

**REPORT**



**CCLLEN**

**CAMPASPE COHUNA**  
LOCAL LEARNING & EMPLOYMENT NETWORK

**2021**

**2020**





## CHAIRPERSON'S REPORT

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2021 continued to challenge us all in regards to COVID-19, however the CCLLEN were able to adapt, modify and display extreme resilience.

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It was a credit to Anne, and the team, who kept persevering and coming up with innovative ways

to best support the needs of young people, whilst navigating the ever-changing health landscape. On behalf of the entire community, I thank and congratulate you all on another successful year.

2021 marked my first year as chairperson of the CCLLEN and I must say how impressed I was with the professionalism and organisational capabilities of the staff and entire organisation. It was obvious that the core objective to improve participation, engagement and attainment and transition outcomes for young people, was at the heart of every decision.

Towards the end of 2021 we were approached by Lead On to accept the co-ordination of the L2P program. This sat beautifully with our purpose and Anne quickly set to instigating the changeover. We have recently completed the handover and official contract signing. This is an exciting program that will be a great resource for young people.

Another highlight for the year was the interview techniques and mock interviews. Again the CCLLEN helped to co-ordinate and navigate the complexities of COVID-19 to enable schools to complete the program. To be able to pull this off was a monumental feat.

The VET awards were again completed using technology and social media. Although handing out awards face to face would have been better, the students were able to be recognised across a wider audience. I congratulate all of the successful students, as well as all of those nominated.

I want to also acknowledge Jacq for her ability to

navigate the tricky year and continue to support structured workplace learning and the culinary challenge. These are two major components of the CCLLEN work and she has been able to thrive during the challenging times.

Through excellent management we continued to be financially stable. Again, it was due to outstanding leadership and astute decision making.

As we look to the future, the senior secondary reforms will be introduced next year. This is tremendously exciting and it will be fascinating to see how the CCLLEN will be able to support this going forward. I'm sure it will create many opportunities that the CCLLEN will be able to optimise.

A special mention to our new staff members David Callanan and Nikki Harris. David has started co-ordinating the L2P project and Nikki is working in the office across a myriad of projects. Both of them have hit the ground running and made an immediate positive impact.

In closing, I would like to thank the board and congratulate all of the CCLLEN staff members for their amazing work supporting young people. I admired how you came up with plan B, C and D, as life threw up challenge after challenge; and you did so with a smile.

Paul Marshall  
Chairperson



## EXECUTIVE OFFICER'S REPORT

*It was another year of challenges and highlights.*

Work placements and face to face events were limited, but highly valued when they could occur. We all experienced

frustrations with having to make last minute changes or cancellations, but the successes sustained us.

One of the highlights for the year was the flexibility we developed with workshops and mock interviews for students so that we could deliver these online or in person, and could make the switch between the two formats quickly to adapt to changes to restrictions.

Most meetings now offer a choice of attending in person or online, which provides greater flexibility and easier sharing of electronic information. This often results in increased attendance.

Another highlight was the completion of the Ross Trust funding for Campaspe Youth Partnerships. We had applied for and been granted an extension to the funding period due to COVID-19. All funds were acquitted by the end of the year, and the final report submitted to the Trust early in 2022. Further funding is by invitation, and we hope to be considered.

Several careers events went ahead, with some being wholly online such as the Dookie Food and Fibre Careers Day, and some able to be face to face between lockdowns such as Engineers Solve Problems and a Sport and Recreation industry tour. The VET Awards judging process was conducted online, with finalists and winners announced via social media in November.

Our relationships with other organisations strengthened. We worked with Campaspe Shire Council on suggestions for their applications for

Engage! and Freeza funding. The applications were successful and we will partner with the Shire on the delivery of some activities.

We were delighted when Lead On Echuca Moama approached us to take over delivery of the L2P Learner Driver program. We worked closely with Lead On and the Department of Transport to make the handover as seamless as possible.

We farewelled Michael Delaney from the board at the end of 2021. We welcomed Rose McKenzie to our team as Business Administration Trainee. Rose left us in October to study and work in the agriculture sector.

We have much to look forward to in 2022. CCLLEN celebrates 20 years, we have a role in supporting the Senior Secondary Pathways Reforms that are underway, and we are planning for the return of all our usual face to face careers events, workplacements and activities.

My thanks as always to the staff and board for all their enthusiastic work, advice and support. The LLEN is a strong and passionate group of people.

Anne Trickey  
Executive Officer



## WHAT IS THE CCLLEN?

**The CCLLEN is a grouping of organisations and individuals interested and involved in the wellbeing, education, training and employment of young people.**

Our core objective is to improve participation, engagement and attainment and transition outcomes for young people. There are 31 LLENs across Victoria. The CCLLEN's geographic boundary is inclusive of the Shire of Campaspe and Cohuna in the Gannawarra Shire.

The CCLLEN's stakeholder group encompasses education and training providers, business and industry, community organisations, and parents and families. The CCLLEN undertakes the brokering of partnerships with these stakeholders to assist with the successful transitioning of our young people through education and training into employment.

**The CCLLEN holds funding agreements or Memorandums of Understanding for four major programs**

The **Local Learning and Employment Network Partnership Brokerage Funding** is to develop partnerships which result in an increase in the number and range of school-employer engagement activities including:

- Structured workplace learning, work experience and school community work
- School based apprenticeships and traineeships
- Guest speakers and presenters from industry
- Workplace visits and industry tours
- Mock interviews and work-readiness preparation.

Due to COVID-19 the funding agreement was varied to allow for additional activities to support mandatory work placement, VET delivery, virtual school-employer engagement, partnership brokerage and information distribution.

The **Echuca Moama Beacon Foundation** operates a careers program for Echuca College, Echuca Twin Rivers Specialist School, Moama Anglican Grammar, St Joseph's College, and River City Christian College, and has contracted CCLLEN to deliver key elements of the program.

**Campaspe Youth Partnerships** is a partnership of 23 organisations including schools, community organisations and local government. Funding comes from various sources and is used across the schools for a number of engagement programs.

Late in 2021, CCLLEN took on the delivery of the **L2P Program**, for Lead On Echuca Moama. The Program assists eligible young Victorian learner drivers to gain driving experience alongside a trained volunteer mentor.



## 2021 COMMITTEE OF MANAGEMENT

|             |                                                                                                                                                                                                                                                                                             |             |
|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|
| Category 1  | Schools<br>Kerryn Quirk – Rushworth P-12 College<br>Paul Marshall – Echuca Specialist School<br>Louise Mellington – Kyabram P-12 College<br>Michael Delaney – St Joseph's College                                                                                                           | 4 Positions |
| Category 2  | TAFE Institutes or Universities with TAFE sectors<br>Tegan Hartshorn - Bendigo Regional Institute of TAFE                                                                                                                                                                                   | 1 Positions |
| Category 3  | Adult Community Education Organisations                                                                                                                                                                                                                                                     | 1 Positions |
| Category 4  | Other education and training organisations including private registered training organisations, universities and group training companies<br>Mahir Ozdilek - MEGT                                                                                                                           | 1 Positions |
| Category 5  | Trade Unions                                                                                                                                                                                                                                                                                | 1 Positions |
| Category 6  | Employers/Peak employer organisations/Regional employer organisations and employment agencies<br>Peter Williams – Tangled Garden Bookshop<br>Lynda Magill – Sarina Russo Apprenticeships                                                                                                    | 4 Positions |
| Category 7  | Local Governments<br>Jess Ibbeson - Campaspe Shire Council<br>Keith Link - Gannawarra Shire Council                                                                                                                                                                                         | 2 Positions |
| Category 8  | Other Community Agencies and organisations, Commonwealth and State government departments, School Focussed Youth Service, Adult, Community and Further Education Regional Councils, Regional Youth Councils, parent organisations etc<br>Emma Brentnall – Campaspe Primary Care Partnership | 2 Positions |
| Category 9  | Koorie organisations, Peak Koorie agencies and Regional Koorie organisations                                                                                                                                                                                                                | 1 Positions |
| Category 10 | Community Members<br>Trish Bradley                                                                                                                                                                                                                                                          | 1 Positions |
| Category 11 | Nominated by the Committee who shall be a Community Member or a person associated with an Organisational Member                                                                                                                                                                             | 2 Positions |

## OUR PEOPLE



**Anne Trickey**  
Executive Officer

Anne has worked with local schools through a variety of Australian Government funded programs since 2002, and with the CCLLEN since 2010. She has qualifications in Career Development, Partnering Practice, Governance, and Training and Assessment.

**Jacq Campbell**

Structured Workplace Learning Coordinator

Jacq has a strong background in hospitality, event management and training. Jacq commenced with CCLLEN in 2011 working on the VET in Schools Excellence Awards and the Murray River Culinary Challenge. In 2014 Jacq became a full time employee taking on the Structured Workplace Learning Coordinator role.



**Jane Reid**  
Project Officer

Jane commenced with CCLLEN in July 2019. Jane has worked in employment services, public relations and as a trainer and assessor, and now coordinates the Beacon Real Futures Program, and Campaspe Youth Partnerships.

**Rose McKenzie**

Office Administrator

Rose commenced at CCLLEN in February 2021 as a trainee undertaking Certificate III in Business Administration. Rose left us at the end of October to study at Longerenong Agricultural College.



**Leanne Picone**  
Project Officer

Leanne has worked in Education for 38 years as a teacher, Assistant Principal and Teaching & Learning Coach in literacy and numeracy, both primary and secondary. Leanne works on the MATES Mentoring program.

## STRATEGIC DIRECTIONS

### Our Vision Statement

All young people are supported to engage with education to reach their full potential and become successful contributors to their community.

### Our Mission Statement

We facilitate communication and partnerships between education providers, businesses, community organisations and individuals to assist young people to achieve their best.

This enables us to provide access to opportunities for young people which broaden their experiences, expand their horizons and support their wellbeing.

### Our Objectives

- Connect with our stakeholders

- Develop partnerships
- Be inclusive
- Communicate clearly
- Share research and data
- Encourage participation
- Support wellbeing



## SUPPORTING YOUNG PEOPLE TO ENGAGE WITH INDUSTRY

566



Students have participated in Employability Skills and Interview Preparation workshops in 2021 at schools across the Campaspe Cohuna Region.

343



School Friendly Businesses in the Campaspe Cohuna region, promoting and enhancing the links between schools, parents and the business community.

359



Students (approximately) attended LLEN supported careers events in 2021, either in person or on line.

470



Students participated in mock interviews in 2021, either in person or on line. Mock interviews are conducted by local business people to give students an idea of what a real job interview is like.

49



Students were finalists in the VET in Schools Excellence Awards in 2021. Students are nominated by their teachers and trainers and go through a selection and interview process to become finalists.

59



Careers videos featuring local people and businesses providing a virtual careers expo experience for all secondary schools.

42



New Structured Workplace Learning opportunities were advertised on the portal during 2021, in addition to previously listed opportunities.

16



Careers events were organised by CCLLEN, and held either face to face or online.

## PROGRESS TOWARDS LLEN TARGETS

2021 was the second year of a two year contract with the Department of Education and Training. There are five Key Performance Indicators for this contract. The Department varied this contract to allow for additional activities, due to the impacts of COVID-19.

### KPI 1. Increase the number of Work Experience opportunities available on the SWL Statewide Portal.

Target: 100% of schools tagged as offering WE facilitated through LLEN and/or school in-house, or not offered

Achievement: Target met

### KPI 2. Increase the number of Structured Workplace Learning (SWL) opportunities consumed on the SWL Statewide Portal

Target: 134 opportunities consumed

Variation: Acknowledgement that targets were unlikely to be met due to COVID-19 restrictions and that priority is to be given to assisting with mandatory SWL placements.

Achievement: 66

*Lockdowns and border restrictions impacted SWL access. There are usually a high number of placements in Term 3, but lockdowns prevented most placements from going ahead. We were able to arrange placements in Term 4, with particular support provided to Allied Health students, as placements are mandated for that subject.*

### KPI 3. Support access to quality School

### Based Apprenticeships and Traineeships (SBATs)

Target: 1 opportunity consumed on the SWL portal

Achievement: 0

*The majority of our work to support SBATs has been directed to providing support and information to the local HeadStart Coordinator and the HeadStart Cluster Director. We are able to provide leads to the HeadStart Coordinator and to promote SBATs to employers and families.*

### KPI 4. Increase participation in school-employer

#### engagement activities

Target: 6 activities

Achievement: 16 activities

Variation: Virtual School-Employer Engagement - Resources and events that can be delivered online and remotely.

*The activities included Interview Technique workshops at several schools, Circus Arts workshops, an industry tour showcasing engineering and another for VET in Schools Sport and Recreation students.*

*The Food and Fibre Careers Day delivered*



workshops online and recordings were made available.

Schools were able to run a Careers Expo online using video showcase created with Echuca Moama Beacon Foundation and the workbook.

CCLLEN provided a guest speaker on community engagement to a class of VET in Schools Community Services students, and another guest speaker for a Speaking With Confidence workshop including communication skills in the workplace.

### **KPI 5. Improve student experience by acting on feedback from school-employer engagement activities**

Target: Report feedback that has been acted on, and detail the planned or actual mitigation strategies

Achievement: The portal received 104 responses from students with feedback on events they had attended. Responses from students were mostly positive. Additionally, we monitored student engagement during events, and sought feedback from teachers and industry presenters.

*As a result, duration of sessions and breaks will be refined. The provision of PPE for the engineering industry tour was welcome. Showbags with suitable content are well received. More occupations have been suggested for the careers video showcase, including contacts for suitable presenters.*

### **Other activities included in the variation**

Partnership Brokerage and Information Distribution:

- CCLLEN undertook a range of activities in this area. A summary is below, and more detailed information on several activities appears in this Annual Report.
- CCLLEN is the lead in Campaspe Youth Partnerships. All secondary schools in Campaspe are members along with Campaspe Shire Council, Victoria Police, Anglicare Victoria, and other service agencies. Together, the Partnership provides programs to re-engage students in school, support wellbeing and promote employability skills such as teamwork, problem solving and communication.
- CCLLEN is working with local schools and the Jobs, Skills and Pathways Manager on planning for a School Industry Roundtable in Echuca. This will build on earlier work with industry such as Voice of Our Youth (2019) and How Work Works (2020).
- CCLLEN is working with 3 other LLENs on Youth Take Overs which will provide industry relevant experience for young interns and bridge the communication gap between employers and young people.
- CCLLEN engagement with host employers and School Friendly Businesses provides us with up to date information on employment needs and readiness to engage with schools. This information is then shared with schools and DET Area staff.
- Cultural Understanding and Safety Training was delivered by KESOs in government schools. CCLLEN provided copies of Teaching Koorie Students to all staff. The book was written by the LAECG and printed by CCLLEN.
- CCLLEN met with school principals and leadership to discuss Senior Secondary Pathways reforms and implications for our communities. Clustering and sharing are being discussed positively and CCLLEN is offering support.

# CAMPASPE YOUTH PARTNERSHIPS



Working collaboratively to support vulnerable young people aged 10-18 years to:

- Improve engagement with education and training leading to the completion of Year 12 or equivalent.
- Reduce escalation of problems for individual young people.



## VALUES

- Respect
- Responsibility
- Resilience
- Community
- Care

### Full MoU Members

- Anglicare Victoria
- Bendigo TAFE
- Campaspe Cohuna LLEN
- Campaspe Primary Care Partnership
- Campaspe Shire Council
- Department of Education & Training
- Department of Human Services: Centrelink
- Echuca College
- Echuca Neighbourhood House
- Echuca Regional Health
- Echuca Twin Rivers Specialist School
- Kyabram Community & Learning Centre
- Kyabram P-12 College
- River City Christian College
- Rochester Secondary College
- Rushworth P-12 College
- Save the Children - Hands on Learning Program
- St Augustine's College
- St Joseph's College

### Affiliate Members

- Community Living and Respite Services
- Kyabram District Health Services
- School Focused Youth Services
- Victoria Police

### Vision Statement

All young people have real access to learning opportunities, integrated services and community inclusion.

### Mission Statement

Partnering to facilitate, the provision of an effective accessible and integrated service delivery and responsive learning opportunities for vulnerable young people.

### Integrated Service Directory

The Continuum of Need is an online framework resource on services available in Campaspe. At risk students can be mapped to develop a shared support plan with a holistic approach.

### Re-engagement Programs

A range of programs are made available to our schools to cater for different students' interests and abilities, to help them get back on track with their education. These programs aim for the disengaged young people to re-engage with their learning, improve social, personal skills and connect with the school and wider community.

#### Junior Park Rangers

A primary based program which aims to encourage engagement, resilience and confidence, as an early intervention strategy for disengagement. Through project-based learning, students learn responsibility, teamwork, environmental sustainability and how to care for animals.

#### MATES

A youth mentoring program which matches a young person (Mentee) with a volunteer (Mentor) from the local community. They meet weekly during school terms at the school, which develops a structured and trusting relationship. Mentors encourage and reinforce positive behaviour, enhance self-confidence and self-worth.

#### I CAN Network

A combined school secondary mentoring program provides fortnightly group mentoring to students on the Autism Spectrum. It focuses on teamwork, personal strengths, communication, managing stress and building an 'I CAN' attitude. The Imagination Club is a primary based program for students who are Autistic, or who have learning differences or experience social anxiety. It aims to develop self-acceptance, belonging, optimism and confidence. Programs are facilitated by an I CAN Network Leader and Mentor, at least one of whom is on the Autism Spectrum.

#### Murray Life Adventures

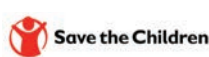
6-week program with one day a week of outdoorsy and challenging type activities with a focus on safety, fun and learning with a slow build on the concepts of team building and leadership with the main aim to assist to re-engage the students to education and teamwork in a fun and outdoors setting.

#### Hands On Learning

Hands on Learning (HoL) is an innovative education program that caters to the different ways young people learn, helping students build confidence, engage and achieve at school. Students thrive developing the creativity, self-discipline and interpersonal skills vital for the 21st Century workforce. Students attend one day a week fostering teamwork and leadership. Students and artisan-teachers share meals and work together on meaningful projects that benefit the school and local community.

#### Circus Arts

Circus skills including tumbling, balance, silks and trapeze, offered as a single session workshop or a six week program. Builds peer to peer engagement, communication, teamwork and confidence in an energetic and fun environment



## CAMPASPE YOUTH PARTNERSHIPS 2021

23



Organisations are members of Campaspe Youth Partnerships.

8



Schools involved in Campaspe Youth Partnerships.

120



Young people participated in Campaspe Youth Partnerships programs over the year.

23



Students participated in animal-based programs at Billabong Ranch and Kyabram Fauna Park.

30



Students engaged in Murray Life Adventures, a program based on outdoorsy and challenging type activities with a focus on safety, fun and learning to assist to re-engage the students to education and teamwork in a fun outdoor setting.

25



Students participated in the Hands on Learning program that caters to the different ways young people learn, helping students build confidence, engage and achieve at school.

31



Students participated in Circus Arts workshops, building confidence, peer relations, teamwork, communication and problem solving.

10



Students participated in Project Ignition to increase in-school engagement, self-awareness and careers aspirations.

# CAMPASPE YOUTH PARTNERSHIPS

Despite COVID-19 restrictions, 120 young people participated in Campaspe Youth Partnerships programs in 2021.

All partners continued their involvement and commitment to supporting the Partnerships and attending meetings. The Partnerships has a sound track record of collaboration and sharing. Schools are willing to work together, across sectors, on a variety of projects, both within and beyond the Partnerships projects. Other organisations seek to work with the Partnerships as an effective way to reach young people across the shire. The Partnerships is a key conduit for new providers and staff to connect to decision makers. The Vic Health Partnership Tool is used regularly to measure the strength of the Partnerships. Scores across all domains improved in 2021.

Through the Partnerships young people have access to a range of engagement programs that can inspire and support them, while improving teamwork, problem solving and communication skills. Some programs are delivered in school and some are external.

During 2021 Hands on Learning continued as most students involved in this program were attending school in person. Students build, make or repair items for others, while working on their own focus plans for personal development and improvement.

Murray Life Adventures provides challenging activities in an outdoor environment beside the Murray River. Two schools ran programs,

working on communication, problem solving, peer relationships and teamwork.

Circus Arts ran a six week program for two schools, and one off taster sessions for two schools. Students built confidence, trust and communication skills in the program.

Billabong Ranch was able to deliver a program for the Specialist School by being flexible with timing. The program finished in December with an overnight camp. Students gained in confidence and abilities around animals.

Ignition commenced but was interrupted by the return of remote learning. The program has a careers focus and helps students identify their skills and interests. The program will restart in 2022.

MATES Mentoring and I CAN Network were unable to run as both programs work best with face to face contact and this was not possible. Planning is underway for 2022.



# STRUCTURED WORKPLACE LEARNING PORTAL



## Local Learning and Employment Networks (LLENs) across Victoria are funded to increase access to appropriate SWL placements for students undertaking VET as part of their senior secondary certificate.

Structured Workplace Learning provides students with the opportunity to integrate practical on-the-job experience and learnings in industry with nationally recognised VET. This is undertaken as part of either the VCE or the VCAL, VCE Industry and Enterprise or VCAL units. It provides enhanced skill development, practical application of industry knowledge, assessment of units of competency, achievement of some learning outcomes for VCE studies or VCAL units and enhanced employment opportunities. One of the principles of Quality SWL is that it "is of

sufficient duration and depth to enable students to acquire a reasonable understanding of the enterprise/industry to be able to demonstrate competence according to industry standards".

The State Government, with the assistance of the LLENs, has developed a Statewide Portal for listing placement opportunities across all vocations. The portal is available for all schools, students, parents and employers to use.

Schools can consume placements off the portal which will then generate all the correct forms. Businesses can manage student placements through the portal and readily align them with capacity to host students in the workplace.

A screenshot of the SWL Statewide Portal website. The header includes the 'SCHOOL EMPLOYER ENGAGEMENT' logo, the 'SWL Structured Workplace Learning' logo, and navigation links: HOME, SEARCH, GUIDES, VIDEOS, LLENs, and CONTACT US. The main banner features a large image of two students in blue hard hats and high-visibility vests, looking upwards. Overlaid on the banner is a dark blue box with the text 'SWL Statewide Portal' and 'The Portal helps school students find work placements and promotes opportunities for them to learn more about the world of work.' Below this is a 'Start Search Now' button. Below the banner, there is a section titled 'Find current work placements and opportunities offered by employers across Victoria' with a subtext: 'There are many ways that secondary school students can connect to the world of work. Click on Start Search Now or learn more using the links below.' To the right of this section are two statistics: '2,114 Positions Available' and '17,745 Positions Used', each with a 'Start Search Now' button. At the bottom, there are three columns: 'For Students &amp; Parents' (Get real exposure to the world of work and develop job knowledge and skills in line), 'For Schools &amp; Teachers' (Building student awareness of real workplaces enhances their school studies), and 'For Host Employers' (Looking for employees of the future? Want to raise awareness of your workplace and).

# 2021 VET IN SCHOOLS EXCELLENCE AWARDS

## CAMPASPE COHUNA LLEN STUDENT OF THE YEAR



**WILLIAM GRAHAM**



Once again the annual VET in Schools Excellence Awards were conducted to comply with COVID restrictions so that we could still celebrate the outstanding achievements of Vocational Education & Training (VET) students within our regional schools.

**Around 600 secondary school students are enrolled in VET subjects and School Based Apprenticeships in our region this year.**

Forty-nine students were nominated for the Awards by their VET teachers and trainers. Finalists submitted their resume and were interviewed online by a panel of three judges. The process is good preparation for entering the workforce. Online learning proved to be very good preparation for the interviews.

The three judges enjoyed the experience and had high praise for the finalists.

Brendon Hawken said "I believe that the VET program improves the education, training as well as employment opportunities, and it offers a transition to other pathways, be it university, employment or other, to achieve outcomes for the young people in our region."

Michael Pratt said "Not every young finalist knows exactly where they are headed - this is not a cause for concern, this is part of the journey. A Tourism, Travel and Events finalist told us that she was not sure "where her future self was, I haven't quite found my passion". Community Service nominee

really enjoyed her study and work placement because "it makes me feel good inside." As judges, the whole process of meeting, talking with and engaging with these driven, positive, committed, active and fun young people made us feel good inside. We know that so many of our finalists were in fact humble - of their achievements and their awards. Now is the time for you to be acknowledged and rewarded."

Jess Ibbeson, Community Programs Coordinator, Campaspe Shire Council said "I was very impressed with the calibre of applicants this year and once again enjoyed meeting these bright future leaders. It is so wonderful to see and hear the fantastic achievements, passion, drive and forward thinking of today's young people."

The judges acknowledged the flexibility of the students and schools to adapt to the demands during the judging interviews, particularly juggling various technology platforms and coping with poor internet reception.

### What is VET in Schools?

Vocational Education and Training in Schools (VET in Schools) allows secondary school students to study a particular job or vocation and gain industry qualifications. A VET subject includes theory and practical components. Students

undertaking a VET subject may be planning a career in that industry, or seeking a contrast to their academic subjects, or wanting to develop their work related skills.

### What is Structured Workplace Learning?

Structured Workplace Learning (SWL) is an important component of a VET subject. Students are hosted by employers to undertake a short term hands on placement. On-the-job experience helps them to develop skills and competencies related to their subject.

Jacq Campbell, Structured Workplace Learning Coordinator with Campaspe Cohuna LLEN, says that "a work placement assists students to develop a realistic understanding of the world of work and to gain employability skills."

### Portal website for Structured Work Placements

The Victorian Department of Education and Training provides an online portal to help students find host employers for work placements. Students and schools can use the portal to look for work placement opportunities

with local businesses. Campaspe Cohuna LLEN manages the portal for this region. Jacq Campbell invited businesses to contact her to be included.

[www.workplacements.education.vic.gov.au](http://www.workplacements.education.vic.gov.au)



### Australian School Based Apprenticeships and Traineeships

School Based Apprenticeship and Traineeships (SBAT) are the same as normal apprenticeships and traineeships except that they are completed part time whilst the young person continues their schooling, rather than being done full time. SBATs are available in a wide variety of industries and involve a contract of training and paid employment. Typically, a student is employed in the workplace one day per week, and attends school the other four days.

School Based Apprenticeships and Traineeships

are a 'win win' situation for both the student and the employer. Students gain a nationally recognised qualification and valuable experience in the workplace. Employers can contribute to the career development of a young person, and gain an extra pair of hands in a very cost effective manner.

On completion of the SBAT an employer may offer full time employment to a young person who has already proved their value.

### School Friendly Business

Campaspe Cohuna LLEN recognises businesses as being School Friendly for the support they give to young people in their journey through school and into further education and employment.

Host employers and Award sponsors are demonstrating two ways of being School Friendly. We thank both hosts and sponsors for their contribution to local young people.

## MEGT SCHOOL BASED APPRENTICE / TRAINEE OF THE YEAR



**LUKE DIMOVSKI**



# 2021 VET IN SCHOOLS EXCELLENCE AWARDS

## CAMPASPE COHUNA LLEN VET IN SCHOOLS EXCELLENCE AWARDS WINNERS 2021

### CAMPASPE PCP ALLIED HEALTH AWARD WINNER



**HOLLY  
MOYLE**



### GO TAFE AUTOMOTIVE AWARD WINNER



**WILLIAM  
MITCHELL**



### CVGT BUILDING & CONSTRUCTION AWARD WINNER



**ELIJAH  
FOLEY**



### COMMUNITY LIVING & RESPITE SERVICES COMMUNITY SERVICE AWARD WINNER



**MADDISON  
CHILVER**



### ST JOSEPH'S COLLEGE EDUCATION SUPPORT AWARD WINNER



**MEG  
BRENNAN**



### SARINA RUSSO EMPLOYMENT PATHWAYS AWARD WINNER



**NOAH  
MARTIN**



### MOAMA BOWLING CLUB HOSPITALITY AWARD WINNER



**RILEY  
GORDON**



### PETER WALSH PUBLIC SAFETY AWARD WINNER



**THOMAS  
JEFFREYS**



### BENDIGO TAFE SALON ASSISTANT AWARD WINNER



**SAMANTHA  
HOLLAND**



### RIVERINE HERALD SPORT & RECREATION AWARD WINNER



**WILLIAM  
GRAHAM**



### CAMPASPE COHUNA LLEN TOURISM TRAVEL & EVENTS AWARD WINNER



**JAMISON  
MCFADDON**



### CAMPASPE COHUNA LLEN VCAL AWARD WINNER



**JONATHON  
WEST**



## FINALISTS IN THE CAMPASPE COHUNA LLEN VET IN SCHOOLS EXCELLENCE AWARDS 2021

#### Allied Health

Jessica Nunan  
Georgina Brown  
Holly Moyle

#### Automotive

Daniel Matthews  
Lachlan Wright  
William Mitchell

#### Building & Construction

Amy Fitzgerald  
Benjamin Morris  
Bradley Wakefield  
Charlie Palmer  
Elijah Foley  
Jaxon Nihill  
Kody Lees  
Angus Harding

Jonathon West  
Steven George  
William Mitchell  
Scott Park

#### Community Service

Maddison Chilver

#### Education Support

Mollie Burls  
Meg Brennan

#### Employment Pathways

Noah Martin  
Ella Martin

#### Hospitality

Riley Gordon  
Eden McInnes  
Maddyn Taylor

Kare Doolan  
Dylan Jenkins

#### Public Safety

Caleb Bourke  
Thomas Jeffreys

#### School Based Apprentice / Trainee

Johnathan Laird-Waters  
Lacey Rankin  
Hayden Trewick  
Laura Budge  
Luke Dimovski

#### Sport & Recreation

William Graham

#### Tourism Travel & Events

Lauren O'Dea  
Camen Yuan  
Jamison McFaddon

#### VCAL Studies

Jonathon West

## ENGINEERS SOLVE PROBLEMS

**Students from four schools in the Campaspe region got a first-hand look at the engineering industry when CCLLEN and Committee for Echuca Moama partnered again on running an industry tour showcasing diverse engineering roles and workplaces.**

Through the Engineers Solve Problems initiative, four local businesses opened their doors to students from Rochester Secondary College, St Joseph's College, Moama Anglican Grammar and Echuca College. The tours explored the diversity of operations within each organisation and various pathways into a career in engineering.

The aim of the Engineers Solve Problems program is to show students real-life examples of local people working across a range of engineering fields, to help them make more informed choices about their future pathways. It is also a great way to connect genuinely interested students with work placement opportunities.

The core business of the four organisations involved - Foodmach, Major Roads Victoria, Byford Equipment and Riverport Engineering - is vastly different, however all rely on engineers with a range of skills, experience and qualifications.

Connecting our future workforce to industry was the focus, allowing students to explore job roles within a business, speak to representatives in these roles and gain a better understanding of the pathway options to succeed in their careers.



## SPORT AND REC, THE TOUR

CCLLEN created an industry tour for VET Sport and Recreation students at Echuca College, so that they could experience the diversity of local opportunities available to them.

The Tour started out at the Echuca War Memorial Aquatic Centre where Centre staff gave the students an overview of all the services available at the Aquatic Centre and their personal career journeys.

Students observed group fitness sessions, water aerobics, and junior swim classes and learned that often team members had dual roles such as life guarding and administration duties.

Well Soul studio really opened the students' eyes with participation in Reformer Pilates and Yoga classes. The science behind "float" tanks was discussed and students heard career journeys from team members who have multiple roles in the studio.

Next Level fitness gave a great talk on the many and varied opportunities in the gymnasium and supervised workouts on some of their incredible equipment.

The students were unable to visit the Moama Bowling Club, so the Club came to them, with the top floor of the Beechworth Bakery given over to the team from the Club to talk about the many sporting opportunities available there.

The CCLLEN organised the tour, supplied lunch at the Beechworth Bakery, fruit and water for students and transport for the day.



## INTERVIEW TECHNIQUES AND EMPLOYABILITY SKILLS

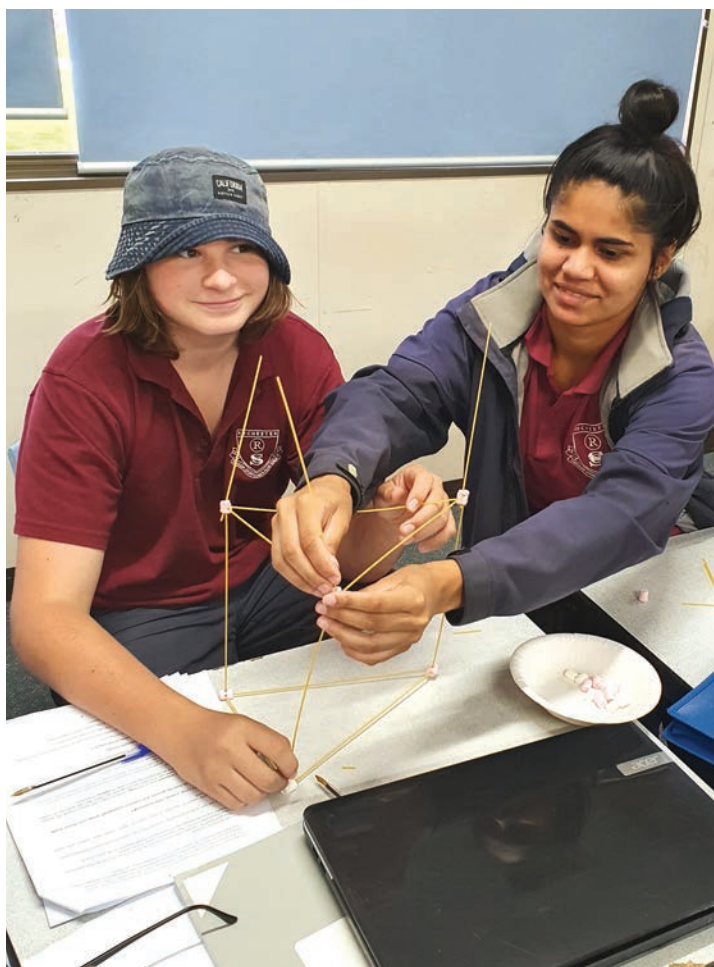
### **Students across our schools were preparing for their upcoming Mock Interviews.**

Students are required to submit a Resume and Application letter in response to a job advertisement and are then interviewed by a local business or community member. Feedback is part of this process and is very valuable.

To better prepare, students participate in a highly interactive 75 minute session that offers tips on resumes and application letter writing. A challenging tower building activity using only spaghetti and marshmallows is a group activity that helps the students put into practice the Employability Skills they had heard about that day including team work and problem solving.

Students pair up to practice questions they may get asked by an interviewer and learn the importance of first impressions.

A workbook has been created for the students with hints, tips and checklists and tasks that will help them reflect on new found skills.



## FOOD AND FIBRE CAREERS DAY

The Food and Fibre Careers Day was held online in May with a wide variety of workshops available for students and schools to join live, or watch as a recording later.

The virtual event was promoted to schools across northern Victoria, especially to those who would normally attend in person.

LLEN's, Local Government, Universities and TAFE collaborate on running the event.

CCLLEN hosted two workshops, Ag Tech in Horticulture and Dairy Industry, and moderated the question and answer sessions.



## CAMPASPE CAREERS PROFESSIONAL LEARNING NETWORK

The Campaspe Careers Network is a group consisting of dedicated and passionate Careers teachers from all our Regional secondary schools. The Careers teachers' role includes assisting students to find quality work placements for their students across a range of Vocations.

CCLLEN supports the careers network by arranging venues and guest speakers, maintaining distribution lists, providing banking, minutes and professional development certificates.

Network meetings, held twice per term, provide an opportunity for school careers practitioners to share information and resources, promote best practice and connect with other schools, training providers, business and industry.

During 2021 we continued meeting on virtual platforms and when we could, added the hybrid style, some face to face while others joined us across teams.

As almost all of the universities and other training and educational providers are city based or out of region, not all meetings were attended in a regular year. With the advantage of meetings on virtual platforms, everyone could attend and did so, sharing information to the group prior to each meeting so there was time for the careers practitioners to gather questions and field ideas. This was an enormous advantage to the careers network with really strong connections created with Monash University, Federation University, La Trobe, Melbourne University, Charles Sturt to name a few.

The network was also joined each meeting by representatives from the Department of Education and Training, MEGT, Sarina Russo, William Angliss, Hotel School, JMC Academy, Collarts and the Photography College.

At the final meeting of the year, the core group of the network came together face to face and were joined by Youth Take Over Loddon Campaspe. Further details on the Youth Take Over can be found on page 22.



## VET CHAMPIONS

The VET Champions initiative showcases high-achieving Victorians who have risen to success through a vocational education and training (VET) pathway. The Champions are available for schools and LLENs to book to speak at careers events.

The Department of Education asked LLENs to nominate potential Champions for the program.

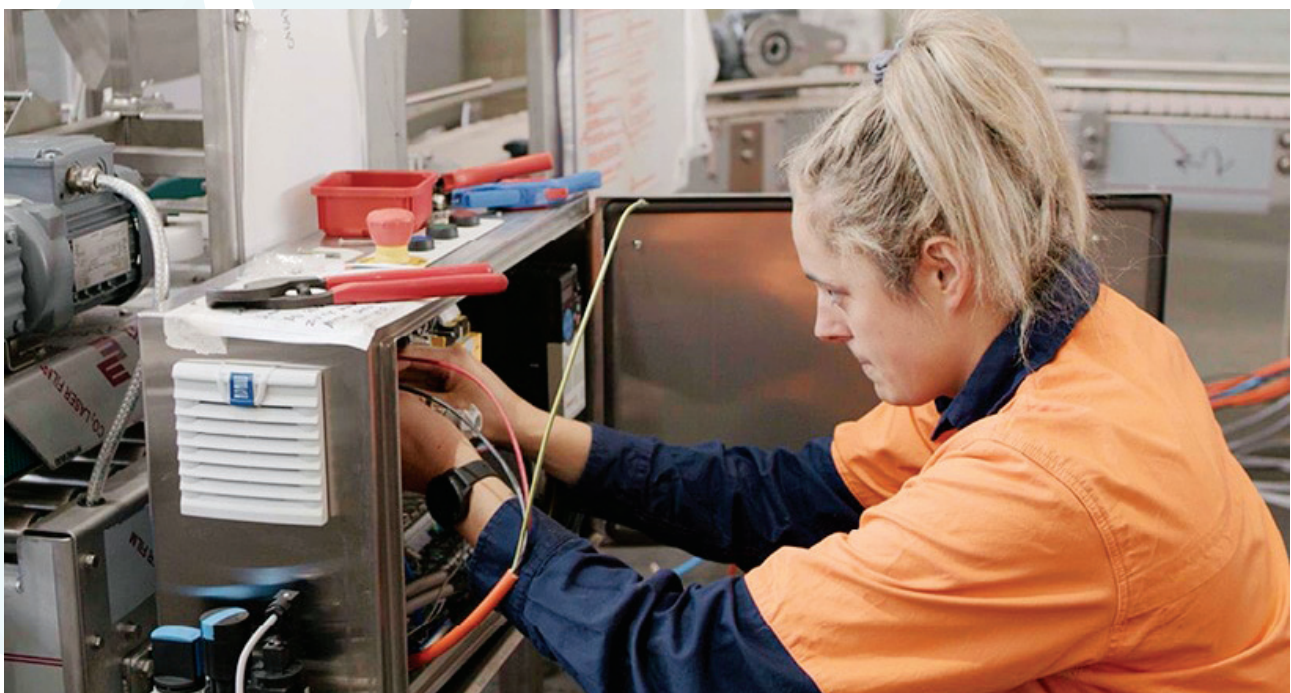
CCLLEN nominated Kelly Shotton of Foodmach as a VET Champion and she was one of the first to be announced by Education Minister James Merlino. Kelly immediately received requests to speak at events.

CCLLEN also nominated Jack Trewick, farming apprentice at Cramlington Park and he was in the second group of Champions announced.

Kelly and Jack already

have experience talking to students for Beacon and CCLLEN, and were filmed for the Careers Video Showcase. Jack is a two-time winner of School Based Apprentice of the Year in our VET Awards of 2017 and 2018.

Both Kelly and Jack are featured on the VET Champions website at <https://www.vic.gov.au/vet-champions>.



## MURRAY RIVER CULINARY CHALLENGE

**The Murray River Culinary Challenge was put on hold while our schools buckled down to remote learning and some testing times.**

Traditionally, to commemorate the towns up and down the Murray River where the Challenge takes place, we create a tea towel which has become quite the collector's item.

One of the hardest hit industries has been our much loved hospitality sector and to support and celebrate our great industry we created a "special edition" 2020 tea towel.

Tea towels were hand delivered to our local hospitality businesses with it's heart felt message.

We hope the tea towels brought some cheer!

**MURRAY RIVER CULINARY CHALLENGE 2021**  
**THANK YOU**  
**FOR YOUR PASSION & COMMITMENT**  
**TO THE HOSPITALITY**  
**INDUSTRY**  
**AND YOUR**  
**CONTINUED**  
**SUPPORT OF**  
**OUR YOUNG**  
**PEOPLE**



## SCHOOL FRIENDLY BUSINESSES

**The CCLLEN aims to help schools and businesses work together. There are many ways businesses can be 'School Friendly'.**

We want to recognise those businesses already interacting with schools and encourage more businesses to become involved.

School Friendly Businesses support their communities and can help improve education and transition outcomes for young people in a whole of community approach.

Across the CCLLEN region 343 businesses and 37 schools are involved. School Friendly Businesses participate in mock interviews, careers events, work placements and sponsorship. They also receive School Friendly Business calendars every six months.



**School Friendly  
Business**



## YOUTH TAKE OVER

### **Youth Take Over Loddon Campaspe will create pathways to employment for young people.**

Each Take Over involves a group of young people working with a skilled facilitator to deliver a project within a workplace or industry. This is work experience taken to a new level. Young people will have a great story to tell about the skills they developed, the outcome they delivered, and how they worked in a team - the key components needed in a job interview to get the job you want.

Take Overs on offer range from creating an online store, to designing a label for a wine bottle, to creating a social media campaign, to learning how to make coffee, to learning how to start your own small business.

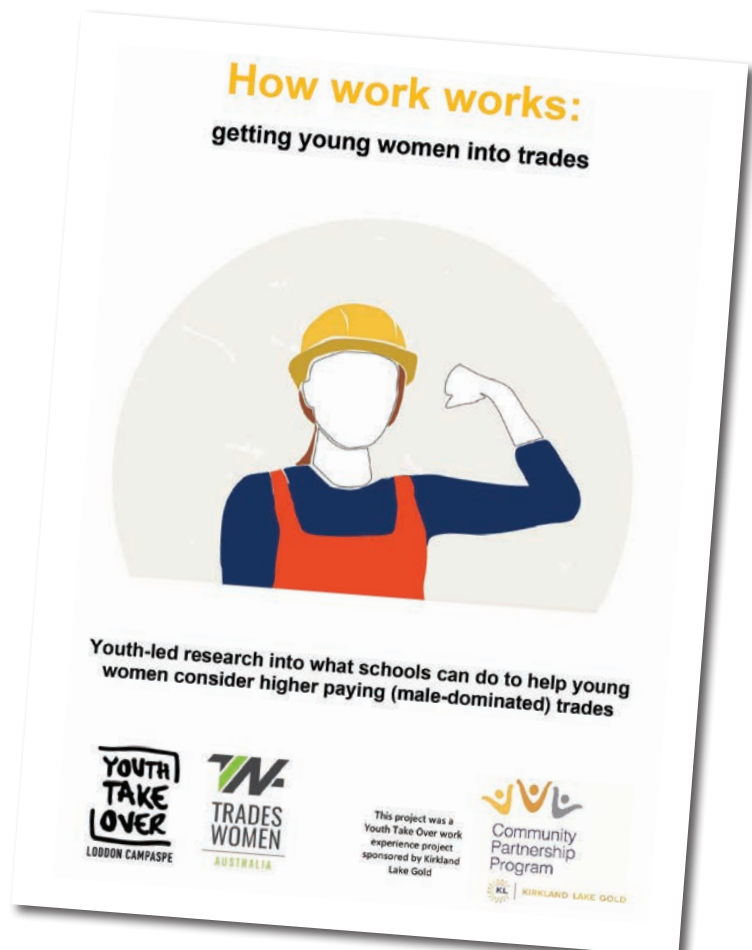
CCLLEN is partnering with three other LLENs on this project, which is funded by Kirkland Lake Gold's Community Partnership Program. Kirkland Lake Gold has recently been renamed Agnico Eagle and owns the Fosterville Gold Mine.

## HOW WORK WORKS

### **A Youth Take Over project created the latest instalment in the How Work Works series, focusing on women in trades.**

The first in the series was created in 2020 and covered the Loddon Campaspe region, with CCLLEN partnering on the project with other LLENs. In 2021 North East LLEN and Goulburn Murray LLEN created their own localised reports using young interns to conduct the research, under the guidance of Jeanette Pope.

Youth Take Over recruited eight interns who interviewed women in non-traditional roles across Loddon Campaspe and presented their findings in the report.



## L2P LEARNER DRIVER PROGRAM

In November CCLLEN commenced delivery of the Campaspe L2P Mentor Driver Program for Lead On Echuca Moama.

For more than 11 years, the Campaspe L2P Mentor Driver Program has assisted hundreds of young people obtain enough learner driver hours to apply to gain their probationary license.

The TAC L2P Program assists disadvantaged Victorian learner drivers aged 16 to 21 with no access to a supervising driver or vehicle to gain the 120 hours driving experience required to apply for a probationary licence.

Young people (aged 16-21) with a current learner permit can apply for the program. If the young person meets the criteria and is accepted into the program, the TAC L2P Program matches learners with a fully-licensed volunteer driver.

The learners are matched with a volunteer mentor and learners participating in the program have access to up to seven free driving lessons throughout the program with a professional instructor.

This helps learners build their skills before getting on the road with a volunteer mentor and continue

progressing through the four stages of the Graduated Licensing System.

The program focuses on helping young people become safe, confident drivers, in an effort to reduce Victoria's road toll. It also provides an opportunity for young people to interact with positive adult role models, gain confidence and move towards social independence.

Both Lead On and CCLLEN are grateful for the opportunity to work together with the program. Initially CCLLEN is delivering the program as a sub-contractor to Lead On. Transition of the contract with the Department of Transport from Lead On to CCLLEN was completed early in 2022.



## KOORIE HOMEWORK GROUP

CCLLEN has continued to assist Njernda Aboriginal Corporation with its application for homework group funding. The application has again been successful.

During 2021 the group met when restrictions permitted, with the students keen to come together for the support and assistance that the group and Njernda provide.

The group meets weekly during school terms, with food and a qualified teacher provided.



## TEACHING KOORIE STUDENTS

The Department of Education provides Cultural Safety and Understanding Training to all staff at government schools. The training is delivered by the Koorie Engagement Support Officers.

CCLLEN had the privilege of attending a training session at Echuca College. The training is relevant and powerful with all staff thoroughly engaged and moved by the information and stories shared.

CCLLEN provided copies of the book Teaching Koorie Students, which was written by the Local Aboriginal Education Consultative Group. CCLLEN funded the printing of the book, and liaises with the Koorie Engagement Support Officers to provide copies to schools in conjunction with the Cultural Safety and Understanding Training.



## YEAR 12 PACKS

Following the success of last year's packs, the CCLLEN, Campaspe Shire Council, Murray River Council and volunteers from the community came together to put together packs for Year 12 students to receive as they finished their secondary schooling.

The packs contained items to remind students of positives and to let them know that the community is

thinking of them. The Mayors of both Councils provided letters to include. The Councils and CCLLEN funded the materials.

A team of enthusiastic helpers assembled the packs in a working bee at the CCLLEN office. CCLLEN staff delivered the packs to all secondary schools in Campaspe, Cohuna and Moama as well as TAFE and Indie School.



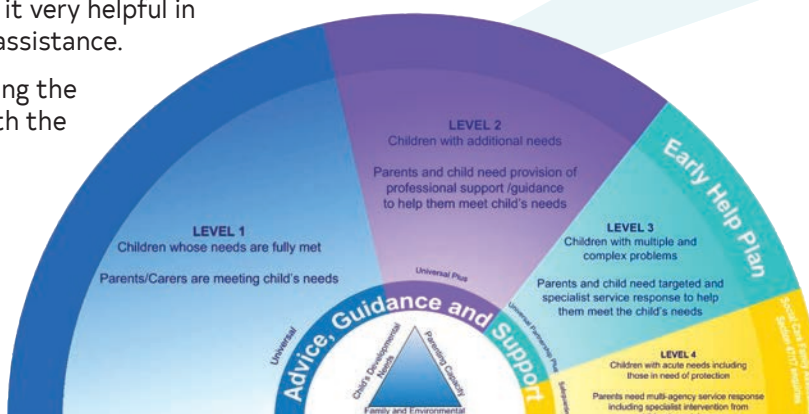
## CONTINUUM OF NEED

**The Continuum of Need is a tool for mapping a young person on a continuum to determine their level of need against a wide range of domains that support their health, wellbeing and development.**

CCLLEN maintains and regularly adds to a directory of services that is hyper-linked to the Continuum of Need mapping tool.

Echuca Twin Rivers Specialist School has mapped all of their students using the tool, and found it very helpful in identifying issues and prioritising assistance.

Other schools are investigating using the tool, and requesting assistance with the process. CCLLEN and Echuca Twin Rivers Specialist School provided further information and advice. School Focused Youth Service offered funding to cover teacher release to work on mapping students.



## MENTAL HEALTH

**Further progress was made on a headspace centre for Echuca. The headspace centre manager joined Campaspe Youth Partnerships as a representative of Echuca Regional Health and kept schools and agencies informed.**

CCLLEN is an active member of the Campaspe Murray Mental Health Network. The Network created an information sheet on Keeping Mentally Well. CCLLEN distributed this to schools for use in staff rooms and when talking to families. On behalf of the Network, CCLLEN was the auspicing body for a Campaspe Shire Council grant for a mental health awareness event. The event was held in May as a morning tea with local mental wellbeing services providing information and activities in a market style event outside the Echuca Library.

CCLLEN is a member of the Executive Group for the Campaspe Schools and Agencies Wellbeing Network. The network was able to hold some face to face meetings in 2021, and via regular emails to members provided information on resources and professional development opportunities.



## CCLLEN REPRESENTATION

CCLLEN staff hold positions on a number of groups.

Anne is a member of the Executive for the statewide network of LLENs, as well as the Campaspe Schools and Agencies Wellbeing Network.

Anne also represents the Loddon Campaspe LLENs on both the Navigator Operations Group and the Loddon Campaspe Head Start Cluster.

Jacq is the North West Regional Facilitator of the SWL Coordinators within LLENs. In this role Jacq provides training to new Coordinators, shares information and convenes regular meetings of Coordinators in the north west of the state.



# ECHUCA MOAMA BEACON FOUNDATION



2021 proved to be yet another challenging year for all involved with Echuca-Moama Beacon Foundation (EMBF).

The COVID-19 situation again limited our ability to hold events as we would have liked, however the majority of our Real Futures programs were able to be conducted online or in "Covid-friendly clusters" in respective school settings. Together with the team at CCLLEN we were able to enhance the existing Careers Expo collection of videos with a panel interview filmed and launched at the schools' respective Careers Expos.

Interview Techniques sessions and Mock interviews were also able to be delivered to students, whether online or in-person where school guidelines permitted.

## Leadership Program

### Beacon Leaders

Twenty-one students were selected to represent our five Beacon schools, with seven Year 9 students from Echuca College, four Year 9 students from Moama Anglican Grammar, six Year 10s from St Joseph's College Echuca, and two each from Echuca Twin Rivers Secondary School and River City Christian College.

### Leadership Development Day – 12 February

Our first event for the year was the Leadership Development Day, and what a wonderful way to start 2021 - together, face-to-face and enjoying the lovely facilities at Bendigo TAFE!

Leadership day is all about getting to know one another, and to prepare our new leaders for their role as ambassadors for the Beacon program.

Activities and tasks centred around developing communication and teamwork skills, and gaining an insight into their own personal strengths and attributes, assist our Leaders to not only form a bond but to prepare them for their first major event - the Beacon Business Breakfast.

Our leaders all participated with enthusiasm and showed their commitment to their new roles. There was also an opportunity for some of our leaders to practice their public speaking skills.

## Community Events

### Business Breakfast – 11 March

Our first community event of the year, the Business Breakfast, was hosted by the Beacon Leaders at Radcliffe's Restaurant on Thursday 11 March.

A record number of 106 attendees enjoyed a delicious breakfast, and heard from guest speakers Allira Hornsby, Ella McCormick and Paige Doherty representing the students, Simon Wood, Principal of Echuca College representing the Beacon schools and Ben Hearn from the Campaspe Shire, representing the business community.

Our leaders were introduced to the business community and presented with their badges by special guests, the Honorable Peter Walsh and the Beacon Board Chair Sue Turner. The students then read out the Leader's Pledge.

### Fundraiser

Our annual fundraiser, the Bunnings BBQ Sausage Sizzle, was a great success. Manned by Beacon Leaders, Board Members and Beacon Coordinators, everyone pitched-in and helped raise nearly \$900.

A huge thank-you to everyone who came along and helped!

## Real Futures Program

### Careers Expo

The Careers Expo is the first in-school Beacon Foundation event for the year and is aimed to help students participating in the Real Futures program to begin thinking about future career opportunities.

Generally, this event is held at the Rich River Golf Club and involves all five Beacon schools coming together to participate in workshops across a range of industries.

Last year due to COVID-19, we were unable to run the event as we normally would, so we partnered with the Campaspe Cohuna LLEN to put together a series of Careers Videos, which are filmed locally and available for us to watch at any time throughout the year.

This year, the decision was made to run the events within schools.

Beacon Leaders were involved in the filming and production of a panel interview with three locals, who have very different career journeys. This video was uploaded to the suite of careers videos developed in 2020 and screened for students during their Careers Expo event.

We also put together a showbag for each student, with some goodies thanks to local businesses and a Careers Guide which highlights job opportunities available locally. Schools are celebrating the Expo in their own ways, and taking the opportunity to use the Careers Videos and workbook to support their Real Futures program.

### Employability Skills & Interview Techniques

In partnership with Campaspe Cohuna LLEN, we deliver Employability Skills and Interview Techniques training to year 9 or 10 students across all five Beacon schools.

This interactive training aims to help students to prepare for interviews and provides some tips and tricks going into the Mock Interviews.

This year we were able to deliver these sessions face-to-face at Echuca College, River City Christian College and Echuca Twin Rivers Specialist School, and we recorded an updated version which was utilised by Careers Teachers at Moama Anglican Grammar and St Joseph's College.

### Mock Interviews

Echuca College, Echuca Twin Rivers Specialist School and River City Christian College all held their events face-to-face, ensuring that COVID-safe procedures were followed.

Moama Anglican Grammar and St Joseph's College both held their events online, which was quite successful.

Traditionally St Joseph's interviews occur over two days, however with lots of volunteer interviewers prepared to give their time, and with the online format we were able to complete them in one day.

In all of our schools, our Beacon Leaders worked exceptionally hard to ensure that their events ran as smoothly as possible.

We would like to sincerely thank everyone who has been involved in our Mock Interviews this year, we are so grateful for your time to support this valuable part of the program.

### Pathways Pledge Ceremony

Our Pathways Pledge Ceremony scheduled for August was a victim of COVID-19, however most of our schools were able to run the event internally.

Former Echuca student Dr. Dean Freestone was our keynote speaker, and provided a recording of his presentation which was shown across all schools at events run by our Beacon Leaders.

Community members were shown the presentation and were invited to pledge alongside the Beacon Leaders at our AGM.





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