



inllen

Inner Northern Local
Learning and Employment
Network Inc.

Annual Report 2022

inllen.org.au





ACKNOWLEDGEMENT OF COUNTRY

Inner Northern LLEN acknowledges the Wurundjeri Woiwurrung people of the Kulin Nation as the Traditional custodians of the lands and waterways in the inner north, and pay our respect to their Elders past, present, and emerging.

The Wurundjeri people (Woi wurrung language group) are the recognised Traditional Owners of a large estate that includes urban and rural lands as well as waterways. Wurundjeri Country includes the inner city of Melbourne extending north of the Great Dividing Range, east to Mount Baw Baw, south to Mordialloc Creek and west to the Werribee River.

Learn more about Wurundjeri Woiwurrung Culture, go to wurundjeri.com.au



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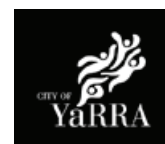
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OUR FUNDING PARTNERS

We acknowledge and thank the **State Government of Victoria** for the funding provided to the Local Learning and Employment Network (LLEN) across Victoria to develop partnerships that increase the number and range of school-employer engagement activities in our local government areas of Darebin, Merri-bek and Yarra.



INLLEN acknowledges our funding partners and takes this opportunity to thank them for their valued support in 2022.



Community Bank
Clifton Hill/North
Fitzroy





ABOUT US

INNER NORTHERN LOCAL LEARNING AND EMPLOYMENT NETWORK (INLLEN) is an independent community organisation which builds partnerships and strategies to improve education, training, and employment outcomes for young people across Darebin, Merri-bek and Yarra.

The LLEN model was established in 2001 to improve education, training and employment outcomes for young people. Currently, there are 31 Local Learning and Employment Networks or LLENs in Victoria.

INLLEN is an incorporated association governed by a Committee of Management made up of people from industry, government, education and training providers, and the local community.

INLLEN is currently funded by the Victorian Department of Education to deliver the School to Work Program 2023–2025.

OUR VISION

All young people in the Inner North transition successfully from education to meaningful post school options of their choice.

OUR MISSION

To improve education, training, and employment outcomes for young people across the inner north.

OUR VALUES

COMMUNITY: We work collaboratively with young people, schools, education providers, businesses, industry, not-for-profits, and government.

EMPOWERMENT: We develop young people to be self-determining, capable, and caring.

EQUITY: We promote opportunities to access a level playing field.

PLACE: We acknowledge country, connecting to place, respecting the environment.



OUR COMMITTEE OF MANAGEMENT

INLLEN is an incorporated association with a Committee of Management (COM) that is elected by INLLEN members, and responsible for establishing the organisation's strategic direction. COM members are a diverse range of representatives from industry, government, education & training providers and local community.

If you're interested in a Committee of Management position, elections are held yearly at our AGM in May. You need to be a member of the INLLEN to nominate to be on the Committee. Membership is open to any individual or organisation interested in education, training and employment in Darebin, Merri-bek and Yarra regions.

To become a member of the INLLEN, go to inllen.org.au/about/membership

2022 COMMITTEE OF MANAGEMENT

Chairperson

Ann Haynes - Community Member

Secretary / Public Officer

Raffaella Galati-Brown - Northern College of Arts & Technology (NCAT)

Treasurer

Julie McClimont - Kangan Institute

Committee Members


Martin Ramsay - Northcote High School

Kellie Watson - LaTrobe University

Adam Todorovski - Melbourne Polytechnic

Ralph Gotlib - Lynall Hall Community School

Wendy Dinning - Darebin City Council



“We were all young once and all needed the guidance of a mentor or someone to help us out on our journey as we were starting out in life.”

CHAIRPERSON'S REPORT 2022

2022 was a good year for INLLEN as we were able to operate at a face-to-face level with our students and school partners. It also was a year where we undertook a consultation with the Department of Education to design a new program to support the senior secondary school reforms being introduced in 2023.

We look to 2023 with hope and optimism with the INLLEN to deliver the new **School to Work Program**, which is being funded by the Department of Education for the next three years (2023-2025).

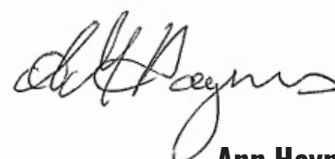
A new INLLEN strategic plan has been developed by our Committee of Management, who I thank for their commitment to providing strong governance and direction for INLLEN during these turbulent times. I would also like to thank our Treasurer, **Julie McClimont**, and Secretary, **Raffaella Galati-Brown**, for their work throughout the year.

As the Chair, I extend my thanks and appreciation to our schools, community agencies, local businesses and our many local volunteers who help bring our programs to life. Finally, I thank the INLLEN staff team for their commitment to this critically important work.

There were many highlights during 2022 as we continued to develop partnerships to support young people in this rapidly changing world impacted by the pandemic. Our responses are more important than ever in these uncertain times.

In 2022 we celebrated the 12th year of the Merri-bek L2P program with a celebration event to thank our volunteer mentors and many project partners who have made this program such a huge success. We also continue to deliver innovative projects such as the Real Industry Job Interview Program, the Vocational Mentoring Exchange (VME), Youth Enterprise Hub, and the new Creative Industries Project. These projects demonstrate our ongoing commitment to addressing issues identified in our local research. The projects aim to support the needs and skills development of young people as well as building the capacity of our secondary schools to support the projects.

If you would like to help young people in our region, we have many volunteering opportunities for you to give back to our community, so please reach out to our team.



Ann Haynes

Chairperson

TREASURER'S REPORT

Julie McClimont

Treasurer

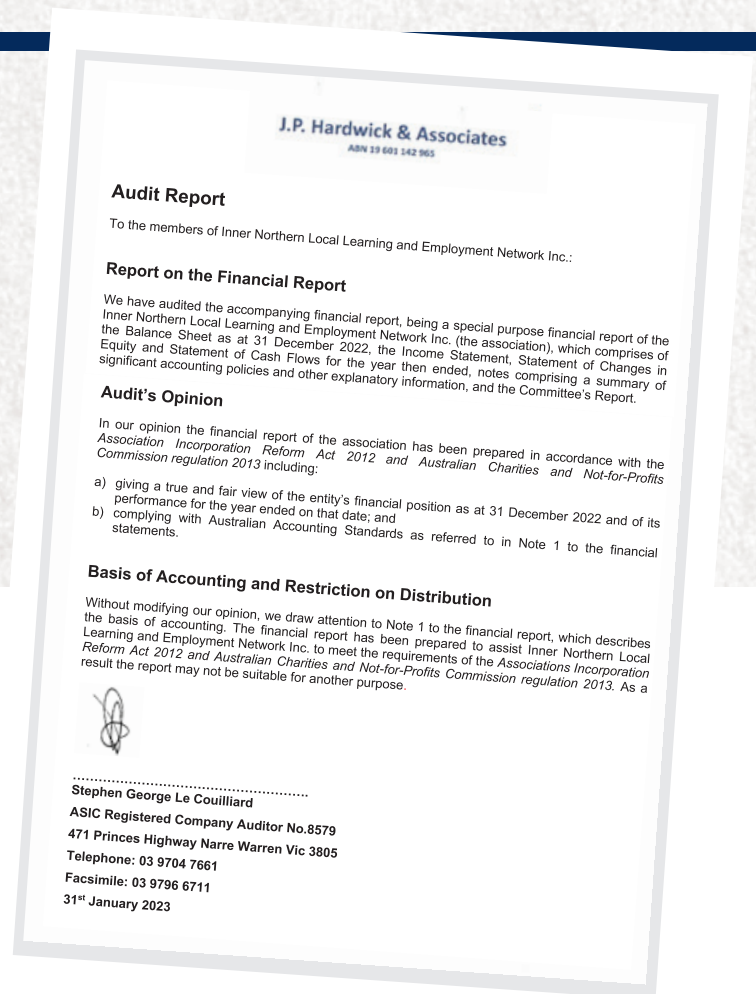
AUDITED FINANCIAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

The financial state of the Inner Northern LLEN is sound and well managed. Reference to the financial information included in this report will provide the reader with an overview of the INLLEN financial position and includes an audited profit and loss statement and a balance sheet for the 2022 financial year.

The Finance & Governance Committee is responsible for good governance as well as finance. During the year, we reviewed and updated all policies and procedures, including the review of COVID safe plans and policy as well as new Child Safe policies and procedures.

INLLEN staff continue to work productively with the Finance and Governance Committee to provide full transparency on financial cash flows, budgets, and other relevant information. Once again, the very detailed notation provided by our Accountant, **Adam Ramage of Canny Group** helped enormously.

You will find a copy of the independent audit report provided by **J.P Hardwick & Associates** in this annual report which has been conducted in accordance with Australian auditing standards. In their opinion, the financial report presents a true and fair view of the financial position of the INLLEN as at 31st December 2022.



Adequate provision has been made to meet the financial commitments likely to be incurred in meeting the INLLEN's strategic objectives and our projected operating costs. In 2022 INLLEN raised additional income through grants through Northern Metro Partnerships and is well positioned to meet its strategic goals for 2023.

The organisation is in a sound financial position and continues to maintain a healthy working capital ratio going forward.

Furthermore, I recommend the appointment of **J.P Hardwick & Associates** as Auditor for 2023.

I refer everyone to the financial audited report on page 10-11.


Julie McClimont
Treasurer

TREASURER'S REPORT

BALANCE SHEET

Inner Northern Local Learning and Employment Network Incorporated

As at 31 December 2022

	Dec 2022	Dec 2021
	\$	\$
Assets		
Current Assets		
Cash and Cash Equivalents	602,634	499,163
Trade and Other Receivables	55,232	440,770
Total Current Assets	657,866	939,933
Non Current Assets		
Property, Plant and Equipment	1,896	2,312
Total Non Current Assets	1,896	2,312
Total Assets	659,761	942,246
Liabilities		
Current Liabilities		
Trade and Other Payables	30,394	58,260
Provisions	107,881	128,418
Other Current Liabilities	192,128	351,475
Total Current Liabilities	330,404	538,154
Total Liabilities	330,404	538,154
Net Assets	329,358	404,092
Equity		
Retained Association Funds		
Opening Balance	404,092	454,053
Current Year Earnings	(74,734)	(49,961)
Total Retained Association Funds	329,358	404,092
Total Equity	329,358	404,092

PROFIT AND LOSS

Inner Northern Local Learning and Employment Network Incorporated

For the year ended 31 December 2022

	Dec 2022	Dec 2021
	\$	\$
Income	789,349	876,562
Expenses		
Auditing & Accounting Expenses	20,160	19,860
Bank Fees	263	290
Catering & Meeting Expenses	3,178	3,120
Cleaning & Rubbish Removal	203	235
Consultants	-	5,000
Filing Fees	620	-
Insurance	-	1,073
IT Charges	25,091	17,400
IT Support & Software	-	1,613
Photocopying & Printing	2,809	2,819
Postage	2,030	1,684
Program Expenses	43,165	38,537
Provision for Annual Leave	(24,348)	15,609
Provision for Long Service Leave	4,847	14,121
Recruitment Expenses	140	143
Rent & Outgoings	12,903	25,458
Repairs/Maintenance/Minor Equip	-	52
Staff Amenities	442	504
Staff Professional Development	4,806	1,881
Stationery & Office supplies	1,634	1,524
Subscriptions & Memberships	4,080	6,586
Telephone	4,747	4,288
Travel & Accommodation	722	266
Wages & Superannuation	749,040	786,990
WorkCover	6,956	3,508
Total Expenses	863,488	952,560
Loss from Operations	(74,139)	(75,998)
Other Income	-	26,847
EBITDA	(74,139)	(49,151)
Depreciation		
Depreciation	1,208	1,023
Total Depreciation	1,208	1,023
Total Depreciation and Amortisation	1,208	1,023
EBIT	(75,347)	(50,175)
Interest		
Interest Income	613	214
Total Interest	613	214
Loss	(74,734)	(49,961)

EXECUTIVE OFFICER'S REPORT 2022

During 2022, planning commenced for the implementation of the senior secondary reforms recommended in the Firth Review. In 2023, the Victorian Certificate of Education (VCE) will be expanded to include the VCE – Vocational Major, which will be offered in all government schools. This will replace the Victorian Certificate of Applied Learning (VCAL), that has been in place for the past 20 years, successfully keeping many students engaged in education to achieve a Year 12 qualification.

The reforms promote better access to Vocational Education and Training programs for all students across Victoria. INLLEN continues to work with Department of Education and our secondary schools to support the implementation of these reforms for better education and employment outcomes for young people in our region.

As part of the reforms, the INLLEN will deliver the new School to Work Program for the next 3 years (2023–2025), supporting students to have better access to work-based learning opportunities, enhanced school–industry understanding and engagement, and support the delivery of Vocational Education and Training (VET) through clusters.

INLLEN has been a strong supporter of Applied Learning and Vocational Education and Training in our region for more than 20 years. INLLEN supported the role out of VCAL and was a strategic partner in the development of the Northern College of Arts and Technology, and the establishment of the Northern Melbourne VET Cluster (NMVC). The NMVC supports 55 secondary schools in the northern region. Since its inception in 2015, it has been a critical platform for enabling local students to access VET. Now considered a best practice model, it is fully funded by schools and employs a full-time coordinator to oversee its operations. This is an excellent example of positive collaborations

between schools, training providers and industry partners.

INLLEN is optimistic that the Senior Secondary reform will provide a positive outcome for young people and schools in our region as they are implemented and bedded down over the next few years.

The major highlights in 2022 have been the expansion of the Vocational Mentoring Exchange (VME), the establishment of the Creative Industries Project with support from the Northern Metropolitan Partnerships, and the delivery of the Real Industry Program face-to-face for the first time since 2019. A massive thank you to our schools, volunteer mentors, community partners, sponsors, funders, and our incredible staff team who have all rallied to bring these projects to life.

I would like to take this opportunity to thank the Committee of Management for their time and effort in governing the LLEN during a very challenging year. I particularly thank our Chair, **Ann Haynes**, Treasurer, **Julie McClimont**, and Secretary, **Raffaella Galati-Brown**, for their work throughout the year.

The work of INLLEN is not possible without a great staff team, so I take this opportunity to thank Rochelle, Tom, Bret, Peter, Yui, Janelle, Fiona, Mohamed and Laura for their commitment and professionalism to our work over the past year.

If you would like to get involved in the work of the INLLEN, I encourage you to look at the various opportunities we have to volunteer your time to support a local young person in 2023.



David Kennedy,
Executive Officer

THE TEAM



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Manager Research
Projects



Tom Burgess

Manager of Education
& Industry Partnerships



Fiona Thiessen

Merri-bek L2P
Coordinator



INITIATIVE OVERVIEW 2022

Many exciting things happened across our region in 2022, including the successful expansion of the Vocational Mentoring Exchange, the return of face-to-face interviews with the Real Industry Job Interviews (RIJI) program, and an increase in the number of young people taking up Structured Workplace Learning opportunities with local employers. We would like to acknowledge our secondary schools, community organisations, industry partners and the many volunteers who have been working to support our young people during 2022.

We look forward to building on these initiatives in 2023.



Inner Northern Youth Employment Network

The **Inner Northern Youth Employment Network (INYEN)** aims to improve the coordination of providers, sectors and systems.

Network meetings provide the opportunity to hear from representatives in the Youth Employment space at a State and Federal government level and to contribute to continued conversations and action regarding the employment of young people working and studying in the Darebin, Merri-bek and Yarra regions.

In 2022, we held four network meetings (three online and one face-to-face). Overall, **206** members came together to discuss the key challenges for the employment of young people and how to best support them to succeed in the job market.

The four meetings themes included, **Where are the Jobs and how to get access to them?**, **Future Workforce Research Report**, **Victoria's Big Build - Major Works** and **Local job opportunities in the North - Warehousing**.

We look forward to building on the network's success with quarterly meetings in 2023.

inllen.org.au/inynet

Launch of the Jobs for Youth Career Hub

Launched at the AGM in May 2022, the NEW **Jobs for Youth Career Hub** is a one-stop portal for local, youth-focused job listings, events & activities and job-hunting advice.

The Career Hub offers young job seekers access to job searching information, links to a range of local support services and job opportunities with local businesses. The Hub also creates a unique opportunity to collaborate with our local community partners and promote youth-specific employment activities under one centralised website.

jobsforyouth.com.au



Real Industry Job Interviews (RIJI)

RIJI provides young people with the skills, knowledge and confidence to take on the current job market by developing good job search, resume writing and interviewing skills. The program targets Year 10/VCE & VCE Vocational Major students and is delivered as part of the school's curriculum through a series of guided lesson plans. It culminates in a face-to-face interview with a local volunteer employer at regional RIJI events (Darebin, Yarra and Merri-bek).

In 2022, we welcomed back the face-to-face mock interview events holding four regional events in partnership with **Darebin Youth Services, Yarra Youth Services** and **Merri-bek Youth Services**. We would also like to acknowledge the support of **Collingwood College** for hosting the rescheduled Yarra event.

779 students from **15** local schools had the opportunity to practice their interviewing skills with **75** volunteer interviewers from **33** different organisations.

Well done to all the students on their outstanding performance. A special thanks to our volunteers for giving their generous time and expertise in providing each young person with a valuable experience that will help them on their quest to seek employment.



inllen.org.au/riji



“Our Mentor helped us discover pathways, think about our future and taught us a lot from their own experiences”

VME Mentoring Matters Mentee

Vocational Mentoring Exchange (VME)



The **Vocational Mentoring Exchange (VME)** recruits, trains and supports vocational mentors from all walks of life who volunteer to assist young people (16–25yrs) from the inner north of Melbourne in their career transition journey. The Exchange is coordinated by the Inner Northern LLEN and overseen by a cross-sectoral steering committee, with funding support from multiple partners.

We know that vocational mentoring is a key support in career exploration and job-seeking for all young people but is especially valuable for those who are socially or economically disadvantaged. Young people with limited social capital can learn about the workplace, clarify their aspirations, extend their networks, and help to find work opportunities.

Our aim is to develop and activate a bank of **100+** volunteer mentors who can support the career transition of young people in education or community agency settings. To end 2022 with **97** mentors was a huge achievement.

Despite a COVID interrupted first two years in 2020–2021, we finally got to pilot all three school or community-based vocational mentoring streams face-to-face:

1. VME Mentoring Matters (MM) School-based program embedding vocational mentoring in the VCAL

- **106 young people** in Year 11/12 at 6 secondary settings were supported with 513 mentoring hours as they strengthened their career action plans, went on an industry excursion and honed their job application and interview skills

2. YOUTH ENTERPRISE HUB (YEH) Entrepreneurial skilled mentors supported a school-based VCAL Youth Entrepreneurship program

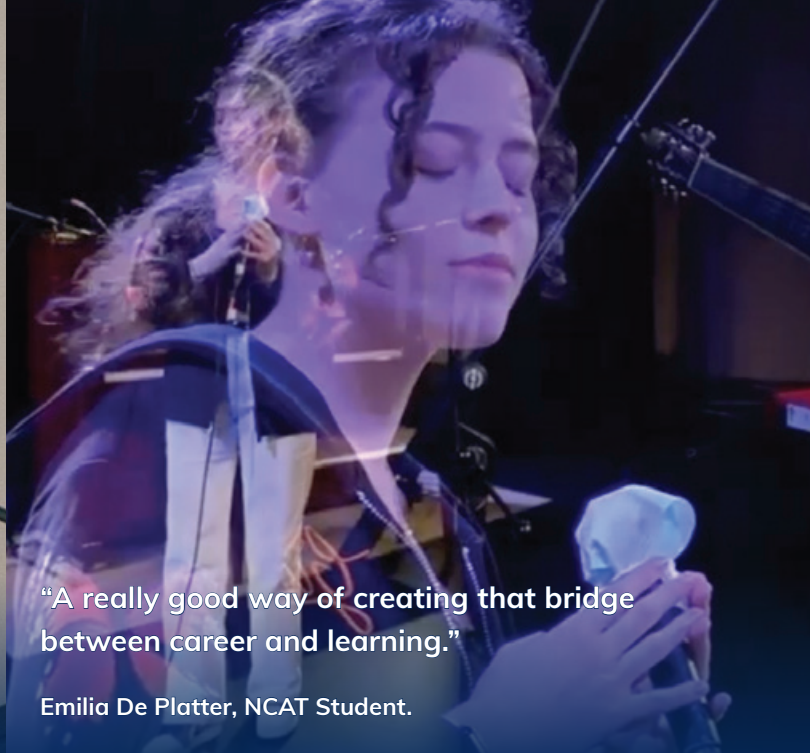
- **50 young people** in Year 11/12 at 3 secondary settings benefited from 70 hours of mentoring support as they developed a micro-enterprise project

3. COMMUNITY PARTNERSHIPS (CP) Community-based mentoring and the development of a regional network – Northern Youth Mentoring Network

- **14 young people** (18–24yrs) in 3 community partner settings worked 1:1 with mentors over 74 hours to support their transition to work
- **4 Northern Youth Mentoring Network meetings** were held for practitioners to share practice and knowledge and make connections



VME Community Partnership Mentee



“A really good way of creating that bridge between career and learning.”

Emilia De Platter, NCAT Student.



Industry Speaker Bank (ISB)

The **Industry Speaker Bank (ISB)** has a range of industry engagement options available to support school's career education. Schools can access a speaker bank full of local industry / vocational experts to explore and inspire students' career pathways or get specialised advice and information from a series of job ready workshops designed for young people.

In 2022, we ran **17** ISB events supporting **10** local schools. In addition, **18** speakers from our community presented to **968** students covering topics from future career pathways, career planning to young workers' rights at work and apprenticeships and traineeship readiness.

Thanks to our ISB workshop delivery partners **RMIT Jobs & Skills Centre, Melbourne Polytechnic Jobs & Skills Centre, Job Watch, Young Workers Centre** and **JSS Job Advocates** for all their outstanding support.

inllen.org.au/initiatives/industry-speaker-bank



Pathways to Creative Industries in the North

The **Northern Metropolitan Partnership - Pathways to Creative Industries Project**, in collaboration with **Northern College of the Arts & Technology (NCAT)**, aims to assist young people in transitioning into the Creative Industries by building their knowledge of the systems and supports available to them, while also increasing their confidence and resilience about a future in the industry.

We were delighted to announce that the project received another 18 months of funding for 2022/23, and is able to build on the success of the 2021 pilot. The student-led project allowed young people to explore and investigate employment and enterprise opportunities within the creative industries. Students expanded their networks through industry interaction, including tours to creative spaces in the North and online interviews with professionals working in the sector.

In 2023, the project will develop a pathway model for young creative students in the north. In addition, the project will support students' access to industry mentors to gain valuable insights into the sector and provide a series of capacity-building workshops to develop creative career management skills.

inllen.org.au/creative-industries



Structured Workplace Learning (SWL)

Structured Workplace Learning (SWL) is on-the-job training that allows students to develop work skills and understand employer expectations. SWL is available to students undertaking a VET program as part of VCAL or VCE studies.

INLLEN supports the Structured Workplace Learning program across the region by sourcing suitable placement opportunities with host employers.

In 2022,

- **137** INLLEN students accessed work placement opportunities via the SWL portal
- **87** young people from INLLEN schools undertook local work placements
- **50** INLLEN students engaged in placements outside our region
- **17** young people from outside our region took up places within our local area

After six years, we sadly say farewell to our colleague, **Tom Burgess**. Tom has worked on many of the LLEN's initiatives, including the L2P, Speaker Bank, INYEN and SWL programs. We thank Tom for his hard work and dedication in supporting young people across the region.

inllen.org.au/structured-workplace-learning



Youth Enterprise Hub (YEH)

The **Youth Enterprise Hub (YEH)** has been established to promote awareness of youth enterprise, trial entrepreneurial curriculum, and with the assistance of the broader community of Melbourne's inner north, support enterprise implementation in schools.

In 2022, we continued working with 4 secondary schools (**Fitzroy High School, Sydney Road Community School, Concord School** and the **Northern College of the Arts & Technology**) to support the new Micro Enterprise program. This included linking entrepreneurial vocational mentors to support the VCAL students and the teacher in the delivery of the Program.

A successful Professional Development seminar was delivered in June at Melbourne Polytechnic, Preston. Attended by **45**, the event was also live-streamed online and explored a number of youth enterprise and entrepreneurial programs. Keynote speakers included **Frank Wyatt** (i-Gen Foundation), **Peter Sacco** (ACRE), **Julie McKay** (Enable Australia), **Bianca Maciel Pizzorno** (Young Changemakers), **Tenille Gilbert** (For Change Co.) and **Roberto Daniele** (Changemakers Lab).

inllen.org.au/yeh



CELEBRATING 12 YEARS



Merri-bek TAC L2P Program

The **TAC Merri-bek L2P Program** assists disadvantaged Victorian learner drivers aged 16 to 20 with no access to a supervising driver or vehicle to gain the 120 hours of driving experience required to apply for a probationary licence.

The Merri-bek L2P program celebrated its 12th anniversary of supporting learner drivers from the Merri-bek council area. After several false starts, we could finally bring together the program's partners, sponsors, learner drivers and volunteer mentors for a celebration event on Friday, the 18th of November.

We take this opportunity to thank our program partners, including the **TAC** and **VicRoads**, for their funding and program support, which allows us to work with 60 young people each year.

In 2022, the Merri-bek L2P program supported **11** learner drivers to successfully obtain their P's. We love our L2P mentors and thank them for all their valuable time and support in 2022.

We would also like to acknowledge our local partners, **Victoria Police (Brunswick & Fawkner)**, who house our

two cars, **Merri-bek City Council** for their support and encouragement, and **AGA**, who have supported the Program with our two L2P cars, held as part of their fleet.

Thanks to our car sponsors, the **Rotary Club of Brunswick Tullamarine** and **Sutton Tools**.

After four years, we sadly say farewell to our wonderful colleague, **Fiona Thiessen**, Merri-bek L2P Coordinator. The INLLEN team take this opportunity to thank Fiona for all her hard work and leadership in building up the L2P Program over the past 4 years and wish her every success with her new role in sustainability with the Whittlesea City Council.

INLLEN welcomes **Mohamed Ragge** – the new Merri-bek L2P Coordinator. Mohamed joins us from Banyule Community Health, where he was a part of the Covid Care Pathway and Community Engagement team. Mohamed is motivated and enthusiastic about supporting young people over the next 12 months.





Mentor Celebration Event
VME



Mentoring Matters
VME



Community Partnerships
VME



Industry Excursion
VME



P Test Celebration
Merri-bek L2P



Industry Excursion
VME



12th Celebration Event
Merri-bek L2P



NBAA Business Breakfast
VME



12th Celebration Event
Merri-bek L2P



CONTACT US

Please contact us to find out more about our work or to get involved.

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inllen.org.au



[@InnerNorthLLEN](https://twitter.com/InnerNorthLLEN)

Platforms & Socials



jobsforyouth.com.au



[@InnerNorthJobsForYouth](https://www.instagram.com/InnerNorthJobsForYouth)



[@jobs_foryouth](https://twitter.com/jobs_foryouth)

Vocational Mentoring Exchange



[@MentoringMattersVME](https://www.facebook.com/MentoringMattersVME)



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