



South Gippsland Bass Coast Local  
Learning and Employment Network

# ANNUAL REPORT

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*Every young person in our region has hope, opportunity and  
connection in their lives*

**2021 - 2022**

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## A Message From Our Leaders

*Sarah Fenton, Chair*

This year has been one of many changes at SGBCLLEN. At the end of 2022, we celebrated the incredible contribution to both SGBCLLEN and the LLEN network more broadly, of outgoing Executive Officer Wendy Major and welcomed Angelo Saridis into the Executive Officer role. Leading an energetic new team, Angelo and the LLEN staff joined the Board for a strategic planning day in February 2023, during which we reviewed the existing strategic plan and identified opportunities to further strengthen relationships to best support young people in our community through pathways opportunities. We are grateful to the SGBCLLEN partners and supporters and look forward to another exciting year ahead.



*"We reviewed the existing strategic plan and identified opportunities to further strengthen relationships to best support young people in our community through pathway opportunities"*

*Angelo Saridis, Executive Officer*



*"We continue to focus on providing our students access to meaningful and inspiring work experiences that will propel them into the future prepared and energised"*

2022 has been a year of transition and change for the SGBCLLEN. We farewelled our longstanding and much respected former EO Wendy Major who has served our community with distinction. We also saw our contract with the Department of Education end and a new contract for the 'School to Work program' negotiated and ratified. Local businesses have been dealing with significant recruitment challenges which have been affecting businesses across the country. Working with them to find ways to expose young people to local future career opportunities was even more vital in the current environment and this will continue into the foreseeable future. Our role remains highly valued and important to be the facilitator linking schools and local businesses. We continue to focus on providing our students access to meaningful and inspiring work experiences that will propel them into the future prepared and energised. We thank all our partners and stakeholders for their continuous support and look forward to working together to offer our students the best possible opportunities for future careers in our region and beyond.

# OUR OVER-ARCHING VISION

Every young person in our region has hope, opportunity and connection in their lives



South Gippsland Bass Coast  
Local Learning  
and Employment Network

FOCUS AREA	ACCESS & OPPORTUNITY	SUPPORT & LEADERSHIP	RESILIENCE & HOPE	SUSTAINABILITY & INNOVATION
<b>OVER-ARCHING GOALS (2025)</b>	Every young person in our region has a pathway that meets their individual needs.	All agents for change in our region (schools, industry and community) have access to and are supported to identify best practice, develop knowledge and deliver solutions.	Our collective community efforts contribute to shared hope for the future, regional resilience and economic growth.	Our organisation has grown its capacity, resources and capabilities and is known as a key catalyst for innovation and action in our region.
<b>KEY MEASURES</b>	<ul style="list-style-type: none"> <li>› School attendance</li> <li>› Year 12 completion</li> <li>› Student engagement</li> <li>› Skills development</li> <li>› Suitable # courses</li> <li>› Suitable # programs</li> <li>› Technology usages</li> </ul>	<ul style="list-style-type: none"> <li>› Training / upskilling</li> <li>› Workforce gaps</li> <li>› Resourcing</li> <li>› New ideas/connections</li> <li>› Time efficiencies</li> <li>› Cross region connections</li> </ul>	<ul style="list-style-type: none"> <li>› Economic indicators</li> <li>› Case studies</li> <li>› Success stories</li> <li>› Results (Qual/Quant)</li> <li>› Evaluation/feedback</li> <li>› Testimonials</li> </ul>	<ul style="list-style-type: none"> <li>› Funder types</li> <li>› Income sources</li> <li>› New partnerships</li> <li>› Contracts won/delivered</li> <li>› Skills based board</li> <li>› Membership model</li> </ul>
<b>STRATEGIES</b>	<p>Facilitate targeted strategies and pathways for identified sub-groups, including engagement strategies.</p> <p>Facilitate the growth of flexible online learning.</p> <p>Foster a collective understanding of the different functional impacts on the capacity of a young person to participate.</p> <p>Support existing partnerships and collaborations to be sustainable, and nurture new strategic partnerships.</p> <p>Inspire and facilitate pathway strategies, such as taster programs, placements, open days, cluster meetings etc.</p>	<p>Identify workforce gaps and training needs, and broker solutions to address them.</p> <p>Share lessons learned locally and within the learning, education and employment networks Foster training and upskilling needs.</p> <p>Support our partners in their advocacy efforts.</p> <p>Develop connections outside of our region that relate to our community's need.</p> <p>Support the development of plans and activities according to growth and key sectors.</p> <p>Celebrate and acknowledge/recognise.</p> <p>Contextualise, share and contribute to relevant research and findings.</p>	<p>Communicate regularly with key stakeholders to raise awareness of local learnings and successes.</p> <p>Develop and implement effective communications to increase visibility, grow support and opportunities.</p> <p>Support events and experiences that showcase future pathways and opportunities.</p> <p>Capture the collective impact by establishing the measures to evaluate the effectiveness of partnerships and initiatives.</p>	<p>Strengthen and maintain our structures and systems to be an independent and agile organisation.</p> <p>Maintain a workplace that is diverse, innovative and responsive, and reflects our values.</p> <p>Expand the Board to include both organisational representation and skills based board.</p> <p>Develop a diverse portfolio of sustainable income streams (funders, funding partners, contracts, donors etc).</p> <p>Participate and contribute in thought leadership roles at key events/panels/workshops in Gippsland and beyond.</p> <p>Refresh our brand to better reflect our proposition, as well as the independent and innovative nature of our organisation.</p> <p>Strengthen our involvement in, and advocate for the growth of the wider LLEN network.</p>

www.sgbcllen.org.au

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Local Learning  
and Employment Network



## PROJECTS & PARTNERSHIPS

*Working closely with schools, industry, and community to deliver a range of meaningful programs and experiences to students*

- Industry Immersion Tours
- Work Readiness Programs
- Career Development Programs
- Networking Events and Partnerships
- School Industry Partnerships
- Structured Workplace Learning Placements

### BASS COAST SPEED CAREERS

#### BASS COAST COLLEGE

Partnering with YES Youth Hub, Country Universities Centre Bass Coast, and Bass Coast Shire Council, we delivered a careers event to approximately 319 Year 9 students from Bass Coast College. Following a speed dating format, students in groups of five engaged in short, focused interviews with local industry representatives. A wide range of different industry sectors were represented including health, agriculture, emergency services, tourism, education, and trades. Representatives discussed their career journeys, pathways after finishing school, and what led them to where they are now. The interactive session gave students a unique opportunity to learn about local pathways and jobs and was well received by students and industry.

Liam and Joe of Bass Coast College heard from an array of professionals last Thursday. C08\_3122

Lockie, Jethro and Michael of year 9 attended Speed Career Conversations at Bass Coast College. C09\_3122

Lyra and Darcee were all smiles at the Speed Career Conversations. C10\_3122

Annabelle, Elisha and Zoe heard from social workers, emergency services and professionals across multiple industries. C11\_3122

Students Tom and Kohda listen to the round robin of guest speakers. C15\_3122

Jasper, Ocean and Sam enjoyed a day at the senior campus with their mates. C17\_3122

Year 9 students Hazel and Patrick rounded out the final session on Thursday asking questions of their guest speakers. C19\_3122

Mia, Jyrar, Grace, Sienna, Claudia and Lulu have varying aspirations after they leave school. C12\_3122

Ashton, Oscar and Aleyah round out a jam-packed day at Wonthaggi Senior Campus. C21\_3122

Keira, Gracie and Louise enjoy a day hearing from an array of Bass Coast and South Gippsland professionals. C23\_3122

Students Matilda and Isla heard from professionals in Speed Career Conversations and partook in a tour of the senior campus. C24\_3122

Jai and Oscar had an information filled day at Bass Coast College Senior Campus. C25\_3122

Year 9's Josh and Archie discuss their aspirations for future careers with industry professionals. C16\_3122

Chilli, Charlotte and Bridie complete their surveys at the end of the afternoon Speed Career Conversations. C18\_3122

Byron and Deacon heard from Senior Constable Megan Krause regarding the Victoria Police. C20\_3122

Year 9's Ryan and Will finish their survey after the last round of guest speakers. C22\_3122

Year 9 students Lachie, Caleb and Noah prepare for the final formalities after a day at the senior campus. C26\_3122

**Snapped Out**

Pictures of you and your friends at Speed Career Conversations at Bass Coast College

**Sentinel-Times**

\*\*\* ORDER THESE AND OTHER PHOTOS 5672 1888

22 | TUESDAY, AUGUST 2, 2022 | SOUTH GIPPSLAND SENTINEL-TIMES

## Inspiring the next generation of workers

MIRBOO North Secondary College students enjoyed a break from normal school responsibilities, with the 'Inspiring Young People Luncheon' exposing them to a wide range of industry mentors and speakers.

The predominantly Year 11 group were encouraged not to panic if they aren't yet sure what career to pursue, hearing there is scope to change direction in future.

Some also learned about career prospects they may not have otherwise considered.

South Gippsland Bass Coast Local Learning and Employment Network ran the session.

"There's no right or wrong way to get into a career," South Gippsland Shire Mayor Mohya Davies said.

With a passion for early learning, much of her career has been as a kindergarten teacher.

I never thought I would be mayor; it just happened," Mohya told her young audience.

She compared ATAR scores to birth weights, saying when someone is born everyone wants to know their weight, but it is soon forgotten and that while ATAR seems all important



Students Hayley Eden and Luci Seath with mentor Steph Lake, a fitter and boiler maker. A13\_4422

now, that perception will alter.

Student Luci Seath was interested to hear the story of mentor Steph Lake who is a fitter and boiler maker at a power station, something that opened Luci's eyes to new career prospects.

"Steph's inspired me," Luci declared.

Steph was delighted to have the opportunity to share her career story with the students.

"I didn't know what a fitter was, and it's important for girls to know those sorts of careers are out there, and I would love to have had things like this around when I was at school," Steph said.

Loving cars and motorbikes, Steph knew she wanted to do something hands-on, tackling work placement at an automotive shop, but not enjoying it.

Ultimately, a newspaper advertisement for apprenticeships at Loy Yang steered her in a direction she loved.

Gippsland Southern Health deputy director of nursing Kylie Ashton was also keen to offer guidance to the students.

"I grew up, like a lot of these guys, not knowing what I wanted to do and things like this helped me focus on areas I hadn't considered," Kylie said.

She said once people work out what direction they want to head, it is achievable even if the path isn't a direct one.

"My path wasn't straight forward, but I got there in the end and I'm in a leadership role, and they need to know they will get there despite their score if they really want to go in that direction," Kylie said.

Beau Melbourne is one of those Mirboo North students fortunate to have already established his career path, having an agricultural apprenticeship lined up on a farm.

Blake Peters is another student confident he knows where he is heading, with his sights set on a career as a diesel mechanic.

Paramedic Rebecca Quarries is glad she made the effort to get into a job she loves.

"It took persistence, more financially, having to pay my way while studying," she said.

Rebecca's message to students is to be resilient and not to give up if they get a 'no'.

She also stressed the importance of being busy. "You can change direction, but doing something is better than doing nothing," Rebecca said.

## INSPIRING YOUNG PEOPLE

MIRBOO NORTH SECONDARY COLLEGE

*"There's no right or wrong way to get into a career"*

Mohya Davies, South Gippsland Shire Mayor

GIPPSLAND SENTINEL-TIMES

The Inspiring Young People initiative was delivered at Mirboo North Secondary College to encourage and educate young people in navigating their careers. The mentoring session brought together a diverse range of industry participants sharing their experiences and advice with students. The opening address delivered by Mohya Davies, Mayor of South Gippsland Shire Council, highlighted that there isn't a right or wrong way to get into a career and that there are many different pathways and opportunities ahead. Students walked away with many positive messages, being more equipped to explore and make informed decisions about their careers and aspirations.





# Financial Audit Report & Statements

## For the year ended December 31, 2022

### Balance Sheet

#### South Gippsland Bass Coast Local Learning and Employment Network Inc. As at 31 December 2022

	31 Dec 2022	31 Dec 2021
<b>Assets</b>		
<b>Bank</b>		
Bank Cash Accounts:ANZ Business Extra	862	719
Bank Cash Accounts:Commonwealth Cheque Ac	158,927	86,032
Bank Cash Accounts:Petty Cash	51	12
Term Deposits:Bendigo Bank Term Deposit 6433	32,951	32,860
Term Deposits:CBA Term Deposit	50,000	50,000
Term Deposits:CBA Term Deposit 4838	40,110	40,001
<b>Total Bank</b>	<b>282,900</b>	<b>209,625</b>
<b>Current Assets</b>		
Accounts Receivable	45,151	44,266
Prepayments	4,380	-
<b>Total Current Assets</b>	<b>49,531</b>	<b>44,266</b>
<b>Fixed Assets</b>		
Fixed Assets:Computers/Equip:Computer & Electronic Equipment	53,249	50,713
Fixed Assets:Computers/Equip:Provision for Depreciation Comp	(45,922)	(40,889)
Fixed Assets:Furn Fittings:Furniture & Fittings	19,329	19,329
Fixed Assets:Furn Fittings:Provision For Depreciation Furn	(11,832)	(10,999)
<b>Total Fixed Assets</b>	<b>14,823</b>	<b>18,153</b>
<b>Total Assets</b>	<b>347,255</b>	<b>272,044</b>
<b>Liabilities</b>		
<b>Current Liabilities</b>		
Accounts Payable	20,666	7,038
Accrued Expenses	-	14,233
Contributions in Advance	-	10,000
GST	3,793	5,120
Income Received in Advance	83,491	-
Payroll Liabilities:PAYG TAX	-	5,296
Payroll Liabilities:Superannuation Liability	9,346	3,654
Provisions:Annual Holiday Pay	6,443	20,880
Provisions:Long Service Leave	16,993	22,067
TOLL Accrual	923	-
<b>Total Current Liabilities</b>	<b>141,655</b>	<b>88,287</b>
<b>Total Liabilities</b>	<b>141,655</b>	<b>88,287</b>
<b>Net Assets</b>	<b>205,599</b>	<b>183,756</b>
<b>Equity</b>		
Current Year Earnings	21,843	14,734
	31 Dec 2022	31 Dec 2021
Opening Bal Equity	-	-
Retained Earnings	183,756	169,022
<b>Total Equity</b>	<b>205,599</b>	<b>183,756</b>

## Statement of Cash Flows

### South Gippsland Bass Coast Local Learning and Employment Network Inc. For the year ended 31 December 2022

Account	2022	2021
<b>Operating Activities</b>		
Receipts from customers	493,594.77	508,165.07
Payments to suppliers and employees	(434,901.81)	(493,767.70)
Cash receipts from other operating activities	(27,097.87)	(39,087.83)
<b>Net Cash Flows from Operating Activities</b>	<b>31,595.09</b>	<b>(24,690.46)</b>
<b>Investing Activities</b>		
Proceeds from sale of property, plant and equipment	3,928.36	8,293.68
Payment for property, plant and equipment	(8,032.86)	(2,381.24)
Other cash items from investing activities	(4,380.00)	0.00
<b>Net Cash Flows from Investing Activities</b>	<b>(8,484.50)</b>	<b>5,912.44</b>
<b>Financing Activities</b>		
Other cash items from financing activities	50,164.59	(30,985.06)
<b>Net Cash Flows from Financing Activities</b>	<b>50,164.59</b>	<b>(30,985.06)</b>
<b>Net Cash Flows</b>	<b>73,275.18</b>	<b>(49,763.08)</b>

#### Cash and Cash Equivalents

Cash and cash equivalents at beginning of period	209,624.94	259,388.02
Net change in cash for period	73,275.18	(49,763.08)
Cash and cash equivalents at end of period	282,900.12	209,624.94

### Profit and Loss

#### South Gippsland Bass Coast Local Learning and Employment Network Inc. For the 12 months ended 31 December 2022

	Dec-22	Dec-21
<b>Income</b>		
Bus Driver Reimbursement	1,891	-
Grants:Community Road Safety Grant	5,574	5,574
Grants:Grants Sundry	-	260
Grants:Youth Hub Grant	-	2,256
LLEN Funding - DET	410,463	402,415
Reset Program Contributions	15,827	-
Sponsorship:I am Ready Reimbursements	10,445	25,500
Sponsorship:JobSkills Cont	909	-
Sponsorship:OnTrack Grant	-	1,816
Sponsorship:Program Sponsorship	1,418	9,264
Sundry:Employee Contribution MV	5,666	6,547
Sundry:Interest Received	290	770
Sundry:Rent Received	-	833
TTC Reimbursement	-	48,691
<b>Total Income</b>	<b>452,482</b>	<b>503,925</b>
<b>Gross Profit</b>	<b>452,482</b>	<b>503,925</b>
<b>Less Operating Expenses</b>		
BUS DRIVER:Reimbursement	804	-
BUILDINGS AND EQUIPMENT:Building Repairs/Maint	416	2,469
BUILDINGS AND EQUIPMENT:Cleaning	4,834	2,996
BUILDINGS AND EQUIPMENT:Computer Software/Repairs	6,013	2,007
BUILDINGS AND EQUIPMENT:Insurance	885	818
BUILDINGS AND EQUIPMENT:Motor Vehicle Expenses:Fuel/Insurance	5,815	4,242
BUILDINGS AND EQUIPMENT:Motor Vehicle Expenses:Lease Payments	11,500	12,439
BUILDINGS AND EQUIPMENT:Motor Vehicle Expenses:Other Travel costs	104	17
BUILDINGS AND EQUIPMENT:Motor Vehicle Expenses:Repairs	5	591
BUILDINGS AND EQUIPMENT:Office Equipment	2,905	623
Depreciation Expense	5,866	8,294
OPERATIONS/ADMIN:Audit Fees LLEN	3,080	2,800
OPERATIONS/ADMIN:Bank Fees	85	82
OPERATIONS/ADMIN:Board Meetings/AGM	1,233	311
OPERATIONS/ADMIN:Bookkeeping Fees	7,902	6,873
OPERATIONS/ADMIN:Catering(non Board)	1,414	164
OPERATIONS/ADMIN:Gifts/Sundries	649	244
OPERATIONS/ADMIN:Interest Paid	-	1
OPERATIONS/ADMIN:Legal/Financial	-	1,025
OPERATIONS/ADMIN:Marketing:Advertising/Merchandise	1,016	3,592
OPERATIONS/ADMIN:Marketing:Website/Social Media	840	1,063
OPERATIONS/ADMIN:Memberships(LLEN)	3,000	2,000
OPERATIONS/ADMIN:Office Staff Supplies	368	1,601
	<b>Dec-22</b>	<b>Dec-21</b>
OPERATIONS/ADMIN:Postage	339	300
OPERATIONS/ADMIN:Printing & Stationery	1,783	1,370
OPERATIONS/ADMIN:Telephone	3,696	4,319
OTHER PROGRAMS:SGTSA	-	4,419
Payroll Expenses	-	-
PEOPLE AND CULTURAL:Annual Leave Loading	-	5,167
PEOPLE AND CULTURAL:Executive Officer	98,196	118,770
PEOPLE AND CULTURAL:LSL Entitlements	(5,707)	9,878
PEOPLE AND CULTURAL:Professional Development	4,423	91
PEOPLE AND CULTURAL:Project Officer SGTSA	-	34,518
PEOPLE AND CULTURAL:Project Officers - LLEN	173,446	187,367
PEOPLE AND CULTURAL:Superannuation:LLEN Super	29,348	30,869
PEOPLE AND CULTURAL:Superannuation:SGTSA Super	-	3,315
PEOPLE AND CULTURAL:Workcover	2,420	3,863
PROGRAMS PROJECTS:Agricultural Submission	1,600	-
PROGRAMS PROJECTS:Bush Fire Recovery	-	2,500
PROGRAMS PROJECTS:Bush Foods Project	-	4,757
PROGRAMS PROJECTS:Community Road Safety program	9,918	321
PROGRAMS PROJECTS:I Am Ready Partnerships	11,952	15,144
PROGRAMS PROJECTS:Industry Emersion	-	1,375
PROGRAMS PROJECTS:Inspiring Young People	244	3,009
PROGRAMS PROJECTS:Jobskills Expo	7,627	-
PROGRAMS PROJECTS:STEM	-	150
PROGRAMS PROJECTS:Sundry Programs	6,303	682
PROGRAMS PROJECTS:VET Support	2,800	800
PROGRAMS PROJECTS:VET Bus Driving	3,711	(1,035)
PROGRAMS PROJECTS:VET Other	-	260
PROGRAMS PROJECTS:Youth Hub Program	-	2,733
RESET PROGRAM - Facilitation	18,617	-
RESET PROGRAM - Other Costs	1,190	-
<b>Total Operating Expenses</b>	<b>430,639</b>	<b>489,192</b>
<b>Net Profit</b>	<b>21,843</b>	<b>14,734</b>

# Financial Audit Report & Statements

## For the year ended December 31, 2022

South Gippsland/Bass Coast Local Learning and Employment Network INC.  
Notes to the Financial Statements  
For the Year ended 31 December 2022

### 1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements are special purpose financial statements prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Reform Act 2012. The committee has determined that the association is not a reporting entity.

The financial statements have been prepared on an accruals basis and are based on historic costs and do not take into account changing money values or, except where specifically stated, the following material accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of the financial statements.

- (a) **Cash and Cash Equivalents**  
Cash and cash equivalents include cash on hand and deposits held at call with banks.
- (b) **Employee Benefits**  
Provision is made for the association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits have been measured at the amounts expected to be paid when the liability is settled.
- (c) **Property, Plant and Equipment**  
Fixed assets are carried at cost less, where applicable, less any accumulated depreciation.

South Gippsland/Bass Coast Local Learning and Employment Network INC  
A00415286

### Statement by Members of the Board of Management

In the opinion of the committee of South Gippsland/Bass Coast Local Learning and Employment Network INC., the financial report:

- i) Gives a true and fair view of financial position of the association as at 31 December 2022 and its performance for the year ended on that date in accordance with the requirements of the Associations Incorporations Reform Act 2012.
- ii) At the date of this statement there are reasonable grounds to believe that the association will be able to pay its debts and when they fall due.

This statement is made in accordance with a resolution of the Board of Management and is signed for and on behalf of the Board of Management by:



Chair  
March 2023



Deputy Chair  
March 2023

South Gippsland/Bass Coast Local Learning and Employment Network Inc.  
Independent Auditor's Report  
to the Members of  
South Gippsland/Bass Coast Local Learning and Employment Network Inc.

I have audited the accompanying financial report, being a special purpose financial report, of South Gippsland/Bass Coast Local Learning and Employment Network Inc., which comprises the balance sheet as at 31<sup>st</sup> December 2022, the profit and loss for the year then ended, notes to the financial statements, cash flow statement and statement by members of the board of management.

### Board of Management's Responsibility for the Financial Report

The board is responsible for the preparation of the financial report, and has determined that the basis of preparation described in Note 1 is appropriate to meet the requirements of the Associations Incorporation Reform Act 2012 and is appropriate to meet the needs of the members. The board's responsibility also includes such internal control as the board determines is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

### Auditor's Responsibility

My responsibility is to express an opinion on the financial report based on my audit. I have conducted my audit in accordance with Australian Auditing Standards. Those standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the association's preparation of the financial report, in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the board, as well as evaluating the overall presentation of the financial report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis of my audit opinion.

### Opinion

In my opinion, the financial report of South Gippsland/Bass Coast Local Learning and Employment Network Inc gives a true and fair view in all material respects, the financial position of the association as at 31 December 2022 and its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements, and the Associations Incorporation Reform Act 2012.



Bruce Hydon  
Registered Company Auditor 7998  
10<sup>th</sup> March 2023



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