



# 2022 ANNUAL REPORT

capital city local learning &  
employment network



**City** LLEN



## Our Values

### Mission

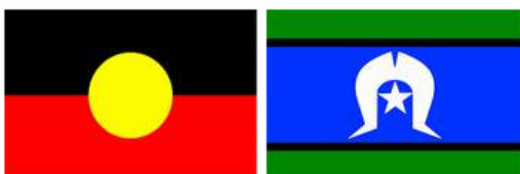
To support all secondary school students within our geographical boundaries, by developing partnerships which result in an increase in the number and range of school-employer engagement activities in local government areas.

### Partnerships

LLENs lead organised efforts to improve coordinated service delivery in the community. Through creating a regular connection point for stakeholders, LLENs ensure an open line of communication between everyone working to improve the lives of young people.

### Community

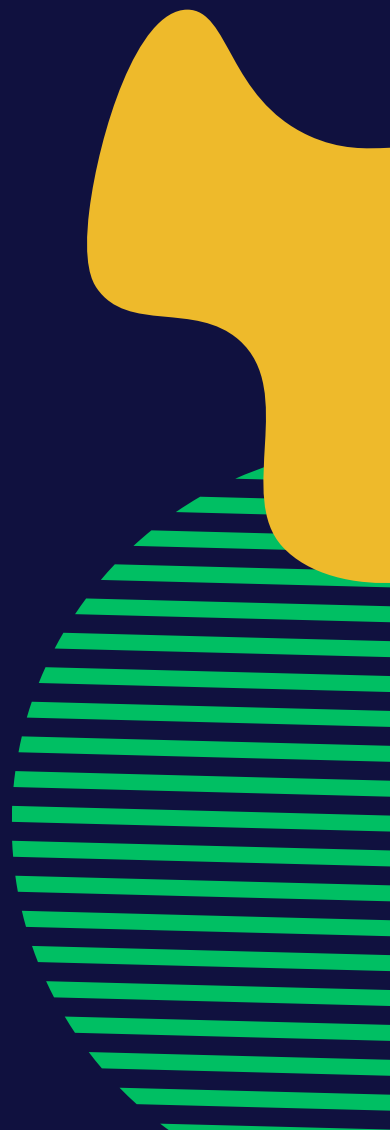
The core role of the LLEN is the creation and development of sustainable relationships, partnerships and brokerage of initiatives with and across local schools, education providers, industry and community.



City LLEN acknowledges the people of the Woi Wurrung and Boon Wurrung language groups of the Eastern Kulin Nation on whose unceded lands we conduct the business of the LLEN. City LLEN respectfully acknowledges their Ancestors and Elders, past and present. We also acknowledge the Traditional Custodians and their Ancestors of the lands and waters across Victoria where we conduct our business.

# Contents

- 1 About Us
- 2 Chairs Report
- 3 CEO's Report
- 5 The LLEN In Numbers
- 6 The Year In Review
- 31 SWL Program
- 33 JVA Program
- 38 Schools We Worked with
- 39 Committee of Management





# About Us

## Background

The Capital City Local Learning and Employment Network (City LLEN) is one of 31 LLENs covering all of Victoria. The LLEN Network was established in 2001 by the State Government following recommendations made in the Kirby Report, Ministerial Review of Post Compulsory Education and Training Pathways in Victoria.

The City LLEN was incorporated in March 2002 to deliver services within the City of Melbourne.

As a not-for-profit incorporated association, we represent our members from the education, training, community, government, business and employment sectors to improve the outcomes of young people.

We do this by working in partnership to develop new and enhance existing pathways and support for young people residing, studying or visiting the City of Melbourne. We focus our work on the most at risk young people to include strategies that help the homeless, the at risk of homelessness, young people with criminal histories or at risk of interacting with the youth justice system and young people at risk of becoming early school leavers.

Working with a broad stretch across the municipality, the City LLEN is able to draw on and leverage the knowledge, skills and passion of individuals and organisations as well as the great contributions of our board members to inform our work.

We are a small organisation seeking to continually improve and look for innovative ways to solve problems that reflect the changing nature of the education and employment sectors facing young people today. As an organisation committed to supporting vulnerable young people, we also deliver other programs which complement our goals from time to time.

## Our Role

The City LLEN develops annual work and strategic plans (that reflect government contract requirements) that inform the brokage of partnerships that address government policy goals and local needs. We work with schools, community organisations, business and industry and all levels of government to identify the needs and issues impacting at risk young people to devise and deliver initiatives that improve the opportunites for our young people.

LLEN's organise networks and bring people together, we act as the honest broker and support our partners in supporting our young people and work to help meet the gaps in service delivery where we can.

All LLEN's deliver their programs within their geographical boundaries as well often working together on joint initiatives, the City LLEN as the name suggests, works within the City of Melbourne. Compared to other LLEN's, the City LLEN is atypical in profile. This is to be expected of any capital city where we have larger numbers of corporations and universities as well as larger numbers of homeless and visiting disengaged young people attracted to the big city lights.

Our mix of visitors and residents creates a complex mix of needs and attributes not always easily defined but like our many partners in the city, we wouldn't want to work anywhere else.



**City**LLEN

# Chair's Report

It is with immense pleasure that I present the 2022 Annual Report for the Capital City Local Learning and Employment Network (City LLEN). The challenges posed by the pandemic have been discussed and analysed ad infinitum and I am sure you don't want to dwell on these. All that I wish to highlight is the LLEN's experience of the negative consequences impacting our students and the communities we service. Student disengagement has increased, and whilst unemployment statistics have improved, insecure work and uncertainty in the labour market remain. As we enter 2023, the impact of rising interest rates, inflation and other economic challenges may see the reversal of unemployment patterns as consumers rein in spending, potentially resulting in job cuts. These socio-economic challenges hit the vulnerable in the community the hardest, so we strive to maintain our focus and adapt our work when we can to best meet their needs.

As an organisation tasked with preparing job seekers and students for the workforce, it is imperative that we keep ahead of trends to best inform our services and support our communities. We remain concerned for those students who have never fully re-engaged with their education since the pandemic or who would have otherwise chosen more study or gone onto university or TAFE but have left school. These students are not appearing in our On Track data, but we suspect when unemployment rates rise they will join the ranks of the low skilled unemployed without a Year 12 completion certificate as young adults.

This is not a good position to be in and we urge the Department of Education to renew their focus on retention and re-engagement initiatives, as well as pathways back in for these recent former students.

The LLENs across Victoria play a vital role implementing and supporting the state government's reform agenda for post compulsory education and training. In 2022, we experienced significant structural change in our contract with the Department of Education and Training (now known as the Department of Education). Unfortunately, our funding has been decreased despite our LLEN's School to Work programs being highly successful and consistently achieving over target requirements. Members of our Committee of Management, together with our CEO, worked hard to try and prevent this outcome and I would like to thank Matt Kunkel, CEO of the Migrant Workers Centre and all the other valued board members for their support to the LLEN during this trying time including participating in our meetings with the Government. There has been a redistribution of funding to the LLENs resulting in around 11 LLENs losing funding and the remaining 20 LLENs either receiving the same amount or more - from the same pool, so that there has been no overall increase in funding to the LLENs.

Focusing on the positives, we have at least two and hopefully three more years to deliver the Structured Workplace Learning and School to Work initiatives. Despite the challenges and disruption faced by the LLEN due to the Department announcing changes and a decrease to our funding, and the ongoing impact of Covid, the City LLEN exceeded all our Department of Education targets and delivered on some great initiatives in 2022. Please read more about these in this report.

Thankfully I am happy to report the Jobs Victoria Advocates program has now successfully established itself following an initial challenging 15 months when lock downs and other issues impacted our capacity to maximise service delivery. We now have a great, dedicated team doing amazing events and delivering excellent services. Congratulations to Yoon Foo, Jenny Tran and Aisha Hassan for their work contributing to this great result.

I wish to thank and congratulate the City LLEN staff; Louise Smith, Wendy Dalkiran and Claire Mance for their excellent work providing the support and outcomes for their school communities despite the challenges faced. A shout out to our ex-employee Andrew Smith who also stepped up to help us out during the year. Thanks again to all board members for their support of the City LLEN in another trying year; Ali Kuzmycz, Ben Durant, Rebecca Williams, Tina Hosseini, Rhys Doyle and Matt Kunkel.

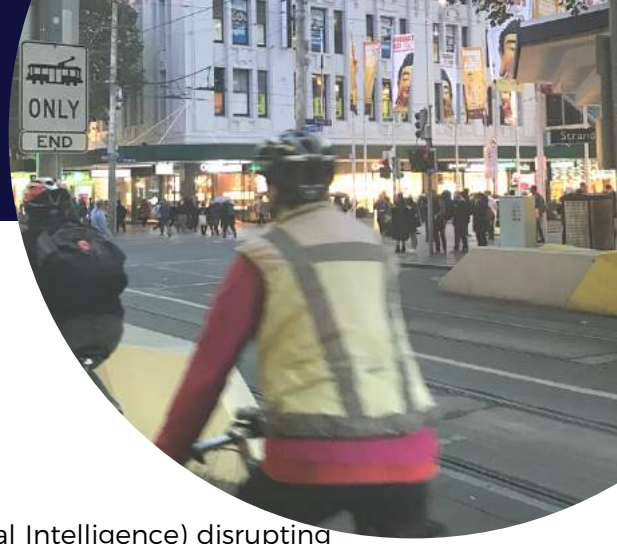
Here's to a brighter 2023.

Dr Virginia Dods

Page 2



# CEO's Report



Is it me or are the years whizzing by faster and faster? 2022 was a flurry of activity as we came out of lockdowns and students reacquainted themselves with regular school attendance for those that could. I am proud to say despite the many challenges thrown at the City LLEN again we maintained our capacity to exceed our target expectations.

As we go to print there's a lot of chatter about Chatbot and AI (Artificial Intelligence) disrupting fair play in student assessments. This new technology enabling students to cheat has significant impacts on their capacity to learn and gain skills through the tried and tested method of slow improvement via practice, practice, practice, teacher guidance and correction. Not to mention the ethical dilemmas around unfairness.

Of course, students won't be able to whip out AI during a test or exam but it may give them an unfair advantage in other ways. As an employer, it is frightening to think that anything written by staff may be fake or that I am inadvertently recruiting staff with degrees in the future that haven't been fairly acquired.

To test the veracity of this new technology, for free and without a subscription I asked Chat.openai to write 700 words on the impact of Covid-19 on the education of students in the City of Melbourne in light of the new Vocational Major. Moments later this was produced:

*The Covid-19 pandemic has had a profound impact on the education of students in Melbourne and around the world. With schools and universities closing and students forced to study from home, traditional methods of education have been disrupted, leading to a new normal in the field of education.*

*In Melbourne, students were faced with a sudden transition to remote learning. Many students were not prepared for this new way of learning and struggled to adapt. This transition was especially difficult for students who did not have access to the technology and resources needed for online learning, exacerbating existing inequities.*

*The pandemic has also had a significant impact on the mental health of students, with many feeling isolated, overwhelmed and stressed. With the closure of schools, students have lost the social interaction and support systems that are so important for their wellbeing. Despite the challenges, the covid-19 pandemic has also spurred innovation in the education sector. The use of online platforms and technology has increased, allowing for new methods of learning and communication. This has created new opportunities for students, such as increased access to online resources and the ability to connect with experts from around the world.*

*The new Vocational Major (VM) in Melbourne has been a response to the changing needs of students and employers in the post-pandemic world. This new major focuses on providing students with the skills and knowledge needed to succeed in the fast changing, technologically advanced, and highly competitive job market.*

*The new VM covers a wide range of industries and provides students with practical, hands-on experience in their chosen field. This helps students to develop the skills and knowledge needed to succeed in their chosen careers.*

**So, apart from the reasons behind the genesis of the vocational major not being accurate, what do you think?**

Last year in response to the volatile job market we also experienced issues with staffing which had negative impacts on some of our programs and placed extra strain on the remaining staff to pick up the slack. A big shout out to Wendy Dalkiran who helped me tremendously to make sure none of our partners and schools were let down on plans made to deliver initiatives to their students. Also, to Andrew Smith who came out of retirement to deliver some great work for the Victorian College for the Deaf, the Royal Children's Hospital and our Carlton networks and partnerships.

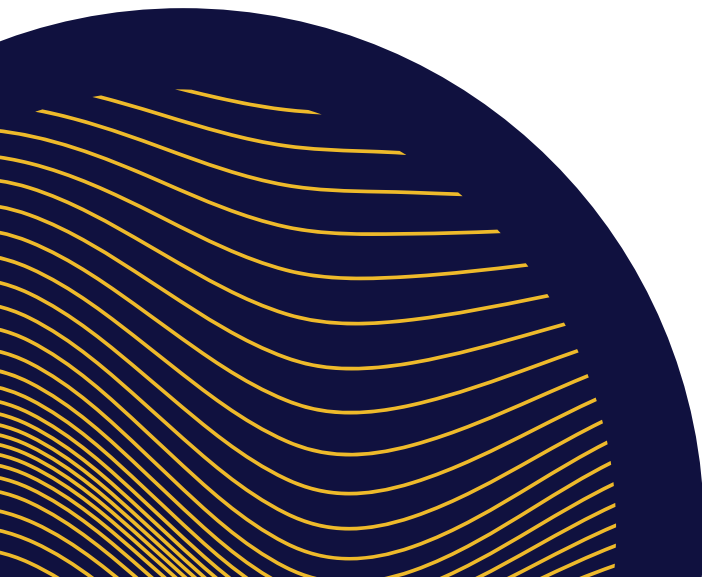
Big, big congratulations to Yoon Foo and Jenny Tran who joined us in 2022 and have been delivering a great service to the community for our Jobs Victoria Advocacy program. Since coming on board, we have been able to catch up on our shortfall of targets and exceed our milestone targets for the first time. We are also hoping to be able to claw back targets and funding lost due to earlier under performance.

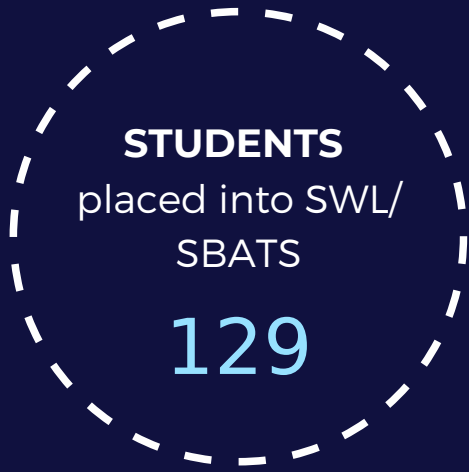
The highlight of 2022 was undoubtedly the Deadly Careers Expo organised by Yoon and his partners for Indigenous People in October. We were also able to open this up to students enabling the LLEN program to share this event which was highly successful. I have been working off and on in the Indigenous space since the early 1990's and this was the most successful Indigenous event held by an organisation I worked for. It was heart-warming to see so many happy and relaxed people in response to the greater cultural awareness and cultural safety principles which were put into practice with great precision and care by Yoon and his networks. A big thank you to Yoon and his relationship building skills with the Indigenous community and the other partners that made it all happen. Well done Jenny and Yoon for their hard work pulling together such a great day.

During the year we also lost our accountant, Sharon Rowe who took on a new full-time role. In her place we welcomed Robyn Cornell who commenced in July. We also said goodbye to Aisha Hassan and thank her for her contribution to the LLEN.

Thanks again to all the team, Claire for her patience solving a myriad of IT problems and continuing to produce great eye-catching marketing material and reports, Wendy for excelling in meeting her SWL KPI's, Yoon and Jenny for hitting the ground running for the JVA program. It is so great to come to work when you have a great team behind you.

Louise Smith





## The LLEN In Numbers







# The Year In Review

In 2022 the LLEN hit the ground running trying very hard to demonstrate how much value for money we represent and achieved way beyond our target expectations in our Department of Education programs. It was a busy and exhausting year.



# Kensington Community High School

As well as attending the school regularly for a day over the first two terms to support careers engagement, job readiness and SWL placements; the LLEN organised a number of activities and initiatives including the Young Workers Centre Visit, Firth Review Consultancy, Queen Victoria Market visits and Victoria Police visits.

## Hospitality and Tourism Career Pathways Day

In partnership with William Angliss Institute of TAFE (WAI) we provided a hospitality and tourism industry day for students in Years 10 and 11 in May. Nominated students studying VET in hospitality or tourism or interested in learning about this industry attended. We also extended the invitation to attend to students from the Victorian College for the Deaf.

Students were exposed to a range of careers and learnt from practitioners working in the industry. The students heard from and visited the training areas of the following career pathways:

Cooking	Sommelier
Chef	Tourism Planning
Front of House	Tourism Operators
Maitre'D	Customer Service

They also learnt about WAI's links to industry and student placement opportunities.

***"It was interesting to see students who don't usually say much ask questions and see their interest sparked"***

(Teacher, KCHS)

***"WAI was fantastic"***

(Student, KCHS)

***"Thank you for accommodating our (VCD) students in your program, the students thoroughly enjoyed themselves and found it extremely beneficial. We are grateful for all the work that went into facilitating their participation"***

(Teacher, KCHS)

## Victoria Police Careers Pathways

The LLEN organised for our local Police Youth Liaison Officer to speak with year 10 and 11 students about careers within the police force, the recruitment and training process and what the next steps are once you pass your training and are allocated a base station. There are so many options for young people and they encourage bilingual applicants from diverse backgrounds to apply. The students also learnt about cyber safety, consent, scammers and how to stay safe generally.

# Career Development & Firth Review Consultancy

We were able to leverage the knowledge and skills of experts to deliver consultancy services to our schools to best support them with the introduction of the Vocational Major (VM) in preparation for inclusion in the VCE or adjust from delivering VCAL to the new VCE-VM.

This work involved most of our schools either individually or via the Flexi Schools network and several meetings were held online and face to face. The results included: agreement for the City LLEN to provide support and co-design projects for young people and workshops aimed at gaining employment in trades and provision of careers counselling to young people with complex needs to be arranged via the LLEN staff and Jobs Victoria programs as well as tapping into existing school programs.

We also brainstormed with schools about the Education Reforms, discussing the details and teasing out delivery implications and design was extremely beneficial to the teachers. Discussions included: operational considerations (timetabling, student accessibility), VET Delivered to Secondary Schools (VDSS) reforms and implications to schools such as how to best enable SBATs, career planning and transition planning for students and how to incorporate these into the curriculum best.

Brainstorming and open discussions allowed solutions to problems and better awareness of the implications to student learning and education to be surfaced among group members.

Schools involved include Kensington Community High School, University High School, St Joseph's Flexible Learning Centre and some community not for profits also attended these meetings as they wanted to learn also. An online platform for teachers to collaborate in real time, share information, pose questions, and share content ideas was developed using Padlet to further support this work.

## Young Workers Centre

This organisation worked with the LLEN to provide incursions to schools or in most cases, hosted students at the Victorian Trades Hall Council (VTHC). Working with the centre they arranged for an industry guest speaker to present to all the Year 11 and 12 students to most of the schools in the City of Melbourne.

Industry partners featured legal services, unions, employer membership services and industry associations occupational health and safety. Presenters also provided information to students on a range of careers including industry specialists, membership services administration officers, union representatives, lawyers working in workers' rights and industrial relations, community legal centre workers and administration and management staff, advocates and solicitors.

Students also learnt about their rights when working, how to identify and respond to bullying, occupational health and safety, wages and wage theft.

*"Every year thousands of Victorian students enter the workforce for the first time. As they take their first steps as young workers it is vitally important they know what their rights at work are and are empowered to stand up with their co-workers to ensure they are safe at work and paid fairly. Along with this knowledge, the ability to organise and take collective action can enable young workers to enact real change in their own lives"*

### Young Workers Centre Website

Links and educational resources were also provided to teacher with lesson plans mapped to the curriculum to support learnings. The schools who participated in our Young Workers Centre events were Kensington Community High School and St Joseph's Flexible Learning Centre.

***"Students really enjoyed the talk, tour and guest speakers, they asked a lot of questions and felt comfortable doing so, thank you" "Wonderful event"***

# University High School

Our work with this large mainstream government high school included;

## Preparation for the introduction of the Vocational Major Consultancy

This work included conducting several long meetings to work through the components required, time tabling challenges and other details. We also took an examined look at the recommendations in the Firth report guiding the senior secondary school reforms:

Finding 22. School-Industry Engagement improves student and employment outcomes.

Finding 25. A balanced career education is important for informed student decision making about post-school pathways.

Finding 26. Opportunities for exposure to the world of work, including work experience support students to make links between learning and work and to develop work related knowledge.

Finding 30. A successful post senior secondary outcome for a student is transitioning to university, higher level VE or employment.

## Tradie Careers Day

Held in June we worked with the school and MEGT (Melbourne East Group Training) to deliver an in house forum for Year 10 and 11 students to meet trades people, gain some hands-on opportunities and learn all about the various pathways, apprenticeships and career opportunities available to them. The tradespeople who presented to the students were: Carpenters, Electricians, Building and Construction trades and Group Training Companies.



## Victoria Police Careers Pathways

The LLEN organised for our local Police Youth Liaison Officer, Aaron to speak with year 10 and 11 students about careers within the police force, the recruitment and training process and what the next steps are once you pass your training and are allocated a base station. There are so many options for young people and they encourage bilingual applicants from diverse backgrounds to apply. The students also learnt about cyber safety, consent, scammers and how to stay safe generally.



VICTORIA POLICE

# Victorian College for the Deaf

Many meetings planning and discussing the needs of deaf students and changes to the VET landscape were held in 2022. It has been great to work with Lucy Walter who is a fantastic advocate for her students. The activities we organised were:

## Hospitality Industry Careers Day

A small group of students joined the William Angliss Institute Hospitality Day with another school so that these interested students could gain more knowledge and awareness of the range of industries available to them. This Ready for Work program allowed students to also obtain information regarding how they could be supported to complete their studies at TAFE level.

"Thank you for accommodating our (VCD) students in your program, the students thoroughly enjoyed themselves and found it extremely beneficial. We are grateful for all the work that went into facilitating their participation"

-Teacher, VCD

## Transitions Support

We worked with a NDIS provider to support the re-engaged of a deaf student into education by helping them to transition to VCD. We liaised with the VCD and arranged for a details transition and learning plan to be shared with them in order for the student to experience as little disruption as possible. Many hard of hearing or deaf children are sent to mainstream schools and drop out in early secondary school years, it can be lifechanging for them to be welcomed into the deaf community, improve their Auslan and embrace deaf culture so they can maximise their career and life opportunities.

## Automotive Industry Day

Held in October, a group of interested students met with Industry representatives from Mazda at Kangan Batman TAFE Automotive campus in Docklands. A great time was had by the students as they gained hands on opportunities to handle tools and see the impressive facilities of the TAFE. Students learnt about SBATS, apprenticeships and other careers in the automotive industry including car mechanic, panel beater, sales, engineering, auto electrician, tyre technician, engine reconitioner and parts interpreting. The Disability Liaison Officer also spoke with the students (we arranged Auslan interpreters) to explain how to access support services and what help was available.

## Queen Victoria Market Industry Visit

This visit met many of the Occupational health and safety learning components of VM/VCAL work readiness subjects. Students met with the CEO and consultant Paul Deakin is a practicing lawyer with 30 years' experience in litigation for work health and safety, he provides his expertise to many clients. Paul also discussed his career pathway as well as how to maintain safety and what to look for in assessing a workplace. The HR manager met with students and talked about the roles involved in running the market as well as stall holders running small businesses. They were able to use applied learning skills to actively identify risks in a real-world workplace and met with OHS representatives to hear about typical days for these workers and interesting stories of potential hazards avoided. This included completing a hazard survey and hazard register.

Students from the River Nile School also attended the market industry visit on separate occasions.





## Pathways Program

Working with Andrew Smith (ex DET Regional Office Transition Pathways Programs and the City LLEN) a great Pathways Program was developed in consultation with VCD. This resulted in a work readiness program being delivered that covered; applying for work, job interview skills, career development and pathways, recognising your strengths and how to leverage them, career pathways available. Year 11 and 12 students participated in the Guiding Circles Careers program to assist them with identifying strength and narrative based skills approach to choosing potential careers and raising awareness of their capacities and personalities and how these influence choices. Andrew also delivered an activity session on the 'World of Work' to broaden student understanding of the wide range of possibilities linked to their interests.

Year 12 students were also provided with support and help to make decisions regarding their transitions for next year, employment, further study and support for their application process. As well as providing individual students with resources and guidance by our qualified careers counsellor, we provided feedback to the school so they could follow up and help the students achieve their goals.



## Case Studies

CC, Male 17 - his passion for problem-solving & fixing things certainly came through - we need to explore a whole range of entry level hands-on activities for him. Visits to some bike shops, car dealerships, engineering workshops would be great so he can see the wide range of jobs available-he doesn't have to be a mechanic or engineer to be involved in the industry. Automotive is a good example - there are jobs like spare parts interpreter, storeman, car detailing, panel beating and so forth. Similarly with his passion for planes there are lots of related jobs he could consider-cleaning, catering, baggage handling, property maintenance-places like Essendon and Moorabbin airports have many smaller employers who may be a good fit for CC. Given he has some exposure to hospitality and horticulture we need to explore these options further as well.

MW, 18 Year old - his passion for helping people shone through - great to see him taking on leadership roles. His interests in photography, drawing, painting, pottery was evident - These need to be explored more to give him an idea of what jobs might be out there involving these fields. It would be great if he kept up his interest in playing soccer. It would also be good to look more at roles in hospitality and horticulture, although need to explore more about what he found stressful working in the cafe. A part-time job would be great - something in retail in his Suburban area - you could contact his LLEN to see if they have any ideas on suitable employers in the area.





# Carlton Transitions Network

The purpose of this network comprising University High School, Carlton Primary School, Drummond St Services, Carlton Neighbourhood Learning Centre, Our Place and to a smaller extent a range of community agencies and homework clubs in Carlton meet to support the engagement and retention strategies for students residing in Carlton public housing. African-Australian students are particularly vulnerable and more likely to become early school leavers and we know from research and years of anecdotal evidence working in the sector, a successful smooth transition can provide protective factors that help students to remain engaged in their education. Early establishment of friendship groups, understanding how to read a timetable and navigate what is a huge campus compared to the small primary feeder schools are just some of the many needs to be met for these students.

Many meetings are held to discuss the transition program and we congratulate Timothy Lee, Fredole Standt of University High, Rebecca Harris and Melissa Goodger from Carlton Primary School, Elle Morrell and Sarah Deasey from Carlton Neighbourhood Learning Centre, Khadra Omar from Our Place and Lisa Brenner from Drummond St for their dedication and commitment to see the best possible outcomes for these kids living in the flats. We also thank all those people who have worked for Drummond St and University High who have helped over the years as well as the Brotherhood of St Lawrence and Carlton Church of All Nations.

The program this year consisted of a tailored Transition Day specifically for students from Carlton Primary School (students also joined the traditional day with entire Year 7 cohort) as well as a parents' forum and day to visit University High. Staff from the Drum also attended to bridge relationships and provide on-going support that they can continue to leverage later during the students' secondary school years to support problem solving, dealing with teenage issues and advocate to help them remain in school if things get tough. The LLEN also supported the primary school with vital resources to help the students obtain the equipment needed to successfully engage in learning.

This partnership also supports students physical and mental health—both of these aspects of life contribute to school engagement and well-being which in turn leads to greater hope and career aspirations and therefore increased retention. This work involved the Drum running after school basketball programs. This student engagement tool will also facilitate sharing of student information with teachers to best support students.



# Flexi Schools Network

Going strong since 2018 this dedicated group of teachers responsible for nurturing the potential of some of our most vulnerable students continued to meet in 2022. When we commenced bringing teachers together from Kensington Community High School and small independent, not for profit schools educating students who had left mainstream schools it was the first time many had been able to meet teachers from other schools. The exchange of information during the early days of the schools establishing their programs was highly valuable and it was great for the LLEN team to help wherever and whenever we could help facilitate meeting the needs of the teachers and their students.

These schools adopt the PBS Model (Positive Student Behaviour Support) to provide a school culture that creates a supportive environment for personal, emotional, social, spiritual and academic growth for students and staff. Most importantly they deliver evidence-based instruction methods and have strong adherence to respectful behaviours and role modelling.

*Each of our Flexi schools has a unique set of circumstances, which has meant that the VET Delivered to Secondary Students (VDSS) and VCE VM will affect them in different ways.*

Schools in the flexi network were well situated to easily adapt to deliver the new VCE, Vocational Major (VM) as they were already delivering the old VCAL (Victorian Certificate of Applied Learning) program and set about the internal changes required quickly and easily. Despite this we did allocate a lot of time to discussing the reforms and facilitated long discussions on the VM. Several meetings were held in 2022 but most of our work with member schools happened individually as some of the joint initiatives were unable to be delivered that had occurred in previous years. Teachers used the time to discuss issues and exchange ideas for student engagement, curriculum and the new VM. Many teachers were concerned about some of the VET Cluster modelling which would see them potentially return to mainstream government schools for applied learning which would be disingenuous if the intention was also to maximise student participation and retention together with exposure to vocational career pathways.

The LLEN was able to identify preferences for industry engagement through these meetings and trends in careers preferences of students. We also learnt of the ongoing impact of the pandemic on student retention and teachers' morale when ongoing carers fatigue. We also arranged guest speakers who represented various industries and potential career engagement training and excursion activities. These included, William Angliss Institute, Doutta Galla, Victoria Police and New Workers Centre. Employers and employment service providers were also interested in learning about the senior secondary reforms and attended our meetings to continue to learn. To support with the introduction of the VM we also had senior staff tasked with the carriage of the implementation of the new VCE from the Victorian Curriculum and Assessment Authority present during several meetings.



As a direct result, we have businesses who are investigating how they can: create SBAT opportunities and support transitions into the workplace for vulnerable students and develop VCE VM curriculum related opportunities.

Schools who attended our meetings came from: Kensington Community High School, Hester Hornbrook Academy, River Nile School, St Joseph's Flexible Learning Centre and sometimes the VCD and University High. Other regular organisations in attendance were the Huddle and other local community organisations.

Our Flexi Schools continue to do excellent work running their schools to maximise the retention and opportunities for their students, they deliver Trauma Informed Practice based on the Berry Street Model. Throughout the year we also disseminated DET updates, information and other resources to members.



# Automotive Industry Days at the Grand Prix

Working with industry insiders we have relationships with we were able to arrange guided tours inside the Grand Prix Formula One and V8 Supercar workshops as part of the Grand Prix School Community Days. We organised 2 groups of students from all of our schools to attend on either the Thursday or Friday of the Grand Prix weekend.

Naturally, students loved the industry day. They heard from mechanics, event organisers, health and safety staff, toured the exhibits and were informed by careers counsellors on the various roles and careers available tin events, automobiles, hospitality and engineering among others.

*'Where Tech, Industry and Business Collide'*

Teachers and students were able to immerse themselves in a live event during practice sessions and gain new insights and information inside theFTechnology Hub where they gained an opportunity to learn more about STEM careers and how Artificial Intelligence (AI) is creating exciting career pathways and opportunities. Employers and Study/Career Pathways organisations available for students to speak with at the Tech Hub were:

Kangan Barman TAFE  
Holmesglen TAFE  
Safe Transport Victoria  
Dark Shadow Studio

Motorsport Australia  
Karting Australia  
Deadly Science  
Victoria Police-Road Policing Unit

Students also learnt about all the occupations that go into staging an event like the Grand Prix including pit crews consisting of mechanics, engineers, tacticians, tyre specialists. Other occupations at the Grand Prix; event organising, marketing and promotion, information technology and website development, media management, public relations, emergency workers, track marshals, corporate/social responsibility, engineering, road maintenance, setup and put down labouring, fence builders and installers, hospitality workers and many more.





RMIT University created a Virtual Reality experience for students that allowed them to explore the challenges of using robots to do human work. Students were able to speak with university students about their experiences studying various engineering programs and ask questions of them. They admire the robot, electric racing cars and other creations by the tertiary students on display.

It was a hectic day, challenging logistics wise getting the students to the venue given buses are unable to get close and tiring for teachers and LLEN staff but worth it for the smiles on the students faces.

The students loved watching the practice laps and the surprise of the air show planes was welcomed. Students really enjoyed themselves and thanked the LLEN for organising to attend the Grand Prix which is something they never dreamed they could afford to do. It inspired many students to think about how they could become engineers!





# Inclusion Training

Encouraging teachers to support  
LGBTIQ+ students in their education and  
career choices

The impact of prejudice and lack of awareness on the education, engagement and career aspirations and choices of secondary students who identify within the LGBTIQ+ population is well documented. As society evolves more young people are finding the confidence to identify as transgender, non-binary and other terms not always readily understood by the greater community.

As a result, we worked with the Minus 18 program to develop training for teachers and community workers and anyone else interested in attending. The aim was to support the education, engagement and inclusion of students from the LGBTIQ+ community. A three-hour training program was developed that was interactive and designed for teachers to better understand the challenges and doubts faced by students wrestling with coming out, transitioning gender and other issues faced by these students.

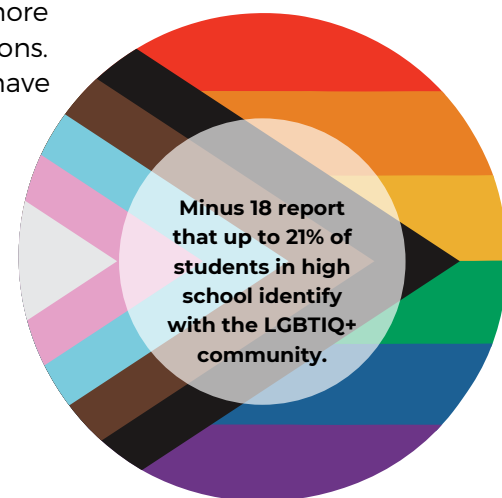
We were very happy with the attendance numbers and whilst we would have liked to have seen more teachers participate, we recognised it is challenging to find a time suitable for them to attend a webinar that fits in with their school/work life. It was great to see so many council staff from across Metropolitan Melbourne in attendance.

Outcomes included better informed teachers and youth workers and staff from other organisations, more awareness of subtle and not so subtle forms of discrimination and shaming which can negatively impact a young person's engagement with their education and further careers. Steps teachers and schools can take to be more inclusive and practices to better support this cohort of students to achieve their best at school and move into the career of their choice and not succumb to stereotypes. They also learnt about the tools to build more inclusive and safe practices in service delivery, teaching and other interactions. Participants also heard about the lived experience of presenters and how they have developed mechanisms for managing discrimination.

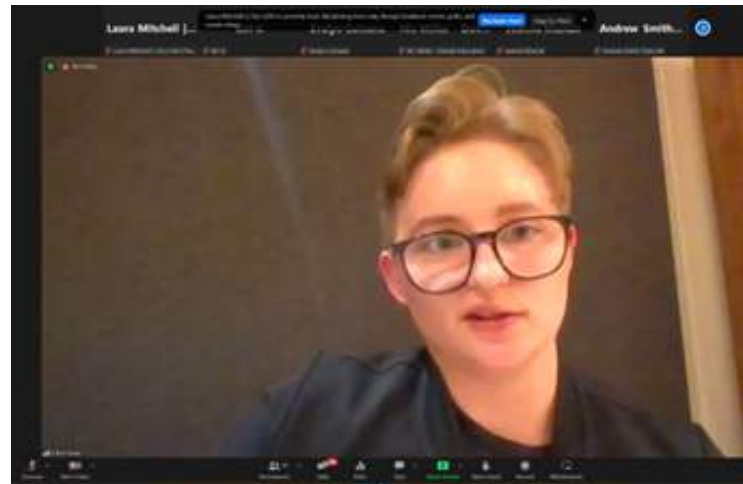
## From Minus 18 Research, the Issues Facing LGBTIQ+ include:

- Up to 76% feel more lonely and isolated as a result of Covid-19 challenges
- 66% report being harassed due to their sexuality at school
- Are 6 times more likely to suffer from depression and anxiety

All of these factors lead to decrease in engagement, learning and therefore career aspirations and interest.



# Education Supports and Pathways for Students with Chronic Health Conditions



Held online for the second time, this successful initiative had been running every year since 2010 in partnership with the Royal Children's Hospital and Ronald McDonald Learning Centre. Delivering the information online has meant making a lot of adjustments to the original program but does allow students, parents and teachers from across the state who may have otherwise found it difficult to attend if they reside remotely.

To this end we arranged for our Careers and Pathway specialist Andrew Smith to present on choosing pathway options and careers. Our other presenters were:

- Evelyn Culnane, Manager of Transition Supports at the Royal Children's Hospital
- Elevate 'Study Skills'
- Joanne Muscat, Project Manager for Special Provision, Assessment & Reporting for the Victorian Curriculum and Assessment Authority
- Elliot Howe, now a young adult and ex patient of RCH spoke about their transition to tertiary study and employment whilst managing a chronic health condition, and
- Helen O'Keefe, Senior External Relations Coordinator from the Victorian Tertiary Admissions Centre (VTAC)

We received great appreciative feedback for the webinar which included short videos and interactive moments. Attendees from across Victoria were then able to ask questions of our presenters. Students were able to learn:

- About career pathways and how to work and study with your disability or illness
- Learn about specific careers and what skills, subjects and pathways are needed
- How to apply for Special Provisions
- How to apply for help with exams
- How to identify the skills gained in school to help you with life generally and applying for work (teamwork, managing deadlines, juggling different tasks and people, problem solving, using IT, asking for help, organising your time, planning advocacy, social skills and communication skills)
- How to apply to universities in other states
- How the labour market is changing and where the jobs are
- How you don't need to go to university to have an exciting and fulfilling career
- Study Skills
- How to liaise with VTAC, VCAA and find the Disability Services Providers or Disability Liaison Officers in Universities and TAFE campuses.



**CityLLEN**

**EDUCATIONAL AND CAREER SUPPORTS FOR STUDENTS WITH CHRONIC HEALTH CONDITIONS AND/OR DISABILITIES**

FREE ONLINE ZOOM WEBINAR

Tuesday 27 July 27, 5:00 to 6:00PM

[REGISTER VIA THIS LINK](#)

[shorturl.at/bikD3](#)

**ABOUT**

Free online forum for students, parents, teachers to hear from expert guest speakers and learn about educational and career supports for students with chronic health conditions and/or disabilities.

After registering, you will receive a confirmation email containing information about joining the webinar.

*Note as this is a webinar you will not be able to be seen by anyone else but you will be able to type in questions into the Q and A/Chat.*

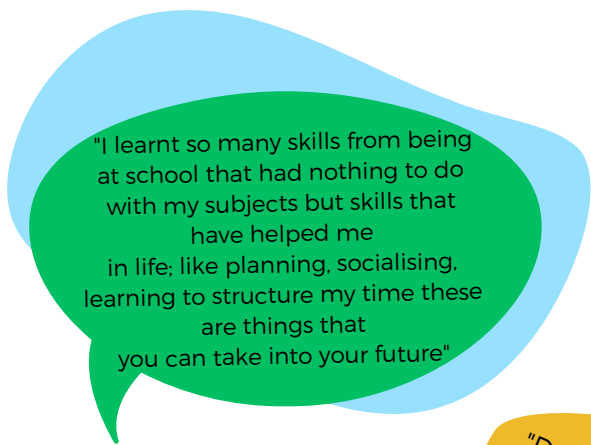
**TOPICS INCLUDE:**

- Applying for VCE Special Consideration
- Course application process and the Special Entry Access Scheme (SEAS)
- University and TAFE Supports and potential careers and pathways

**In tonight's session...**

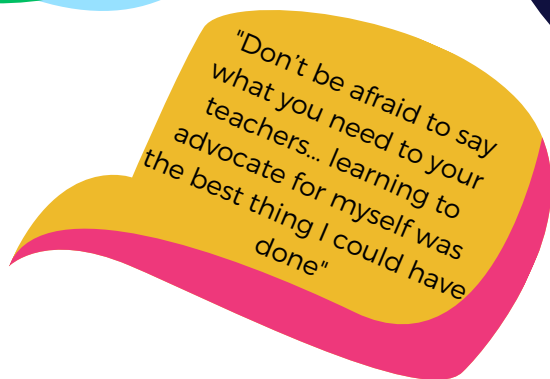
- VTAC timeline
- Researching courses and checking eligibility
- Creating a VTAC account and applying for courses
- Applying for special consideration (SEAS) and scholarships
- Some handy hints
- Where to get help and questions

Video feed: Helen Okwoffe | VTAC

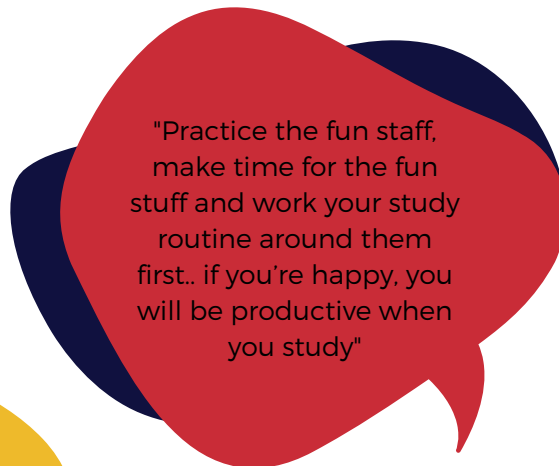


"I learnt so many skills from being at school that had nothing to do with my subjects but skills that have helped me in life; like planning, socialising, learning to structure my time these are things that you can take into your future"

**Elliot Howe – inspirational speaker who has been a long term patient said:**



"Don't be afraid to say what you need to your teachers... learning to advocate for myself was the best thing I could have done"



"Practice the fun stuff, make time for the fun stuff and work your study routine around them first.. if you're happy, you will be productive when you study"

**Nic Millar, Elevate Education said to the students in Year 12;**

There were 106 people in attendance including staff from other LLENs, parents, 5 teachers and 76 students in attendance, not all students named their school during their registration but those that did came from the following 55 schools:

Footscray City High School, University High School, Kardinia International College, Monash Children's Hospital School (x27), Ballarat Grammar, Balwyn High School, Surf Coast Secondary College, Eltham High School, St Bede's College, Bacchus Marsh Grammar, Loyola College, Brentwood Secondary College, Pascoe Vale Girls College, Strathmore Secondary School, Darul Ulum College of Victoria, Drouin Secondary School, William Ruthven Secondary School, Shepparton Secondary College, Virtual School Victoria, Whitefriars College, Berwick Secondary School, Bendigo Senior Secondary School, Lavalla Catholic College, Gisborne Secondary College, Nhill Secondary School, St Ignatius College, Mildura Secondary College, Glen Eira Secondary School, Keysborough Secondary School, Frankston High School, Hazel Glen College, Buckley Park Secondary College, Montmorency Secondary School, Xavier College, Sacred Heart College, Geelong, Wellington Secondary College, Greensborough Secondary School, Gladstone Park Secondary College, Coburg High School, Hoppers Crossing Secondary, Horsham Secondary School, Charles La Trobe Secondary School, Keilor Downs Secondary School, Parkdale Secondary College, Wesley College, Taylors Lakes Secondary College, Epping Secondary, Good News Lutheran School, Indie School Ringwood, Ivanhoe Girls Grammar School, Manor Lakes P-12 School, Kew High School, Collingwood Secondary College and Homestead Senior Secondary School.

# Careers Counselling for Students With Chronic Illness

Each year we provide free careers counselling to those students unable to access counselling at their school of origin due to absenteeism due to their illness. This is a highly valued service and students really appreciate our help. They often have complex needs that need to be considered and hopes and dreams like everyone else which need to be encouraged and guided within their capabilities. Many students are grateful to know that despite an unscored VCE or a delayed VCE there are pathways available to them to achieve their goals. These meetings conducted online (with a parent or in a public place in their home) or at the hospital or in the LLEN office provide the one-on-one support students require to ask questions, identify their strengths and gain the reassurance and confidence to take the next steps. They also support school retention by enabling students to connect their studies to their life choices and opportunities.

## Careers in Aged Care with Douтта Galla-Industry Engagement Consultancy

Utilising the skills of our in-house careers counsellors and their knowledge of the new Vocational Major and changes to the VCE we arranged a series of meetings with Douтта Galla. Douтта Galla are a large provider of a range of health and community services in Western and Northern metropolitan suburbs and like many aged care providers are facing skills and labour shortages. Douтта Galla asked the City LLEN to help them identify how they could best work with schools and other young people to make their industry more attractive and explore ways to prepare for the provision of SBAT's and SWL placements to optimise career pathways into the Aged Care industry. We helped devise a series of questions that will allow students to provide key words and phrases to describe their assumptions and knowledge about aged care, such as:

- "What words or images come to mind when thinking about aged care?"
- "What type of careers do you think are available in aged care residences?"
- "What do you think it would be like working in aged care?"
- "Would you work in aged care? Why and why not?"



As a progressive organisation they acknowledge that workplace design and job roles can be changed to create a more enjoyable working experience for employees. Many of the issues impacting the industry were teased out and included: a negative perception of the physical demands of the role, lack of career pathway (this is not accurate however), job insecurity, young people can have negative opinions about elderly without growing up with grandparents and it can be too emotionally taxing. This knowledge will enable Douтта Galla to present to young people in different ways and think carefully about their recruitment strategies. The City LLEN are doing our best to encourage young people to take up SWL placements with them to help inform career pathway decisions into this industry of skill shortages.

As a result of our webinar it was identified that students could develop a VCAL/VM project that addresses the perceived issues with the industry and create a short video to manage these perceptions. Due to time and funding constraints we were unable to action this unfortunately but we did get as far as story boarding the video.

This work also involved us hosting a webinar for teachers and careers counsellors to meet and discuss the issues with Douтта Galla which they found very useful. Douтта Galla also generously made themselves available to attend school events and were already hosting SWL placements and continue to do so.

# River Nile School

Following planning meetings in late 2021 and early 2022 the City LLEN delivered several initiatives for this not-for-profit independent school providing a valuable and unique learning environment for female refugees and migrants. These included:

## Queen Victoria Market Industry Visit

It was great to meet with an employer keen to connect with local schools and help them understand how to ensure their future workplaces are safe. This visit met many of the Occupational Health and Safety learning components of VM/VCAL work readiness subjects. Students met with the CEO and consultant Paul Deakin is a practicing lawyer with 30 years' experience in litigation for work health and safety, he provides his expertise to many clients. Paul also discussed his career pathway as well as how to maintain safety and what to look for in assessing a workplace. The HR manager met with students and talked about the roles involved in running the market as well as stall holders running small businesses. They were able to use applied learning skills to actively identify risks in a real-world workplace and met with OHS representatives to hear about typical days for these workers and interesting stories of potential hazards avoided. This included completing a hazard survey and hazard register.

## Doutta Galla Industry Visit

Management and Human Resources staff met with students and explained to them how to go about getting a job in community services and aged care. They talked about career pathways open to workers who enter the industry and all the different ways they can gain skills and satisfaction helping others. Students were able to ask lots of questions and learn more about what a typical day would look like and the type of people who would be their colleagues.

We were fortunate to be also invited to their graduation day, it is always wonderful to witness the successful completion of senior secondary studies as the wonderful young women embark on the next stage of their lives



# Dress for Success and Community Sector Jobs

Ready, Set Australia deliver a free clothing service to prepare jobseekers and school leavers for job interviews who come from disadvantaged backgrounds. The LLEN arranged for groups of students to attend Ready, Set Australia on eight different occasions facilitating individual time for each student to receive one on one time with a clothing guidance support person to help students pick out clothes suitable for interviews which they also felt comfortable wearing. Students would then be treated to a morning tea and participate in a job interview training session and how to use your networks for leverage and success.

Students also received professional career coaching, resume writing, cover letter writing from relevant industry experts who volunteered their time. Students also witnessed paid and voluntary workers in a community not for profit industry and heard from the CEO in regard to the range of paid and voluntary work available. She discussed the career pathways in the employment sector working in federal and state government funded community programs, the opportunities and pathways available. Teachers and LLEN staff witnessed the enjoyment and increase in self-esteem of students when they tried on an almost brand-new suit for the first time.

All together 226 students attended 8 different sessions at Ready, Set Australia from St Joseph's Flexible Learning and Hester Hornbrook School.

"I have a part-time job after school and only one uniform which I have to wash every night after work and not many other clothes apart from that as my mum can't afford it and my money has to help her, I am so happy because now I have more clothes for work and can wear something nice for a job interview"

"These work boots cost \$150 to buy from the shop normally, I am so grateful for them"

"Thanks very much for today, it was awesome"

"9 out of 10 experience, I definitely would come back"

"I find it hard to say no to people, and they made it easy to say 'no' if I didn't like the clothes they suggested, it made me think about working to help people where being respectful is valued"





# St Joseph's Flexible Learning Centre

Students participated in many of our activities this year and LLEN staff also attended their Graduation Event held on a sunny December morning. It was great to see so many students celebrated for their achievements and contributions to the school.

As described previously the LLEN arranged for 6 groups of students to attend Ready, Set Australia to receive job readiness training and to receive a free set of interview appropriate clothing or industry related work boots. Students also attended our industry days in Horticulture run by the City of Melbourne as well as attending the Young Workers Centre at the Victorian Trades Hall Council.



## Deadly Careers Expo for Indigenous Students

This event was a collaboration with partners and the Jobs Victoria Advocate Program providing tailored careers advice and support for indigenous students—for more information refer to our story under the Jobs Victoria advocates program.





# Hester Hornbrook Academy-Jobs Fair

In 2022 the LLEN worked with the city campus on Bourke Street to create a Jobs Fair tailored to the needs and career interests of their students. Held in May students from all their campus were in attendance and heard from speakers from the following industries and were also able to meet with them at their stalls to gain more information about specific industries.

Industries who presented and held stalls were:

- Aged Care and Community Services – Doutta Galla
- Centre for Disability Research and Practice – How to navigate the Labour Market with Learning Difficulties/Dyslexia/Auditory Processing issues/Mental Health or other disabilities
- Jobs Victoria – suite of programs available to help
- Youth Workers Union – know your rights
- Handbrake Turn – program to gain automotive industry skills and pathways to work
- Melbourne East Group Training Company and Industry representatives - presented on how apprenticeships work, where the jobs are, students also heard from young people working in Building and Construction
- William Angliss Institute of TAFE - Jobs and pathways in the Hospitality and Tourism Industries
- Brotherhood of St Lawrence – Carlton Work and Learning Program – how to link in with them to tap into employment pathways through the industry and business connections they have

# Urban Rangers–Careers in Horticulture, Forestry & Arborist Industry Sectors

This fantastic program combined workers from Plants and Gardens in the City of Melbourne, Parks Victoria as well as private contractors delivering arborist services to the council. Many students express an interest in working outdoors and in landscaping but are not necessarily aware of other roles available to them.

The LLEN met with the City of Melbourne Parks and Gardens team to discuss the potential for a careers and industry immersion opportunity for students attending our schools. As a result, an interesting and interactive program was developed in consultation with them to provide students with information about careers in, and access to applied learning experiences with forestry, arborists and horticultural industries.

As well as these career pathways, students also gained knowledge and heard from Work Health and Safety representatives and their role in an Urban Parkland. Workers from Parks Victoria also spoke to the students about the different roles and qualifications they recruit for and what typical days working in these roles look like.

We ran three of these industry days for several school groups, each of them in the Treasury Gardens so students could experience first-hand live demonstrations of typical work performed. They also learnt to identify hazards, risks and mitigation measures for employees and visitors in an urban park environment. The arborists showed the students how they approach assessing the health of a tree and what they look for to decide which branches to remove as well as the technique used to safely climb trees using ropes and hooks. Students were able to ask questions, and many were interested in the vocational study pathways required to land one of the jobs they learnt about.

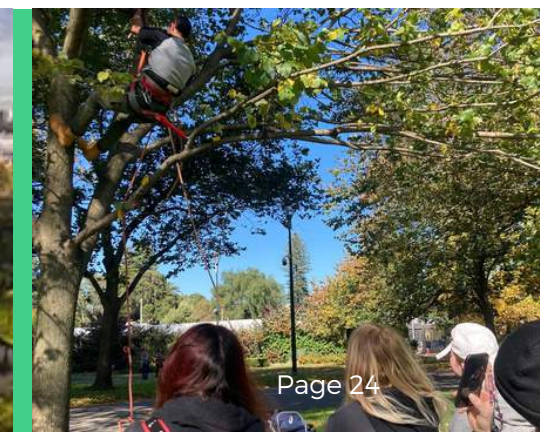
Parks Victoria also discussed jobs in the Forestry industry and in national and state parks and what these involve. Becoming a Park Ranger is an attractive role with a huge variety of different environments that require managing throughout Victoria. Students learnt that to become a ranger, they would need to look after the management of natural resources as well as the public and tourism to support looking after the environment sustainably. Students were provided with resources that further explained what the work would involve including:

## Natural Values

- Protect, enhance and manage natural, recreational and cultural assets
- Identify weeds and pest animals and eradicate or control those that hold the most threat to native plants and animals
- Identify and protect populations of threatened or endangered animals
- Assisting with fire suppression (firefighting)
- Promote and maintain historic assets
- Develop co-operative relationships with local indigenous groups
- Work with volunteers on projects such as weed control, maintaining tracks and other infrastructure
- Grant permits and oversee researchers studying within the park
- Monitor and grant permits to businesses operating within parks, such as hydroelectricity, cafés and bee keeping

## Visitor Services

- Maintain and develop visitor facilities such as toilets, picnic and camping areas, and trails for various users
- Maintain and improve regulatory, interpretive and educational signage
- Respond to emergency situations such as 'Search and Rescue'
- Delivery of information, events and services to customers, schools and other stakeholders



# Novotel - Hotel Industry

We have enjoyed a great relationship with the Novotel Hotels in the city of Melbourne for several years, they have been a great employer taking many Structured Workplace Learning Placements each year. In 2022 we approached them with the idea of hosting an industry tour and presentation on the various roles and career pathways available in the hotel industry.

The Director of Talent and Culture at the Novotel Melbourne South Warf presented to students and teachers from the City LLEN schools on career pathways and types of employment opportunities which exist in the Hotel/Hospitality industry. Students also met and heard from the Head Chef and saw inside a professional kitchen. Other roles discussed and staff met included Customer Relations Officers, Events Management Manager, Bar Operations and Reception staff. Each member of staff was very generous with their time and sharing their stories and career pathways that lead to working at the hotel.

Students were very interested, enthusiastic and engaged, this was evident in the all the questions they asked of all the presenters.

"Amazing to see inside the new hotel, it was so cool"



"It was great"



"The Chef was really nice, the kitchen so big"

# Other Work - Small Partnerships & Projects

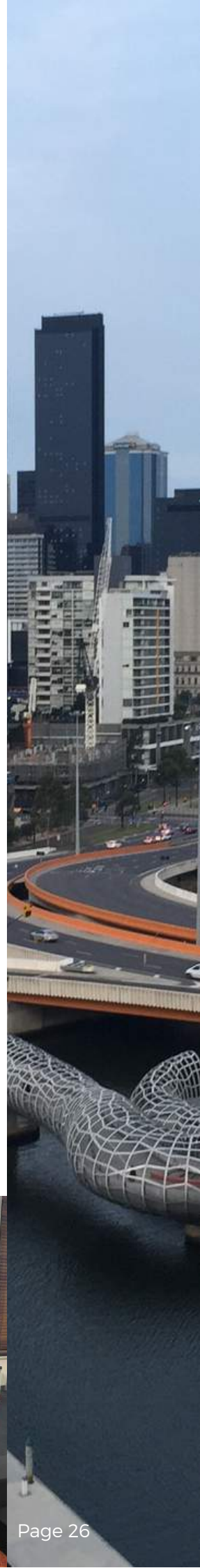
## Victorian Skills Authority

Consulting with Jim Dannock, Principal Regional Advisor, Local Engagement Unity for the Victorian Skills Authority. We held meetings together to discuss VET Delivered in Secondary Schools (VDSS) Cluster arrangements and where our schools were at. These discussions included:

- Recognising that our Flexi schools currently provide most of the offerings required in the VCE VM in house or will source from either the Inner Melbourne or North Melbourne VET Clusters
- Demand appears to outstrip supply for many core and flexible offerings within the VM
- Most of our Flexi schools have cycled through a series of 'not quite right' providers and struggle to find a provider who can offer the complete package of VET, SWL and SBATs
- Schools are concerned about cluster modelling; students are not keen to return to mainstream school environments given the reasons they left school in the first place
- Students express a desire for SBAT's but are less interested in Headstart, however these students prefer a placement or employer in the suburb where they live meaning the employers the City LLEN has relationships with are not suitable for arranging SBAT's most of the time
- We have been working with secondary schools not currently or previously offering VCAL to discuss timetabling challenges to ensure students who choose to take up VET/VDSS will not be disadvantaged
- Our schools are currently served by 2 different VET Clusters, our Flexi Schools have expressed a desire to form their own VET Cluster because the current clusters fail to recognise the needs of their students nor take their learning needs into consideration. The City LLEN unfortunately is not funded sufficiently to take this task on

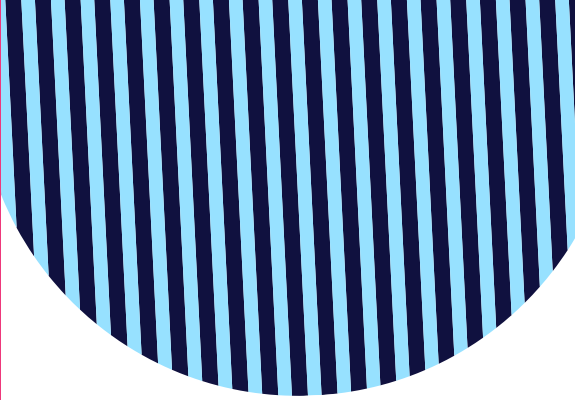
## Annual General Meeting

In 2022 we celebrated our 21st birthday and welcomed Abdi Aiden as our guest speaker and shared a most wonderful croquembouche. Abdi was the start of the first series of the SBS TV series, Go Back to Where you Came From and celebrated author. His autobiography, *Shining, the Story of a Lucky Man* details his harrowing experiences as a young boy in war torn Somalia and his journey to Australia. He is a great role model for young people by demonstrating perseverance, never giving up, hope, trying and applying yourself. By the time Abdi arrived in Melbourne as a refugee he was a teenager and found work where he could and eventually completed year 12 as the oldest kid in the class and went onto become a Youth Worker to help other young people and refugees.



# Careers Pathways, Careers Counselling for Adults

Supports and consultancy for parents of students attending local secondary schools and residing in public housing to support their own labour market and career opportunities with Carlton Neighbourhood Learning Centre. We also attended several meetings in person and online to discuss with several partners potential opportunities, to understand their programs and to teach them about the new VM and the work the LLEN does now under DET funding.



## The Drum

The City LLEN provided ad hoc careers and pathway advice to young people attending programs with the Drum youth Services in Carlton and who also attend secondary schools in the City of Melbourne. This work also included liaising with secondary schools on student's behalf and advocating for them where required to help them secure enrolment and placement in an SBAT, Headstart of VCAL program.

## Job Seeking and Careers Guidance Resources

We finessed some of our internal teacher resources and class room/student information session plans as our staff include qualified teachers and careers counsellors.

## On Track Connect

In 2022 the downward trend in referral numbers continues unabated, it is difficult to speculate on why this is happening. Exiting students who elect to participate in the program undergo a first cut with another organisation before reaching us and we think it may be at this point, students are being eliminated. The numbers are too small for us to make any comment on trends or experiences of last year's early school leavers and Year 12 students.



## International Women's Day

Employers, teachers and women in our midst are invited to celebrate International Women's Day with us and listed to advocates and speakers talk about supporting the careers of women and girls.



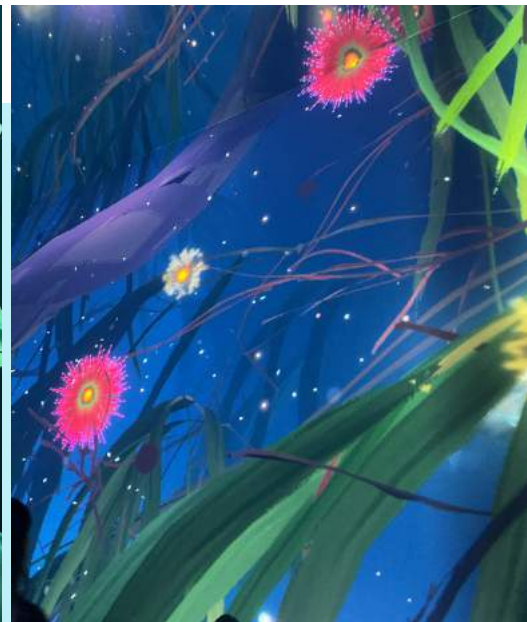
## Parkville College Transition Initiative

Last, but not least a proposal developed by the City LLEN to support the transition of students exiting Parkville College initially rejected by the LLEN Network in 2018 was successfully implemented under another guise last year. The college is working directly with those LLENs that the students from the college on custodial orders will be returning to. As per the proposed model these most vulnerable of students will receive support to re-engage in education or employment.

## Staff Day and Bring Your Pets to Work Day

This year board and staff members enjoyed an Indigenous History and Culture took hosted by the Koorie Heritage Trust along Birrarung Mar followed by the Melbourne Museum Digital Creative Show *Tyama*.

Like many progressive organisations we recognise the value of furry friends to office morale and have welcomed staff to bring in their pets occasionally to the office in 2022.

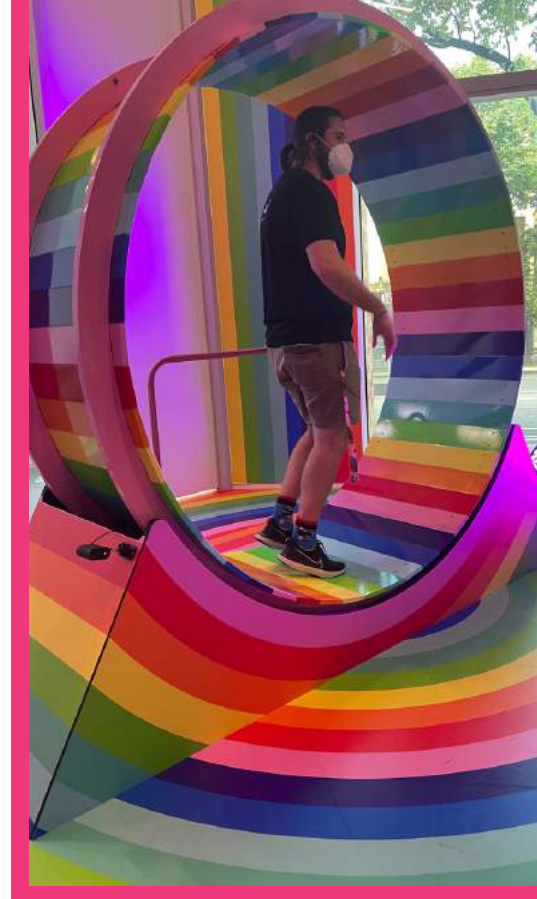


## The University of Melbourne Science Gallery

One of seven global nodes to develop art/science academic collaborations, the University of Melbourne have created a new gallery that aims to inspire, involve and transform curious young minds by exposing them to art and science together.

Our LLEN team spent some time visiting, in online meetings and planning student careers days with the team at this innovative new gallery that combines arts and stem subjects in interesting and inspiring ways. Thought provoking and fun this gallery inspires students to think differently and collaborate across sectors/faculties to devise new ideas and solutions.

We devised a half day for students to visit the gallery and learn about careers that combine science and art but unfortunately despite this groundwork we ran out of time to make this happen.



## Melbourne Electronic Sound Studio - The Mess



The City LLEN met with the team at MESS several times to explore and thrash out potential partnerships and industry engagement opportunities, this work ended up resulting in consulting to them on the changes to the VCE and the new Vocational Major. MESS is one of a kind, world renowned not for profit music studio.

We gave them advice on how to become an approved provider of VET training and how to develop applied learning programs that would assist them in developing a VET course and apprenticeship pathway. Lots of ideas and student engagement possibilities including SWL placements were canvassed.



# Structured Workplace Learning Program

Structured Workplace Learning (SWL) is vocational training in the workplace for students. It allows students to gain practical works skills and develop their awareness of employer expectations in the workplace, skills which cannot be simulated in a classroom environment. They also gain basic knowledge of occupational health and safety procedures, vital to their employment journey. Participating in SWL empowers students to make more informed career pathways decisions.

Since 2016 thirty-one LLEN's across Victoria have been contracted by the Department of Education to deliver SWL services for Secondary Schools across a broad range of Industries. SWL is available to Victorian school students who are undertaking a VET Certificate or SBAT Certificate as part of their VCE and VAL Studies. Access to SWL opportunities is facilitated via the SWL Portal, a State Government website managed by the Department of Education.

**We exceeded our target expectations achieving 129 SWL and SBAT placements against a target of 113.**

2022 began with a strong uptake of SWL opportunities from students. After two years of pandemic disruptions students were very keen for industry experience and requests for quality placements continued throughout the year. The City LLEN maintained strong connections with employers throughout 2020 and 2021 despite the difficulties of lockdowns. This work paid off as most of our employers were ready to accommodate SWL opportunities again with Myer Melbourne, Dousta Galla Aged Services and West Footscray Neighbourhood House Children's Services being the most enthusiastic in offering a wide range of SWL opportunities to fit the learning needs of multiple students. Employers who were not in the position to offer placements in 2022 offered industry immersion excursions, incursions and participated in school careers events instead.

Those employers who were unable to offer a placement mainly did so, not because they didn't want to but because of staff shortages impacting their capacity to supervise the student and offer them a quality experience or workplaces where working from home has become the norm also impacting the capacity for quality experiences and learning. Whilst we support and adopt flexible working practices, we acknowledge young people are disadvantaged in these arrangements as they lose opportunities to learn and be mentored by older more experienced colleagues both indirectly and by osmosis when you are immersed in office culture and life.

Myer Melbourne significantly increased their capacity to accommodate SWL placements offering a greater variety of opportunities and encouraging students from diverse backgrounds to apply. This resulted in at least 30% of students being offered casual employment with Myer Melbourne as a direct result of their SWL experience.



## Case Study - Ink & Spindle

A standout SWL in 2022 was our placements with Ink & Spindle, a Melbourne based textile designer who came on board as an employer in 2021. The design team took Yasmin, a year 12 VCAL student from Kensington Community High School, accommodating a placement for her at their Abbotsford studio and showroom. Yasmin, a creative student aiming to study a Bachelor of Art in the future wanted to do an SWL placement at a design studio. Yasmin's teacher organised for her to meet with the City LLEN to discuss placement options. This resulted in Yasmin being placed at Ink & Spindle.

During her placement she got to experience working as part of a design team. Yasmin's daily duties included mixing paints, measuring and cutting fabrics, studio maintenance, administrative tasks, show room maintenance, visual merchandising, stock replenishment, packing online orders and assisting with ad hoc tasks. The highlight of her experience was being able to work with a team of professionals in a creative environment. The SWL opportunity has cemented her desire to continue further studies so that she can pursue a career in fine arts.

Yasmin's supervisor Caitlin provided encouraging feedback. Upon Yasmin's initial arrival she was quiet and reserved, however as she became more familiar with her surroundings she started to flourish. She embraced allocated tasks achieving positive outcomes. A standout achievement was when Yasmin took the initiative to change the visual merchandising in the showroom resulting in increased inhouse sales.

This SWL outcome is a breakthrough result for Yasmin who was shy, self-conscious and dealing with multiple personal barriers when the City LLEN first met with her in 2021 to a more confident, self-assured individual with a sense of direction following her industry experience. All the skills she has acquired through this opportunity relate directly to her VCAL studies highlighting the importance industry exposure plays.



A big thank you to all the teachers from our schools and those that we got to know and train from outside our area in 2022:

Aquinas College, Ringwood  
Brunswick Secondary College  
Cranbourne East Secondary College  
Footscray High School  
Hazel Glen College  
Padua College, Mornington  
Rossbourne School, Hawthorn  
Simmonds Catholic College, Fitzroy  
Sunbury College

Beaumaris Secondary College  
Catholic Regional College, Caroline Springs  
Essendon Keilor College  
Gladstone Park Secondary College  
Montague School, Port Melbourne  
Point Cook Secondary College  
Sandringham College  
St Columbus College, Essendon  
Youth2Industry College, South Melbourne

Like the schools inside our LLEN, many of these schools took more than one placement in 2022.

We would like to thank all of our wonderful employers for their support in 2022 and providing our students with great opportunities to learn, gain employment and make informed career and study decisions. We appreciate you and are grateful.

# Jobs Victoria Advocates Program

If you cast your minds back to Christmas 2021 and early January 2022 you will recall that Melbourne was undergoing another spike in Covid, this time Omnicom cases were everywhere, and the streets of Melbourne city grew quiet again. The summer proved difficult with many of our partners where we would have otherwise been delivering the Jobs Victoria Advocates (JVA) program were closed. This resulted in a very slow start to 2022. However, we were able to pick up pace as the year progressed, a big thank you to Aisha and for our new staff Yoon Foo and Jenny Tran.

The Jobs Victoria Advocates role is a crucial navigation service for Victorian jobseekers, who may need assistance and/or support throughout their employment journey. One of the objectives of the JVA role is to understand and recognise the broader employment services 'ecosystem' which is often impacting those looking for employment. The JVA team also engages in feeding information back to the Department on where service gaps exist within our communities and what sort of solutions can be considered to combat them. Advocates can refer to appropriate services/providers, offer recommendations and advice, guide and support jobseekers and provide a follow up service to check in on how the individual jobseeker is travelling. At City LLEN, our JVAs work with various community organisations and partners to have better access to those who need our support the most.

Throughout the year our advocates meet with other providers in the inner Melbourne area in a Community of Practice meeting to share information, ideas, best practice and organise shared events, we hosted two of these meetings in 2022. In response to our Relationship Manager, Wendy Saly of the Department of Jobs, Skills, Industry and Jobs (DJSIR) forming a partnership with the Queen Victoria Market, our advocates regularly provided services to shoppers and other members of the public frequenting the market and we all attended the launch. Wendy also arranged many other activities for our staff to attend and we thank her for her help and support prior to moving on late last year into another role.



As well as regularly attending the Queen Victoria Market, our team Jenny Tran and Yoon Foo can be found weekly at the Port Phillip, City and Kathleen Syme Library. They also partner with many local organisations to support clients and work with our schools as students in Year 12 transition to employment.





Throughout 2022, the JVA team spent a considered amount of time developing reputable and long-standing relationships with several local youth and community centred organisations within the inner metro region. An important aspect of the Jobs Victoria Advocates' role is to become familiar faces within the community by being as available and accessible as possible. As a team, the City LLEN JVAs set out to introduce themselves to everyone and anyone that could potentially benefit from their services. The team's efforts were concentrated in areas such as community libraries, public housing estates, neighbourhood houses, schools and learning centres to name a few. This has allowed the JVA team to approach collaboration with ease and expand on the already established relationships City LLEN has with several community partners.

Our advocates often work on weekends to attend Job Expos such as the Melbourne Careers Week, Age Careers Expo, Hester Hornbrook Academy Jobs Fair, Study Melbourne Student Experience Network meetings, DESE events at the Flemington Showgrounds, Melbourne Youth Alliance, Melbourne Jobs Fair at the Melbourne Exhibition and Convention Centre, the Huddle, the Couch, and Caulfield Racecourse.

We also arranged reciprocal pathway arrangements with several organisations including the Brotherhood of St Lawrence and Jobs Australia providers. Staff presented at Centrelink online meetings as well as for the City of Melbourne Youth Services and Yarra Multicultural Network meetings.

Several successful webinars on a range of job seeking and information topics useful to unemployed people and international students were arranged in 2022, a big thank you to Aisha Hassan for taking the lead on these.

Many of the partnerships established in 2022 are continually being nurtured into 2023 and are largely reflective of the collaborative efforts many organisations in the City of Melbourne.



# Digital Literacy Program

*A partnership with North Melbourne Language & Learning Centre (NMLL) and St. Kilda Library*

In early September 2022, the JVA team collaborated with NMLL and St. Kilda Library to kickstart a new digital literacy program. The idea was to offer a learning space for any participants who would benefit from an in-depth course on how to navigate digital platforms and the basic foundations of using electronic devices. St. Kilda library offered a friendly and accessible learning space and promoted the program while NMLL and the JVA team assisted to gather resources and participants. We reached out to previous, current and any new clients we meet weekly who may benefit from the program. The program was successfully launched and is still up and running weekly.

## Deadly Jobs Expo

*A Partnership with Victoria University and the Exchange*

Among the many events we participated in or organised, this one stands out. We developed and designed a program specifically for the needs of Indigenous people and workshopped with our partners the best way to go about this. Luckily, we had established a strong relationship with Killara who helped ensure we formulated the day in a respectful and culturally safe way.

With the impacts of COVID on employment participation within our First Nations people, The Exchange has identified a need to provide a central event that will be open to any First Nations person from within the Melbourne Metropolitan areas (and regional if willing to travel) to meet with businesses that have genuine, meaningful employment opportunities for First Nations People. The City LLEN JVA program has helped many Indigenous people and worked closely with Killara Foundation who work to support Indigenous people into employment to help source JVA clients to attend, The Expo was to be open to businesses selling services, only those with genuine reasons to be present, including mentoring and supports and employers genuinely interested in recruiting from this community.

We were also delivering careers advice and direct job pathway access to young people leaving school as well as older indigenous people through our own stall to deliver the School to Work LLEN program and support older jobseekers via our JVA program.

Together with the Exchange we organised for the following employers and organisations to be represented in attendance at the Victoria University campus:

Target  
K-Mart  
Ai Group Apprenticeships  
Australian Defence Forces  
Brotherhood of St Laurence  
Construct Traffic  
IKON Services  
Winslow Constructions  
Indigenous Civil Group  
IPA Recruitment  
John Holland  
  
St Vincent's Hospital  
Look Out Program (Department of Education and Training)  
The Get Hireable Group  
Tradeswoman Australia  
Wamarra  
Working Community Network (WCN) Jobs Co  
Western Bulldogs  
Westcon Precast  
Carlisle Homes  
Zancott Recruitment

Lend Lease  
Killara Foundation  
Careers Education Association Victoria  
Manheim P/L  
McDonalds  
Medibank Private  
Victoria University  
Moondani Balluk  
Multiplex  
New Footscray Hospital Connectivity Centre  
VU Skills and Jobs Centre





Others noted career expos come and go but none have been tailored for members of our Indigenous community who have specific requirements and require cultural sensitivities. Knowing that the event was just for Indigenous people made a huge difference to how welcome the attendees felt. Many employers commented on how lovely it was to see so many Aboriginal people, happy, friendly and relaxed, it was a really good vibe and great event.

The event went for most of the day to allow attendees to visit across a wide time window and included a smoking ceremony and welcome to country. Each attendee received a show bag with resources and information inside among other give aways. Thank you so much to our partners and staff who helped to put these together.



"Felt more comfortable knowing the employers already were welcoming to us"

"Lots of employers, got to ask lots of questions"

"Cool"

"Liked the coffee"

"Great Event"

"Good to meet up with other black fellas"

"We felt welcome and wanted, thank you"



# Case Studies

## Lisa

Our Job Advocate had met Lisa (not her real name) at the Melbourne Career Expo back in July 2022. At the time she was residing in Southbank and experiencing personal issues, including finding affordable housing, relationship breakdown and finding a suitable job.

She was relocating to the Western suburbs and planned on living with a friend and needed referrals and support to gain a new career direction. Her current role was in the Sex Industry and working night shift constantly, both of which was taking a toll on her emotional and physical health.

Having reviewed her resume and discussed her goals we were able to gain her trust over several months resulting in her accepting a referral to The Exchange-A Lendlease program designed to support residents around gaining employment in the construction industry. This proved to be a successful referral and Lisa is now working in a job unrelated to her previous life and is very happy. The personal contact and trust gained has meant a lot to Lisa and she has stayed in contact, touching base monthly with an SMS or phone call to keep the City LLEN JVA team updated with her progress.



## Gwen

City LLEN Advocates have developed a great relationship with the staff and other services being delivered from the Kathleen Syme Library in Carlton. Erin is the social worker, and we often send people her way and she sends people our way too.

Late last year, we had a joint meeting with one of her clients who requested support with her resume and looking at employment options. This woman, Gwen (not her real name) was experiencing domestic violence and was experiencing a range of difficult emotions and challenges as a result. Privacy and sensitive approaches were required to best make sure Gwen accessed the services she needed. Our advocates were able to recommend supported and safe accommodation service providers for Gwen and made the phone calls to ensure the referral happened.

Eventually Gwen was able to start part time work and is feeling much better about herself, is in a stable headspace and optimistic for her future.

The successful outcomes experienced by these two clients of our program are testimony to the skill, non-judgemental listening and communication, kindness and compassion of our advocate team.

The City LLEN is very proud to be able to deliver these services to vulnerable people in the City of Melbourne and congratulate the state government on the implementation of this great program.

Mildura Secondary College Point Cook Secondary College Bendigo Senior Secondary School

Pascoe Vale Girls College

**University High School**

Lavalla Catholic College

Keilor Downs Secondary School

Bacchus Marsh Grammar

Eltham High School

Glen Eira Secondary School

Montague School

Keysborough Secondary School

Epping Secondary St Bede's College

**Victorian College for the Deaf**

Padua College Mornington

Charles La Trobe Secondary School

Essendon Keilor College

Berwick Secondary School

Brentwood Secondary College

Good News Lutheran School

Gisborne Secondary College

Sunbury College

Hoppers Crossing Secondary

Horsham Secondary School

Brunswick Secondary College

St Columbus College, Essendon

Indie School Ringwood

Surf Coast Secondary College

**Melbourne Girls Grammar**

**Kensington Community High School**

Balwyn High School

Ballarat Grammar

Catholic Regional College, Caroline Springs

St Ignatius College

Manor Lakes P-12 School

Nhill Secondary School

Gladstone Park Secondary College

Loyola College

Homestead Senior Secondary School

Kew High School

# Schools We Worked With

Wellington Secondary College

Footscray High School

**St Aloysius Girls School**

**Carlton Primary School**

Buckley Park Secondary College

Collingwood Secondary College

Strathmore Secondary School

Kardinia International College

Sacred Heart College, Geelong,

Aquinas College, Ringwood

Virtual School Victoria

Ivanhoe Girls Grammar School

**River Nile School**

Greensborough Secondary School

Gladstone Park Secondary College

Frankston High School

**Hester Hornbrook Academy**

Whitefriars College

Rossbourne School

Simmonds Catholic College

Wesley College

Hazel Glen College

Xavier College

Monash Children's Hospital School

Taylors Lakes

Drouin Secondary School Secondary College

Greensborough Secondary School

Cranbourne East Secondary College

Coburg High School

Darul Ulum College of Victoria

**St Joseph's Flexible Learning Centre**

Sandringham College

Montmorency Secondary School

Shepparton Secondary College

William Ruthven Secondary School

Beaumaris Secondary College

Parkdale Secondary College

Youth2Industry College

Page 38



# Committee of Management 2022

Chair – Dr Virginia Dods

Deputy Chair – Alicia Kuzmycz

Treasurer – Rebecca Williams

Tina Hosseini

Ben Durant

Rhys Doyle

Annabelle Mounsey (retired January 2022)

Matt Kunkel






*The 2022 Audited Financial Statements were distributed to guests and members at the 2023 AGM and can be obtained by emailing [info@cityllen.org.au](mailto:info@cityllen.org.au)*

*The 2023 City LLEN Annual Report was designed by Madelene McNeill*

*Image sourced via [visitmelbourne.com.au](http://visitmelbourne.com.au) pg 24*



**Capital City Local Learning and Employment Network  
Inc.**

[www.cityllen.org.au](http://www.cityllen.org.au)

*The LLEN program is supported by the Victorian  
Government through the Department of Education  
and Training and the Department of Jobs, Skills,  
Industry and Regions.*



Education  
and Training



**JOBS VICTORIA**

The logo for Jobs Victoria, featuring a white inverted triangle above the text "JOBS VICTORIA" in a bold, white, sans-serif font.