

2024 ANNUAL REPORT

Partnering for Positive Futures



WIMMERA
SOUTHERN
MALLEE
LLEN



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 region as we continue to work together in building a stronger, inclusive future for all.



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

ACKNOWLEDGEMENTS

Horsham Sports & Community Club

Horsham Rural City Council

Hindmarsh Shire Council

Yarriambiack Shire Council

West Wimmera Shire Council

Longereong College

Lighthouse Club Australia

The Smith Family

Wimmera Southern Mallee Teachers Careers Association

Wimmera Southern Mallee VET Cluster

**Supported by the
Victorian Government**
School to Work Program
VET Transport Fund
OnTrack Connect
Secondary School Agriculture Fund
School Industry Round Table Reform Taskforce



Department
of Education

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MISSION, VISION AND VALUES

Our Reach

 >28,000 sq km

 >36,500 people

 4 LGAs

 13 secondary schools

 7,000 students

OUR MISSION

To create partnerships between industry, education and the community that develop positive futures for our young people.

OUR VISION

WSMLLEN works with a placed-based approach, tailoring services, strategies and programs to the unique cultural, economic, rurality, geographical and social context of the Wimmera and Southern Mallee region. The intricate knowledge of the communities we serve empowers us to create impactful and locally relevant initiatives.

Creativity

Integrity

Collaboration

Equity

Commitment





WSMLLEN services four shires covering a total area of more than 28,000 square kilometers with a population exceeding 36,500. The Wimmera Southern Mallee region is the traditional lands of the Wotjobaluk, Jaadwa, Jadawadjali, Wergaia and Jupagalk peoples.

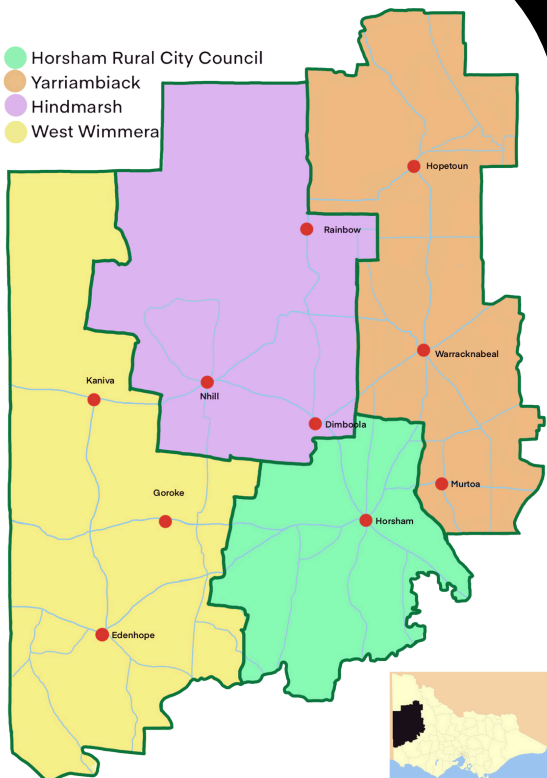
Opportunities in renewable energy, tourism, logistics and agriculture are expanding, along with those in supporting services. Employers are looking for more workers in sectors such as banking, finance, legal, retail, machinery sales and servicing, health care, education, agronomics, and grains research and development.

According to the 2021 Census, there are just under 7000 young people in pre, primary, secondary and tertiary education in the region. The WSMLLEN has unique strengths, responsibilities, and roles to play in preparing and shaping our young people for future opportunities.

The WSMLLEN actively supports 13 secondary schools throughout the region:

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

 Horsham Rural City Council
 Yarriambiack
 Hindmarsh
 West Wimmera



COMMITTEE OF MANAGEMENT

2024 members include

11 yr

Members' average term

6 yr

CoM average term

11

Founding reps or community members

23

Founding organisations

President: Brendan Ryan

Vice-president: Chris Sounness, WSM Development

Secretary: Joanna Day

Treasurer: Debra Nelson, Hindmarsh Shire Council (retired)

Acting Treasurer: Karen Fuller, Warracknabeal NH&LC

Anne Gawith

Ben Tait, Horsham Special School

Cathy Tischler, Federation University

Gerard Raven, St Brigid's Secondary College

Megan Woolford, Horsham College

Nick Mumford, GWM Water

Philip Yew, Uniting Wimmera

Therese Allen, Department of Education

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

Registered Training Organisations

Federation University

Longerenong College

Skilinvest

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

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

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

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

STRATEGIC PLAN

The Strategic Plan for 2021–2025 was developed in a consultation process between the WSMLLEN 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 WSMLLEN address relevant issues that provide positive futures for young people in the Wimmera Southern Mallee region.

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 WSMLLEN

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 WSMLLEN 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.

PRESIDENT'S REPORT

2006

Committee of Management

2014

Secretary

2022

President

It is once again a pleasure and a privilege to present the President's Annual Report for 2024.

This report includes detailed updates on the many activities, projects, and initiatives of the LLEN. I encourage you to read it in full.

Reflections on the Year

To our esteemed members, it is with immense pride that I reflect on the achievements of the past year.

The foundation of our success lies in the dedication and expertise of our exceptional staff—particularly Executive Officer, Vanessa O'Loughlin, whose leadership and clear direction have been invaluable during uncertain times related to the review of the statewide LLEN program.

Our team has demonstrated:

- Unwavering commitment to student engagement and career development
- Personalised support tailored to diverse career needs
- Strong collaboration in career program design
- Compassionate attention to student wellbeing across Wimmera Southern Mallee

These individual and team achievements are the driving force behind our progress and deserve our sincere gratitude.

I also extend my heartfelt thanks to all current and past Committee of Management members for your contribution to the growth and success of the LLEN.

Program Successes

Our vocational training and industry programs have seen:

- A substantial increase in student enrolments
- Stronger transitions into meaningful employment
- Expanded connections with local communities
- Educational opportunities delivered to a wider audience

These outcomes reflect thoughtful program design, diligent execution, and a spirit of collaboration—reinforcing our commitment to delivering relevant, impactful career learning experiences.

Strategic Planning for the Future

Looking ahead, our strategic planning remains focused and robust. Through a comprehensive consultative process, we have identified key priorities:

- Strengthening partnerships with industry and tertiary institutions to create seamless student pathways
- Continuing our commitment to an inclusive and equitable learning environment
- Proactively addressing future challenges and opportunities in the evolving educational landscape

Our strategic roadmap positions us strongly to build on our current successes and continue delivering outstanding outcomes for our community.

Local Learning and Employment Initiatives

Fostering local learning and employment remains a cornerstone of our work. This year, we:

- Partnered with local educational institutions to create tailored training programs addressing local skill gaps
- Supported local careers expos, apprenticeships, and traineeships, connecting job seekers with employers
- Helped build a stronger, more resilient local employment landscape



PRESIDENT'S REPORT

The results speak for themselves:

- Increased participation in vocational training and reskilling initiatives
- Improved employability and career advancement opportunities
- Stronger talent pipelines for local businesses

Encouraged by this success, we plan to:

- Expand collaborations with community organisations and businesses
- Develop training programs addressing emerging skills needs
- Explore innovative mentorship and career guidance approaches
- Continue creating sustainable pathways for local residents

Key Learning and Employment Programs Supported by the LLEN

- School to Work Program: Supporting schools with industry connections, work placements, and event coordination.
- Western Victorian Careers Expo: Project management support, including organising exhibitors, sponsorships, marketing, and logistics.
- ARC Linkage Research: Investigating how and why young people aspire to and transition into agricultural pathways.
- VET Cluster Coordination:
 - Administering VET enrolments, withdrawals, and data management
 - Developing the annual course handbook and coordinating events
 - Enrolments exceeded 290 students in 2024
 - Includes the VET (Reform) Buddy Role focused on professional development
- VET Transport Fund: Supporting transport costs for students attending VDDS, with Victorian Government funding continuing in 2025.
- Let's Read Program: A successful early years literacy initiative, including Pop-Up Libraries, run in partnership with maternal and child health services.
- MATES Mentoring Program: Ongoing support for our in-school youth mentoring program, connecting community volunteers with students.
- Applied Learning Grants: Five schools—Dimboola, Horsham, St Brigid's College, Murtoa, and Kaniva—have applied for funding.

Committee Member Acknowledgements

Sadly, we farewell several valued Committee members this year:

- Jo Day: Stepping down after 15 years of outstanding service. Thank you, Jo, for your leadership, contribution, and friendship.
- Anne Gawith: After nine years of dedicated service and unwavering commitment to the LLEN's goals, thank you, Anne.
- Deb Nelson: Stepped down after the local council elections. Deb's nine years on the board, particularly as Treasurer, demonstrated exemplary financial leadership — thank you, Deb.
- Nick Mumford: Stepping down after four years of valued contribution, bringing an important industry perspective to the board — thank you, Nick.

Sector Update

The Department of Education has undertaken a review of the statewide LLEN structure. At the time of writing, we are awaiting the official response, expected imminently. It is anticipated that changes will be introduced as a result of this review.

Final Thoughts

Last year, I reflected on our LLEN's unique role in supporting the aspirations of young people in our region. I am proud to say that we continue to meet this important responsibility, working alongside schools and communities to improve outcomes for Wimmera Southern Mallee youth.

Thank you once again for your ongoing support.

Brendan Ryan
President

EXECUTIVE OFFICER'S REPORT

As I reflect on 2024, I am incredibly proud of the work our team has delivered during a period of achievement and uncertainty. Despite the ongoing statewide LLEN review process, our staff have shown unwavering commitment to our mission of partnering for positive futures for young people. I would like to acknowledge and thank David, Susan, Sharon, Rudy, Kerri, Jaimie, and Zara for their resilience, professionalism, and dedication throughout the year. Their work, passion, and knowledge are truly admirable with their values and commitment a true reflection of character.

I also extend my thanks to our Committee of Management for their leadership, guidance, and unwavering belief in the importance of place-based services. Their support has been vital in maintaining our focus and momentum. In what could be a challenging year ahead, the organisation remains in very steady and skilled hands.

In addition, I am grateful to our many organisational and industry partners whose collaboration strengthens the impact of our work for young people across the region. We had an increase of 16% for industry hosts in 2024, a clear indication WSMLLEN is necessary partner for workforce attraction.

I sincerely thank our Wimmera and Southern Mallee schools for their ongoing support of the LLEN and for the incredible work they do every day to support, guide, and inspire their students. Once you step behind the scenes, you truly appreciate the immense work, dedication, and personal care that goes into helping every young person thrive.

The Department review currently underway brings important reflection on how we best serve our communities. We remain hopeful that the outcome will continue to recognise and invest in place-based services, which are vital for ensuring local students have access to opportunities that are relevant, meaningful, and supportive of their futures and our region.

Throughout 2024, we delivered an impressive calendar of events and programs, reflecting the breadth and depth of our work. We delivered or partnered in over 50 high-quality meaningful events — far surpassing our Department of Education KPI of 10. Highlights included the many VIC VICE sessions, Blaze Aid Excursion, RACE Victoria (AgTech) sessions, Horsham Art Gallery's VCE Arts Sparks Career Session, the Health Careers Days, Warracknabeal's 'Local Jobs for Local Kids' Expo, and of course the Western Victorian Careers Expo.

We also supported the launch of Murtoa's exciting Crossroads Volunteer Project aligning students with community work placements. Work readiness and mock interview support was well received across the region.

We were honoured to have the Department of Education place their trust in us to pilot a Year 9 Work Experience Program. This initiative was a terrific success, providing early career exploration opportunities for students at a critical stage in their development. It also gave us valuable insights, particularly highlighting the importance of parent engagement in career conversations—a focus that will shape part of our work in 2025.

While we anticipate the Department of Education will soon provide clarity on the future of LLENs within their School to Work initiatives, we remain steadfast in our commitment to partnering for positive futures.

As we move forward, we do so with renewed passion and dedication, driven by a deep local understanding of local need. In 2025, we remain firmly focused on our strategic priorities — empowering young people, strengthening partnerships, and delivering place-based solutions that create positive futures.

Vanessa O'Loughlin
Executive Officer



WSMLLEN TEAM



Vanessa O'Loughlin
Executive Officer



David Crooks
Project Manager
School to Work Program



Sharon Warrick
Project Manager
VET and Careers



Susan Korrel
Admin Assistant
(Commenced Oct 2024)



Jaimie Clarkson
Project Manager
(Resigned July 2024)



Kerri Nichols
Project Manager
MATES Mentoring



Rudy Panozzo
Project Manager
Industry Engagement

Zara Nichols
Communications
(Student)

SCHOOL TO WORK

"It was great to see different workshops and different parts of the industry, like farm machinery, servicing areas, and parts. I loved the high-tech fuel room!"

– VET

Automotive Student

Driving Student Success in the Automotive Industry

We are always looking for ways to connect students with meaningful workplace experiences, helping them bridge the gap between school and employment. In 2024, we identified a need for more Structured Workplace Learning (SWL) opportunities in the automotive industry and took action to address it.

Creating Opportunities

The team worked with local automotive businesses, building relationships and securing SWL placements. These opportunities were listed on the School to Work portal, making them accessible to students keen to gain hands-on experience in the industry.

Recognising that real-world exposure is key to career decision-making, David and Rudy developed an automotive industry immersion event. The event featured three diverse automotive businesses and was offered to VET automotive classes. A total of 21 students attended, gaining firsthand insights into various career pathways, from farm machinery and servicing to high-tech fuel systems. They also had the chance to speak directly with managers about SWL placements and future employment goals.

Overcoming Challenges

Bringing this initiative to life required overcoming several challenges:

- Engaging businesses: Explaining the benefits of the program to business owners and managers was key to securing their participation.
- Encouraging VET trainers: Motivating trainers to take students beyond the classroom and into real workplaces was essential.
- Supporting students: Helping students build confidence, make local connections, and take advantage of workplace opportunities was a core focus.

WSMLLEN's Role

Over six weeks, WSMLLEN actively created vacancies, connected students with employers, promoted industry pathways, and supported VET trainers in facilitating workplace experiences. As a result, participation in SWL increased, opening doors for students to gain practical experience and explore career options.

Impact

Without our involvement, these students would have remained in the classroom, missing out on valuable workplace connections and industry exposure. By stepping in, we ensured they had the opportunity to engage with local automotive businesses, paving the way for future careers in the field.

This initiative highlights the power of collaboration between education and industry, reinforcing WSMLLEN's commitment to creating real-world opportunities for students.



SCHOOL TO WORK PORTAL

171

Opportunities

84

Employers

15

Industry Groups

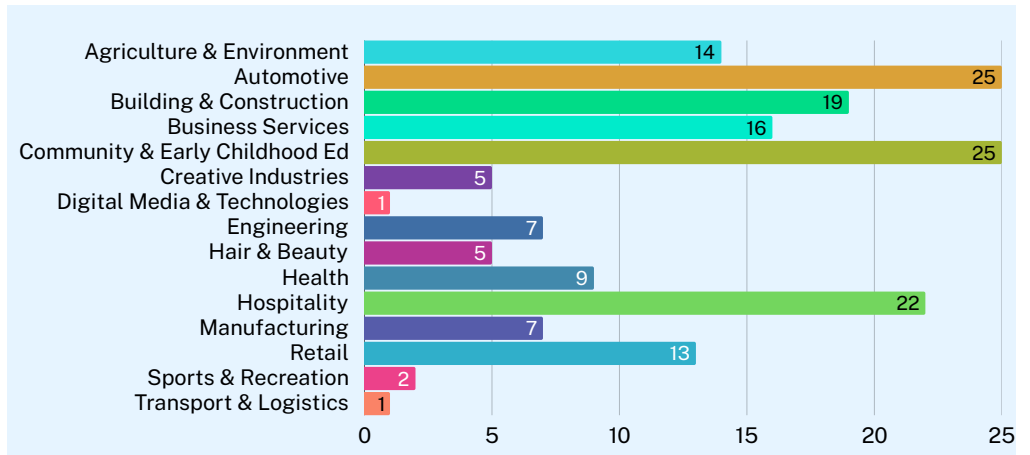
12

Priority Industries

50

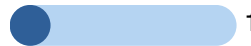
Listed Vocations

Placements by Industry

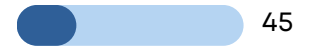


Placements by Mode

SBAT



Work Experience



SWL

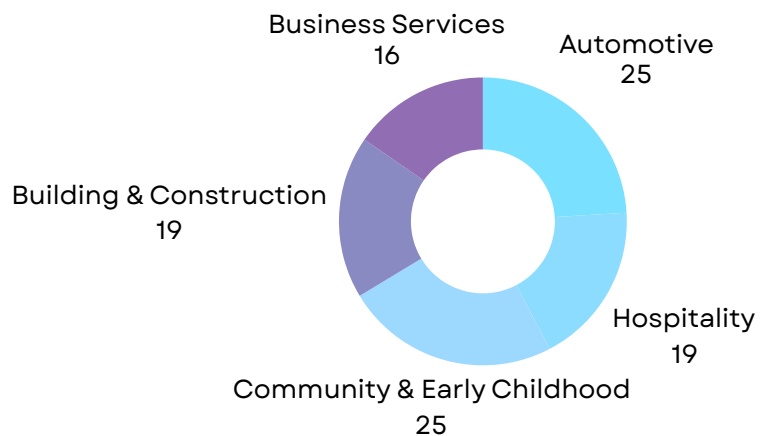


School Com. Work



Top Five Industries

(% of opportunities)



WSMLLEN EVENTS

The LLEN continues to play a vital role in connecting young people with real-world learning experiences. In 2024, we proudly reported 52 events through the School to Work portal, which included:

- 2 Community activities
- 10 Excursions and industry immersions
- 3 Expos
- 4 Formal training events
- 13 Industry taster opportunities
- 10 Work readiness workshops, covering skills such as mock interviews, writing cover letters and resumes, and an SWL information session.

Our activities engaged students from Years 7 to 12, with multiple events delivered across each of the schools we support. While the majority of our initiatives focused on providing direct experiences for students, a number also contributed to the professional development of teachers, strengthening their capacity to support future career pathways.

Formal Training Opportunities

Thanks to the generous support of Horsham Rural City Council (HRCC), we offered Horsham-based students the chance to gain important industry certifications, including the Responsible Service of Alcohol and the Construction White Card. These qualifications open doors to employment opportunities and equip students with practical, job-ready skills.



Excursions and Immersions

- Automotive
- Blaze Aid
- Community Axis
- Grains Innovation Park
- GWM Water Treatment Plant
- Landcare Network (Black Hill State Forest)
- Rainbow to Nhill
- Stawell Gold Mine
- Tiny Away Escape; Grampians Edge
- VET Automotive

Industry tasters

- ADF Careers Day
- Federation University Tour for Industry Taster Project
- Future Me Industry Day
- Grains Innovation Park Industry Taster
- Hands on Nursing 2024
- Health Careers Day
- Health Pathway Day - Kaniva
- Launch of Crossroads Volunteer Project
- RACE (three events)
- SALT Diversity in Trades Workshop
- Social Innovators Program
- VCE Arts Sparks
- Vic VICE (five events)

Expos

- Goolum Goolum Pathways Expo 2024
- Warracknabeal "Local Jobs for Local Kids" Career Expo
- Western Victorian Careers Expo

VET 2024

16 Subjects

7 Home LGAs

18 Schools

29 Classes

55 Home towns

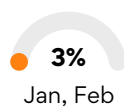
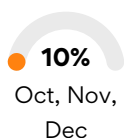
3 RTOs

>10% students in traditional female subjects are non-female

>15% students in traditional male subjects are non-male

**Student gender is based on nominated pronouns on VET application forms.*

Date of Applications



Locations Covered

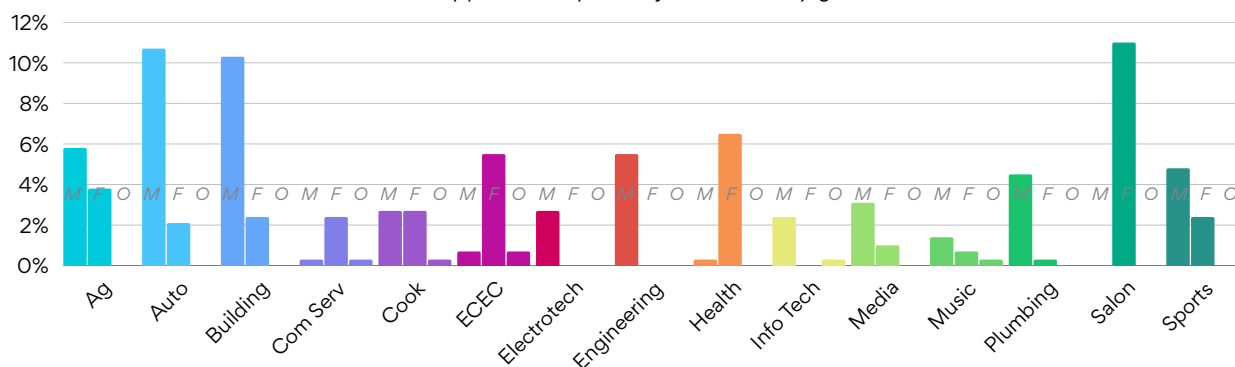
Student Home Locations

Horsham (3400 & 3401)

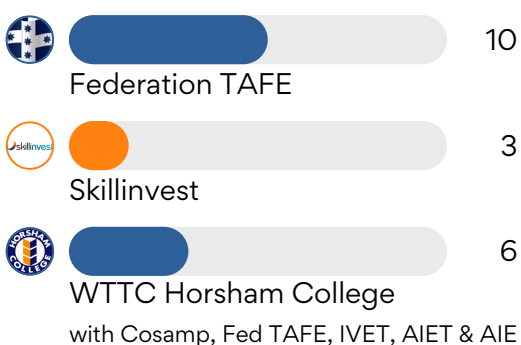
Rural

Applications

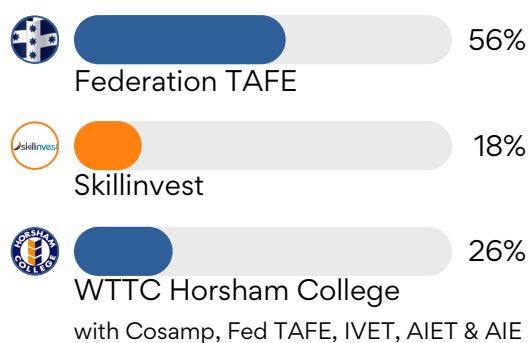
Percent of applications per subject, shown by gender (male, female, other-identified)



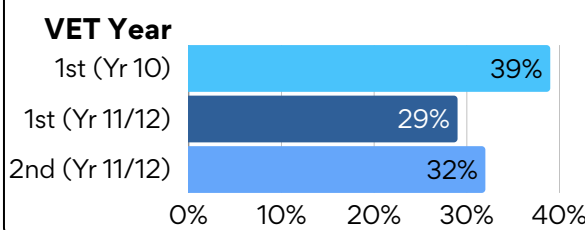
RTO Course Offerings



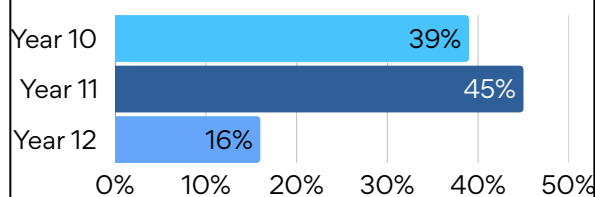
RTO Applications



VET Year Level



School Year Levels



22

Students

8

Organisations

12

Volunteering
hours/student

16

Weeks

CROSSROADS

Certificate II in Active Volunteering

Connecting Curriculum with Community Impact

The Crossroads pilot program at Murtoa College brought learning to life for Year 9 students, integrating a Certificate II in Active Volunteering into the school curriculum. With WSMLEEN's support, the program combined classroom learning with hands-on community engagement, equipping students with real-world skills while fostering a deeper understanding of the value of volunteering.

A Unique Approach to Education

The program's innovative design blended academic content with practical experiences:

- **Curriculum integration:** Students explored civic responsibility, workplace safety, and communication through volunteering, developing teamwork, adaptability, and ethical practices.
- **Volunteer placements:** Over 16 weeks, students attended placements for 1.5 hours every second Friday, gaining exposure to workplace environments while contributing to their communities.
- **Student choice:** To ensure meaningful engagement, students selected placements based on their interests, fostering motivation and ownership of their learning.
- **Comprehensive support:** Students were well-prepared through introductory sessions, a dedicated program website, and electronic logbooks to track progress.

Eight local community organisations partnered with the program, offering students structured and supportive environments while upholding Child Safety standards.

Overcoming Challenges

While transportation logistics and delays in placement paperwork posed initial challenges, these were resolved through careful scheduling and plans for digital solutions. Collaboration with families also ensured that immunisation requirements for health-related placements were met.

Impact on Students

The program delivered transformative outcomes, helping students build confidence, broaden perspectives, and develop employability skills such as teamwork, communication, confidence, appreciation of different viewpoints and recognising the value of helping others.

"I learned how to communicate with others better and work in a team."

"Volunteering opened my eyes to the lives of older people."

"Don't be nervous—just have fun!"



CROSSROADS

Certificate II in Active Volunteering

Suggestions for future improvements included extending placement times and increasing teacher visits during placements.

Building Stronger Connections Through Volunteering

The Crossroads program demonstrated the power of experiential learning in equipping young people with life skills and fostering meaningful community connections. By linking curriculum with volunteering, WSMMLLEN helped students develop confidence, adaptability, and a stronger sense of civic responsibility.

The program's success underscores the value of collaboration between schools, local organisations, and WSMMLLEN in preparing students for future opportunities. With valuable insights from the pilot, future iterations of Crossroads promise to build on this success and continue inspiring young people to make a positive impact in their communities.

Host reflections highlighted the students' growth and contributions:

Host organisation feedback



66.7% appreciated it as a way to attract young volunteers



100% felt it positively engaged youth in volunteering



83.3% enjoyed mentoring students

"It was great to see the student grow in confidence and ability."

"Students were respectful and got involved."





WESTERN VICTORIAN CAREERS EXPO

The 2024 Western Victorian Careers Expo was another triumphant success. Spearheaded by David Crooks, WSMMLLEN Project Coordinator, in collaboration with the Wimmera and Southern Mallee Careers Association, the event aimed to offer regional students and jobseekers a comprehensive platform for vocational guidance and career advice.

The expo, serving as a 'one-stop shop' for career-related information, garnered significant support, boasting over 80 exhibitors and attracting 2,000 senior secondary students from 25 schools. Attendees had access to a plethora of resources, including informational booths from 80 exhibitors, seminars, hands-on trade demonstrations, and the apprenticeship 'drop-in centre.'

Additionally, tertiary and vocational information sessions were available, with representatives from more than 20 universities and colleges offering insights into further education opportunities, course selections, and student accommodation details.

Since its inception in 1986, the Western Victorian Careers Expo has remained a cornerstone event in the region. WSMMLLEN remains steadfast in its commitment to collaborating with local schools and businesses to ensure the continued success of this pivotal regional event, which plays a crucial role in guiding the future career paths of our community's youth.

The event would not be such a success without the generosity and support of sponsors and neighbouring LLENs.





WORK EXPERIENCE PILOT

The 2024 Work Experience Pilot Program, developed by WSMMLLEN in collaboration with St. Brigid's College and supported by Department of Education funding, aimed to address Year 9 students' declining aspirations and local workforce shortages. It provided early career exploration opportunities, targeting key industries and addressing gender bias and limited access to diverse role models, especially for vulnerable students.

55

Students

19

Employer
hosts

11

Industries

The program involved strong collaboration with the school's Career Advisors to align placements with student interests, identifying vulnerable students early. Students participated in a three-day rotational model, completing placements across three hosts in industries such as Aged Care, Engineering, Construction, Community Services, Education, Hospitality, Emergency Services, and Agriculture. Workshops prepared students for workplace expectations, and an online portal facilitated communication with students and employers.

During National Careers Week in May 2024, 55 Year 9 students took part, with placements at 19 industry hosts. Pre- and post-program surveys showed 42% of students improved their career knowledge, and 96% were excited for Year 10 work experience. Students also reported enhanced skills in communication, teamwork, problem-solving, and following instructions. Digital logbook reflections revealed the variety of hands-on experiences and how these influenced their career aspirations, with some students considering non-traditional roles in early education and the Defence Force.

Parents rated the program highly, with 100% of survey completers reporting increased career discussions post-program, compared to just 25% beforehand. Industry feedback was also positive, with hosts praising students' readiness and enthusiasm, despite challenges with inductions and safety processes. All hosts expressed interest in participating in future initiatives.

Key success factors included the flexible delivery model, focus on inclusion, strong industry collaboration, and the use of digital logbooks. The three-day rotation broadened career exposure and helped challenge unconscious biases. However, challenges such as engaging industries and managing logistical burdens for hosts were noted, along with the need for better parental support.

Lessons learned included the importance of early preparation for students, flexibility in placement models, and the need to communicate the program's impact to build trust.

WSMMLLEN plans to scale the program, deepen industry partnerships, improve parent resources, and better track student outcomes, building on its success in inspiring career exploration, challenging gender bias, and strengthening workforce pathways.





VIC VICE

Victorian Virtual Industry Careers Experience

Transforming Career Exploration Through Virtual Reality: Bridging Gaps, Broadening Horizons

+450 Students

11 Schools

14 Jobs

VIC VICE is revolutionising how students in rural Victoria explore career opportunities. Using cutting-edge virtual reality, VIC VICE immerses secondary students in diverse workplace environments, sparking curiosity and equipping them with the knowledge and confidence to make informed career choices.

Originally developed by Goulburn Murray LLEN in 2021 as a pilot program, VIC VICE has expanded across Victoria's LLEN network. Recognising its potential to benefit rural young people, WSMLEN introduced VIC VICE to 11 schools across Hindmarsh, Yarriambiack, West Wimmera, and Horsham Rural City in 2024, engaging over 450 students directly in their school settings.

The program was also a star attraction at major regional events, including the Western Victorian Careers Expo and Goolum Goolum's Koorie Pathways Expo, with potential exposure to over 2,000 young people across western Victoria.

Empowering Rural Communities Through Innovation

VIC VICE is more than a tool for career education—it's a game-changer for rural schools and communities. Its benefits include:

- **Expanded career horizons:** Students gain virtual access to workplaces across a wide range of industries, overcoming geographic barriers and opening their eyes to new possibilities.
- **Equity in education:** Rural schools benefit from access to high-quality resources, ensuring their students have the same opportunities as their metropolitan peers.
- **Workforce development:** By connecting students to regional industries and beyond, VIC VICE helps address local workforce shortages and builds a more sustainable future for rural communities.
- **Enhanced student engagement:** The immersive nature of virtual reality makes career education exciting and effective, capturing students' interest in unique ways.
- **Educator support:** Teachers benefit from ready-made, interactive tools that integrate seamlessly into their curriculum, reducing planning time while enhancing learning outcomes.



VIC VICE

Real Outcomes for Students and Communities

The impact of VIC VICE in the Wimmera Southern Mallee region is already evident:

- **Broader career awareness:** Students are exploring industries they may never have considered, sparking interest in areas such as technology, healthcare, and advanced manufacturing.
- **Skill development:** Hands-on simulations allow students to practice employability skills like communication, critical thinking, and teamwork.
- **Increased confidence:** Navigating realistic workplace scenarios helps students feel more prepared to engage with real-world employers and career pathways.
- **Community benefits:** Local industries gain a future workforce that is informed, skilled, and aligned with regional needs.

A Pathway to Opportunity and Sustainability

VIC VICE has transformed career exploration for rural students, addressing the unique challenges of regional education with innovative technology and centralised resources. By making career education equitable, immersive, and engaging, VIC VICE is ensuring that young people in the Wimmera Southern Mallee region are better equipped for the future.

This program is not just about virtual reality—it's about real-world impact. VIC VICE is paving the way for rural students to dream bigger, explore further, and thrive in an ever-changing job market, securing a brighter future for both individuals and their communities.

WORK READINESS

Our Work Readiness program supports students as they prepare to transition from school to the workforce. Through school visits, WSMLLEN staff engage directly with students to explore workplace expectations and develop essential employability skills.

Students are invited to submit cover letters and résumés for individualised feedback, helping them present themselves with confidence and professionalism. Mock interviews provide valuable practice in a safe and supportive environment, building students' readiness for real-world opportunities.

This practical, hands-on program is a key part of our commitment to helping young people navigate the world of work with confidence and clarity.



360 Students

9 Schools

2 Topics

RACE

Raising Aspirations and Career Education in Agriculture

Connecting Students to Agriculture: A World of Opportunity

Agriculture is the backbone of the Wimmera Southern Mallee region—our largest industry and employer. Through the RACE program, students were introduced to the cutting-edge innovation and science driving the future of agriculture, transforming their perceptions of what this vital sector has to offer.

Funded by the Department of Education and delivered by CQ University, the RACE program expanded to our region following a highly successful pilot in Gippsland. Its aim is to inspire young minds to consider dynamic agricultural careers through practical, STEM-based workshops that highlight the industry's diversity and potential.

WSMLLEN: Driving Regional Impact

WSMLLEN played a pivotal role in bringing the RACE program to life for our schools and students. From promoting the program to managing the logistics, WSMLLEN ensured that workshops reached nine schools across the region. By clustering schools and supporting presenters, we streamlined scheduling, minimised travel challenges, and delivered an impactful experience to over 360 students.

Inspiring Young Minds Through Innovation

Students engaged in hands-on workshops like Tractor Coding and Honey Investigators, gaining insight into agriculture as a high-tech, science-driven industry. They discovered careers in biotechnology, environmental management, data analytics, and more. The workshops revealed agriculture as a field of innovation, sustainability, and global impact—not just traditional farming.

A Vision for the Future

RACE has planted seeds of inspiration, helping students see agriculture as a vibrant career path filled with opportunity. By breaking stereotypes and connecting students to this essential industry, the program supports the development of a skilled workforce that will sustain our region's economic future.

At WSMLLEN, we're proud to have facilitated this transformational experience for our students, demonstrating once again the power of collaboration and education to shape brighter futures.

"This is the best fun I've ever had at school." Student

"Wow, I have learnt so much about testing for honey." Student

"It's great to see students so engaged in learning." Teacher



mates

mentor assist target engage skills

Provision of
Let's Read
Books in
2024

1390

Provision of
Let's Read
books since
inception

16,220

The MATES mentoring program continues to be highly valued by participating primary schools within the Wimmera and Southern Mallee region. With 5 training sessions taking place in 2024, the MATES program continues to be an active program. We are thankful to Central Grampians LLEN who are reviewing and updating the training provided to ensure currency and consistency across the different regions. In 2025, a community of practice network will be established for participating LLENs. MATES remains a trusted and impactful way to support young people through positive mentoring relationships.



WSMLLEN delivers the Let's Read initiative across four local government areas, supporting early literacy development through milestone child health appointments at 4, 12, and 18 months, and 3.5 years. At each milestone, families receive colour-coded bags containing age-appropriate books, reading tips, and information encouraging use of local libraries.

Let's Read fosters a love of reading from an early age and supports children's literacy skills across our region. The program is delivered in partnership with The Smith Family, local maternal and child health services, and Goolum Goolum.

In 2024, the program was again generously supported by the Horsham Sports and Community Club, Horsham Rural City Council, and Yarriambiack and Hindmarsh Shire Councils. A total of 1390 Let's Read packs were distributed.

APPLIED LEARNING FUND

In 2024, the WSMLLEN Committee of Management reaffirmed its commitment to equity in education by establishing the Applied Learning Fund. Using retained earnings, a total of \$4,200 was distributed to support applied learning initiatives in schools.

Projects included minor facility upgrades to support student learning, project resources for vocational major programs, and to support initiatives that raise the aspirations of students.

Funds were distributed late in 2024 and we look forward to reporting on the outcomes next year.



Wimmera Southern Mallee Local Learning and Employment Network Inc.

FINANCIAL REPORT

**for the year ended
31 December 2024**



**WIMMERA SOUTHERN MALLEE
LOCAL LEARNING AND EMPLOYMENT NETWORK INC.
FINANCIAL REPORT
FOR THE YEAR ENDED 31 DECEMBER 2024**

WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.
COMPILATION REPORT
FOR THE YEAR ENDED 31 DECEMBER 2024

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 2024 , 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 Feijah

Address: 44 Wilson Street
HORSHAM VIC 3400

Date: 16 April 2025

WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.

**STATEMENT OF PROFIT AND LOSS
FOR THE YEAR ENDED 31 DECEMBER 2024**

	NOTE	2024	2023
		\$	\$
Revenue	2	681,676	750,652
Advertising and promotion expense		1,093	-
Depreciation and amortisation expense		31,517	25,351
Employee expenses		302,819	311,518
Employee provisions expense		30,602	(40,711)
Interest of Right of Use liabilities		2,090	3,244
Motor Vehicle expenses		12,100	9,850
Other expenses		68,384	78,921
Project expenses		265,795	184,966
Net current year surplus / (deficit)		<u>(32,724)</u>	<u>177,514</u>
Other comprehensive income		-	-
Total comprehensive income/(loss) for the year		<u>(32,724)</u>	<u>177,514</u>
Net current year surplus/(deficit) attributable to members of the entity		<u>(32,724)</u>	<u>177,514</u>
Total comprehensive income/(loss) attributable to members of the entity		<u>(32,724)</u>	<u>177,514</u>

WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.

STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2024

	NOTE	2024 \$	2023 \$
ASSETS			
CURRENT ASSETS			
Cash on hand	4	729,712	765,868
Accounts receivable and other debtors	5	144,736	152,122
Prepayments	6	5,965	6,251
TOTAL CURRENT ASSETS		<u>880,413</u>	<u>924,241</u>
NON-CURRENT ASSETS			
Property, Plant and Equipment	7	78,564	48,861
Right of Use Assets	8	9,009	21,112
TOTAL NON-CURRENT ASSETS		<u>87,573</u>	<u>69,973</u>
TOTAL ASSETS		<u>967,986</u>	<u>994,214</u>
LIABILITIES			
CURRENT LIABILITIES			
Accounts payable and other payables	9	45,525	36,719
Current tax liabilities		14,531	9,271
Income received in advance		81,327	83,564
Provisions	10	10,882	3,644
Right of Use Liabilities	11	10,504	12,468
TOTAL CURRENT LIABILITIES		<u>162,770</u>	<u>145,666</u>
NON-CURRENT LIABILITIES			
Right of Use Liabilities	11	-	10,608
TOTAL NON-CURRENT LIABILITIES		<u>-</u>	<u>10,608</u>
TOTAL LIABILITIES		<u>162,770</u>	<u>156,274</u>
NET ASSETS		<u>805,216</u>	<u>837,940</u>
EQUITY			
Retained surplus		778,744	788,105
Capital Acquisition Reserve		26,472	49,835
TOTAL EQUITY		<u>805,216</u>	<u>837,940</u>

WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2024**

	NOTE	Capital Acquisition Reserve \$	Retained Surplus \$	Total Equity \$
Balance at 1 January 2023		47,772	612,654	660,426
Comprehensive Income				
Net Surplus/(Deficit) for the year			177,514	177,514
Total Comprehensive Income attributable to the members of the entity 2023		-	177,514	177,514
Transfers in/out of reserves for the period				
Capital Acquisition accretion to reserve		16,712	(16,712)	-
Capital Acquisitions		(14,649)	14,649	-
Capital Proceeds		-	-	-
Total Transfers in/out of reserves for the period		2,063	(2,063)	-
Balance at 31 December 2023		49,835	788,105	837,940

WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2024**

	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 CASHFLOWS
FOR THE YEAR ENDED 31 DECEMBER 2024**

	NOTE	2024 \$	2023 \$
CASHFLOW FROM OPERATING ACTIVITIES			
Grants (state) operating received		552,876	474,977
Non Government Funded Projects funds received		114,100	62,995
Interest received		19,848	17,771
Payments to suppliers and employees		<u>(667,894)</u>	<u>(591,456)</u>
Net cash provided by operating activities	12	<u>18,930</u>	<u>(35,713)</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from disposal of property, plant and equipment		13,818	-
Purchase of property, plant and equipment		(54,333)	(14,649)
Establishment/Addition to Right of Use Assets		<u>92</u>	<u>(1,073)</u>
Net cash used in investing activities		<u>(40,424)</u>	<u>(15,722)</u>
CASH FLOWS FROM FINANCING ACTIVITIES			
Establishment of Right of Use Liability		-	-
Reduction of Right of Use Liability principal		<u>(14,662)</u>	<u>(13,072)</u>
Net cash used in financing activities		<u>(14,662)</u>	<u>(13,072)</u>
Net increase/(decrease) in cash held		(36,156)	(64,508)
Cash on hand at beginning of financial year		<u>765,868</u>	<u>830,376</u>
Cash on hand at end of financial year	4	<u>729,712</u>	<u>765,868</u>

WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

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 or 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 2024

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 2024

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 2024**

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 2024

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 leasee under residual value guarantees;
- The exercise price of purchase options, if the leasee is reasonably certain to exercise the option;
- These payments under extension options if leasee 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 leasee 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 2024

	2024	2023
	\$	\$
Note 2: Revenue and Other Income		
Government funding	523,911	675,769
Non-Government funded projects	114,100	47,641
Interest income	20,728	17,621
Profit of sale of assets	8,692	-
Sundry income	14,245	9,620
Total Revenue	<u>681,676</u>	<u>750,652</u>

Note 3: Auditors' Fees

Remuneration of the auditor of the association for:

- auditing or reviewing the financial report	4,500	4,250
	<u>4,500</u>	<u>4,250</u>

Note 4: Cash on Hand

Cash at bank - unrestricted	217,328	392,676
Short-term investments - bank deposits	512,385	373,191
	<u>729,712</u>	<u>765,868</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	729,712	765,868
	<u>729,712</u>	<u>765,868</u>

Note 5: Accounts Receivable and Other Debtors

CURRENT

Trade and sundry debtors	141,520	149,785
Accrued income	3,216	2,337
Total current accounts receivables and other debtors	<u>144,736</u>	<u>152,122</u>

No impairment of accounts receivable and other debtors was required at 31 December 2024.

Note 6: Other Current Assets

Prepayments	<u>5,965</u>	<u>6,251</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 2024

2024
\$

2023
\$

Note 7: Property, Plant and Equipment

Motor Vehicles & Plant & Equipment at cost

139,280 105,287

Accumulated Depreciation

(60,716) (64,717)

78,564 40,570

Movement in carrying amounts

	Business Equipment	Furniture & Fittings	Motor Vehicles	Total
Balance at 1 January 2023	1,943	535	44,772	47,250
Balance adjustment				-
Additions	6,113	8,536		14,649
Carrying amounts of Disposals	(106)			(106)
Depreciation expense	(960)	(780)	(11,192)	(12,932)
Carrying amount at 31 December 2023	<u>6,990</u>	<u>8,291</u>	<u>33,580</u>	<u>48,861</u>
Balance adjustment				-
Additions	13,658	518	40,157	54,333
Carrying amounts of Disposals	(1,027)		(4,099)	(5,126)
Depreciation expense	(5,179)	(2,142)	(12,183)	(19,504)
Carrying amount at 31 December 2024	<u>14,442</u>	<u>6,667</u>	<u>57,455</u>	<u>78,564</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	36,390	36,482
Accumulated depreciation	<u>(27,381)</u>	<u>(15,369)</u>
Total Right of Use Assets	<u>9,009</u>	<u>21,112</u>

Movement in carrying amounts

Leased Buildings

Opening Balance	21,112	32,458
Additions	(92)	1,073
Depreciation expense	<u>(12,012)</u>	<u>(12,418)</u>
Net carrying amount	<u>9,009</u>	<u>21,112</u>

WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

2024	2023
\$	\$

Note 9: Accounts Payable and Other Payables

CURRENT

Unsecured liabilities:

Trade creditors	16,149	20,490
Credit Cards	1,614	1,059
PAYG Withholding payable	5,362	3,532
Superannuation payable	8,896	7,388
Portable Long Service Leave payable	1,183	-
Accrued wages	9,771	4,042
Accrued expenses	63	209
Acquittal funds returnable	2,487	-
	<u>45,526</u>	<u>36,720</u>

Note 10: Employee Provisions

CURRENT

Provision for Annual Leave	10,882	3,644
	<u>10,882</u>	<u>3,644</u>

Analysis of Employee Provisions - Annual Leave Entitlements

Opening balance at 1 January 2024	3,644
Increase in provisions	20,285
Amounts used	<u>(13,047)</u>
Balance at 31 December 2024	<u>10,882</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	10,504	12,468
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NON-CURRENT

Right of Use Liability	-	10,608
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WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

	2024	2023
	\$	\$

Note 12: Cash Flow Information

Reconciliation of cash flow from operating activities with net current year surplus

Current year surplus	(32,724)	177,514
Cash flows excluded from current year surplus		
Non-cash flows in current year surplus:		
- depreciation expense	31,517	25,351
- interest right of use liability	2,090	3,244
- net loss / (Profit) on disposal of motor vehicles, plant and equipment	(8,692)	106
Changes in assets and liabilities:		
- (increase)/decrease in accounts receivable and other debtors	7,385	20,669
- (increase)/decrease in prepayments	287	5,321
- increase/(decrease) in accounts payable and other payables	7,297	14,794
- increase/(decrease) in current tax liabilities	5,260	(27,239)
- increase/(decrease) in superannuation	1,509	815
- increase/(decrease) in employee provisions	7,239	(40,710)
- increase/(decrease) income in advance	(2,237)	(215,577)
	<u>18,930</u>	<u>(35,713)</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

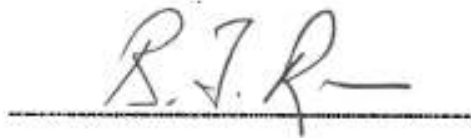
FOR THE YEAR ENDED 31 DECEMBER 2024

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 2024 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 (Acting):



Karen Fuller

Treasurer's Name

Dated this 16th Day of April 2025

WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.

INDEPENDENCE DECLARATION

FOR THE YEAR ENDED 31 DECEMBER 2024

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 2024, 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 2024

	NOTE	2024	2023
		\$	\$
REVENUE			
Operating Activities:			
- Government Grant Income		523,911	675,769
- Non-Government funded projects		114,100	47,641
Non-Operating Activities			
- interest		20,728	17,621
- other funding		14,245	9,620
- profit of sale of assets		8,692	-
		<u>681,676</u>	<u>750,652</u>
EXPENDITURE			
Audit		4,500	4,250
Bank charges		614	282
Bad Debts		-	660
Contractors		15,532	13,430
Donations		-	500
Entertainment & Gifts		270	361
Equipment expenses		14	52
Depreciation expense:			
- Motor vehicles		12,183	11,192
- Office equipment		7,322	1,740
- Right of use assets		12,012	12,418
Insurances		1,041	920
Interest expenses - Right of Use Liabilities		2,090	3,244
Loss on sale of assets		-	106
Marketing/advertising		1,093	-
Meeting expenses		1,055	2,025
Motor vehicle expenses:			
- fuel		4,941	4,014
- insurances and registrations		3,728	3,179
- repairs and maintenance		3,432	2,657
Office expenses		1,487	2,146
Project expenses		265,795	184,966
Provision for staff leave expense		30,602	(40,711)
Seminars / prof development		502	-

WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC.**STATEMENT OF INCOME & EXPENDITURE
FOR THE YEAR ENDED 31 DECEMBER 2024**

	NOTE	2024	2023
		\$	\$
EXPENDITURE			
Sponsorship		-	10,030
Staff related costs		6,551	15,396
Sundry expenses		507	693
Subscriptions		6,472	8,720
Superannuation		32,713	31,404
Telephone/internet		2,510	2,368
Travel expenses		1,166	974
Wages		291,384	291,448
Workcover		4,884	4,673
		<hr/> 714,400	<hr/> 573,138
Current year surplus / (deficit)		<hr/> (32,724)	<hr/> 177,514

**Wimmera Southern Mallee Local Learning &
Depreciation Schedule For The Year Ended 31 December, 2024**

Page 1 of 4

				OWDV	DISPOSAL		ADDITION		DEPRECIATION				Priv	CWDV	PROFIT			LOSS		
					Date	Consid	Date	Cost	Value	T	Rate	Deprec			Upto	+	Above	Total	-	Priv
Business Equipment																				
8 Custom Build Speed Demon	01/01/2013	1,062	1,062	0.00	17	15/03/2024	0	0	17	D	33.00	1	0	0	0	0	16	0		
13 Safeguard Comb Binder2609150890	23/05/2016	109	109	0.00	5		0	0	5	D	33.00	2	0	3	0	0	0	0		
14 Lenovo Laptop G50-44 PF0GUY2C	26/06/2016	905	905	0.00	46	08/04/2024	0	0	46	D	33.00	4	0	0	0	0	42	0		
15 Lenovo Laptop G50-44 PF0GUW7T	26/06/2016	905	905	0.00	46	08/04/2024	0	0	46	D	33.00	4	0	0	0	0	42	0		
16 Lenovo Laptop G50-44 PF0GSNNZ	26/06/2016	905	905	0.00	46	08/04/2024	0	0	46	D	33.00	4	0	0	0	0	42	0		
17 MS Office Professional x4 NFPO Licences	08/07/2016	272	272	0.00	14		0	0	14	D	33.00	5	0	9	0	0	0	0		
20 LG 27" Wide Screen Monitor609NTYT88866	19/12/2016	225	225	0.00	13		0	0	13	D	33.00	4	0	9	0	0	0	0		
21 LG 24" Wide Screen Monitor 610NTGY3C055	19/12/2016	180	180	0.00	11		0	0	11	D	33.00	4	0	7	0	0	0	0		
22 Lenovo Laptop 100-D4 BOQQ01D4AU	27/04/2017	907	907	0.00	64	08/04/2024	0	0	64	D	33.00	6	0	0	0	0	58	0		
23 Photocopier - Canaon IR-ADV C3530i	26/07/2017	3,652	3,652	0.00	874	30/05/2024	182	0	874	D	20.00	72	0	0	0	0	620	0		
24 Viewsonic Data Projector	08/10/2018	458	458	0.00	57		0	0	57	D	33.00	19	0	38	0	0	0	0		
25 Cisco desk phones x 2	12/10/2018	216	216	0.00	27	15/03/2024	0	0	27	D	33.00	2	0	0	0	0	25	0		
26 Apple Iphone 7 Rose Gold	09/11/2018	508	508	0.00	65		0	0	65	D	33.00	21	0	44	0	0	0	0		
27 Apple Iphone 7 Black	09/11/2018	509	509	0.00	66		0	0	66	D	33.00	22	0	44	0	0	0	0		
28 Laptop (EO)	22/06/2023	1,051	1,051	0.00	868		0	0	868	D	33.00	286	0	582	0	0	0	0		
29 6 x VR Headsets (VicVICE)	12/10/2023	3,100	3,100	0.00	2,873		0	0	2,873	D	33.00	948	0	1,925	0	0	0	0		
30 2 x HP 15" Laptop Computers	26/11/2023	1,709	1,709	0.00	1,653		0	0	1,653	D	33.00	545	0	1,108	0	0	0	0		
31 2 x Lenovo 27" Computer Monitors	29/11/2023	253	253	0.00	245		0	0	245	D	33.00	81	0	164	0	0	0	0		
32 Upgrade to existing Laptops	15/03/2024	2,597	2,597	0.00	0		0	15/03/2024	2,597	2,597	D	33.00	684	0	1,913	0	0	0	0	

**Wimmera Southern Mallee Local Learning &
Depreciation Schedule For The Year Ended 31 December, 2024**

Page 2 of 4

						DISPOSAL		ADDITION			DEPRECIATION					PROFIT			LOSS		
						Date	Consid	Date	Cost	Value	T	Rate	Deprec	Priv	CWDV	Upto	+	Above	Total	-	Priv
33 Yealink Headsets x 6 & MS Teams phone system routing	15/03/2024	2,405	2,405	0.00	0		0	15/03/2024	2,405	2,405	D	33.00	633	0	1,772	0		0	0		0
34 3 x HP ProBook 450 15.6" Laptops	08/04/2024	4,208	4,208	0.00	0		0	08/04/2024	4,208	4,208	D	33.00	1,017	0	3,191	0		0	0		0
35 Photocopier- Cannon IRV-ADV C930	30/05/2024	3,631	3,631	0.00	0		0	30/05/2024	3,631	3,631	D	33.00	707	0	2,924	0		0	0		0
36 Bluetti 700W Portable Power Station	08/08/2024	817	817	0.00	0		0	08/08/2024	817	817	D	33.00	108	0	709	0		0	0		0
Total Business Equipment		<u>30,584</u>		<u>6,990</u>		<u>182</u>		<u>13,658</u>	<u>20,648</u>			<u>5,179</u>	<u>0</u>	<u>14,442</u>							
		30,584		6,990		182		13,658	20,648			5,179	0	14,442							
													Deduct Private Portion	0							
													Net Depreciation	<u>5,179</u>							
Motor Vehicles																					
4 2017 Nissan X-Trail	10/08/2017	25,883	25,883	0.00	4,153	19/01/2024	13,636		0	4,153	D	25.00	54	0	0	9,537		0	0		0
5 2020 Toyota Corolla Hatchback SX Hybrid	30/03/2021	27,226	27,226	0.00	12,409		0		0	12,409	D	25.00	3,102	0	9,307	0		0	0		0
6 2021 Toyota Rav 4 Hybrid (1TR 8VD)	08/06/2021	35,252	35,252	0.00	17,018		0		0	17,018	D	25.00	4,254	0	12,764	0		0	0		0
7 2024 Toyota Rav 4 Hybrid	11/07/2024	40,157	40,157	0.00	0		0	11/07/2024	40,157	40,157	D	25.00	4,773	0	35,384	0		0	0		0
Total Motor Vehicles		<u>128,518</u>		<u>33,580</u>		<u>13,636</u>		<u>40,157</u>	<u>73,737</u>			<u>12,183</u>	<u>0</u>	<u>57,455</u>							
		128,518		33,580		13,636		40,157	73,737			12,183	0	57,455							
													Deduct Private Portion	0							
													Net Depreciation	<u>12,183</u>							

**Wimmera Southern Mallee Local Learning &
Depreciation Schedule For The Year Ended 31 December, 2024**

Page 3 of 4

						DISPOSAL		ADDITION		DEPRECIATION				PROFIT			LOSS					
		Total	Priv	OWDV	Date	Consid	Date	Cost	Value	T	Rate	Deprec	Priv	CWDV	Upto	+	Above	Total	-	Priv		
Furniture & Fixtures																						
1 Network New Premises - Fed Uni	11/07/2014	5,359	5,359	0.00	354			0	354	D	25.00	89	0	265	0		0	0		0		
2 Simpson SR235A Refrigerator	19/12/2018	200	200	0.00	47			0	47	D	25.00	12	0	35	0		0	0		0		
3 4 x Office Chars (Sabrina)	12/09/2023	909	909	0.00	840			0	840	D	25.00	210	0	630	0		0	0		0		
4 Hutch & Doors (Logan)	12/09/2023	1,182	1,182	0.00	1,092			0	1,092	D	25.00	273	0	819	0		0	0		0		
5 2 x Full Door Cupboards (Logan)	12/09/2023	1,364	1,364	0.00	1,260			0	1,260	D	25.00	315	0	945	0		0	0		0		
6 2 x Office Storage & Shelving (Logan)	12/09/2023	1,273	1,273	0.00	1,176			0	1,176	D	25.00	294	0	882	0		0	0		0		
7 Half Door Cupboard Storage (Logan)	12/09/2023	409	409	0.00	378			0	378	D	25.00	94	0	284	0		0	0		0		
8 Credenza 180cm (Logan)	12/09/2023	536	536	0.00	495			0	495	D	25.00	124	0	371	0		0	0		0		
9 4 x Desks 180cm (Logan)	12/09/2023	1,345	1,345	0.00	1,243			0	1,243	D	25.00	311	0	932	0		0	0		0		
10 Round Meeting Rable 120cm	12/09/2023	318	318	0.00	294			0	294	D	25.00	74	0	220	0		0	0		0		
11 Lounge 2 Seater (Sienna)	12/09/2023	1,000	1,000	0.00	924			0	924	D	25.00	231	0	693	0		0	0		0		
12 Ficus Tree	05/10/2023	200	200	0.00	188			0	188	D	25.00	47	0	141	0		0	0		0		
13 Advwin 2 x Stand-up Desks	25/01/2024	264	264	0.00	0	0	25/01/2024	264	264	D	25.00	62	0	202	0		0	0		0		
14 Matrix Sit Stand Desk EO	26/11/2024	254	254	0.00	0	0	26/11/2024	254	254	D	25.00	6	0	248	0		0	0		0		
Total Furniture & Fixtures		14,613		8,291		0		518	8,809			2,142	0	6,667								
		14,613		8,291		0		518	8,809			2,142	0	6,667								
Deduct Private Portion												0										
Net Depreciation												2,142										

Wimmera Southern Mallee Local Learning &
Depreciation Schedule For The Year Ended 31 December, 2024

	Total	Priv	OWDV	DISPOSAL		ADDITION		DEPRECIATION					CWDV	PROFIT			LOSS		
				Date	Consid	Date	Cost	Value	T	Rate	Deprec	Priv		Upto	+	Above	Total	-	Priv
Grand Total	173,715		48,861		13,818		54,333	103,194			19,504	0	78,564						
								Deduct Private Portion			0								
								Net Depreciation			19,504								

Wimmera Southern Mallee LLEN

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