke children and young people are doing well, and those which must be addressed for all of our children and young people to thrive and succeed in adulthood.

However data is only the first part of the story and is intended to be complemented and built on by a series of local discussion and community conversations during 2021 to highlight the success of local service activities and examples of what is working well, to pose questions for further discussion, and provide additional interpretation of the data.

A series of 'snapshots' and summaries have been created using data from this report to facilitate these conversations, reflection and discussion and can be viewed on the North Central LLEN website together with a copy of the full report and the presentation – www.ncllen.org.au/state-of-buloke-report.html.

The North Central LLEN knows that it takes a village to raise a child and it is hoped that these conversations will empower families and communities to be actively involved in ensuring ALL of Buloke's children and young people thrive.



OUTCOME:

Current local evidence-based data to inform the way we support children and young people through our Strong Families Strong Children Buloke program.

A Solid Foundation (0-8 years)...



**STRONG FAMILIES
STRONG CHILDREN**
LODDON

Covid-19 restrictions saw a number of changes to the ways in which we supported children and families as part of our Strong Families Strong Children (SFSC) Loddon program during 2020.

We continued to actively engage with Project Steering Committee Members via online platforms to identify ways in which we could continue to work towards our goal of all children starting school ready to learn and embrace education.

A highlight of the year was our three-part SFSC Loddon Forums held online. We engaged Tracey Farrell, an Accredited Mental Health Social Worker and trauma consultant, who piloted the Loddon Children Youth Area's Core Competencies project in the Campaspe region in 2019.

This project aimed to build workforce capacity to drive better outcomes for our children, young people and families, by building competency against four focus areas that contribute to a trauma-informed system.

Using Tracey's previous work as a starting point, we facilitated 3 online sessions with a particular focus on how we recognise, reflect and respond to adversity. Overall we had 50 plus attendees at our first sessions and 34 attending both.



ZOOM Playgroup and New Parent Groups

With playgroups in recess, SFSC Loddon joined with the Goldfield Library Service to begin holding ZOOM Playgroup sessions for families across the Loddon Shire throughout Terms 2 and 3 before returning to outdoor face-to-face sessions in Term Four. These interactive sessions enabled families to continue to access quality early childhood education from the comfort of their own home.

SFSC Loddon also supported Loddon Shire MCH to go virtual with two New Parent Groups towards the end of 2020, supporting the connection between 7 local families, and delivery of initial education sessions.

Speech Pathology Services

During 2020 we continued to advocate for Paediatric Speech Pathology services in Loddon Shire which has led to the Royal Flying Doctor Service funding a fulltime Speech Pathologist for 18 months who is now based at Inglewood and Districts Health Service and will provide paediatric speech pathology services to the southern part of Loddon Shire and into Buloke Shire via East Wimmera Health Service. We are confident further information and data gathered by the speech pathologist and continued advocacy will lead to funding for an ongoing service.



OUTCOMES



100% of Loddon infants enrolled in Maternal Child Health Services. 91.8% participating in the 4-week key age and stage visit, and 83.45% of children attending at least once.



44 story time sessions held by Goldfields Library across the Shire (virtually/in-person) attended by 265 children



33 (48.5%) children in 3 and 4-year-old preschool across the Loddon Shire received Speech Pathology support/referrals

Resilient Middle Years (9-15)...

STRONG YOUNG PEOPLE, STRONG COMMUNITIES

A partnership approach to reducing disadvantage for young people aged 9 to 18 in rural Victoria (Loddon, Buloke, Gannawarra)



A briefing was held for stakeholders in November to set the scene for an important new initiative to identify ways to reduce disadvantage for young people aged 9 to 19 across the Loddon, Buloke and Gannawarra Shires over the next 12 months.

Strong Youth Strong Communities will focus on the creation of a framework and model for a 'place based' youth support system, and is a partnership between the North Central LLEN, Northern District Community Health, Buloke Shire Council, Loddon Shire Council and Gannawarra Shire Council.

OUTCOME:

New project to support young people aged 9 to 19 across Loddon, Buloke and Gannawarra Shires



The North Central LLEN partnered with YouThrive in December to deliver Dream Seeds workshops to students at Inglewood Primary School, Pyramid Hill College, St Patrick's Pyramid Hill, Charlton College, St Joseph's Charlton, Wycheproof P-12 College, and St Arnaud Primary School.

YouThrive Victoria's Dream Seeds program is a 90-minute workshop designed for year 6 students in rural primary schools across Victoria. It aims to build aspiration, resilience and connection to better prepare young people for secondary school and the challenges they may face.

The workshops were presented by post-secondary students who are currently studying at TAFE/University, undertaking an apprenticeship or working, and all presenters grew up in a rural area. This gives students in the workshop the opportunity to see and consider a variety of pathways and possibilities for their own futures.

OUTCOME:

126 upper primary school students attended Dream Seeds workshop to build aspiration, resilience and connection to better prepare young people for secondary school.

Strong Careers & Pathways...



North Central LLEN Industry Engagement

Pathways to the World of Work – how local industries can play a part

The North Central LLEN (NCLLEN) is working on a range of initiatives to help inform students, parents, businesses, and industry about the changing world of work and how young people can prepare for the future.

Most schools offer a range of opportunities for students to engage with the world of work and for these programs to be successful, it is vital to have the support of quality host workplaces and employers. According to NCLLEN Career and Pathways Manager, Jerrit Nelson, becoming a host employer or involving yourself in school activities is a great opportunity for local businesses to participate in the education, career development and training of young people in your community.

“It is also a chance to talk to students about your industry, its career path, future directions and promote the attitudes and skills you want in your workforce, at the same time identify young people with potential for your industry,” she said. “At the same time, you can strengthen your links with the community and raise your business profile as well as increasing the supervisory, training and mentoring skills

of your staff,” she said. Through work experience placements, businesses agree to host a student – usually for a period of one or two weeks – so they provide them with a wealth of practical knowledge they can draw upon when they consider career options, no matter what field they enter.

St. Arnaud Secondary Careers Coordinator Rebecca Reynolds says getting into a real work environment provides students with an invaluable practical knowledge base, from technical skills to the basics of dealing with customers and other employees.

“Students can learn interpersonal skills, practical applications, basic finance, professional conduct, communication entry, and many other skills that can be applied to almost any profession,” she said.

“Even if students don’t eventually follow a career path related to their work experience placement, they will still benefit from the experience,” said Ms Reynolds.

Through Structured Workplace Learning (SWL) placements, host employers provide students with the opportunity to integrate on-the-job experience with secondary study by supervising and instructing them as they practice and extend the industry skills they have learned in their Vocational programs. By offering a School Based Apprenticeships and traineeships (SBAT), host employers provide students the option of combining part-time employment,

school and training through a registered training plan that leads to a nationally recognised VET qualification.

Ms Nelson says businesses can also provide opportunities for students to participate in workplace

immersion, such as the Broader Horizons program at St Arnaud Secondary College in partnership with the Northern Grampians Shire Council, East Wimmera Health Service, and local agricultural businesses.

Currently some of the work placement programs have either been suspended or modified under COVID restrictions, however it is still a great time for businesses and young people to be thinking about ways they will be ready to participate in these opportunities in the future.

For more information about students might become part of your local business please contact Mary Ann Sait at the North Central LLEN on 0800 896 116 or email m.sait@ncllen.org.au



Above: St. Arnaud Secondary School student Kai Ebzy undertaking a Structured Workplace Learning (SWL) placement with AP Earthmoving.

Pathways to Work

Six week feature in the North Central News (June –July 2020)

Page 8 - NORTH CENTRAL NEWS, WEDNESDAY JULY 15th 2020.

OUTCOME: Parents, students and the community better informed about pathways to work.

Copies of the articles are on our [website](#).

Vocational Education @ the North Central Trade Training Centre

More than 120 students from Buloke and Loddon Shires and St Arnaud in the Northern Grampians Shire attended the annual North Central Trade Training Centre “Try a VET (Vocational Education and Training) Day” at Charlton at the end of October.

Coordinated with support from the North Central LLEN, the program provided opportunities for students from Boort District P-12 School, Charlton College, Donald High School, East Loddon P-12, Pyramid Hill College, St Arnaud Secondary College, Wedderburn College and Wycheproof P-12 College to sample the 12 different VET subjects on offer at the Trade Training Centre.

The day began with an Industry Panel featuring leaders of local and regional growth industries. Anthony Judd (Local Government), Fiona Best (Agriculture) and Matt Allan (Health and Community Services) spoke about pathways within their current organisations and these three sectors more generally.

It was also an opportunity to launch the new NCTTC website that has been developed to promote VET education opportunities, and a series of videos about each of the 12 subjects on offer at the Centre, as well as an overview video of the facilities.



Anthony Judd, Fiona Best, Matt Allan & Jane Hosking at the Try a VET Day

OUTCOME: 120+ Year 9 students engaged in learning about vocational education and training and employment opportunities in key North Central growth industries.



Like many things, students undertaking Structured Workplace Learning (SWL) placements during 2020 were adversely impacted by Covid-19 restrictions, however many were able to adapt to the changed work environment and still undertake meaningful work experience.

This year the North Central LLEN hosted a student completing a SWL placement for the first time. Peter Buschmann from Wedderburn College joined us as part of his Certificate II in Community Services.

Whilst working with us Peter was able to work with different members of the team to find out what each of us does, and assist with a number of projects both in the office and remotely. He attended "Zoom" Events including a YACVic Policy Meeting, Career Conversation Presentations, and North Central LLEN staff meetings and developed window displays promoting VET as a career pathway, and also to raise awareness as part of the 16 Days of Activism campaign.

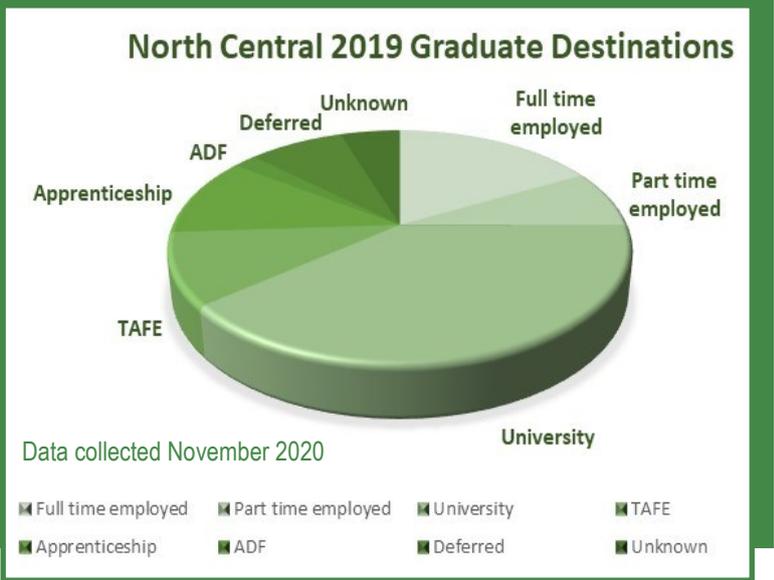
OUTCOME:
73 young people supported in VET work placements and 80 industry professionals providing industry exposure for young people

Graduate Destination Tracking

Each year North Central LLEN Careers and Pathways Coordinators contact students from previous years to follow through the conversations they have had with young people during their final 3 years of education to see if the resources we provided whilst at school have enabled them to land well and whether they are on the path to where they want to be.

The impact of Covid-19 on our young people made these conversations particularly important, with support available to those who needed it.

To our right is consolidated data across our cluster of nine schools that participates in our careers education program and shows the current destinations of students who completed their education in 2019.



Preparing our young people for the world of work after school

CAREER EDUCATION THAT WORKS

The Careers Education Partnership (CEP) is a collaboration between the North Central LLEN, Birchop P-12 School, Boort District School, Chaffton College, Donald High School, East Loddon P-12 College, Pyramid Hill College, St Arnaud Secondary College, Wedderburn College and Wycheproof P-12 College.



Creating opportunities for all children and young people to be confident, resilient and to thrive in education, work and life

New Brochure

The North Central LLEN has produced a new brochure for our Careers Education Partnership (CEP) for teachers, students and parents so they know about the opportunities available for students when it comes to planning their careers and pathways. Hard copies are available from our office and an electronic copy can be downloaded from our [website](#).

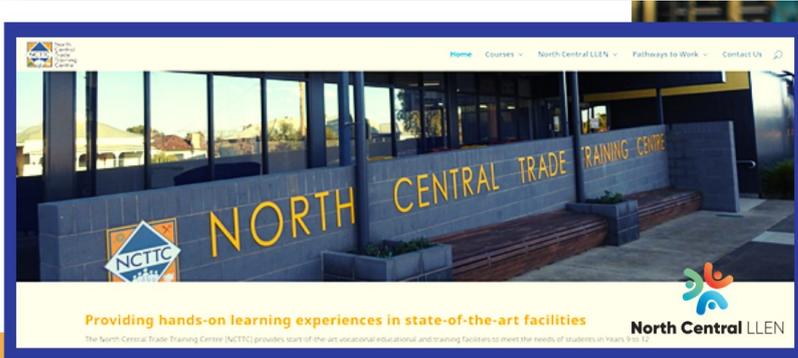


The North Central LLEN modernised its weekly careers newsletters with even more information to assist students in Years 9 -12 make decisions about career pathways including subject support, scholarship opportunities, University/TAFE Open Days and career forums.

They also included information about local and regional apprenticeship & traineeship opportunities to assist young people when making career choices. Copies are available on our [website](#).

OUTCOME:
Brochures and newsletters distributed to 429 students to assist with career planning.

Strong Careers and Pathways...



NEW North Central Trade Training Centre website

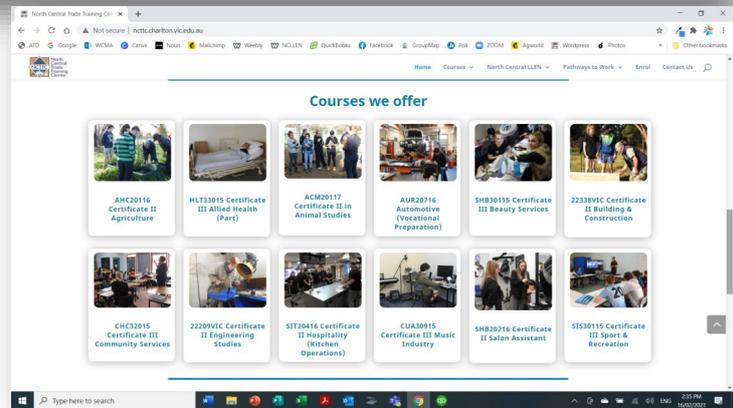
www.ncttc.charlton.vic.edu.au

As part of our DET funded Industry Engagement Program, the North Central LLEN worked closely with Charlton College during 2020 to develop a new website for the North Central Trade Training Centre.

It is hoped the new website will become an important information portal for students, parents and teachers to access details about the 12 vocational education and training subjects on offer to students across the north central region as part of their VET/VCAL studies at the Trade Training Centre.

It will also assist students to better manage their career pathways by offering up-to-date information to assist them in their subject selection choices.

The new website can be found at www.ncttc.charlton.vic.edu.au.



Virtual tour of the North Central Trade Training Centre

View this short video to get an overview of the state-of-the-art facilities and training on offer at the North Central Trade Training Centre.



In developing the content for the new NCTTC website, North Central LLEN staff worked closely with NCTTC to create a series of 13 videos detailing the subjects on offer at the Trade Training Centre as well as a virtual tour of the centre to showcase the state-of-art facilities that are available to parents, students and teachers.

Each of the videos features an interview with a student and teacher as well as footage of students participating in the subject to give prospective students a better understanding of what is involved.

OUTCOME:

New dedicated website for the North Central Trade Training Centre and 12 local videos showcasing the VET subjects on offer to students.

How work works: Getting young people employment in our growing industries

A youth led report in the Loddon Campaspe



During 2020 the North Central LLEN facilitated a collaboration across three rural and regional LLENs with funding from Regional Partnerships Loddon Mallee.

"How work works: getting young people employment in our growing industries" engaged 10 young interns (18-24) to undertake an action research project to survey 26 employers and 250 young people.

The research found some good news; advice for young people; and ideas for supporting young people in COVID-19 recovery planning.

The good news! There is a diversity of entry-level jobs in our region, across a wide range of growing industries.

With most employers reporting that they were willing to train people on the job, the research suggests that young people in Loddon Campaspe could actually be facing better employment opportunities than their Melbourne counterparts.

Advice for young people: The research identified ten practical actions that could help young people to find employment in the Loddon Campaspe area.

Ideas for the future: The research identified five practical steps that governments and local leaders could take to help young people find employment.

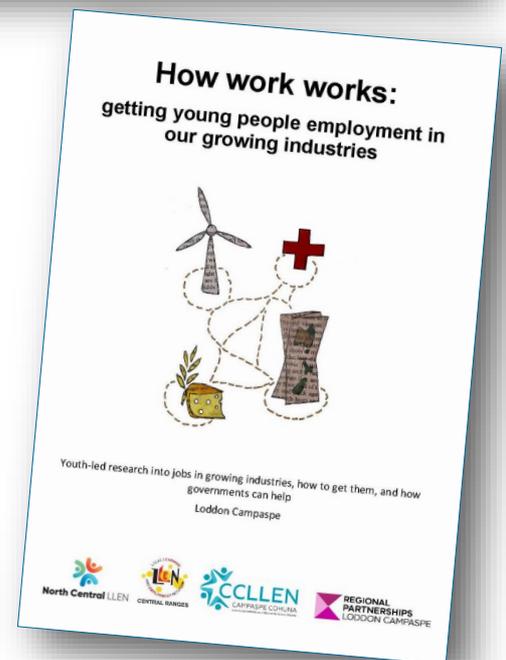
Employers told us that they are facing skill shortages and young people said they needed experience to get work. So, if we fast track projects that provide young people with experience in tight labour market areas, we get a win-win outcome.

The study also identified five practical things that young people could do to take advantage of the employment opportunities that are out there.

One simple step is to rethink your CV - experience is the main thing that employers look for on a CV but the employers interviewed said that previous experience in their industry wasn't that necessary.

They said that volunteering, community or sporting involvement, or evidence of being able to see a task through to its conclusion, was just as important.

View the report on our [website](#).



Left: Interns at the launch of How Work works



OUTCOMES:

- 10 interns, 26 employers and 250 young people participated in the project.
- Presentations about the research made to more than 20 organisations across Victoria.
- Provided the foundation for new 3-year Youth Pathways project to begin in 2021

Confident Youth Voice...

After a number of setbacks due to Covid-19 restrictions, recruitment for the new North Central Youth Advisory Council (YAC) began in October 2020, with the group holding their inaugural meeting at Charlton at the end of November.

Young people from St Arnaud, Donald, Wycheproof, Charlton and Wedderburn represented.

This was a chance for Council Members to help co-design what the Youth Council will become by identifying issues they would like to have a voice on, projects they would like to undertake, people they would like to meet, and skills they would like to gain.

The Youth Council Members also developed a Charter to guide them over the next 12 months, including why they existed and what they hoped to achieve.

The group determined they would like to make a difference and create change, ensure youth voice is heard and presented, put ideas into action, break down barriers/stigmas/ be more inclusive, and to learn new skills.

The group also discussed how often they would meet and where, what they would focus on, and how they will operate as a collective with the group keen to travel across the region to get to know the region better (see Charter bottom right).

Another important item on the agenda was to develop values that would underpin the work of the Council where - after much conversation - the group agreed on five core values: *open-mindedness, integrity, commitment, inclusion, and excellence.*

Team building activities rounded out the day, bringing out the competitive edge in some participants as well as lots of laughs as the group members got to know each other.

Be a part of
the inaugural



Have your say,
be heard,
get involved,
meet new people,
learn new skills,
and make a difference...



A follow-up meeting via ZOOM in mid-December was an opportunity for participants to hear from Pearl Goodwin-Burns, Ballarat Youth Advisory Board (YAB) facilitator and to participate in their first Question & Answer session.

This was a great opportunity to gain ideas that could be useful in the formation of the North Central Youth Advisory Council.

OUTCOME:

16 young people recruited to provide youth voice into North Central LLEN decision making processes and more broadly across the region and beyond.



youth
advisory
council
North Central LLEN
**Inaugural
Gathering**





Right: (top) Cr Carolyn Stewart, Erika Bickett, Noah Slater and CEO Anthony Judd following the February Buloke Shire Council Briefing.

Bottom: Jamie Roberts filming at the Charlton Bendigo Bank branch as part of the Buloke at Work video series.



Despite the need to pivot a number of times during 2020, the ENGAGE! Buloke program still managed to deliver a number of activities to help young people get involved in their communities.

One of the major elements of the program, regular presentations to Buloke Shire Councillors about projects, activities and issues that were important to young people, was put on hold in March.

Prior to this, Donald students Erika Bickett and Noah Slater were able to present to Councillors at their February briefing about their study tour to France in November/December 2019 as part of French studies at Donald High School.

Buloke Shire Councillors, Mayor and CEO were also able to engage in a revealing, open and honest conversation with two Year 12 VCE students about the effects of COVID-19 on their studies, personal life and mental health during periods of remote learning and social isolation.

ENGAGE facilitated a "Project Rokit" workshop to help young people build leadership, mentoring and skills against bullying, hate and prejudice, and also supported the formation of the North Central Youth Advisory Council.

Late in 2020, the Buloke at Work project commenced interviewing 19 young people working in a range of roles across the Buloke Shire about their experiences of living and working in the region. The videos will be launched during 2021.

Engage also supported the Dream Seed workshops, RSA, Barista & CIC training, and facilitated sessions with a mental health practitioner for Year 12s.

OUTCOME:

193 young people actively involved in their civic engagement

Our Charter

1 WHY we exist

- to make a difference and create change
- To ensure youth voice is heard and represented
- To turn ideas into action
- To break down barriers/stigmas/be more inclusive
- To gain new skills

2 WHERE we want to meet and be active

- We want to hold our meetings and events across the north central region to be inclusive and to better understand where we live

3 WHEN we want to meet

- We want to meet on a monthly basis with a mix of on-line and face-to-face gatherings
- We want to establish sub-committees to explore our ideas who will meet as required

4 WHAT we want to do

- Contribute to policy discussions on key issues
- Get involved with local government decision making
- Participate in, and lead, Covid-recovery activities
- Facilitate new community events for young people
- Bring a youth perspective to existing local community events

5 WHO we are

- Young people who want to make a change across the Buloke Shire, Loddon Shire and St Arnaud in the Northern Grampians Shire
- North Central LLEN
- Local Government, stakeholders and the community



Our Values



Open-mindedness
optimism, adaptability, curiosity, humour



Integrity
respect, trust, fairness, kindness, honesty, authenticity



Commitment
responsibility, family support, giving back



Inclusion
teamwork, diversity



Excellence
initiative, success, perseverance, prosperity

6 HOW we will operate

- Undertake research
- Develop a plan for action
- Source funding
- Listen to people
- Share ideas and collaborate
- Stay in touch with other Council Members and young people more broadly
- promote our work through social media
- Network

Confident Youth Voice...



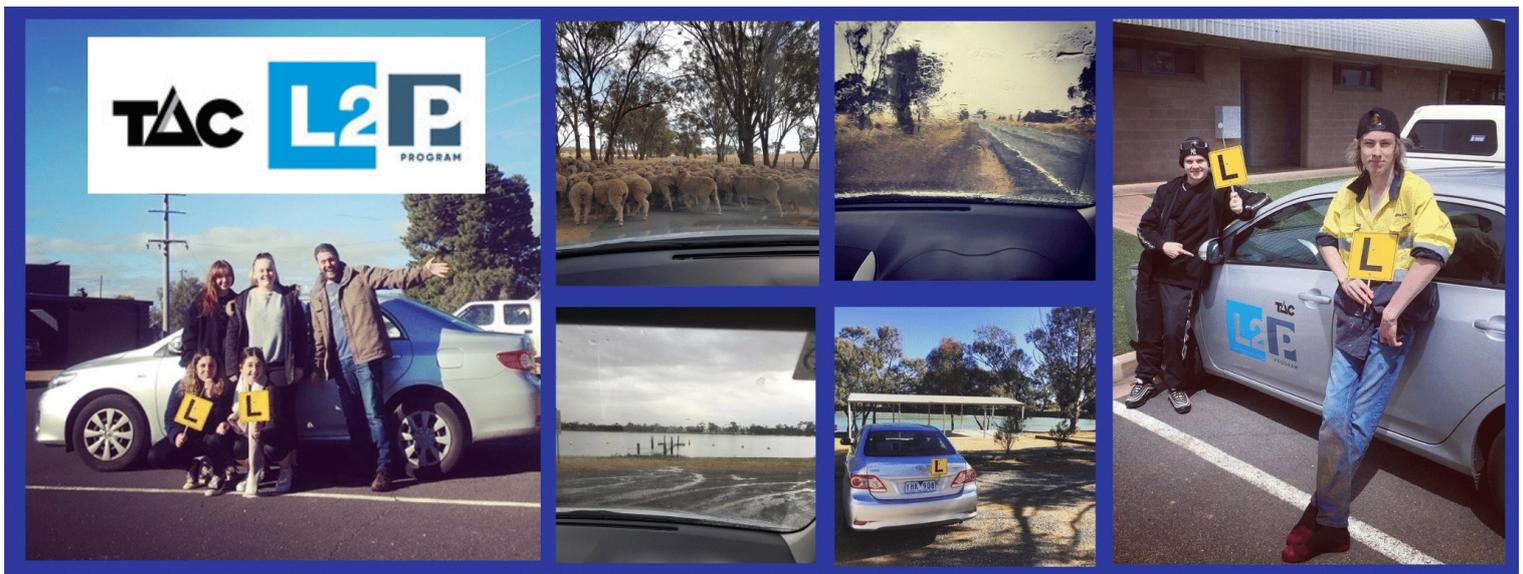
The North Central Schools Flexible Learning Options (FLO) program was required to flex a number of times during 2020 responding to both face-to-face and home learning environments to meet the needs of the 10 enrolled students.

When they could come together, students were able to obtain their White Card, Responsible Serving of Alcohol (RSA) accreditation and Barista Training, undertake a graphic design project to create tea towels, deliver Meals on Wheels within the Charlton township, and complete a VCAL unit in Work Related Skills.

The group also squeezed in a RoadSafe information session, a walk up Mt Jeffcott, and a sewing tutorial on mask making before the second round of restrictions hit.

During isolation FLO managed to stay connected over Webex with students learning some new skills by undertaking activities together on-line. They participated in an on-line drawing workshop, completed at home challenges, and like many of us during isolation cooked lots! Students enjoyed making ice-cream, muffins, scones, bagels and soup.

OUTCOME: 10 students re-engaged with education



The Buloke Loddon TAC L2P program was in hot demand once Covid-19 restrictions eased, with a large number of young people obtaining their "Learners" in the last few months of 2020.

OUTCOME: 33 young people learning to drive

The program was able to provide a variety of driving experiences for the 33 young drivers with beautiful sunshine, driving rain, and even sheep on the road - who said we don't get traffic in the country!

A special thanks to the VET Community Services students who developed the program's Instagram feed as part of their SAT to showcase some of the country places and environments young people experience as part of the program.

Pyramid Hill 2020 Celebration Event



A scaled back Pyramid Hill MATES Mentoring program took place during 2020, holding three events - an initial welcome evening in February, an online Trivia experience mid-year, and then a wrap-up event in November.

During the year, Mentors and Mentees were encouraged to maintain contact online and in person where it was physically safe to do so, including going for walks and engaging in other forms of exercise together.

Coordinator Support

A ZOOM forum was held for MATES Coordinators in September with Matty Stewart - Coordinator of the Standing Tall Mentoring program in Warrnambool, to bring the group together and maintain momentum for the program.



OUTCOME:

26 young people involved in mentoring activities.

10 coordinators involved in professional development ZOOM



RESPECT IS... treating everyone as an equal

RESPECT WOMEN CALL IT OUT

#16dayscampaign
#respectis
#callitout



The North Central LLEN commemorated this year's 16 Days of Activism campaign in a number of ways with the North Central LLEN Board wearing a touch of orange (some more than others!) at their December Board meeting and sharing their thoughts on what #respectis, and the North Central Youth Advisory Council members revealing what #respectis meant to them after watching a video from Our Watch at their inaugural gathering which coincided with the 16 Days of Activism period.

Staff also wore something orange for their Christmas brunch held on the final day of the 16 Days of Activism in Boort, and our SWL student created an eye-catching window display for our office in Charlton.

OUTCOME:

Raised awareness of the role we all can play in the prevention of violence against women and children

A Dynamic Organisation

Telling our stories

In 2020, the North Central LLEN employed a Communications & Engagement Officer to share the stories of the organisation across the region and to our stakeholder network.

During the year we made 303 posts on Facebook, tweeted 118 times, and posted to Instagram on 59 occasions.

We distributed four electronic newsletters to a stakeholder audience of 277 recipients, and 32 articles were featured in regional newspapers and community newsletters. North Central LLEN staff participated in 3 radio interviews on ABC Central Victoria.

Our website was updated, and as a result the number of unique visitors, ie. those visiting for the first time increased by 2,258 on the previous year.

The North Central LLEN YouTube channel was also established in late-2020 and will be a portal for all NCLLEN videos into the future.

OUTCOME: Information about NCLLEN projects and initiatives now more accessible to a broader range of our stakeholders



New website

The new North Central LLEN website was completed in December 2020 and will go live in January 2021.

The new website aligns with the new North Central LLEN Strategic Plan focusing on the four key areas of program delivery:

- a solid foundation,
- resilient middle years,
- strong careers & pathways and
- confident youth voice.

It is anticipated that the website will become an important source of information about all NCLLEN programs and initiatives, enabling browsers to quickly find up-to-date information once it goes live.



Page followers: **165** (↑100)

Page Likes: 130

Total Posts : 303

Total Post Likes: 39,213



Followers: **220** (↑71)

Tweets: 118

Total "impressions": 39,633



Followers: **85** (↑28)

Total Posts: 59

Total Likes: 325

Average likes per post: 5.5



Current subscribers: **277**

March 2020: 37.6% opens

June 2020: 33.2% opens

September 2020: 26.7% opens

December 2020: 31% opens

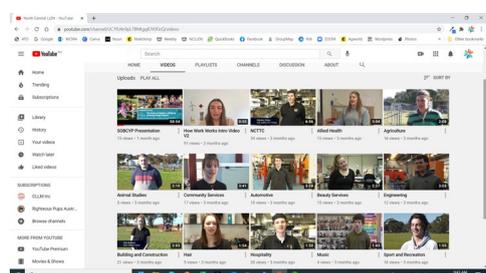


- 32 articles
- 3 radio interviews



www.ncllen.org.au

"Unique" Visits – 2,465 (↑2,258)



19 videos added to the new NCLLEN Channel

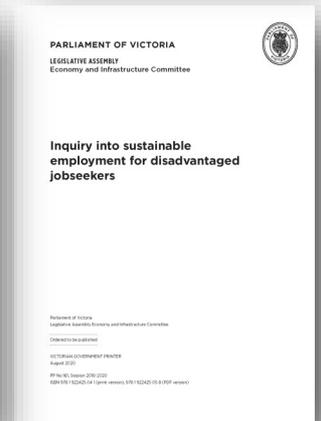
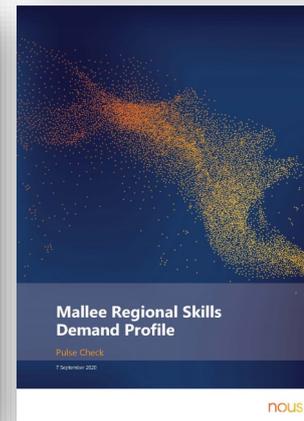
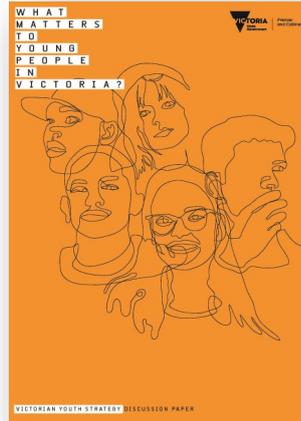
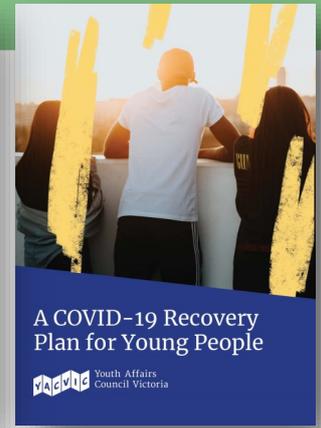
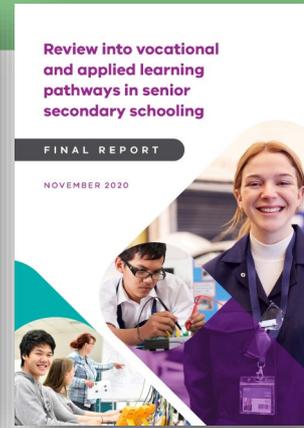
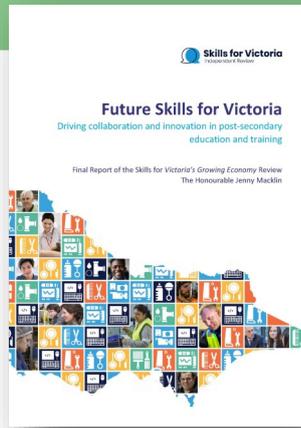
Advocacy

Advocacy is central to our work.

Ongoing advocacy is a critical component of our commitment to the necessary systems change required to support ALL of our children to thrive in education, work and life.

Key advocacy we have contributed to as an organisation and with our partners during 2020 includes:

- [Future Skills for Victoria: Driving collaboration and innovation in post-secondary education and training](#)
- [Review into vocation and applied learning pathways in senior secondary schooling](#)
- [A COVID-19 Recovery Plan for Young People](#)
- [What Matters to young people in Victoria](#)
- [Mallee Regional Skills Demand Profile](#)
- [Inquiry into sustainable employment for disadvantaged job seekers](#)



OUTCOME: Voice of children, young people and their families represented on matters that will impact them in the future.

Board & Governance

The major project on the North Central LLEN Board Agenda during 2020 was the development on of a new Strategic Plan to guide the organisation over the next five years and to ensure we are a dynamic and innovative organisation.

Ensuring that we continued to meet the requirements to retain our DGR status was an ongoing priority.

| Board Member | 03/03 | 28/04 | 02/06 | 04/08 | 06/10 | 01/12 |
|----------------------|-------|-------|-------|-------|-------|-------|
| Kelvin Baird | ✓ | ✓ | ✓ | ✗ | ✓ | ✓ |
| Loretta Beattie | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ |
| Colleen Condliffe | ✓ | ✓ | ✓ | ✗ | ✓ | ✓ |
| Cr Tony Driscoll | ✓ | ✓ | ✓ | ✗ | ✓ | ✓ |
| Paula Noble* | ✓ | ✓ | ✓ | ✗ | ✓ | - |
| Christine McKersie | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Cr Cheryl McKinnon** | ✓ | ✓ | ✓ | ✓ | ✓ | - |
| Win Scott | ✗ | ✓ | ✓ | ✓ | ✓ | ✗ |
| Cr Bronwyn Simpson | ✓ | ✓ | ✓ | ✗ | ✓ | ✓ |
| Cr Dan Straub*** | - | - | - | - | - | ✓ |
| Ellen White | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

The Board and Staff also began a comprehensive review of it's Policies and Procedures in late 2020, which is scheduled to be completed by the end of 2021 and will include a review of the organisation's Rules of Incorporation.

Board Meetings & Attendance

Six NCLLEN Board Meetings were held during 2020. Meeting attendance averaged 84%, as per the table at left.

* Resigned from her position in October 2020

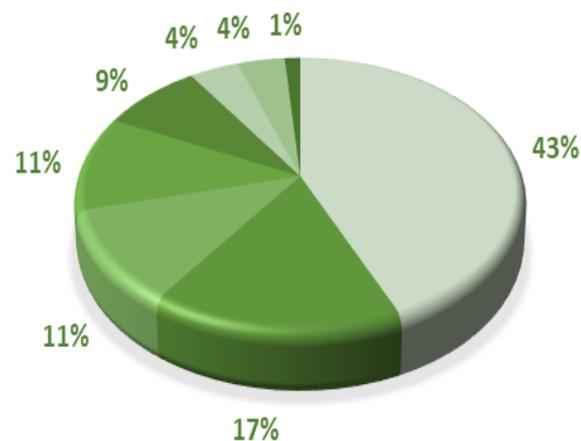
** No longer Loddon Shire Council delegate following Local Government elections in October 2020

*** Nominated Loddon Shire Council delegate following Local Government elections in October 2020

2020 Audited Financial Statements

| Profit or Loss and Other Comprehensive Income For the Year Ended 31 December 2020 | 2020 | 2019 |
|--|-----------------|------------------|
| | \$ | \$ |
| Revenue | 891,004 | 620,731 |
| Salaries and employee benefits expense | (648,477) | (515,276) |
| Depreciation expense | (50,652) | (17,591) |
| Finance costs | (3,380) | (932) |
| Project costs | (112,856) | (83,805) |
| Motor vehicle expenses | (15,111) | (40,765) |
| Administration and association costs | (52,275) | (50,350) |
| Occupancy and associated costs | (18,062) | (20,492) |
| Advertising and promotional costs | (5,750) | (15,069) |
| Other expenses | (8,201) | (903) |
| Deficit before income tax expense | (23,760) | (124,452) |
| Income tax expense | - | - |
| Deficit after income tax expense | (23,760) | (124,452) |
| Other comprehensive income | - | - |
| Total comprehensive income attributable to members of the entity | (23,760) | (124,452) |

2020 Income Sources



- DET - LLEN/SWL • 43%
- North Central Schools Cluster • 17%
- SFSC Loddon (Equity Trustees) • 11 %
- SFSC Buloke (HMS Trust) • 11%
- Covid Cashflow Boost (PAYG) • 9%
- ENGAGE Buloke (DHHS) • 4%
- How Work works (DJPR) • 4%
- Other • 1%

| Statement of Changes in Equity As at 31 December 2020 | Retained Earnings | Total Equity |
|--|--------------------------|---------------------|
| | \$ | \$ |
| Balance at 1 January 2019 | 344,481 | 344,481 |
| Deficit attributable to the entity | (124,452) | (124,452) |
| Total other comprehensive income for the year | - | - |
| Balance at 31 December 2019 | 220,029 | 220,029 |
| Deficit attributable to the entity | (23,760) | (23,760) |
| Total other comprehensive income for the year | - | - |
| Balance at 31 December 2020 | 196,269 | 196,269 |

A copy of the full audited financial statements prepared by **AFS & Associates** can be downloaded from our [website](#).

| Statement of Financial Position as at 31 December 2020 | 2020 \$ | 2019 \$ |
|---|--------------------|--------------------|
| Current assets | | |
| Cash and cash equivalents | 338,256 | 559,823 |
| Trade and other receivables | 302,751 | 41,845 |
| Other current assets | - | 2,130 |
| Total current assets | 641,007 | 603,798 |
| Non-current assets | | |
| Property, plant and equipment | 1,030 | 1,471 |
| Right-of-use assets | 46,430 | 83,103 |
| Total non-current assets | 47,460 | 84,574 |
| Total assets | 688,467 | 688,372 |
| Current liabilities | | |
| Trade and other payables | 84,762 | 69,524 |
| Other liabilities | 275,229 | 269,832 |
| Lease liabilities | 48,146 | 47,551 |
| Provisions | 62,371 | 38,993 |
| Total current liabilities | 470,508 | 425,900 |
| Non-current liabilities | | |
| Lease liabilities | 1,175 | 35,552 |
| Provisions | 20,515 | 6,891 |
| Total non-current liabilities | 21,690 | 42,443 |
| Total liabilities | 492,198 | 468,343 |
| Net assets | 196,269 | 220,029 |
| Equity | | |
| Retained earnings | 196,269 | 220,029 |
| Total equity | 196,269 | 220,029 |

North Central LLEN Financials

North Central Learning and Employment Network Inc. applies Australian Accounting Standards - Reduced Disclosure Requirements as set out in AASB 1053: Application of Tiers of Australian Accounting Standards.

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements of the Australian Accounting Standards Board and the Australian Charities and Not-for-profits Commission Act 2012.

The association is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions.

Material accounting policies adopted in the preparation of the financial statements are presented below and have been consistently applied unless stated otherwise.

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

The amounts presented in the financial statements have been rounded to the nearest dollar.

| Statement of Cash Flows as at 31 December 2020 | 2020 \$ | 2019 \$ |
|---|--------------------|--------------------|
| Cash flows from operating activities | | |
| Receipts from customers | 693,629 | 920,827 |
| Payments to suppliers and employees | (860,099) | (724,652) |
| Short-term and low-value lease payments | (7,585) | (43,779) |
| Interest received | 3,188 | 5,606 |
| Interest paid | (3,380) | (932) |
| Net cash provided by / (used in) operating activities | (174,247) | 157,070 |
| Cash flows from financing activities | | |
| Payment of principal component of lease liability | (47,320) | (17,387) |
| Net cash used in financing activities | (47,320) | (17,387) |
| Net increase / (decrease) in cash held | (221,567) | 139,683 |
| Cash and cash equivalents at the beginning of the financial year | 559,823 | 420,140 |
| Cash and cash equivalents at the end of the financial year | 338,256 | 559,823 |

"Young people who feel connected, have opportunities to participate in meaningful activities, are included in decision making and feel safe and secure in supportive environments report better health and mental health.

As a result they are more likely to be engaged in schooling, family life, positive peer relationships, civic activities, employment and contribute to the shaping and building of better communities".

– Burns et al

Our Funding Partners



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