

WIMMERA
SOUTHERN
MALLEE
LLEN



Partnering for Positive Futures



ANNUAL REPORT 2025

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ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the traditional owners of the land on which we live, work, and learn: the Wotjobaluk, Jaadwa, Jadawadjali, Wergaia, and Jupagulk peoples. We pay our respects to their Elders past, present, and emerging, and recognise their deep connection to the land, waters, and culture.

WSMLLEN is committed to respecting and celebrating the rich history and traditions of the First Nations peoples of the Wimmera and Southern Mallee region as we continue to work together to build a stronger, inclusive future for all.



Reconciliation: Past, Present & Future
by Koori Art & Design Students
Wimmera Community College of TAFE, 1992

ACKNOWLEDGEMENTS

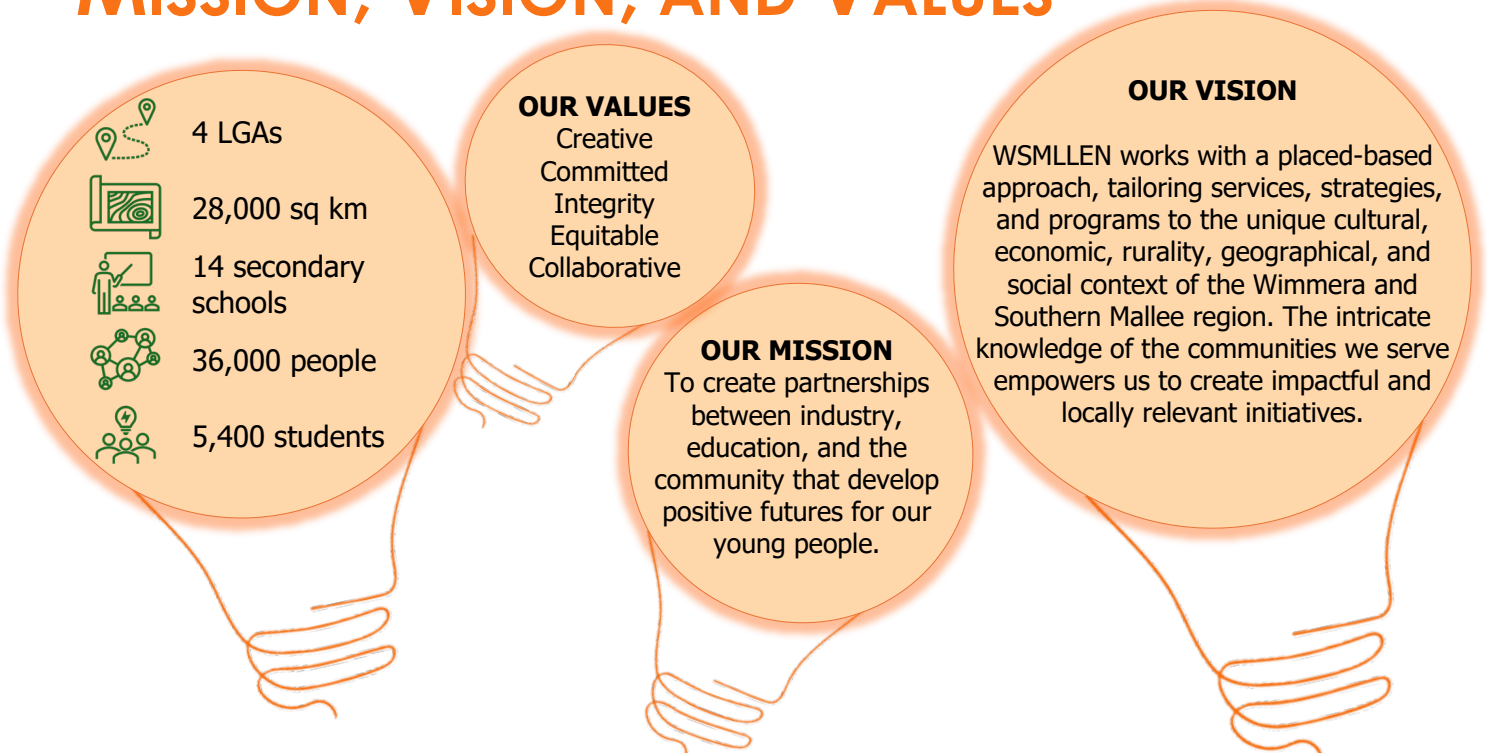
- Horsham Sports and Community Club
- Horsham Rural City Council
- Hindmarsh Shire Council
- Yarriambiack Shire Council
- West Wimmera Shire Council
- Lighthouse Club Australia
- The Smith Family
- Wimmera Southern Mallee Teachers Careers Association
- Wimmera and Southern Mallee VET Cluster
- Wimmera South West Job Skills & Pathways, Department of Education
- Wimmera Southern Mallee schools

Supported by the Victorian Government

- School to Work Program
- VET Transport Fund
- School Industry Round Table Reform Taskforce
- VDSS Reform and Lead LLEN Mentor Program



MISSION, VISION, AND VALUES



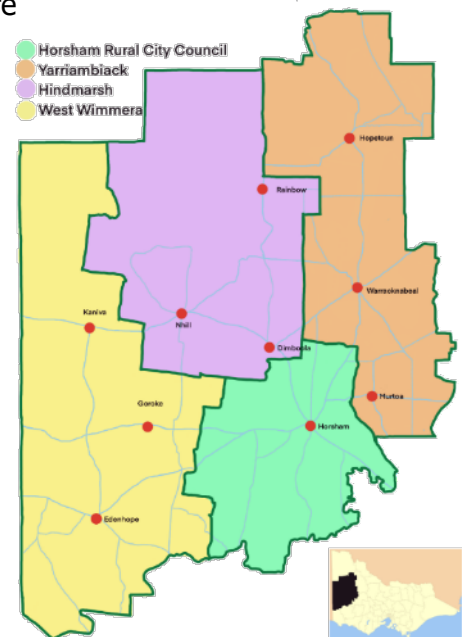
In the Wimmera Southern Mallee, opportunities for young people are expanding across health care, construction, food and beverage manufacturing, tourism and hospitality, agriculture, and renewables. Employers are looking for workers in roles ranging from entry-level positions to skilled trades and technical careers, including nursing, allied health, teaching, agronomy, food processing, project work, and technology.

According to the DE as of February 2025, there are just under 5,400 young people in primary and secondary education in the region ¹. WSMMLLEN has unique strengths, responsibilities, and roles to play in preparing and shaping our young people for future opportunities.

WSMMLLEN services four shires covering a total area of more than 28,000 square kilometres with a population nearing 36,000 ². The Wimmera Southern Mallee region is the traditional lands of the Wotjobaluk, Jaadwa, Jadawadjali, Wergaia, and Jupagulk peoples.

WSMMLLEN actively supports 14 secondary schools throughout the region:

- Dimboola Memorial Secondary College
- Edenhope College
- Goroke P-12 College
- Hopetoun P-12 College
- Horsham College
- Horsham Special School
- Kaniva College
- Murtoa College
- Nhill College
- Rainbow P-12 College
- St Brigid's College
- Warracknabeal Secondary College
- Warracknabeal Special Development School
- Wimmera Lutheran College



¹ [DE 2024 Schools and enrolments - Schools and enrolments 2024 - Data.gov.au](https://data.gov.au)

² ABS, Estimated Resident Population, 2025

Focus on values

Throughout this Annual Report, each article highlights the values that underpin our work. Values are easy to write and display; they are far harder to live. At WSMLLEN, our values are not aspirational statements, they define how we operate, how we make decisions, and how we show up for students, schools, industry, and each other.

Creative

We are risk takers, brave, resilient, and resourceful in how we respond to challenges. We are solution-focused, not problem-focused, and we actively seek innovative approaches that improve outcomes for our region. Creativity at WSMLLEN means being willing to try, adapt, and lead change.

Committed

We are dedicated to delivering meaningful outcomes for students, teachers, industry, partners, and our team. We are reliable, involved, and willing to step in where needed. We speak positively, within our team and externally, because how we communicate matters.

Integrity

We act with honesty and transparency in all our work. Our approach is principled, consistent, and accountable. We take responsibility for our actions, individually and collectively, and we follow through on our commitments to schools, industry, and the broader community.

Equitable

We are committed to equal access and the provision of opportunity for all young people. Our work is informed by an understanding of difference—culture, rurality, ability, and lived experience—and guided by principles of fairness. Respect and inclusion shape how we design and deliver our programs.

Collaborative

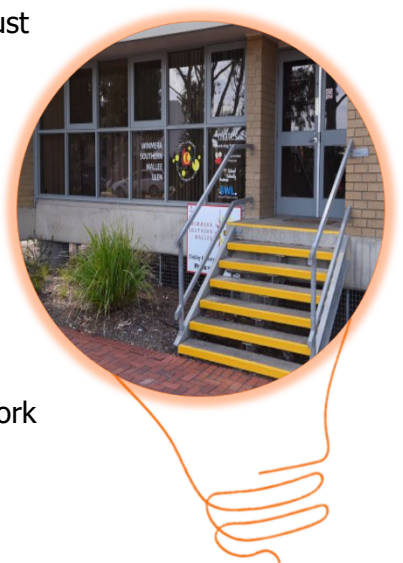
We understand that better outcomes are achieved by working together. Collaboration sits at the heart of our relationships, with each other, with schools, with industry, and with partners. We are open and constructive in our dialogue, we value ideas, and we create safe spaces to share expectations and experiences in pursuit of continual improvement.

Why the lightbulb?

The lightbulb represents how WSMLLEN shines a light on opportunities. Just as a bulb brings clarity and focus, our work illuminates pathways for students and businesses across the region, helping connect talent with possibility.

Have you modified the photos?

Why, yes, we have! At WSMLLEN, protecting young people is a priority. To ensure student privacy and safety, we no longer publish identifiable images of students in public documents. Instead, this report uses non-identifiable photography and AI-edited images to visually represent our work while upholding our child safety and privacy commitments.



STRATEGIC PLAN

The Strategic Plan for 2021–2025 was developed in a consultation process, between WSMLEEN staff, Committee of Management, stakeholders, and partners, to clearly define the goals and objectives of the organisation.

The Strategic Plan provides the framework for developing a work plan to ensure that the programs, activities, and endeavours of WSMLEEN address relevant issues that provide positive futures for young people in the Wimmera Southern Mallee region.

A Strategic Plan for 2026 has been developed and approved by the Committee of Management.

Our Young People

To improve the participation of young people and their families in education. To increase the re-engagement of young people into programs leading to credentials.

Our Partners

To increase our schools' engagement with stakeholders in their community to improve students' aspirations, education, and transition outcomes.

Our WSMLEEN

To practice sound and responsible governance. To ensure that the work of the LLEN will be responsive to needs and informed by evidence.
To ensure that the LLEN is financially sustainable. Provide a safe and inclusive workplace for WSMLEEN employees.

Our young people

To ensure that young people remain engaged in education, training or employment.

To provide support and opportunities to ensure that young people achieve their full potential.

To improve literacy as a foundation for educational success.

- Build on the work already underway to develop and improve early intervention literacy projects
- Provide active coordination and support for student work placements, apprenticeships, traineeships and the provision of flexible learning options
- Support the delivery of the Department of Education plans (Murrang) for improving Koorie education outcomes
- Continue to provide opportunities for vulnerable young people to participate in community and sports activities
- Continue to facilitate effective advocacy for our community and its young people.

Our partners

To build community capacity through community and industry partnerships with education.

- Work with partners to support young people to make positive life choices regarding education, employment, health and wellbeing
- Ensure the effectiveness of the Community Action Networks in strengthening relationships between schools and agencies working with young people and their families
- Further develop proactive industry engagement to support student work placements, work readiness and school industry activities
- Maintain and further develop the support and delivery of the MATES mentoring program and document and celebrate success
- Work with partners to actively support the community, the promotion and development of the Wimmera Southern Mallee region.

Our WSMLLEN

To remain a sustainable, innovative, and responsive network, focused on key outcomes and achievements.

- Update and implement the communication/marketing plan to communicate the unique value and purpose of the LLEN to all partners and to the general community
- Maintain active monitoring of the governance structures and processes of the network, to include composition, succession planning, options to include a voice of youth within the governance structure, and governance processes and policies
- Maintain an up-to-date databank of locally derived data, case studies, research data and impact data to support informed decision making by the network and partner agencies
- Actively seek alternative revenue sources and funding models to support program development and delivery to ensure that the network is well-placed to make financially responsible decisions
- Work with and support the LLEN state network to advocate for, and secure ongoing government funding for LLENs
- Foster a healthy, inclusive and supportive workplace for employees.



COMMITTEE OF MANAGEMENT

President

Brendan Ryan, Community Member

Vice-president

Chris Sounness, WSM Development

Secretary

Therese Allen, Department of Education

Treasurer

Karen Fuller, Warracknabeal NH&LC

- Ben Tait, Horsham Special School
- Cathy Tischler, Federation University
- Faith Hardman, Grampians Community Health
- Gerard Raven, St Brigid's Secondary College
- Louise Kelly, Horsham Rural City Council
- Maureen Schache, Horsham Autoelectrical
- Megan Woolford, Horsham College
- Penny Flynn, GWM Water
- Rosie Barker, Hindmarsh Shire Council

MEMBERS

Schools

Balmoral K-12 Community College
Beulah Primary School
Department of Education
Dimboola Memorial Secondary College
Edenhope College
Goroke P-12 College
Holy Trinity Lutheran College
Hopetoun P-12 College
Horsham College
Horsham Primary School
Horsham Special School
Kaniva College
Murtoa College
Nhill College
Nhill Lutheran School
Rainbow P-12 College
Rupanyup Primary School
St Brigid's Secondary College
Warracknabeal Secondary College
Warracknabeal Special Development School

Local Government

Hindmarsh Shire Council
Horsham Rural City Council
West Wimmera Shire Council
Yarriambiack Shire Council

First Nations Organisations

Barengi Gadjin Aboriginal Land Council
Goolum Goolum Aboriginal Cooperative
Local Aboriginal Education Consultative Group

Registered Training Organisations

Federation University
Longerenong College
Skillinvest

Community Agencies, Organisations and Businesses

Art is Festival
Centre for Participation
Community Axis Enterprises Inc
Dept. of Families, Fairness and Housing
Feet First Footwear
Grampians Community Health
GWM Water
Hopetoun Courier
Horsham Autoelectrical
Horsham Real Estate
Horsham Regional Art Gallery
J & F May Bricklayers
Morrow Motor Group
Regional Development Victoria
Salvation Army
Uniting Wimmera
Victoria Police
Warracknabeal AMCAL Pharmacy
Warracknabeal Herald-North West Press
Western Vic Business
Wimmera Business Centre
Wimmera Mail Times
Wimmera Primary Care Partnership
Wimmera Regional Library Corporation
Wimmera Regional Sports Assembly
Wimmera Southern Mallee Development
Woodbine Inc

Adult Community Education & Employment Organisations

Gateway BEET
Horsham Neighbourhood House
LINK Neighbourhood House
Murtoa & District Neighbourhood House
SLAAM Inc
Nhill Neighbourhood House Learning Centre Inc
Rainbow Learning Group & Neighbourhood House
Warracknabeal Neighbourhood House & Learning Centre

Community Members

Alethea Gulvin
Anne Gawith
Brendan Ryan
Campbell Pallot
Charlie Helyar
Dianne Richards
Hugh Delahunty
Iain Sedgman
Joanna Day
John Ackland
John Millington
Kim Boulton
Kim Drummond
Mandi Stewart
Mark Zimmermann
Melissa Powell
Murray Robinson
Neil King
Rob Gersch
Russell Christie
Steve Braybrook
Sue Radford
Wendy Bywaters

20 YEARS OF LEADERSHIP: CELEBRATING BRENDAN RYAN

For two decades, Brendan Ryan has been a constant, guiding presence at WSMLEN.

Twenty years on a Committee of Management is no small commitment. It reflects not just longevity, but sustained leadership, deep regional knowledge, and an unwavering belief in better futures for young people.

Brendan's contribution to WSMLEN has been both steady and significant. Over the 20 years, he has served eight years as Secretary and, since 2022, as President of the Committee of Management. In each role, he has brought a strong sense of integrity, governance, and purpose, supporting the organisation through periods of growth, reform and increasing complexity in the school-to-work landscape.

What makes Brendan's contribution particularly meaningful is the depth of experience he brings. His 54-year career in education has spanned teaching, principalship, and senior roles within the Department of Education. Beginning his career teaching commerce at Horsham High School, Brendan went on to work across multiple Wimmera communities including Stawell, Murtoa, Goroke, Lake Bolac, and Ararat, before moving into system leadership as a Senior Education Improvement Leader supporting schools and principals.

This lifetime of service has been firmly grounded in regional education. Brendan has long understood both the strengths and the challenges of rural communities. He recognises that while regional students can face barriers, they consistently 'punch above their weight' with the right support. That belief has strongly aligned with the work of WSMLEN.

Across his time with WSMLEN, Brendan has helped guide an organisation that connects schools, industry, and community to create meaningful opportunities for young people. His leadership has ensured WSMLEN remains focused on what matters: practical pathways, strong partnerships, and equitable access for all young people across the region.

Importantly, Brendan's leadership style reflects much of what makes LLENs effective. It is not about profile or recognition. It is about showing up, contributing thoughtfully, and supporting the work behind the scenes. The kind of leadership that enables others to succeed.

As President, Brendan has continued to provide clear, considered leadership during a time of sector reform, ensuring the voice of regional communities is heard and that WSMLEN remains strongly positioned for the future.

Moments like this give us the opportunity to pause and recognise the people who make long-term, meaningful change possible. On behalf of WSMLEN, its partners, schools, employers, and the many young people whose lives have been shaped by this work. Thank you, Brendan. Twenty years of service is an extraordinary contribution. And an enduring legacy.



PRESIDENT'S REPORT



Acknowledgment and gratitude

On behalf of the Committee of Management, I extend my deepest gratitude to our dedicated LLEN members and the Committee of Management for their unwavering commitment throughout the past year. Your expertise, time, and shared vision are the foundation of our success in connecting young people with vital learning and employment pathways. In particular, I want to thank our EO, Vanessa O'Loughlin, for her outstanding work and commitment to the further development of the LLEN.

Achievements and program successes

This year has been marked by significant progress, reaffirming the LLEN's crucial role in our community:

- **Work Experience and Transitions:** We successfully facilitated an increased number of high-quality work experience placements, leading to smoother and more successful transitions for students moving from school to further education or employment.
- **Careers Programs and Expo:** Our support for school careers programs has been pivotal, with the annual Careers Expo achieving record participation from students, educational providers, and local industries.
- **Increased Vocational Training:** We've seen a noticeable increase in student participation in Vocational Education and Training (VET), reflecting our successful promotion of these essential skills-based pathways.
- **VET Cluster Coordination:** Our efficient coordination of the VET cluster ensured diverse and accessible training options were available to all participating schools, maximising student choice and minimising scheduling conflicts.
- **Learning and Mentoring Programs:**
 - The Let's Read program continues its critical work in boosting early literacy.
 - The Mates Mentoring program provided essential one-on-one guidance, positively impacting the retention and engagement of vulnerable young people.
- We successfully managed an extensive range of project learning grants, delivering innovative, hands-on learning experiences across the network.

Strengthening partnerships and collaboration

Partnerships remain the bedrock of the LLEN structure. This year, we have:

- Fostered robust partnerships with education institutions (including schools and RTOs) and key employer organisations to ensure curriculum relevance and pathway opportunities.
- Coordinated and collaborated closely with a broad range of community and business organisations, leveraging their resources and insight to better serve our young people.
- Provided crucial support to schools in establishing and maintaining effective industry connections, giving students real-world context for their learning.

Strategic direction and future outlook

The coming period presents both challenges and opportunities as we adapt to evolving educational needs:

- **Strategic Planning:** Under the new contractual arrangements, the Committee of Management has engaged in extensive strategic planning to align our operations with state priorities, ensuring sustainable and impactful service delivery.
- **2026 Review:** We acknowledge that 2026 will see the Department of Education continue to review the statewide LLEN structure and contractual arrangements. Our strategy is focused on demonstrating the unique, localised value of our network and ensuring our continued stability and effectiveness throughout this process. We will remain proactive in engaging with the Department to advocate for our region's needs.

I am confident that with the continued dedication of our members, staff, and Committee of Management, the LLEN will not only navigate these changes but emerge stronger, further cementing our role as a vital link between learning, community, and employment.

In my report for the previous years, I stated that *"When I look at the WSLLEN through the lens of 'place', I am struck by our unique position to influence and support the aspirations of young people. For many years now I believe that we have successfully achieved our goals—supporting Wimmera Southern Mallee young people"*. Our LLEN has an important role to continue to play supporting schools and communities to improve outcomes for our young people.

Brendan Ryan
President

EXECUTIVE OFFICER'S REPORT



There has been a consistent narrative and review period around how we better prepare and connect young people for what comes after school. Yet achieving clarity, consistency, and trust across the broader system remains an ongoing challenge.

As we reflect on 2025, it is impossible to do so without acknowledging the evolving and, at times uncertain, landscape surrounding the School to Work program. Like all 31 LLENs across the state, we have continued to operate with a level of ambiguity regarding future service models and funding arrangements. Despite this, our focus has remained unwavering: ensuring young people across the Wimmera Southern Mallee can access meaningful, high-quality pathways and support, not just in theory, but in practice.

In a region like ours, access does not happen by accident.

It is coordinated, brokered, and often hard won. I would like to sincerely thank our dedicated team, Susan, Sharon, and Yohana, who have navigated this environment with professionalism, care, and determination. Each consistently demonstrates the values that underpin WSMLEEN: collaboration, equity, integrity, commitment, creativity, and evidence-informed practice. We also acknowledge the contributions of David, Stacey, and Kerri, who departed in 2025, each leaving a lasting imprint on the organisation.

This work is a shared effort. Our schools are exceptional in their commitment to young people, and we value the strong partnerships that enable us to work together to support meaningful pathways.

This year, we saw students step into unfamiliar environments, build confidence, and begin to see what is possible. 171 placements. Over 50 career events. And, behind each statistic, is a young person taking a step forward.

Our broader program delivery continues to strengthen this pipeline. Initiatives such as Let's Read, MATES Mentoring, VicVICE, and the Western Victorian Careers Expo, alongside capacity-building programs including Lead and Elevate, Gender Diversity Training, and Child Safety training, ensure that young people, and the systems around them, are supported to succeed.

We acknowledge the Victorian Department of Education for its ongoing investment in rural and regional young people through VET Transport, VDSS reform, and School to Work. These initiatives are critical enablers of access and equity. WSMLEEN has demonstrated what is possible within this framework, achieving 208% of its KPIs over the three-year Common Funding Agreement period. This reflects strong local partnerships, deep regional understanding, and a model of coordinated, place-based brokerage that ensures access where it might otherwise not exist. As future arrangements are considered, it is critical that this level of achievement is recognised, not just in words, but in how programs are structured, funded, and delivered.

Strong governance remains a cornerstone of our organisation. We acknowledge the leadership of our Committee of Management, and particularly Brendan Ryan, who marks 20 years of service. His steady and thoughtful leadership has been instrumental in guiding WSMLEEN through both stability and change.

Throughout 2025, we have focused on strengthening awareness of the LLEN role within our community. Initiatives such as Placement Day, increased brand presence, and targeted parent engagement have reinforced our role as a critical connector between schools, industry, and community. Our partnerships with industry continue to grow, with a 16% increase in new hosts, alongside continued growth in the WASM VDSS Cluster and expanded engagement with younger year levels, recognising that pathways thinking starts well before subject selection.

WSMLEEN continues to deliver strong outcomes through collaboration across schools, industry, community, and government, ensuring young people in the Wimmera Southern Mallee have access to meaningful and relevant pathways. As we look ahead, we remain focused on continuing this work, however it may evolve, because regardless of structure, model or funding arrangement, the need, and the impact, remain the same.

Vanessa O'Loughlin
Executive Officer

WSMLLEN TEAM

Vanessa O'Loughlin
Executive Officer



Sharon Warrick
Project Officer
School to Work |
VET | Careers



Yohana Akang
Project Officer
School to Work |
MATES | Expo Lead
Commenced:
Oct 2025



Susan Korrel
Project Officer
VDSS Project Lead |
Admin



David Crooks
Project Officer
School to Work
Resigned: Oct 2025



Kerri Nichols
Casual
MATES Mentoring
Resigned: Jun 2025



Stacey Sant
Contract
MATES Mentoring
June–Oct 2025

Current staff photos supplied by Paul Carracher, The Weekly Advertiser

IMPACT SNAPSHOT

Delivered across schools, industry, and community settings, the activities below represent a small team delivering high-volume, multi-sector impact.

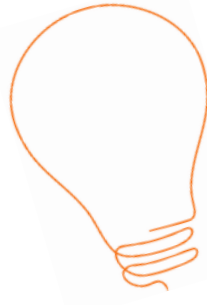
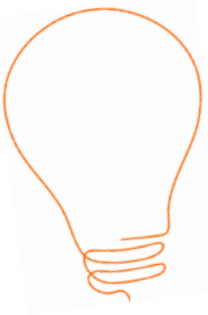
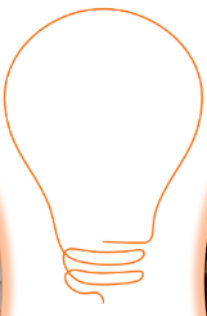
- 165** work-based learning placements
- 50+** career events delivered
- 2,200+** Careers Expo attendees
- 350+** secondary students in VET
- 60** students completing work readiness accreditation courses
- 1,800+** Let's Read books distributed
- 12** Pop-Up Library locations
- 16%** increase in employer hosts

- 'Unserious Careers' delivered to six rural and regional schools
- VIC VICE virtual immersions
- Year 9 Work Experience Industry Taster
- Year 9 Community Volunteering
- Safety in Trades presentations
- School-Industry Roundtable
- Industry immersions
- Community guest speakers
- Participation in regional and statewide networks and projects

Supporting

- MATES Youth Mentoring
- HRCC's SPARK
- Rotary Science and Engineering Challenge
- Ballarat Tech School Girls in STEM Camp
- Goolum Goolum's Koorie Pathway Expo







SCHOOL TO WORK

COMMITTED, INTEGRITY, EQUITABLE, COLLABORATIVE

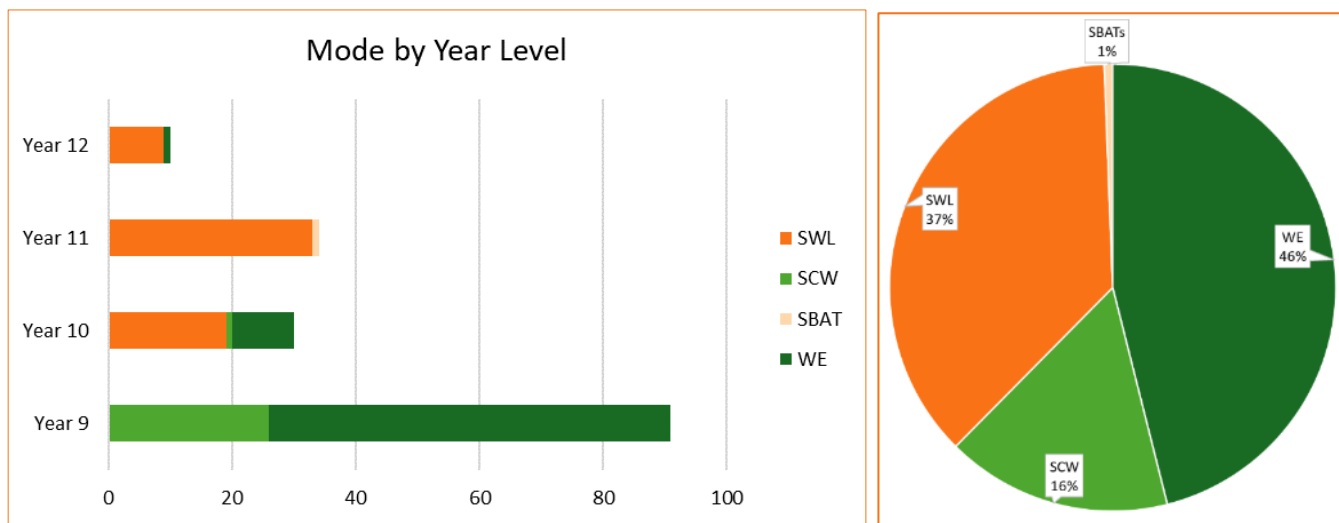
School to Work remained at the core of WSMMLLEN’s work in 2025, underpinning our programs, events and partnerships with schools and employers. We continue to create multiple meaningful entry points for young people to engage with the world of work, recognising that hands-on experience and informed decision-making are critical to successful post-school pathways.

Through the School to Work program, WSMMLLEN connected students in Years 9–12 with Structured Workplace Learning (SWL), Work Experience (WE), School Community Work (SCW) and School-Based Apprenticeships and Traineeships (SBATs), translating opportunity into real placements across the region. In 2025, WSMMLLEN facilitated 165 placements across 47 host employers.

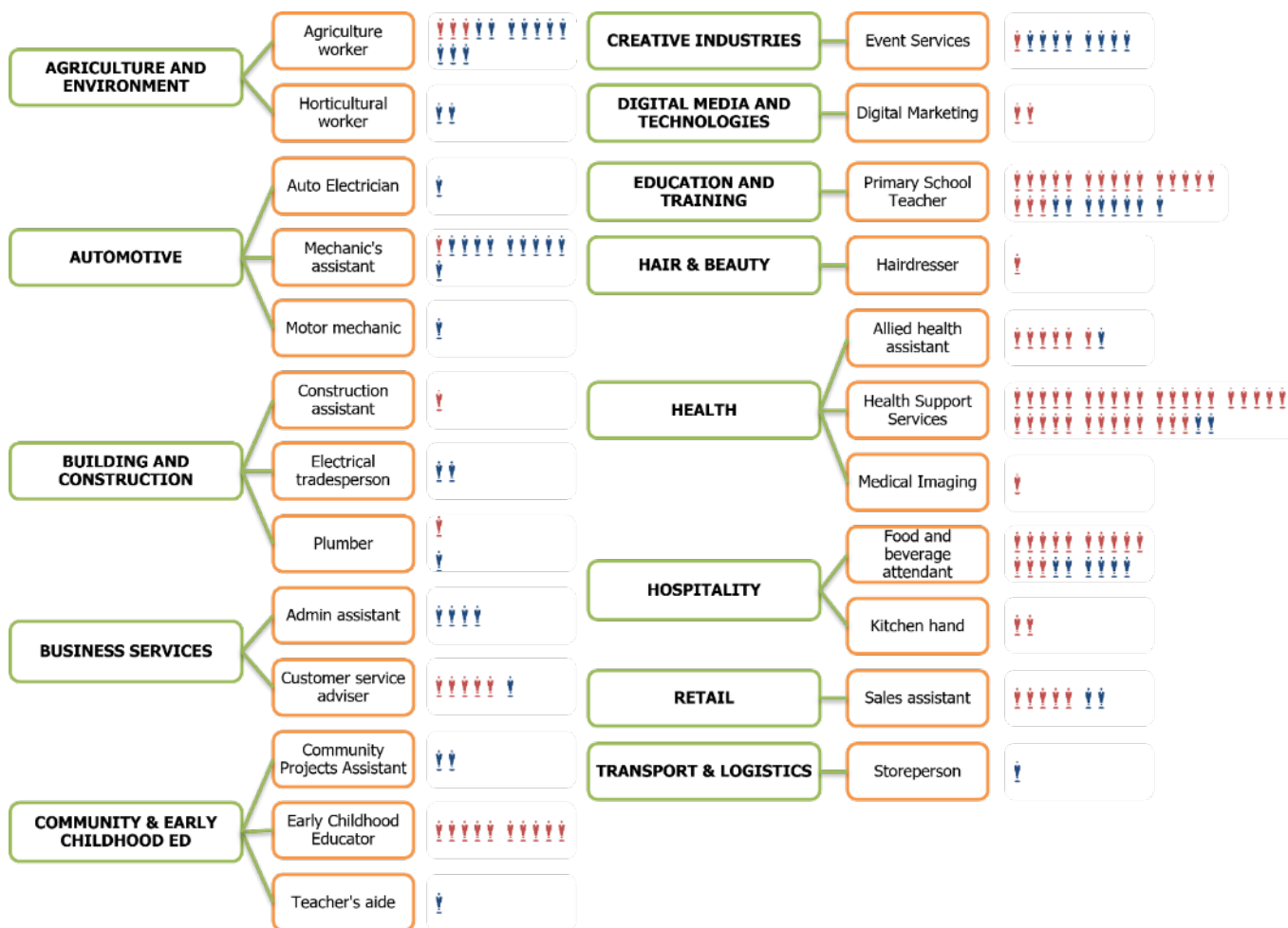
These placements reflect both breadth and relevance, with students gaining hands-on experience across more than 20 roles and almost 15 industries, including strong representation in agriculture, automotive, business services, hospitality, community services, and early childhood education.

Importantly, 2025 marked the conclusion of the three-year Common Funding Agreement. Across this period, WSMMLLEN consistently exceeded the Key Performance Indicators set by the Department of Education. From 2023 to 2025, we delivered 540 placements against a target of 337, and 219 events and activities against a target of 28.

Across all measures, this equates to WSMMLLEN achieving 208% of its KPIs over the life of the agreement. This level of performance reflects more than delivery against targets. It demonstrates strong employer engagement, increased participation of vulnerable young people, alignment with regional workforce needs, and the strength of place-based coordination across the Wimmera Southern Mallee.

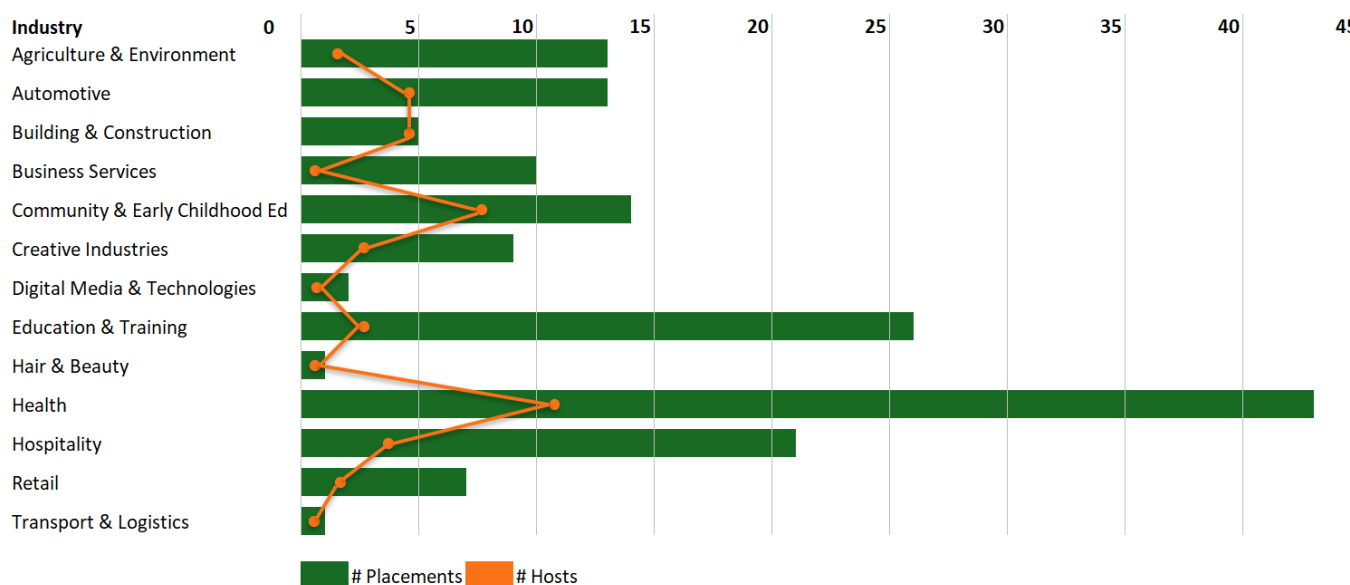


Industries : Roles : Student demographic



WSMLLEN continues to take a proactive and strategic approach to gender equity across all programs and partnerships. As an active member of the Women’s Health Grampians CoRE Alliance, we are committed to challenging stereotypes and improving equitable access to career pathways. In 2025, we supported gender diversity training for careers practitioners and continued to embed strategies that address bias in career decision-making. This work aims to ensure all young people, regardless of gender identity, are supported to explore a full range of career options and participate confidently in VET pathways.

Hosts and Placements



WESTERN VICTORIAN CAREERS EXPO

CREATIVE, COMMITTED, EQUITABLE, COLLABORATIVE

The 2025 Western Victorian Careers Expo reaffirmed its position as one of the largest careers events in regional Victoria, delivering a high-impact experience for students, educators, and industry.

The Expo welcomed more than 2,200 attendees from 25 secondary schools from across western Victoria. Exhibitor participation reached a new record, with 100 exhibitors on site and sponsorship climbing to an all-time high, reflecting strong industry confidence and regional support.

This year saw a noticeable lift in the scale and quality of exhibitor displays, with a strong emphasis on hands-on engagement. Highlights included the Royal Flying Doctor Service flight simulator, the Wilson Bolton prime mover, and the Makita Tools' 'Safety at Work' stand, all of which drew strong student interest.

We also welcomed guest speaker Alana Kilmartin, author, podcaster, and careers motivator, who shared practical career insights and key messages from *Unserious Careers: A Guide to the First Five Years of Career Development*.

Student engagement in the Try VET Centre continued to grow, with strong interest in practical pathways to complement senior school studies. The region's three VET providers are to be commended for the time and effort invested in creating engaging interactive displays that bring vocational pathways to life. More than 30 tertiary institutions also attended, supporting students to navigate future study options and course pathways.

In 2026, the Western Victorian Careers Expo will celebrate its 40th year. This milestone presents an opportunity to recognise the Expo's legacy while delivering an event that continues to achieve outstanding outcomes for students, exhibitors, and all stakeholders involved in career pathway development.



WESTERN VICTORIAN
**CAREERS
EXPO**



WIM RESOURCE
Think Ahead, Move Ahead



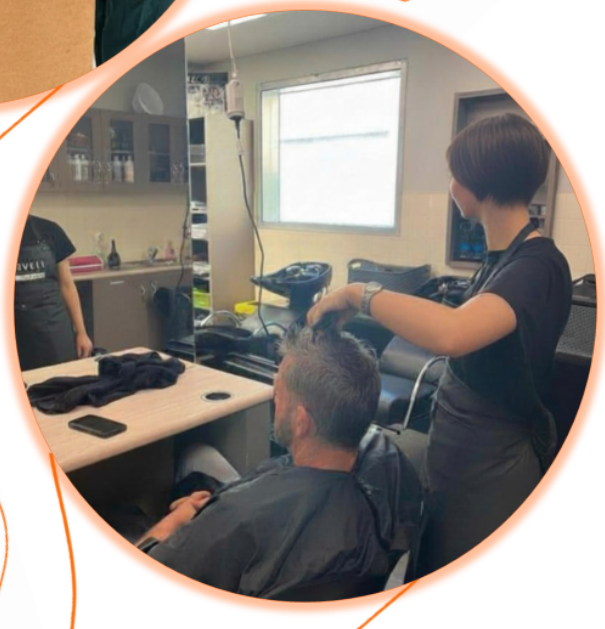
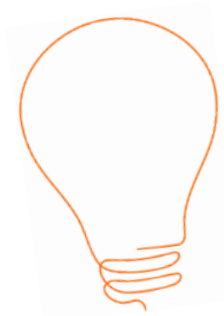
THE WEEKLY ADVERTISER



Powering
Victoria's renewable
energy future

Workforce Australia
Local Jobs
Wimmera Mallee



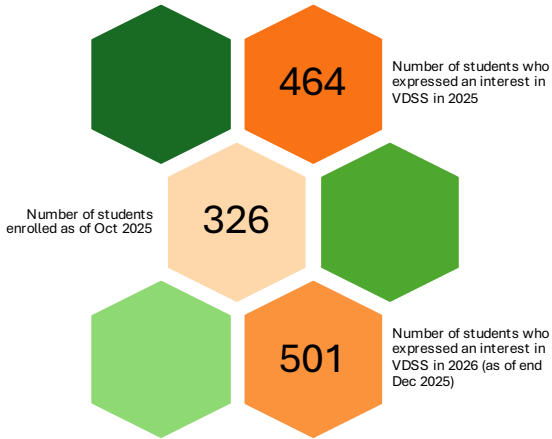


VOCATIONAL EDUCATION & TRAINING

EQUITABLE, INTEGRITY, COLLABORATIVE



Interest and completions



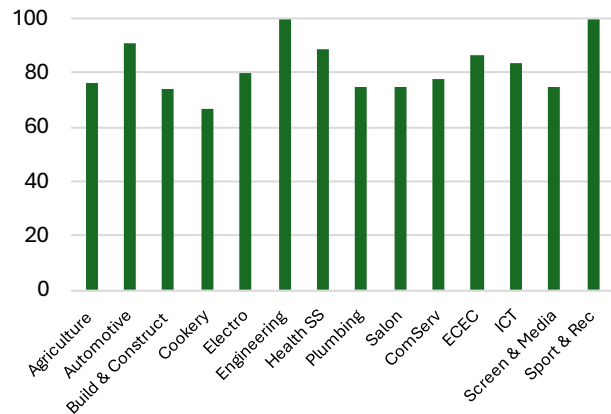
EOI submissions remain a strong indicator of initial interest, with a proportion of students not progressing to enrolment. This reflects expected movement between intention and commitment, including students relocating, securing SBATs, or refining their pathway following school results and career discussions.

Continuation rates vary across programs, with some, such as Engineering and Sports & Rec, demonstrating full progression from first to second year.

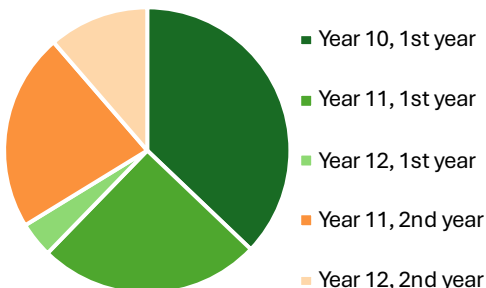
Variation between programs reflects a range of factors, including changing career interests, pathway adjustments, and individual circumstances influencing students' decisions to continue.

Continuing students

Percent of 2025 first year students continuing to second year in 2026

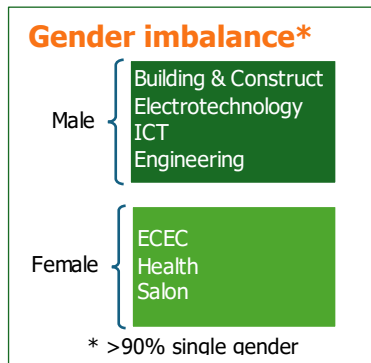
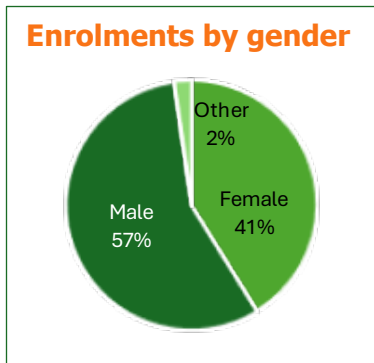


VET year level by school year level



Interest in VET spans Years 10, 11 and 12, with the strong initial engagement in Year 10. Year 11 students also make up a substantial proportion of participation across both first and second-year programs, while Year 12 engagement is more concentrated in continuing students.

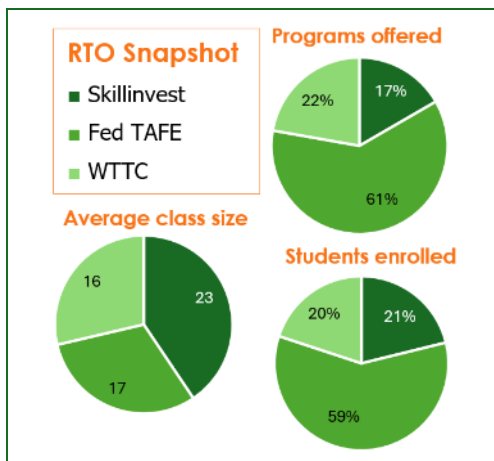
A significant proportion of senior secondary participation is drawn from VCE Vocational Major students, who represent around 70% of Year 11 VET participants and 80% of Year 12 participants. Overall, the pattern reflects strong early uptake of VET, with sustained engagement as students progress through their training pathways.



Overall enrolment shows a gender imbalance, with some programs remaining highly gender-segregated. These tend to align with traditionally gendered industries, such as engineering and health.

At the same time, several programs are trending towards a more balanced gender mix. In some cases, the difference between a program being classified as 'highly gendered' or not is marginal, sometimes

reflecting the enrolment of just one or two students. This suggests gradual movement away from traditional patterns, with increasing diversity in student choice across a range of vocational pathways.



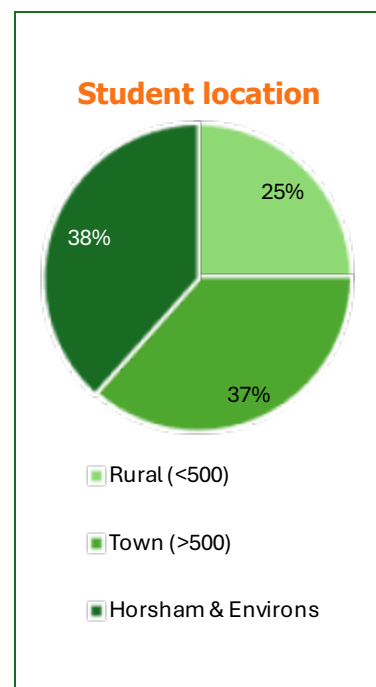
Delivery is shared across three RTO partners, Federation TAFE, Skillinvest, and Wimmera Trade Training Centre (Horsham College) with each contributing to the breadth of programs offered, overall class capacity, and student enrolments. This distribution reflects a collaborative approach to meeting local demand.

We acknowledge and thank our RTO partners for their ongoing support and their willingness to expand programs and adjust delivery to accommodate student interest. This flexibility is critical in ensuring students can access relevant and timely vocational pathways.

VET TRANSPORT

Access to VET for students across the Wimmera Southern Mallee is fundamentally shaped by geography. Distances between communities, limited public transport options, and the necessary centralised delivery of training mean that without coordinated transport, many students would simply be unable to participate. In 2025, WSMLLEN coordinated VET Transport across the region, facilitating over 240 student transport movements to support access to training.

The accompanying data highlights that 66% of students come from small rural towns, underscoring the extent to which VET participation relies on regional transport support. We acknowledge and thank the Victorian Department of Education for its continued investment in VET Transport, which plays a critical role in ensuring equitable access to VET pathways for young people across our region.



YEAR 9 WORK-BASED LEARNING

COLLABORATIVE, COMMITTED, EQUITABLE, CREATIVE

In 2025, WSMLEN strengthened its focus on preparing Year 9 students for the workplace through structured, supported work-based learning opportunities. Programs such as Crossroads and the Work Experience Industry Taster (WEIT) provided practical, hands-on experiences that built foundational employability skills and increased students' confidence in navigating workplace environments.

Crossroads, delivered at Murtoa College, supported students undertaking a Certificate II in Active Volunteering. The program combined classroom learning with 20 hours of community work placement, completed across community and volunteer organisations. Students attended placements regularly throughout the year, developing practical skills, understanding workplace expectations, and reflecting on their learning through structured logbook activities. The program has demonstrated sustained impact, with some students continuing their involvement in community organisations beyond the placement period.

The **Work Experience Industry Taster (WEIT)** program, delivered in partnership with St Brigid's College, provided short-term, high-exposure experiences designed to broaden students' awareness of industries and career pathways. Over three days, students participated in multiple placements and industry excursions, gaining insight into a range of sectors including health, infrastructure, and environmental services. The program emphasised student choice and exposure to diverse and non-traditional career options, while reinforcing key workplace behaviours such as communication, professionalism, and safety.

Across both programs, WSMLEN played a central role in ensuring students were work ready and overall coordination of placements. This included aligning placements with industry and community hosts, supporting employers to provide meaningful experiences, and preparing students with the knowledge, skills, and expectations required to engage effectively in the workplace. Structured supports, including pre-placement preparation and guided reflection, ensured that each experience contributed to students' developing employability and career awareness.

These programs demonstrate the value of early, supported workplace exposure in building work readiness, strengthening community connections, and helping young people make informed decisions about their future pathways.



VIC VICE

CREATIVE, EQUITABLE

VIC VICE continued to play a key role in expanding career exploration opportunities for students in 2025, using immersive virtual reality technology to bring workplaces directly into Victorian classrooms.

By removing geographic, logistical, and safety barriers, VIC VICE makes careers education more accessible for students who may not otherwise be able to participate in traditional work experience or industry tours. The platform enables students to explore a wide range of industries, both within and beyond their local region, through fully immersive, interactive experiences.

VIC VICE is particularly valuable for remote and regional students, creating new pathways to workplace exposure while addressing common challenges such as limited local opportunities and worksite safety requirements.

The growing library of experiences spans agriculture, community services, transport and logistics, manufacturing, health. Thanks to a statewide collaboration lead by INLLEN and GMLEN with Master Builders building and construction was added in 2025. Statewide, more than 9,500 students engaged with VIC VICE this year, an increase of approximately 20 per cent on 2024.

WSMLLEN supports regional access to VIC VICE through a suite of six VR headsets, available to schools for extended classroom use or through facilitated sessions delivered by WSMLLEN. The headsets are also a feature of major career events, including the Western Victorian Careers Expo and Goolum Goolum's Indigenous Pathways Expo, ensuring broad and equitable access for students across the region.



MATES

COMMITTED, EQUITABLE, COLLABORATIVE, CREATIVE

MATES continues to be an integral part of participating schools, providing structured, relationship-based support that builds confidence, engagement, and positive connections for young people. In 2025, WSMLLEN comprehensively reviewed the program's core assets, including workbooks, presentation materials, training content, and framework, to ensure consistency, quality, and readiness for future growth. This work positions MATES strongly to expand in alignment with the finalisation of the School to Work contract and our broader strategic direction.

A longstanding challenge for MATES has been the recruitment and retention of volunteer mentors, particularly within thin regional labour markets. Renewed strategies have been introduced, alongside a refreshed focus on community engagement and clearer pathways for volunteer involvement. Importantly, 2025 also saw the establishment of a Community of Practice across LLEN regions delivering MATES. This network provides a platform to share insights, resources, and best practice, strengthening program delivery and ensuring a consistent, high-quality experience for students and mentors alike.

Together, these efforts reinforce MATES as a valued and evolving component of WSMLLEN's support for young people.



LET'S READ

COMMITTED, EQUITABLE, COLLABORATIVE, CREATIVE

Let's Read is a nationally recognised, evidence-based early literacy initiative that supports children's language development from birth to five years. The program promotes daily shared reading, storytelling, songs, and nursery rhymes, strengthening early learning and family connection from the very beginning.

Strong early literacy is a critical foundation for later learning, confidence, and employability. The language, comprehension, and communication skills developed in early childhood directly support future educational attainment and workforce participation.

In partnership with The Smith Family, WSMLEN delivers Let's Read across the region, coordinating book distribution through West Wimmera Shire, West Wimmera Health, Goolum Goolum, and the Kalkee Hub. This collaborative approach ensures families are supported at key early learning touchpoints.

Through the Let's Read program, families receive free, high-quality books at four milestone maternal and child health visits—four months, 12 months, 18 months, and three-and-a-half years—embedding literacy into everyday routines during critical stages of development.

In 2025, WSMLEN distributed more than 600 books at each milestone, supporting early literacy outcomes for families across the region.

Ongoing delivery of Let's Read is made possible through the continued support of our regional partners. We acknowledge the four local councils for their commitment to early years literacy across the region, and extend particular thanks to Horsham Sports & Community Club for their sustained investment. Through their Community Fund, HSCC has proudly supported Let's Read for 10 years, demonstrating a long-standing commitment to improving outcomes for local children and families.

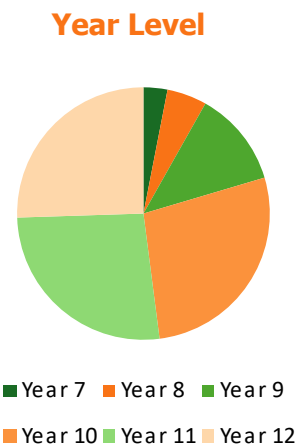
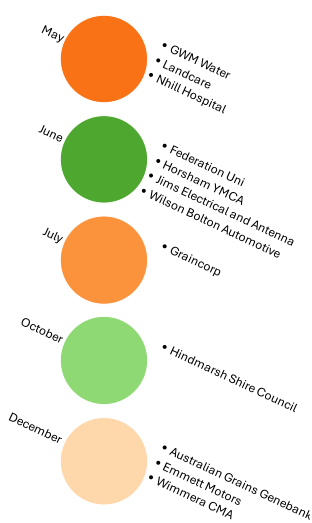


WSMLLEN EVENTS

CREATIVE, COMMITTED, EQUITABLE, COLLABORATIVE

WSMLLEN delivered 50+ career and aspiration events in 2025, far exceeding the 2025 KPI of seven. Over the three-year funding agreement, 219 events were delivered against a KPI of 28, over 780% achievement, highlighting both demand and impact.

Key events included the Western Victorian Careers Expo, Lead & Elevate leadership day, Lighthouse Construction workforce activities, the School–Industry Round Table, and an extensive list of work readiness activities, excursions, and industry guest speakers. These experiences are critical in helping young people explore options, build confidence, and connect with industry. In rural areas, aspirational activities are not a bonus, they are essential. They broaden horizons, support informed pathway decisions, and ensure all young people have access to meaningful opportunities.



Unserious Careers Schools Roadshow 2025

Author, podcaster, and careers motivator Alana Kilmartin brought her dynamic, reality-based approach to career development to students across the WSMLLEN region in 2025. Drawing on her own experiences, Alana provides practical guidance on self-determination, personal branding, career choices, and navigating the critical first five years of work after school, showing students how to design a career that balances enjoyment with success.

Following her engagement with students at the Western Victorian Careers Expo, Alana presented to Year 10, 11, and 12 students at St Brigid’s College, Horsham College, Edenhope College, Murtoa College, Wimmera Lutheran College, and Rainbow College.

To extend the impact of her sessions, each secondary school in the WSMLLEN region also received copies of Alana’s book, *Unserious Careers*. The book provides students with actionable steps to guide them through the transition from school to the workforce, reinforcing the insights and strategies shared during her presentations.



Lead & Elevate

Lead & Elevate brought together Year 11 students from across the region for a full day of immersive workshops and guest speakers, focusing on leadership, confidence, and personal development. The event equipped young people with practical skills and insights they can carry well beyond school.

Held in Horsham, the youth leadership event combined music, storytelling, and interactive sessions. Musician Levi Mellington opened the day with a powerful mix of performance and personal storytelling, highlighting the impact of lived experience and creative expression. "All in" sessions by Luke Kennedy and Sarah Rowe followed, engaging students in practical strategies for leadership, personal growth, and understanding their psychology.

After lunch, students participated in two workshops, choosing from a range of sessions delivered by industry and community speakers, each designed to deepen their leadership skills, resilience, and self-awareness.

WSMLLEN thanks Horsham Rural City Council for Youth Grant Funding to support this event for our young people.



School Industry Roundtable—Construction & Energy

The School–Industry Roundtable (SIRT) brought together industry leaders from the construction and energy sectors, local government, educators, and schools to strengthen pathways for local students into these critical industries.

The SIRT featured an expert panel, employer and partner presentations, and two facilitated focus sessions. Insights gathered across the day were consolidated into a clear set of action priorities, ensuring discussion translated into practical next steps.



One key focus was expanding access to immersive career exploration in construction and energy. As part of this broader direction, VIC VICE has introduced a new carpentry experience, with additional construction and energy programs currently in development and discussion, reflecting strong alignment with regional workforce needs.

Another significant outcome was the identified need to better equip parents to engage in meaningful career conversations with their teenagers. In response, WSMLLEN has developed a set of 25 career conversation starter cards. Each card includes a targeted question and a short action or challenge, grouped across five key topic areas to support informed and confident discussions at home.

Distribution of the card packs to schools will commence in 2026, extending the impact of the SIRT beyond the event and into families and communities across the region.

Lighthouse Foundation

WSMLLEN was proud to continue our partnership with the Lighthouse Foundation in 2025 to deliver targeted initiatives supporting the construction workforce pipeline across the region. This funding enabled a coordinated approach that combined career aspiration, industry engagement, and practical exposure to construction pathways. Activities included student immersions, employer engagement, and alignment with Department of Education School–Industry Round Table discussions, ensuring local workforce needs were directly informing student opportunities.

This work was further strengthened through collaboration with VicLLen's statewide initiatives, including partnerships with Master Builders Victoria and involvement in Vic Vice, creating consistent messaging and expanded access to industry experiences. WSMLLEN also embedded gender equity strategies through its work with Women's Health Grampians, encouraging broader participation in traditionally male-dominated trades.

Through the relationships built and programs delivered, this initiative has established a strong foundation that will continue to support and grow the construction workforce pipeline for young people in the Wimmera Southern Mallee region.



Wimmera Southern Mallee
Local Learning and Employment Network Inc.

FINANCIAL REPORT

for the year ended

31 December 2025



WIMMERA SOUTHERN MALLEE
LOCAL LEARNING AND EMPLOYMENT NETWORK INC.
FINANCIAL REPORT
FOR THE YEAR ENDED 31 DECEMBER 2025

WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.
COMPILATION REPORT
FOR THE YEAR ENDED 31 DECEMBER 2025

We have compiled the accompanying special purpose financial statements of Wimmera Southern Mallee Local Learning and Employment Network Inc, which comprises the Statement of Financial Position as at 31 December 2025 , the Statement of Profit and Loss, Statement of Changes in Equity and Statement of Cash Flows for the year then ended, a Summary of Significant Accounting Policies and other explanatory notes. These have been prepared in accordance with the financial reporting framework described in Note 1 to the financial statements.

The Responsibility of the Committee of Management

The Committee of Management of Wimmera Southern Mallee Local Learning and Employment Network Inc is solely responsible for the information contained in the special purpose financial statements and the reliability, accuracy and completeness of the information

Our Responsibility

On the basis of information provided by the Committee of Management we have compiled the accompanying special purpose financial statements in accordance with financial reporting framework described in Note 1 to the financial statements and APES 315: Compilation of Financial Information.

We have applied our expertise in accounting and financial reporting to compile these financial statements in accordance with Australian Accounting Standards. We have complied with the relevant ethical requirements of APES 110: Code of Ethics for Professional Accountants

The special purpose financial statements were compiled exclusively for the benefit of the committee of management. We do not accept responsibility to any other person for the contents of the special purpose financial statements.

Name of Firm: WATTS PRICE ACCOUNTANTS

Name of Partner: Gabi Fejjah

Address: 44 Wilson Street
HORSHAM VIC 3400

Date: 13 March 2026

WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.
STATEMENT OF PROFIT AND LOSS
FOR THE YEAR ENDED 31 DECEMBER 2025

	NOTE	2025 \$	2024 \$
Revenue	2	627,698	681,676
Advertising and promotion expense		4,303	1,093
Depreciation and amortisation expense		34,259	31,517
Employee expenses		333,903	302,819
Employee provisions expense		1,872	30,602
Interest of Right of Use liabilities		667	2,090
Motor Vehicle expenses		11,619	12,100
Other expenses		92,250	68,383
Project expenses		225,506	265,795
Net current year surplus / (deficit)		<u>(76,681)</u>	<u>(32,724)</u>
Other comprehensive income		-	-
Total comprehensive income/(loss) for the year		<u>(76,681)</u>	<u>(32,724)</u>
Net current year surplus/(deficit) attributable to members of the entity		<u>(76,681)</u>	<u>(32,724)</u>
Total comprehensive income/(loss) attributable to members of the entity		<u>(76,681)</u>	<u>(32,724)</u>

WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2025

	NOTE	2025 \$	2024 \$
ASSETS			
CURRENT ASSETS			
Cash on hand	4	720,450	729,712
Accounts receivable and other debtors	5	66,576	144,736
Prepayments	6	8,448	5,965
TOTAL CURRENT ASSETS		<u>795,474</u>	<u>880,413</u>
NON-CURRENT ASSETS			
Property, Plant and Equipment	7	62,911	78,564
Right of Use Assets	8	11,506	9,009
TOTAL NON-CURRENT ASSETS		<u>74,417</u>	<u>87,573</u>
TOTAL ASSETS		<u>869,891</u>	<u>967,986</u>
LIABILITIES			
CURRENT LIABILITIES			
Accounts payable and other payables	9	44,921	45,525
Current tax liabilities		(4,709)	14,531
Income received in advance		81,791	81,327
Provisions	10	7,847	10,882
Right of Use Liabilities	11	11,506	10,504
TOTAL CURRENT LIABILITIES		<u>141,356</u>	<u>162,770</u>
NON-CURRENT LIABILITIES			
Right of Use Liabilities	11	-	-
TOTAL NON-CURRENT LIABILITIES		<u>-</u>	<u>-</u>
TOTAL LIABILITIES		<u>141,356</u>	<u>162,770</u>
NET ASSETS		<u>728,535</u>	<u>805,216</u>
EQUITY			
Retained surplus		691,603	778,744
Capital Acquisition Reserve		36,932	26,472
TOTAL EQUITY		<u>728,535</u>	<u>805,216</u>

WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2025

	NOTE	Capital Acquisition Reserve \$	Retained Surplus \$	Total Equity \$
Balance at 1 January 2024		49,835	788,105	837,940
Comprehensive Income				
Net Surplus/(Deficit) for the year			(32,724)	(32,724)
Total Comprehensive Income attributable to the members of the entity 2024		-	(32,724)	(32,724)
Transfers in/out of reserves for the period				
Capital Acquisition accretion to reserve		17,152	(17,152)	-
Capital Acquisitions		(54,333)	54,333	-
Capital Proceeds		13,818	(13,818)	-
Total Transfers in/out of reserves for the period		(23,363)	23,363	-
Balance at 31 December 2024		26,472	778,744	805,216

WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2025

	NOTE	Capital Acquisition Reserve \$	Retained Surplus \$	Total Equity \$
Balance at 1 January 2025		26,472	778,744	805,216
Comprehensive Income				
Net Surplus/(Deficit) for the year		-	(76,681)	(76,681)
Total Comprehensive Income attributable to the members of the entity 2025		-	(76,681)	(76,681)
Transfers in/out of reserves for the period				
Capital acquisition accretion to reserve		16,265	(16,265)	-
Capital Acquisitions		(5,805)	5,805	-
Capital Proceeds		-	-	-
Total Transfers in/out of reserves for the period		10,460	(10,460)	-
Balance at 31 December 2025		36,932	691,603	728,535

WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.
STATEMENT OF CASHFLOWS
FOR THE YEAR ENDED 31 DECEMBER 2025

	NOTE	2025 \$	2024 \$
CASHFLOW FROM OPERATING ACTIVITIES			
Grants (state) operating received		619,444	552,876
Non Government Funded Projects funds received		65,641	114,100
Interest received		21,237	19,848
Payments to suppliers and employees		<u>(694,773)</u>	<u>(667,894)</u>
Net cash provided by operating activities	12	<u>11,549</u>	<u>18,930</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from disposal of property, plant and equipment		-	13,818
Purchase of property, plant and equipment		(5,805)	(54,333)
Establishment/Addition to Right of Use Assets		<u>(15,342)</u>	<u>91</u>
Net cash used in investing activities		<u>(21,147)</u>	<u>(40,424)</u>
CASH FLOWS FROM FINANCING ACTIVITIES			
Establishment of Right of Use Liability		15,342	-
Reduction of Right of Use Liability principal		<u>(15,007)</u>	<u>(14,662)</u>
Net cash used in financing activities		<u>335</u>	<u>(14,662)</u>
Net increase/(decrease) in cash held		(9,262)	(36,156)
Cash on hand at beginning of financial year		<u>729,712</u>	<u>765,868</u>
Cash on hand at end of financial year	4	<u>720,450</u>	<u>729,712</u>

WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

Note 1: Statement of Significant Accounting Policies

Basis of Preparation

These special purpose financial statements have been prepared in accordance with the Australian Charities and Not-For-Profits Commission Act (Cth) 2012 and Australian Accounting Standards and interpretations of the Australian Accounting Standards Board. The association is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise.

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

(a) Income Tax

The Association is exempt from Income Tax.

(b) Property, Plant & Equipment

Plant and Equipment

Plant and equipment are measured on the cost basis and are therefore carried at cost less accumulated depreciation and any accumulated impairment losses. In the event the carrying amount of plant and equipment is greater than the estimated recoverable amount, the carrying amount is written down immediately to the estimated recoverable amount and impairment losses are recognised either in profit or loss as a revaluation decrease if the impairment losses relate to a revalued asset. A formal assessment of recoverable amount is made when impairment indicators are present (refer to Note 1(c) for details of impairment).

The cost of fixed assets constructed by the association includes the cost of materials, direct labour, borrowing costs and an appropriate proportion of fixed and variable overheads.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the association and the cost of the item can be measured reliably. All other repairs and maintenance are recognised as expenses in profit and loss during the financial period in which they are incurred.

Depreciation

The depreciable amount of all fixed assets, including buildings and capitalised lease assets, is depreciated on a diminishing value basis over the asset's useful life commencing from the time the asset is available for use. Leasehold improvements are depreciated over the unexpired period of the lease or the estimated useful lives of the improvements.

WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

The depreciation rates used for each class of depreciable assets are:

Class of Fixed Asset	Depreciation Rate
Motor Vehicles	25% DV
Business Equipment	20% - 33% DV
Furniture & Fixtures	25% DV

The assets' residual values and useful lives are reviewed and adjusted, if appropriate, at the end of each reporting period.

Gains and losses on disposals are determined by comparing net proceeds with the carrying amount. These gains and losses are recognised in profit or loss when the item is derecognised. When revalued assets are sold, amounts included in the revaluation surplus relating to that asset are transferred to retained surplus.

(c) Impairment of Assets

At the end of each reporting period, the association assess whether there is any indication that an asset may be impaired. The assessment will consider both external and internal sources of information. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of that asset, being the higher of the asset's fair value less costs to sell and its value-in-use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is immediately recognised in profit and loss.

Where the future economic benefits of the asset are not primarily dependent upon the asset's ability to generate net cash inflows and when the entity would, if deprived of the asset, replace its remaining future economic benefits, value in use is determined as the depreciated replacement cost of an asset.

Where it is not possible to estimate the recoverable amount of an individual asset, the association estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Where an impairment loss on a revalued asset is identified, this is recognised against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that class of Asset.

(d) Employee Provisions

Short-term employee benefits

Provision is made for the association's obligation for short-term employee benefits. Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service, including wages, salaries. Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled.

The association's obligation for short-term employee benefits such as wages, salaries are recognised as a part of current trade and other payables in the statement of financial position.

WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

Other long-term employee benefits

Provision is made for employees' leave entitlements not expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service. Other long-term employee benefits are measured at the present value (undiscounted) amounts owed to employees.

The association's obligations for long-term employee benefits are presented as non-current provisions in its statement of financial position, except where the association does not have an unconditional right to defer settlement for at least 12 months after the reporting date, in which case the obligations are presented as current provisions.

(e) Cash on hand

Cash on hand includes cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of twelve months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities in the statement of financial position.

(f) Accounts Receivable and Other Debtors

Accounts receivable and other debtors include amounts due from members as well as amounts receivable from customers for goods sold in the ordinary course of business. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

Accounts receivable are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any provision for impairment. Refer to Note 1(c) for further discussion on the determination of impairment losses.

(g) Revenue and other income

Non-reciprocal grant revenue is recognised in profit or loss when the association obtains control of the grant and it is probable that the economic benefits gained from the grant will flow to the association and the amount of the grant can be measured reliably.

If conditions are attached to the grant which must be satisfied before it is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those conditions are satisfied.

When grant revenue is received whereby the association incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

The association receives non-reciprocal contributions of assets from the government and other parties for zero or a nominal value. These assets are recognised at fair value on the date of acquisition in the statement of financial position, with a corresponding amount of income recognised in the statement of profit or loss and other comprehensive income.

Donations and bequests are recognised as revenue when received

WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

Interest revenue is recognised using the effective interest method, which for floating rate financial assets is the rate inherent in the instrument. Dividend revenue is recognised when the right to receive a dividend has been established.

Revenue from the rendering of a service is recognised upon the delivery of the service to the customer.

All revenue is stated net of the amount of goods and services tax.

(h) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

Cash flows are presented on a net basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to, the ATO are presented as operating cash flows included in receipts from customers or payments to suppliers.

(i) Accounts Payable and Other Payables

Accounts payable and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the association during the reporting period that remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

(j) Provisions

Provisions are recognised when the association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

(k) Leases

At inception of a contract the association assesses if the contract contains or is a lease. If there is a lease present, a right of use asset and a corresponding lease liability is recognised by the association where the association is a lessee. However, all contracts that are classified as short-term leases (lease with remaining lease term of 12 months or less) and leases of low value assets are recognised as an operating expense on a straight-line basis over the term of the lease.

Initially the lease liabilities measured at the present value of the lease payments still to be paid at commencement date. The lease payments are discounted at the interest rate implicit in the lease. If this rate cannot be readily determined, the association uses the incremental borrowing rate.

WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

Lease payments are included in the measurement of the lease liability are as follows:

- Variable lease payments that depend on an index or rate, initially measured using the index or rate at the commencement date;
- The amount expected to be payable by the lessee under residual value guarantees;
- The exercise price of purchase options, if the lessee is reasonably certain to exercise the option;
- These payments under extension options if lessee is reasonably certain to exercise on the options; and
- Payment of penalties for terminating lease, if the lease term reflects the exercise of an option to terminate the lease.

The right of use assets comprise the initial measurement of the corresponding lease liability as mentioned above, any lease payments made at or before the commencement date, as well as any initial direct costs. The subsequent measurement of the right of use assets is at cost less accumulated depreciation and impairment losses.

Right of Use assets are depreciated over the lease term or useful life of the underlying asset which ever is the shortest. Where a lessee transfers ownership of the underlying asset or the cost of the right of use asset reflects that the association anticipates to exercise a purchase option, the specific asset is depreciated over the useful life of the underlying asset.

(I) Going Concern

These accounts are prepared on a going concern basis. At present, Government funding for the Wimmera Southern Mallee Local Learning and Employment Network has been secured until 31 December 2025.

WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

	2025	2024
	\$	\$
Note 2: Revenue and Other Income		
Government funding	508,966	523,911
Non-Government funded projects	82,094	114,100
Interest income	21,174	20,728
Profit of sale of assets	-	8,692
Sundry income	15,465	14,245
Total Revenue	<u>627,698</u>	<u>681,676</u>

Note 3: Auditors' Fees

Remuneration of the auditor of the association for:

- auditing or reviewing the financial report	6,300	4,500
	<u>6,300</u>	<u>4,500</u>

Note 4: Cash on Hand

Cash at bank - unrestricted	478,861	217,328
Short-term investments - bank deposits	241,589	512,385
	<u>720,450</u>	<u>729,712</u>

Reconciliation of cash

Cash on hand at the end of the financial year as shown in the statement of cash flows is reconciled to items in the statement of financial position as follows:

Cash on hand	720,450	729,712
	<u>720,450</u>	<u>729,712</u>

Note 5: Accounts Receivable and Other Debtors

CURRENT

Trade and sundry debtors	63,423	141,520
Accrued income	3,153	3,216
Total current accounts receivables and other debtors	<u>66,576</u>	<u>144,736</u>

No impairment of accounts receivable and other debtors was required at 31 December 2025.

Note 6: Other Current Assets

Prepayments	<u>8,448</u>	<u>5,965</u>
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WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

	2025	2024
	\$	\$
Note 7: Property, Plant and Equipment		
Motor Vehicles & Plant & Equipment at cost	144,576	139,280
Accumulated Depreciation	<u>(81,665)</u>	<u>(60,716)</u>
	<u>62,911</u>	<u>78,564</u>

Movement in carrying amounts	Business Equipment	Furniture & Fittings	Motor Vehicles	Total
Balance at 1 January 2024	6,990	8,291	33,580	48,861
Balance adjustment				-
Additions	13,658	518	40,157	54,333
Carrying amounts of Disposals	(1,027)		(4,099)	(5,126)
Depreciation expense	<u>(5,179)</u>	<u>(2,142)</u>	<u>(12,183)</u>	<u>(19,504)</u>
Carrying amount at 31 December 2024	<u>14,442</u>	<u>6,667</u>	<u>57,455</u>	<u>78,564</u>
Balance adjustment				-
Additions	2,442	3,363		5,805
Carrying amounts of Disposals	(43)			(43)
Depreciation expense	<u>(4,858)</u>	<u>(2,193)</u>	<u>(14,364)</u>	<u>(21,415)</u>
Carrying amount at 31 December 2025	<u>11,983</u>	<u>7,837</u>	<u>43,091</u>	<u>62,911</u>

Note 8: Right of Use Assets

The association's lease portfolio includes a building lease only. The lease term is 3 years

Leased Building	11,506	36,390
Accumulated depreciation	-	<u>(27,381)</u>
Total Right of Use Assets	<u>11,506</u>	<u>9,009</u>

Movement in carrying amounts		
Leased Buildings		
Opening Balance	9,009	21,112
Additions	11,506	(92)
Depreciation expense	<u>(9,009)</u>	<u>(12,012)</u>
Net carrying amount	<u>11,506</u>	<u>9,009</u>

WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

	2025	2024
	\$	\$
Note 9: Accounts Payable and Other Payables		
CURRENT		
Unsecured liabilities:		
Trade creditors	1,389	16,149
Credit Cards	283	1,614
PAYG Withholding payable	18,987	5,362
Superannuation payable	22,855	8,896
Portable Long Service Leave payable	1,002	1,183
Accrued wages	-	9,771
Accrued expenses	406	63
Acquittal funds returnable	-	2,487
	<u>44,921</u>	<u>45,526</u>

Note 10: Employee Provisions

CURRENT

Provision for Annual Leave	<u>7,847</u>	<u>10,882</u>
	<u>7,847</u>	<u>10,882</u>

Analysis of Employee Provisions - Annual Leave Entitlements

Opening balance at 1 January 2025	10,882
Increase in provisions	22,883
Amounts used	<u>(25,918)</u>
Balance at 31 December 2025	<u>7,847</u>

Employee Provisions - Annual Leave Entitlements

The provision for employee benefits represents amounts accrued for annual leave.

The association doesn't expect the full amount of annual leave to be settled wholly within the next 12 months. However, the amount must be classified as a current liability because the association does not have an unconditional right to defer the settlement of the amount in the event employees wish to use their leave entitlements.

Note 11: Right of Use Liabilities

CURRENT

Right of Use Liability	11,506	10,504
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NON-CURRENT

Right of Use Liability	-	-
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WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

	2025	2024
	\$	\$
Note 12: Cash Flow Information		
Reconciliation of cash flow from operating activities with net current year surplus		
Current year surplus	(76,681)	(32,724)
Cash flows excluded from current year surplus		
Non-cash flows in current year surplus:		
- depreciation expense	34,259	31,517
- interest right of use liability	667	2,090
- net loss / (Profit) on disposal of motor vehicles, plant and equipment	43	(8,692)
Changes in assets and liabilities:		
- (increase)/decrease in accounts receivable and other debtors	78,161	7,385
- (increase)/decrease in prepayments	(2,483)	287
- increase/(decrease) in accounts payable and other payables	(14,563)	7,297
- increase/(decrease) in current tax liabilities	(19,240)	5,260
- increase/(decrease) in superannuation	13,959	1,509
- increase/(decrease) in employee provisions	(3,035)	7,239
- increase/(decrease) income in advance	464	(2,237)
	<u>11,549</u>	<u>18,930</u>

Note 13: Association Details

The principal place of business of the Association is:

Mallee Building
Federation University (Horsham Campus)
289 Baillie Street
Horsham VIC 3400


WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.
STATEMENT BY MEMBERS OF THE COMMITTEE
FOR THE YEAR ENDED 31 DECEMBER 2025

In accordance with a resolution of the committee of Wimmera Southern Mallee Local Learning and Employment Network Inc., the members of the committee declare that the financial statements as set out:

- present a true and fair view of the financial position of Wimmera Southern Mallee Local Learning and Employment Network Inc. As at 31 December 2025 and its performance for the year ended on that date in accordance with Australian Accounting Standards (including Australian Accounting Interpretations) of the Australian Accounting Standards Board, requirements of the Australian Charities and Not-for-profits Commission Act (Cth) 2012; and
- at the date of this statement, there are reasonable grounds to believe that Wimmera Southern Mallee Local Learning and Employment Network Inc. will be able to pay its debts as and when they fall due.

The statement is signed for and on behalf of the committee by:

Chair:  _____ Brendan Ryan
Chair's Name

Treasurer:  _____ Karen Fuller
Treasurer's Name

Dated this 17th Day of March 2026

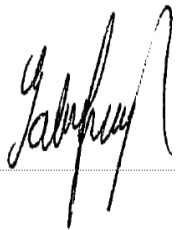
WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.
INDEPENDENCE DECLARATION
FOR THE YEAR ENDED 31 DECEMBER 2025

To the members of Wimmera Southern Mallee Local Learning & Employment Network Inc,

I declare that, to the best of my knowledge and belief, in relation to the review for the year ended 31 December 2025, there have been:

(i) no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 (Cth) in relation to the review; and

(ii) no contraventions of any applicable code of professional conduct in relation to the review.



Gabi Freijah
Director, CPA



Laurie Liston
Senior Accountant, CPA

WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.
STATEMENT OF INCOME & EXPENDITURE
FOR THE YEAR ENDED 31 DECEMBER 2025

	NOTE	2025	2024
		\$	\$
REVENUE			
Operating Activities:			
- Government Grant Income		508,966	523,911
- Non-Government funded projects		82,094	114,100
Non-Operating Activities			
- interest		21,174	20,728
- other funding		15,465	14,245
- profit of sale of assets		-	8,692
		627,698	681,676
EXPENDITURE			
Audit		6,300	4,500
Bank charges		599	614
Contractors		17,187	15,532
Entertainment & Gifts		1,052	270
Equipment expenses		165	14
Depreciation expense:			
- Motor vehicles		14,364	12,183
- Office equipment		7,051	7,322
- Right of use assets		12,844	12,012
Hire of equipment and buildings		572	-
Insurances		1,177	1,041
Interest expenses - Right of Use Liabilities		667	2,090
Loss on sale of assets		43	-
Marketing/advertising		4,303	1,093
Meeting expenses		7,469	1,055
Motor vehicle expenses:			
- fuel		4,253	4,941
- insurances and registrations		4,491	3,728
- repairs and maintenance		2,876	3,432
Office expenses		1,617	1,487
Project expenses		225,506	265,795
Provision for staff leave expense		1,872	30,602
Seminars / prof development		4,617	502

WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.
 STATEMENT OF INCOME & EXPENDITURE
 FOR THE YEAR ENDED 31 DECEMBER 2025

	NOTE	2025	2024
		\$	\$
EXPENDITURE			
Sponsorship		5,000	-
Staff related costs		12,053	6,551
Sundry expenses		280	507
Subscriptions		6,314	6,472
Superannuation		35,208	32,713
Telephone/internet		1,984	2,510
Travel expenses		2,665	1,166
Wages		312,921	291,384
Workcover		8,928	4,884
		704,379	714,400
Current year surplus / (deficit)		(76,681)	(32,724)

**Wimmera Southern Mallee Local Learning &
Depreciation Schedule For The Year Ended 31 December, 2025**

			Total	Priv	OWDV	DISPOSAL		ADDITION		DEPRECIATION				CWDV	PROFIT			LOSS		
						Date	Consid	Date	Cost	Value	T	Rate	Deprec		Priv	Upto	+	Above	Total	-
Business Equipment																				
13 Safeguard Comb Binder2609150890	23/05/2016	109	109	0.00	3		0	0	3	D	33.00	1	0	2	0	0	0	0		
17 MS Office Professional x4 NFPO Licences	08/07/2016	272	272	0.00	9		0	0	9	D	33.00	3	0	6	0	0	0	0		
20 LG 27" Wide Screen Monitor609NTYT88866	19/12/2016	225	225	0.00	9		0	0	9	D	33.00	3	0	6	0	0	0	0		
21 LG 24" Wide Screen Monitor 610NTGY3C055	19/12/2016	180	180	0.00	7		0	0	7	D	33.00	2	0	5	0	0	0	0		
24 Viewsonic Data Projector	08/10/2018	458	458	0.00	38		0	0	38	D	33.00	13	0	25	0	0	0	0		
26 Apple Iphone 7 Rose Gold	09/11/2018	508	508	0.00	44		0	0	44	D	33.00	14	0	30	0	0	0	0		
27 Apple Iphone 7 Black	09/11/2018	509	509	0.00	44	31/01/2025	0	0	44	D	33.00	1	0	0	0	0	43	0		
28 Laptop (EO)	22/06/2023	1,051	1,051	0.00	582		0	0	582	D	33.00	192	0	390	0	0	0	0		
29 6 x VR Headsets (VicVICE)	12/10/2023	3,100	3,100	0.00	1,925		0	0	1,925	D	33.00	635	0	1,290	0	0	0	0		
30 2 x HP 15" Laptop Computers	26/11/2023	1,709	1,709	0.00	1,108		0	0	1,108	D	33.00	366	0	742	0	0	0	0		
31 2 x Lenovo 27" Computer Monitors	29/11/2023	253	253	0.00	164		0	0	164	D	33.00	54	0	110	0	0	0	0		
32 Upgrade to existing Laptops	15/03/2024	2,597	2,597	0.00	1,913		0	0	1,913	D	33.00	631	0	1,282	0	0	0	0		
33 Yealink Headsets x 6 & MS Teams phone system routing	15/03/2024	2,405	2,405	0.00	1,772		0	0	1,772	D	33.00	585	0	1,187	0	0	0	0		
34 3 x HP ProBook 450 15.6" Laptops	08/04/2024	4,208	4,208	0.00	3,191		0	0	3,191	D	33.00	1,053	0	2,138	0	0	0	0		
35 Photocopier-Cannon IRV-ADV C930	30/05/2024	3,631	3,631	0.00	2,924		0	0	2,924	D	33.00	965	0	1,959	0	0	0	0		
36 Bluetti 700W Portable Power Station	08/08/2024	817	817	0.00	709		0	0	709	D	33.00	234	0	475	0	0	0	0		
37 Laptop ProBook 460 HP	14/11/2025	1,782	1,782	0.00	0	14/11/2025	1,782	1,782	1,782	D	33.00	77	0	1,705	0	0	0	0		
38 3 x 24" Thinkvision monitors	14/11/2025	660	660	0.00	0	14/11/2025	660	660	660	D	33.00	29	0	631	0	0	0	0		

**Wimmera Southern Mallee Local Learning &
Depreciation Schedule For The Year Ended 31 December, 2025**

	Total	Priv	OWDV	DISPOSAL		ADDITION		DEPRECIATION				CWDV	PROFIT		LOSS	
				Date	Consid	Date	Cost	Value	T	Rate	Deprec		Priv	Upto	+	Above
Grand Total	145,085	78,564	0	5,805	84,369	21,415	0	62,911								
							Deduct Private Portion	0								
							Net Depreciation	21,415								

CONTACT Us

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