



Annual Report 2023



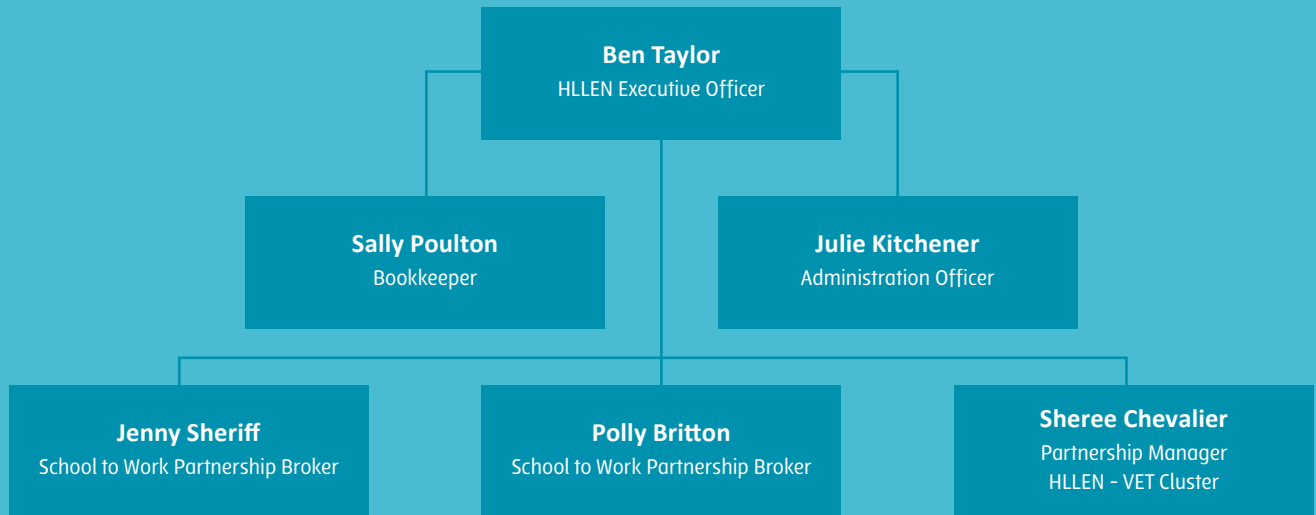
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Highlands LLEN respectfully acknowledges the traditional custodians of the lands in which we work and live, the Wadawurrung, Dja Dja Wurrung and Wurundjeri people and recognise their continuing connection to land, waters and community.



Highlands LLEN Organisational Structure 2023 (March 2023)



Chairperson's Report

It is with great pleasure that I present the 2023 Highlands LLEN (HLLLEN)

HLLLEN continued to build on the work done in 2022 and met all requirements against its contracts. New and existing programs were adjusted and adapted to meet the needs of schools and provide opportunities for students to identify a career pathway.

The Department of Education (DE) new three-year contract provided stability to staff, schools and industry stakeholders. This 'School to Work' contract provided guidance for the HLLLEN to deliver against the six activities. They are:

1. Supporting students;
2. Supporting schools;
3. Supporting industry;
4. Supporting DE strategic goals;
5. Corporate governance; and
6. Working together as a system.

The Executive Officer's report will cover program work undertaken in detail, however I would like to broadly acknowledge all team members and provide some program and project successes.

The HLLLEN delivered 131 events with schools including guest speakers, industry tours and taster days on school premises or industry sites. This is an incredible achievement as the KPI set by DE was only 20 for the year, with events aligned to industry needs and VET pathways for student to programs delivered through the VET Cluster.

VET Cluster enrolments were maintained with 623 students and through the VET Cluster strategic day the 2024 Program Guide was updated with additional programs with the inclusion of one year taster VET programs for students to meet VCE VM VET requirements.

The HLLLEN exceeded targets for Work Placements with a combination of Work Experience and SWL placements and continued to work with larger employers introducing systems to make it easier to take on students in the workplace.

The contract with the Federal National Careers Institute ended with Women in Trades program a huge success with over 210 females participating in the program. The program was showcased through a Case Study developed by the National Careers Institute.

The Jobs Victoria Advocates contract concluded at the end of June and the staff stayed committed to the end of the program to achieve the targets and provide support to individuals in the program.



Leanne Parker
Chairperson

The HLLLEN continued their success working with many stakeholders and agreements and I must acknowledge and thank the Executive Officer, Ben Taylor, supported by a dedicated HLLLEN team. Well done on the achievements of the past year.

I would like to acknowledge the contribution of the Committee of Management and welcome new members Emma Hall and Mick Prado.



Ben Taylor
Executive Officer

Executive Officer's Report

Program Overview

The LLEN network was able to secure a new three year **School to Work** contract starting at the beginning of 2023. Having a multiyear contract provided the staff and schools certainty to provide the programs and connections with industry. We worked on programs that had a pathway option for the VET Cluster and in areas of workforce needs for the region. Our target under the contract is for 20 events and we conducted 131 events across all contracted schools.

Industry placements were delivered through **Structured Workplace Learning (SWL)** and Work Experience (WEX) and these targets were exceeded. We continued to work with larger organisations to assist with administration and create statewide opportunities through the LLEN network. The local target of 99 Opportunities consumed was exceeded with 122 placements completed. [An overview of the activities of the SWL is on pages four and five of the 2023 Annual Report.](#)

The **VET Cluster** ran a strategic planning day with schools and training providers and new programs have been added with the addition of one year VET programs that provides students with options when identifying their career pathways. The interest by students and schools in this has been well received and look forward to the increased numbers for 2024.

Enrolments for 2023 were 623, in 21 programs delivered through RTO's and Schools. We were successful in receiving money from DE to provide transport for students studying in the VET Cluster for schools outside of Ballarat. This has helped where student did not have access to reliable public transport and reduce the transport barriers to access VET. [An outline of the achievements of the VET Cluster is on pages eight and nine of the 2023 Annual Report.](#)

We transitioned **School Programs** to the Certificate II in Workplace Skills and delivered this to three schools assisting students with the skills to transition to the workforce.



NextGen Tradies – Try a Trade



Who made it Instagrammable

The **Jobs Victoria Advocates** program concluded at the end of June and this was a successful program with the team conducting over 4,860 engagements with the community of the contract. This was an important service providing face to face service for job seekers in the community and I thank Belinda and Sarah for their hard work. [Details of the development of Job Advocates are on page ten of the 2023 Annual Report.](#)

I thank the Chair and Board for their ongoing leadership during 2023 and the dedication of the staff at the HLLN for their passion to support young people in the region.

OUR VISION

Building great futures by partnering with educators, business and community.

OUR VALUES

Advocacy – We champion great futures within our communities

Collaboration – We build and maintain strong partnerships

Innovation – We pursue creative solutions

Diversity & Equity – We believe in representation, equity and fairness for all

Excellence – We are informed by evidence, good practice and continuous improvement

Leadership – We make a difference through guiding others



Farm to Table Tour



Workshop Your Future - Goldacres site tour

2023 School to Work Report

Work placements (WEX, SWL & SBATs) arranged by HLEN

1 January to 31 December 2023

Target – 99

Actual – 152 (133 completed, 19 arranged but cancelled by student/school/host)

School Name (Highlands Region)	Number
Bacchus Marsh College	1
Bacchus Marsh Grammar	0
Ballarat Christian College	2
Ballarat Clarendon College	2
Ballarat Grammar	8
Ballarat High School	12
Ballarat Specialist School	4
Beaufort Secondary College	5
Berry Street School (Ballarat Campus)	4
Castlemaine Secondary College	2
Damascus College	11
Daylesford Secondary College	2
Link Up (Alternative Ed campus of Mt Rowan Secondary College)	2
Loreto College	16
Mount Clear College	2
Mount Rowan Secondary College	5
Phoenix P-12 Community College	20
Phoenix P-12 Community College (DOTS Campus)	2
St Patrick's College Ballarat	2
Woodman's Hill Secondary College	8
Yuille Community College	0
TOTAL PLACEMENTS	110

School Name (Other Regions)	Number
Ararat College	1
Avila College	1
Bass Coast College	2
Bendigo South East 7-10 Secondary College	1
Drouin Secondary College	2
Geelong Lutheran College	2
Marist-Sion College	2
Maryborough Education Centre	1
Mercy College	3
Mill Park Secondary College	1
Mirboo North Secondary College	1
Sacred Heart College (Kyneton Campus)	1
St Joseph's College Mildura	1
University High School	1
Warragul & District Specialist School	1
Warragul Regional College	2
TOTAL PLACEMENTS	23



Polly Britten

School to Work Partnership Broker



131

Total events



9,278

Total student
Participants



133

Total industry
partners

Pilot Programs/Events

NEXTGEN TRADIES – TRY A TRADE

The Try a Trade program rebranded due to its success in the first year as NextGen Tradies with eight (8) schools participating throughout the year. Mini houses have been donated across Ballarat to local primary schools and hospitals and are a hot topic of conversation, young women on the tools.

WHO MADE IT INSTAGRAMMABLE

With the success of the first year, five (5) schools were keen to take part in the second year of Who made it Instagrammable, through three (3) different stations in hospitality. The success of the program, has also reflected in the success of the business in full capacity of Employees within six months of the program running.

FARM TO TABLE TOUR

Also in its second year running, The Farm to Table Tour introduced eight (8) different schools to life on the land in the agriculture, horticulture and permaculture industries. Students came away with a solid understanding of career pathway opportunities in VET and post school.

DRESS FOR SUCCESS & MOCK INTERVIEW PRACTICE

Eighteen (18) schools ranging from year 10 to 12 undertook the ramped up version of mock interview practice, with an opportunity to dress up in corporate attire for their interview. With the inclusion of industry representatives also undertaking the Interviewer component of the mock interview, the students have a better understanding of industry expectations and how to conduct themselves in a real interview.

RENEWABLE ENERGY TOUR

Two (2) schools took the pathway journey through Federation TAFE's electrotechnology and automotive facilities, onto Mt Helen's training wind turbine to learn about the materials used to build a wind turbine, completing the tour at Mt Mercer Wind Farm with a tour of the operations room, learning how to turn on and off the machines with a CB radio, and the extensive site.

REAL TALKS

Twenty-four (24) programs were completed with approximately five industry representatives per program, speaking to the students about their own career journey and the opportunities provided to them.

RESUME/COVER LETTER WRITING WORKSHOP

Seven (7) schools recognised the need for further work related skills by incorporating the resume and cover letter writing workshop into years 10, 11 and 12 curriculum.

BALLARAT JOBS & TRAINING EXPO

600 students and over 200 industry organisations took part in the second year of BGT's Jobs and Training Expo, across two days.

DIVE INTO SPORTS

Two schools took part in this program, encompassing a tour of the Ballarat Aquatic & Leisure Centre, followed by an opportunity to test out the gymnastics and fitness centre.

INNER EXPLORER

Three (3) schools took part in this one year only taster opportunity, with students learning leadership, team work and communication skills in the form of building an outdoor shelter using limited materials.

PROJECT PITCH

Two (2) schools undertook this three day program, in collaboration with Ballarat Foundation and multiple volunteering organisations such as SES and Travel Aid. Students were encouraged to pitch an idea that would encourage their student peers to volunteer in a local community organisation. Both schools have requested this program for 2024.

RECYCLE REVOLUTION

Three (3) schools took part in this program, including a component on how to recycle locally, students proceeded to build an A-frame shelf from recycled pallets. Students felt empowered to continue enhancing their recycling knowledge and carpentry new found skills post program. Additionally, Clarendon College, primarily an academic school, had 100 per cent student participation, when usually, a class would have 80 per cent attendance.

WESTERN BULLDOGS COMMUNITY FOUNDATION – LEADERSHIP PROGRAM

Eight (8) schools undertook the Leadership Program managed and executed by Western Bulldogs Community Foundation.



Jenny Sheriff

School to Work Partnership Broker

2023 saw the implementation of the VCE Vocational Major Certificate, one of the main reforms of senior secondary schooling to better engage and inspire students, and build their aspirations and skills so that their secondary schooling sets them up for future careers.

“It was very fun, good people”

(Student, Bacchus Marsh)

Schools Programs

Cert2Work

The Certificate is a two-year vocational and applied learning program, aimed at equipping students with the skills, knowledge and confidence needed to prepare for the world of work and further education and training.

To support our local schools to implement the Work-Related Skills (WRS) and Personal Development Skills (PDS) units of this Certificate, particularly during its initial and transitional year, HLLen worked with training organisation Access Australia Group (AAG) to create a program that incorporated the Certificate II in Workplace Skills.

The program, titled Cert2Work, offered students 255 nominal facilitated hours across 10 units of competency to gain valuable work-ready skills such as communication, workplace health and safety, and time management planning and application, as well as micro-qualifications including Responsible Service of Alcohol and Food Safety certificates.

“Recommended for teens entering the workforce for the first time, wish I had this at that age!” (Teacher)

The number of nominal hours also assisted some students who had not previously undertaken a Certificate qualification to gain their year-level passes, as the new VCE Vocational Major requires students to complete a minimum of 180 nominal hours across the two-year program.

- Three schools took up the program – Bacchus Marsh College, Mt Clear College and Phoenix College
- 42 students were enrolled
- 27 students completed the program
- 18 students graduated with the Certificate II in Workplace Skills
- Nine students didn’t graduate with the Certificate II, but did complete some units of competency, and therefore some nominal hours towards their 180 required.

The program was delivered by facilitator, Jenny Turnham, with support by program coordinator, Jenny Sheriff.

“I learnt to use my networks to help me, I learnt the importance of teamwork, I learnt how to present to an audience”

(Student, Phoenix)

PARTICIPANT FEEDBACK

Participants and their coordinating teachers had the opportunity to provide feedback about the program. **26 responses were received.**

4.12/5	The average rating the students gave out of 5
20/26	said they had a better understanding of their personal strengths
24/26	said the course helped them learn more about careers they could do
16/26	said they are more confident now compared to before the course

“Three things I learned: I have people who I can ask questions in the future; what some of my personal skills are; and how to present in front of a group of people professionally”

(Student, Mt Clear)



City of Ballarat Botanical Gardens work site visit – Cert 2 Work, Phoenix



Mt Clear – Workplace visit (Town Hall)



Phoenix - Final course day (Sebastopol Library)



Jenny Turnham
Program Facilitator



3
schools



42
students



27
students completed
the program



18
students obtained a
Certificate II in
Workplace Skills



Sheree Chevalier
Partnership Manager, HLLen - VET Cluster

VET Cluster

2023 Student voice

The last two years have introduced big changes for the Cluster, mainly stemming from collaborations from the Cluster Governance Sub Committee.

In 2023 enrolled students at Census was **623**. Popular programs included Animal Studies, Automotive, Allied Health Assistance, Building and Construction and Early Childhood Education and Care. We could have enrolled more students; however, the majority of programs were full. Sadly, the Music Industry (Sound Production) program was cancelled, last minute, which reduced numbers.

First Year students	Term 1 Student Survey	60% of students responded and rated programs 4.03/5 stars .
Second Year students	Term 3 Student Survey	50% of students responded and rated programs 3.7/5 stars .

In the Second Year survey, we asked:

“Our VET Programs aim to develop the skills that employers are looking for. Please click on the statements relevant to you, since studying your VET programs”

The following statements marked highly:

Safety	I have a better understanding of Health and Safety in the workplace, and always work towards keeping myself and others safe
Teamwork	I have improved/learnt how to work with others effectively
Asking questions	I feel more comfortable asking questions
Problem solving	I feel more confident that I can try to solve problems
Organised	I am more organised, prepared, efficient, and arrive to class on time now

From the Second Year survey, we also learnt that:

- **63%** of surveyed students said they intended to **apply for further studies** in their VET industry
- **61%** said they would **apply for an apprenticeship/traineeship** and
- **77%** said they will **search for a job** in the VET Industry

The year started with all stakeholders meeting at the Barkly Square Theatre and being welcomed to the VET Cluster. Feedback reflected it was a positive experience to combine schools and training providers, especially after our Covid lockdown experience.

2023 was action packed, with many improvements and tight deadlines being met. Sheree thanks the six months HLLen admin support she received from Rae Godfrey and welcomes the new admin HLLen team member, Julie Kitchener. Thanks to Ben Taylor, who was successful in receiving a Government Grant and organised bus travel so VET Cluster students from outer regions could attend classes in Ballarat.

Over ten significant updates were made to the Database, which included improving communications, a second ‘Program Choice’ option, uploading student photos, multiple trainers linked to one class and simplification of student reports.

2023 Student exits

The following table shows the Cluster is improving at retaining student numbers

Year	Students enrolled at Census (start of year)	Students enrolled in December (end of year)	Student exits
2022	647	480	167
2023	623	490	133

The Database captures student exit reasons.

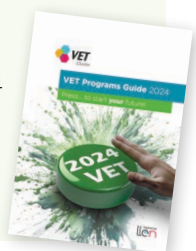
For 2023, the main reasons for exiting programs included: 'Further study/apprenticeship', 'moved away from area', 'left school', 'employment' and 'change of VET Industry'. 'Not Engaged' was also a classification but it is too broad a term, so has been revised for 2024 exits.

Overall, we can be confident that the majority of students exit their VET Cluster program for further study/employment.

As 2023 progressed, it was evident the 'can do' attitude displayed by all, transformed our Strategic Vision into reality.

Sheree Chevalier, with Ben Taylor and Jenny Sheriff, attended many school information nights, aiming to increase student enrolment numbers for 2024.

Program Guides for 2024 were professionally printed and made available online.



Sub Committees and Policies

RTO REVIEW SUB-COMMITTEE

Continued in 2023 and will, in 2024. A selection of school stakeholders formed to review the progress of RTOs and consider RTO applications to deliver programs.

EXCURSION POLICY

In 2023 we continued to trial the Excursion Policy, which was developed by a sub-committee. We expect more excursions to take place in 2024.

STUDENTS AT RISK OF FAILING (SAROF) SUB COMMITTEE AND POLICY

At the end of 2022, Sheree noted the Cluster lacked a clear Students at Risk of Failing Policy. So, a sub committee was formed of schools and RTO stakeholders, and a policy was developed and is being trialed.

VET Cluster Meetings

In 2023 we learnt that Business Managers do not attend many VET Cluster meetings, even though they were blended with VET Coordinator (VC) meetings. In addition, it was apparent that some school Careers staff needed to improve their knowledge of VET Cluster programs. From 2024, school Careers staff will be invited to VC meetings. Business Managers can choose if they would like to attend the VC meeting or accompany their Principal and attend the Principal meeting.

Planning for 2024

The VET Cluster plans programs for the following year, one year in advance. In March/April, planning for the following years programs begin. On Thursday 16 March, 2023 at the Ballarat Golf Club, we planned a Strategic Planning Morning. Roundtable discussions took place with a mix of stakeholders on each table strategically placed to share ideas.

The following three areas emerged as the main areas of focus for 2024:

1. ORIENTATION

A team of around 17 Colleagues from schools and RTOs met and decided on the Orientation process to trial. In 2023 students participated in the Orientation, 67 students responded to a survey and rated the Orientation as 4.13 out of 5 stars.

2. LATER START FOR PROGRAM/S

We envisaged the possibility of some programs starting in April, to support students who are new to the area and/or need to change from VCE to VCE-VM and require a VET. This is in progress.

3. ONE YEAR PROGRAMS FOR 2024 DELIVERY

Year 10 and 12 students were given priority. RTO's proposed programs included Tradie, Beauty and Hospitality Tasters. Programs prove to be popular.

Sheree thanks all schools and RTOs and other stakeholders for their support and feedback throughout the year. Cheers to 2024!

Jobs Victoria Advocate program


Highlands LLEN continue to facilitate the Jobs Victoria Advocates program funded through the Victorian State Government Department of Jobs, Skills, Industry and Regions - formerly Department of Jobs, Precincts and Regions until 30th June.

Milestone targets associated to facilitating the HLLLEN hosted Jobs Victoria Advocates program have been exceeded at all required dates and look set to reach specified contractual expectations.


Belinda and Sarah continued to provide the service up until the end of the contract and delivered 4,860 engagements over the contract period. place-based servicing has been established at major public transport hubs, council managed recreation, learning and research facilities, community markets, commercial shopping centres, not for profit thrift shops, neighbourhood houses, registered training organisations, TAFE and higher education institutions.

Central Highlands Jobs Victoria Round Table and Community of Practice Meetings are a regular inclusion and an opportunity for Jobs Victoria Partners to network, collaborate, share ideas and to discuss labour market shortage solutions. In rotation HLLLEN hosted a number of these meetings and outsourced external service providers to attend and inform attendees of services, programs and initiatives that complement the Jobs Victoria Program suites.

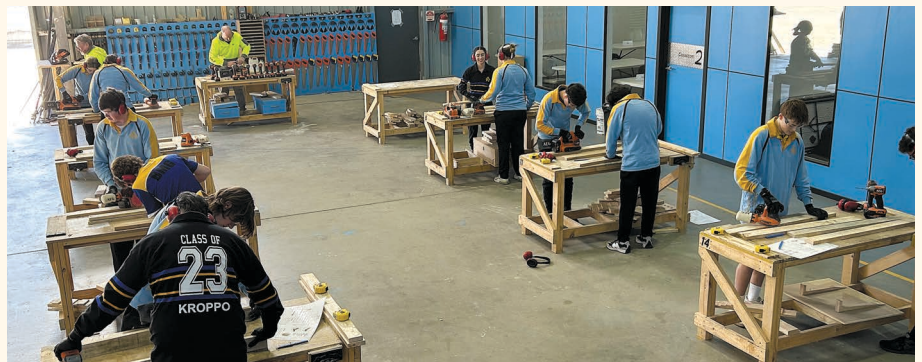
Thank you to the staff that have been involved in the successful delivery of the Jobs Victoria Advocates over the contract, Belinda, Daniel, Sarah and Susan, who worked to achieve the outcomes.

A portrait of Belinda Woodruff, a woman with short curly hair, wearing a white button-down shirt with a small logo on the left chest. She is smiling and standing outdoors in front of green foliage.

Belinda Woodruff
Jobs Victoria Advocate

A portrait of Sarah Wallace, a woman with long blonde hair, wearing a dark jacket over a white shirt. She is smiling and standing outdoors in front of trees.

Sarah Wallace
Jobs Victoria Advocate



HLEN Engagement 2023



133

Students who consumed placement from Portal



623

Number of students participating in the VET Cluster



131

Total School Employer Engagement Activities (Events) (Target = 20)



9,278

Total amount of students participants in events



28

Number of secondary schools participating in the VET Cluster



155

Total amount of industry partners participating



Julie Kitchener
Administration Officer



Sally Poulton
Bookkeeper

Committee of Management 2023 (At year end)

Leanne Parker

CHAIRPERSON

SUB-COMMITTEE: FASC

ORGANISATION: Federation TAFE

Eliza Munro

TREASURER

SUB-COMMITTEE: FASC

ORGANISATION: McCallum Disability Services

Susan Honeyman

SECRETARY

SUB-COMMITTEE: FASC

Darren Gray

DEPUTY CHAIR

ORGANISATION: Federation TAFE

Cr David Clark

SUB-COMMITTEE: FASC

ORGANISATION: Pyrenees Shire Council

Emma Hall

ORGANISATION: Victorian Skills Authority

Jennifer Winters

ORGANISATION: Department of Education and Training

Stephen Fields

ORGANISATION: Woodmans Hill Secondary College

Ross Kenna

ORGANISATION: Australian Workers' Union

Trent Loader

ORGANISATION: Education Services Australia (ESA)

Mick Prato

ORGANISATION: Department of Jobs,
Skills, Industry and Regions

Treasurer's Report

2023 has been another successful year for the LLEN, remaining focused on its new three-year Department of Education – School to Work programs, as well as supporting the Jobs Victoria Advocates Contract, which ceased in late 2023.

Employee costs continue to be around half of the LLEN's operating expenditure at \$518,347. Program delivery remains the core emphasis of the LLEN as demonstrated through the employment and project expenditure within the presented financial statements. The Jobs Victoria Advocates also work on this methodology.

In late 2022, the LLEN was successful in obtaining the DET Transport Fund for the VET Cluster. This enabled students to safely and consistently travel to their designated courses, transports costs were incurred to the value of \$256,865 which is recorded under project expenditure.

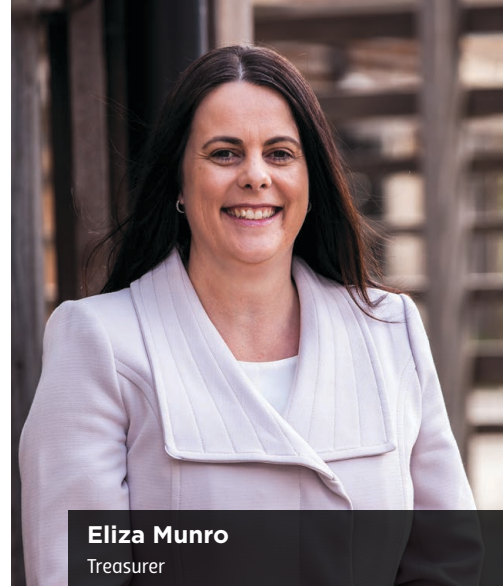
In our 2023 report the LLEN recorded a surplus of \$19,501, which reflected several deliverables for our project grant funds including Women in Trade and Jobs Victoria Advocates. These projects were proven to be a great success and have subsequently concluded.

The LLEN balance sheet continues to be sound, with net assets at \$689,858. The LLEN has current liabilities of \$328,456 at balance date, \$226,850 of this being income in advance for 2024 activities. The LLEN currently has \$403,826 in cash or term deposits, more than providing for the liabilities as listed.

Our Audit report for 2023 contains no qualifications and I am pleased to recommend to you our financials for the year and look forward to another successful year in 2024.



Eliza Munro
Treasurer



Eliza Munro
Treasurer

Financial Statements

The following Financial Statement is an extract from the full financial report for the year ended 31st December, 2023.

A copy of the full financial report and auditor's report is available on our website.

Statement of Comprehensive Income

FOR THE YEAR ENDED 31ST DECEMBER, 2023

		2023	2022
Income			
Recurrent government grants & subsidies	3	943,936	972,486
Other Income	3	94,233	67,352
		1,038,169	1,039,838

Expenditure			
Employee Benefits		499,405	636,039
Program Operating Costs		328,301	148,156
Administration Operating Costs		96,490	84,938
Transport		45,099	54,099
Depreciation		21,160	14,807
Occupancy Costs		28,213	25,901
		1,018,668	963,940
SURPLUS FOR THE YEAR	4	19,501	75,898

Other Comprehensive Income			
Other Comprehensive Income		–	–
TOTAL COMPREHENSIVE INCOME		19,501	75,898

Balance Sheet

AS AT 31ST DECEMBER, 2023

	2023	2022
Assets		
CURRENT ASSETS		
Cash and cash equivalents	403,824	848,036
Trade and other receivables	158,850	26,689
TOTAL CURRENT ASSETS	562,674	874,725

NON-CURRENT ASSETS		
Property, plant and equipment	59,128	73,639
Right of use asset	68,056	–
Total non-current assets	127,184	73,639
TOTAL ASSETS	689,858	948,364

Liabilities		
CURRENT LIABILITIES		
Payables	226,850	553,621
Other payables	60,083	67,577
Provisions	12,028	28,087
Lease liability	29,495	–
TOTAL CURRENT LIABILITIES	328,456	649,285

NON-CURRENT LIABILITIES		
Provisions	5,850	3,809
Lease Liability	40,781	–
TOTAL NON-CURRENT LIABILITIES	46,631	3,809
TOTAL LIABILITIES	375,087	653,094
NET ASSETS	314,771	295,270

Equity		
Retained surpluses	314,771	295,270
TOTAL EQUITY	314,771	295,270

Statement of Changes in Equity

FOR THE YEAR ENDED 31ST DECEMBER, 2023

	RETAINED SURPLUSES	TOTAL EQUITY
2023		
BALANCE AT 1 JANUARY 2023	295,270	295,270
Surplus after income tax expense for the year	19,501	19,501
Other comprehensive income for the year, net of tax	–	–
TOTAL COMPREHENSIVE INCOME FOR THE YEAR	19,501	19,501
BALANCE AT 31 DECEMBER 2023	314,771	314,771
2022		
BALANCE AT 1 JANUARY 2022	219,372	219,372
Surplus after income tax expense for the year	75,898	75,898
Other comprehensive income for the year, net of tax	–	–
TOTAL COMPREHENSIVE INCOME FOR THE YEAR	75,898	75,898
BALANCE AT 31 DECEMBER 2022	295,270	295,270

Statement of Cash Flows

FOR THE YEAR ENDED 31ST DECEMBER, 2023

	2023	2022
Cash from operating activities		
Receipts from customers including grants	1,009,825	1,473,029
Interest received	-3,677	348
Payments to suppliers and employees	-1,416,304	-948,220
NET CASH (USED IN)/FROM OPERATING ACTIVITIES	-410,156	525,157
Cash flows from investing activities		
Payments for property, plant and equipment and Right of use asset	-104,332	-27,383
NET CASH USED IN INVESTING ACTIVITIES	-104,332	-27,383
Cash flows from financing activities		
Proceeds from borrowings	70,276	–
NET CASH FROM INVESTING ACTIVITIES	70,276	–
NET (DECREASE)/INCREASE IN CASH AND CASH EQUIVALENTS	-444,212	497,774
Cash and cash equivalents at the beginning of the financial year	848,036	350,262
CASH AND CASH EQUIVALENTS AT THE END OF THE FINANCIAL YEAR	403,824	848,036

Committee Members' Declaration


In the committees opinion:

- the attached financial statements and notes comply with the *Corporations Act 2001*, the Australian Accounting Standards - Simplified Disclosures, the Australian Charities and *Not-for-profits Commission Act 2012*, the Associations Incorporation Reform Act (Victoria) 2012 and other mandatory professional reporting requirements;
- the attached financial statements and notes give a true and fair view of the association's financial position as at 31 December 2023 and of its performance for the financial year ended on that date; and
- there are reasonable grounds to believe that the association will be able to pay its debts as and when they become due and payable.

On behalf of the committee



ELIZA MUNRO



LEANNE PARKER

18 April 2024
Ballarat

Independent Auditor's Report



Auditors Independence Declaration under Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* to the Members of Highlands Local Learning & Employment Network Inc.

I declare that, to the best of my knowledge and belief, during the year ended 31 December 2023, there have been no contraventions of:

- 1) The auditor independence requirements as set out in the Australian Charities and Not-for-profits Commission Act 2012 in relation to the audit; and
- 2) Any applicable code of professional conduct in relation to the audit

AINIO ASSURANCE

A handwritten signature in black ink that reads "Richard Ainio".

Richard Ainio
PRINCIPAL

Ballarat
18 April 2024

Ainio Assurance, PO Box 636W, Ballarat West Vic 3350 | T: 0406568809 | ABN 22616835665

Liability limited by a scheme approved under Professional Standards Legislation.



Annual Report 2023

104 Sturt Street Ballarat VIC 3350

Call (03) 4344 4155

Email admin@highlandslen.org

Visit www.highlandslen.org

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VET CLUSTER

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ABN: 46 429 658 543